

### Job Description

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| <b>Post Title</b>     | <b>Psychosexual Therapist (COSRT accredited)</b>  |
| <b>Band</b>           | <b>8A</b>   |
| <b>Directorate</b>    | <b>Central Manchester and Citywide Division</b>   |
| <b>Location/Base</b>  | <b>Lance Burn Medical Centre (Salford)</b>  |
| <b>Responsible to</b> | <b>Operational/Clinical Leads (The Northern, MFT); Clinical Manager, Psychosexual Therapy Service</b> |
| <b>Accountable to</b> | <b>Professional Lead for Physical Health Psychological Services (GMMH)</b>                            |

#### Job Summary/Purpose

- To provide a high quality, specialist psychosexual therapy service for service users referred for treatment of sexual dysfunction.
- To provide supervision and teaching to other professionals placed in the service for training and experience.
- To be an active member of the specialist team, liaising across all sectors of care, providing specialist psychosexual assessments and therapies, offering advice and consultation to other health care colleagues, as well as to other non-professional carers and worker of other agencies where appropriate.
- To communicate effectively, using the highest level of communication and interpersonal skills, with service users who have traumatic histories and complex needs.
- To ensure the maintenance of highly specialised skills through a process of continuing professional development. This will include attendance at conferences and other training events, receiving regular supervision and carrying out research and audit projects, where applicable.
- To be accountable for all own clinical decisions with guidance from broad occupational policies, peers and a clinical supervisor.

***Candidates with less experience may be appointed but would commence on Band 7 and work towards demonstrating appropriate competencies before being considered for rebanding to 8A.***

### Main Duties & Responsibilities

| <b>Heading</b>  | <b>Duty/Responsibility</b>   |
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| <b>Clinical</b> | <ul style="list-style-type: none"> <li>• To set and maintain a high standard of psychosexual therapy practice in the assessment, formulation, treatment and evaluation of service users referred with psychosexual problems.</li> <li>• To provide specialist advice, guidance and consultation to other professionals regarding the service users' formulation, diagnosis and treatment plan, where appropriate.</li> <li>• To attend Psychosexual Services and other relevant meetings as required and contributing to improvements in the clinical pathway.</li> <li>• To exercise autonomous specialised psychometric (e.g. screening tools to detect common mental health problems) and psychosexual</li> </ul> |

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|   | <p>assessments of referred service users, integrating complex data from a variety of sources, and report to the referrer.</p> <ul style="list-style-type: none"> <li>• To formulate and implement specialist psychosexual interventions and/or therapy plans, taking into account highly complex factors, and to keep the referrer informed of developments.</li> <li>• To contribute directly and indirectly to a biopsychosocial framework of understanding and care to the benefit of all service users of the service, across all settings and agencies serving the service user group.</li> <li>• To contribute to risk assessment and risk management for individual service users, including signposting to appropriate services where indicated.</li> <li>• To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of service users under their care and to monitor progress during the course of both uni- and multi-disciplinary care.</li> <li>• To provide a final discharge summary when psychosexual treatment is no longer required.</li> <li>• To record all clinical activity on GMMH electronic record systems, maintaining an accurate and contemporaneous record at all times (including risk and safeguarding issues).</li> </ul> |
| <p><b>Teaching, training, and supervision</b></p>                     | <ul style="list-style-type: none"> <li>• To receive regular supervision from an accredited psychosexual therapy practitioner and, where appropriate, other senior professional colleagues.</li> <li>• To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other staff's psychological work as appropriate (in relation to psychosexual difficulties/issues).</li> <li>• To contribute to the pre- and post-qualification teaching of psychosexual therapists/other related professions, as appropriate.</li> <li>• To provide advice, consultation and training to staff working with the service user group across a range of agencies and settings, where appropriate.</li> <li>• To contribute to the training and professional development of other health professionals in psychosexual issues and the use of evidenced based psychosexual therapy approaches.</li> </ul>  |
| <p><b>Management, recruitment, policy and service development</b></p> | <ul style="list-style-type: none"> <li>• To work within the specialist Psychosexual Service at the Northern, including identifying service priorities, developing service provision and initiating developments in consultation with colleagues/professional lead. To participate in the management of the psychosexual service by attending relevant meetings and peer supervision.</li> </ul>  |

