

CNWL JOB DESCRIPTION

Job Title:	Cognitive Analytical Therapist (CAT) or Counselling or Clinical Psychologist, Complex Emotional Needs ('Personality Disorder') pathway
Professionally accountable to:	Clinical lead for Complex Emotional Needs ('Personality Disorder') Pathway
Responsible for:	Where applicable attached doctoral trainees, assistant and/or graduate psychologists, psychological therapists
Grade:	Band 7, actual point depending on experience
Hours:	0.5 sessions (part time) post. Permanent.
Base:	Brent Clinical Sites: There are two and post-holders will be expected to work across both. One is at Fairfield's House in Kingsbury and the other is Park Royal Mental Health centre in Harlesden.
Liaises with: -	Other team members, Lead Psychologist in Adult Mental Health, Community Mental Health Team Managers, and members of other disciplines and agencies responsible for a client's care

JOB SUMMARY

The post-holder will work in the Brent Integrated Psychology and Psychotherapy Team as part of an integrated multi-disciplinary service to deliver care and treatment for service users within the Complex Emotional Needs ('Personality Disorder') Pathway.

The team works with service users with severe and complex mental health needs who are likely to require intensive, long-term care and whose needs cannot be adequately met within a brief treatment framework. Many of the service users will be treated within a multi-disciplinary framework, but a significant proportion of clients will also be treated under Lead Professional Care.

The post-holder will be expected to provide specialist psychological assessment and therapy for service users with complex mental health needs, specifically in relation to the personality disorder pathway. This will include provision of psychological therapy in group formats. The psychologist will be expected to offer advice, training and consultation to other members of the team and support to other, non-professional carers. The post-holder will also be expected to attend weekly team meetings and forums. The post-holder will support the team in assessing the psychological and social needs of patients referred to the service, ensuring that psychological factors are given due consideration in the care planning process.

The post-holder will liaise closely with other relevant local mental health services, such as the Community Mental Health Teams (CMHT), Inpatient Services, the Early Intervention in Psychosis Team and the Home Treatment Team, as well as the other treatment pathways, to ensure efficient and seamless patient care pathways and shared understanding of service eligibility criteria and treatment models and provision

The post-holder is expected to work autonomously within professional guidelines and the overall framework of the service policies and procedures. The post-holder is expected to utilize research skills for audit, policy and service development and research within the area served by the team/service.

WORKING ENVIRONMENT

The post-holder will be based at Fairfield House and Park Royal centre (and can work from home for 40 per cent of their contracted hours) but will at times be required to undertake work in other settings including inpatient wards, GP surgeries, other community service bases and patients' homes. **Please note that we work across two bases in Brent.**

KEY RESULT AREAS

Clinical:

1. To provide specialist psychological assessments of clients referred to the team, specifically in relation to the personality disorder pathway, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
6. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
8. To undertake risk assessment and risk management for individual clients and to provide

advice to other professions on psychological aspects of risk assessment and risk management.

9. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including clients, their carers, referring agents and others involved the network of care.
10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
11. To deliver and co-deliver brief interventions, for people with personality disorder
12. To provide time-limited case management for a caseload of service users
13. To provide liaison to inpatient wards to consult on the management of people with personality disorders, as and when indicated
14. To provide consultation to GPs in the management of people with personality disorders, as and when indicated
15. To be involved in co-delivering structured group-based treatments, e.g. MBT or DBT groups, as indicated
16. To be aware of and to embed principles of the trauma-informed approach within the pathway.

Teaching, training, and supervision

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To gain additional highly specialist experience and skills relevant to clinical psychology and/or the service as agreed with the professional psychology manager.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
4. To provide professional and clinical supervision of trainee and assistant clinical psychologists.
5. To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, as appropriate.
6. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Management, recruitment, policy and service development

1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service valuation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To manage the workloads of assistant and trainee clinical psychologists, within the framework of the team/service's policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of assistant / graduate psychologists.

Research and service evaluation

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
2. To undertake appropriate research and provide research advice to other staff undertaking research.
3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

IT responsibilities

1. To maintain professional and personal records on computer, as appropriate
2. To enter data onto local Trust IT systems and databases, as appropriate
3. To utilize IT methodologies, such as e-mail and the internet, to access clinical and professional information and to communicate with colleagues.

General

1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's professional and service manager(s).
2. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
3. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society.

Society, The Health Professions Council and Trust policies and procedures.

4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

Safeguarding

1. All staff have a duty to safeguard and promote the welfare of children and adults at risk of abuse.
2. Staff should be aware of local safeguarding procedures and how to contact named professionals for advice and support as well as reporting any concerns.
3. Staff are supported with the supervision and training needed to recognise and act on welfare concerns and to respond to the needs of children and adults.
4. Staff have a responsibility to ensure they are up to date with any safeguarding training.

Additional notes:

- This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information, clinical governance including research governance.

Health, Safety and Security

1. To identify and assess the potential risks involved in work activities and how best to manage these risks.
2. To undertaking work activities, and training, as defined by Trust's health and safety policies and procedures, and legislation.
3. To assist in maintaining a safe working environment for self, colleagues, patients and others.
4. To make sure that colleagues know where you are during work hours.
5. To summon immediate help in any emergency and take the appropriate action to contain the situation
6. To report any issues in the workplace that may put health, safety and security at risk.
7. To support others in maintaining health, safety and security.

Equality, Diversity and Rights

1. To interpret the rights and responsibilities of people consistent with the letter and spirit of the law, the Trust's policies and professional standards.
2. To generate and sustain relationships which maintain and promote human dignity, rights and responsibilities.
3. To challenge behaviour that infringes the rights of others and supporting those who need assistance in exercising their rights.
4. Identify and take action to address discrimination and oppression.
5. To recognize dilemmas in the promotion of rights and develop appropriate ethical solutions.
6. To reflect on and challenge assumptions and ways of working by self and others.

General

To abide by legal requirements and roles of his/her own professional body

Job Flexibility

The post holder will be required to work flexibly, providing assistance as and when necessary, which may involve them in a developing role.

Working Relationships

The working relationship between all members of staff should be mutually supportive, with staff deputising and covering for each other when appropriate.

Infection Control

The prevention and control of infection is the responsibility of everyone who is employed by Central and North West London NHS Foundation Trust. Employees must be aware of infection control policies, procedures and the importance of protecting themselves and their clients in maintaining a clean and healthy environment.

Improving Working Lives

Central and North West London NHS Foundation Trust is committed to the principles of Improving Working Lives and all managers are encouraged to follow Improving Working Lives practices. Consideration will be given to all requests for flexible working in line with Trust policy.

Staff Involvement

Central and North West London NHS Foundation Trust is committed to involve staff at all levels in the development of the organisation.

Managers should ensure that staff are encouraged and involved in organisational and service developments including business planning and they are able to influence discussions, which affect them and their working conditions.

All managers should engender a culture of openness and inclusion so that staff feel free to contribute and voice concerns. They should develop and implement communication systems that ensure staff are well informed and have an opportunity to feedback their views.

Smoking Central and North West London NHS Foundation Trust acknowledges its responsibility to provide a safe, smoke free environment to its employees, patients and visitors. In expressing its commitment to the prevention of smoking related diseases, the Trust has a 'Non Smoking Policy' and all Trust buildings and vehicles are designated as smoke free areas.

Alcohol

Employees are expected to be aware of and understand that Central and North West London NHS Foundation Trust has a policy on alcohol and the consumption of alcohol. Alcohol is not permitted whilst on duty.

Confidentiality

Employees should be aware that the Trust produces confidential information relating to patients, staff and commercial information. All employees have a responsibility for ensuring the security of information and to comply with the Data Protection Acts, Access to Health Records and Computer Misuse Act. Disclosure of personal, medical, commercial information, systems passwords or other confidential information to any unauthorised person or persons will be considered as gross misconduct and may lead to disciplinary action which may include dismissal.

Equal Opportunities

All employees of Central and North West London NHS Foundation Trust are expected to be aware of, and adhere to, the provision of the Trust's Equal Opportunities Policy, and to carry out their associated duties and responsibilities under this policy. As users of the disability symbol, the Trust guarantees to interview all disabled applicants who meet the minimum essential criteria for a vacant post.

Grievances, Disputes, Disciplinary and Other Industrial Relations Procedures

Central and North West London NHS Foundation Trust has grievance, disputes, disciplinary and other industrial relations procedures. Employees are required to make themselves aware of these procedures, copies of which are available on the Trustnet, from your manager and the Human Resource Directorate.

Personal Development

The post holder is expected to co-operate in activities which line management believes will contribute to personal and/or to team growth. This includes attending supervisory sessions and training modules, both at their work base and other selected venues of instruction.

Conflict of Interest

Employees are expected to declare any private 'interest or practice', which might conflict with their NHS employment, and be perceived to result in actual or potential financial or personal gain.

Working Time Regulations

The Working Time Regulations 1998 require that you should not work more than an average of 48 hours each week i.e. no more than 816 hours in a 17-week period. To work more than 48 hours you must have management authorisation and you will be required to sign an opt out agreement.

The Trust policy has a limit of 60 hours per week and all staff must ensure a 24 hour rest period is taken in every 7 days.

Conditions of Employment

The Trust will screen all staff who will be working with children and police checks will be carried out on all staff appointed to posts which have access to children.

This will also apply if role develops to include access to children.

Terms and Conditions

The terms and conditions of service associated with this position are those agreed by the Trust.

Band 7 Cognitive Analytic Therapist or Psychologist: Person Specification

	ESSENTIAL	DESIRABLE	HOW TESTED
TRAINING & QUALIFICATIONS	<p>Qualified CAT Therapist with relevant professional registration with ACAT and/or HCPC</p> <p>OR</p> <p>Doctoral level or equivalent training in clinical psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS.</p> <p>Further substantial postgraduate training and/or qualifications relevant to complex emotional needs (personality disorders)</p>	<p>Specialist training in any other psychological models for personality disorders</p> <p>Mentor/Supervisor qualification relevant to the professional qualification</p>	A/I
EXPERIENCE	<p>Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and secondary care settings.</p> <p>Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Extensive experience in the NHS.</p> <p>Experience of working therapeutically with people with Personality Disorder or challenging behaviour</p> <p>Experience of using CAT or other psychological interventions with people with Personality disorder</p> <p>Experience of conducting psychologically informed assessments, group work, risk assessment , and crisis intervention</p> <p>Experience of managing co-existing issues (depression, anxiety, substance misuse, trauma, eating disorders, psychosis)</p>	<p>Experience of working with people with severe and enduring mental health problems, including psychosis.</p> <p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of clinical psychology in different cultural contexts.</p>	A/I

	<p>Experience of working as part of a multi-disciplinary team</p> <p>Active participation in service planning and delivery</p>		
KNOWLEDGE AND SKILLS	<p>Skills in the use of complex methods of psychological assessment and intervention frequently requiring sustained and intense concentration.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS.</p> <p>Experience of supervision of other mental health staff or psychological therapists.</p>	Knowledge of legislation in relation to the client group and mental health.	A/I
OTHER	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p>	Experience of working within a multicultural framework.	A/I