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|   | <ul style="list-style-type: none"> <li>• To develop areas of expertise through clinical practice and research activity.</li> <li>• To develop and adapt the Psychosexual Service as appropriate.</li> <li>• 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 evaluation and audit.</li> <li>• To advise both service and professional management on those aspects of the service where professional and/or organisational matters need addressing.</li> <li>• To manage the workloads of trainee psychosexual therapists, within the framework of the service's policies and procedures.</li> <li>• To be involved, as appropriate, in the shortlisting and interviewing of new members of the service.</li> </ul>  |
| <p><b>Research and service evaluation</b></p> | <ul style="list-style-type: none"> <li>• To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.</li> <li>• To undertake appropriate research and provide research advice to other staff undertaking research.</li> <li>• To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.</li> </ul>  |
| <p><b>Quality and Governance</b></p>          | <ul style="list-style-type: none"> <li>• To undertake administrative duties appropriate to the tasks of the post including the specialised use of IT.</li> <li>• To be familiar with computer use, email, internet, PowerPoint and electronic literature searches for clinical and research purposes</li> <li>• 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 post holder's professional and service manager(s).</li> <li>• To contribute to the development and articulation of best practice in psychosexual therapy, 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 psychosexual therapy and related disciplines.</li> <li>• 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 COSRT and Trust policies and procedures.</li> </ul> |

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|  | <ul style="list-style-type: none"> <li>• To maintain up to date knowledge of legislation, national and local policies and issues in relation to the specific service user group and psychological wellbeing/mental health.</li> <li>• To fully participate in the Trust's performance review and personal development planning process on an annual basis.</li> <li>• Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development planning process.</li> <li>• To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.</li> <li>• To contribute positively to the effectiveness and efficiency of the teams in which he/she works.</li> <li>• To undertake any other duties at the request of the line manager which are commensurate with the role, including project work.</li> </ul>  |
| <p><b>Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage</b></p> | <ul style="list-style-type: none"> <li>• To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager.</li> <li>• To understand and comply with all Trust policies, procedures, protocols and guidelines.</li> <li>• To understand the Trusts Strategic Goals and how you can support them.</li> <li>• To understand the need to safeguarding children and vulnerable adults and adhere to all principles in effective safeguarding.</li> <li>• To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles</li> <li>• To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders.</li> <li>• To access only information, where paper, electronic, or, in another media, which is authorised to you as part of the duties of your role.</li> <li>• Not to communicate to anyone inside or outside the NHS, information relating to patients, services users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission.</li> <li>• To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date.</li> <li>• To ensure their day to day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager.</li> <li>• Take reasonable care of the health and safety of yourself and other persons</li> <li>• To contribute to the control of risk and to report any incident, accident or near miss</li> </ul> |

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|  | <ul style="list-style-type: none"><li>• To protect service users, visitors and employees against the risk of acquiring health care associated infections.</li><li>• To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.</li></ul> |
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**Further Information for Post holder(s)**

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy

### Person Specification

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| <b>Post Title</b>     | <b>Psychosexual Therapist (eligible for COSRT accreditation)</b>   |
| <b>Band</b>           | <b>8A</b>  |
| <b>Directorate</b>    | <b>Central Manchester and Citywide Division</b>  |
| <b>Location/Base</b>  | <b>The Northern, Hathersage Centre, Manchester (some clinics may be provided in other centres in Greater Manchester)</b> |
| <b>Responsible to</b> | <b>Operational/Clinical Leads (The Northern); Clinical Manager, Psychosexual Therapy Service</b>                         |
| <b>Accountable to</b> | <b>Professional Lead for Psychology (Central Manchester/Citywide Services)</b>   |

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| <b>Essential Criteria</b> - The qualities without which a post holder could not be appointed.   | <b>Desirable Criteria</b> - Extra qualities which can be used to choose between candidates who meet all the essential criteria   | <b>How Assessed –</b><br><b>AP</b> = Application form<br><b>IN</b> = Interview<br><b>OA</b> = Other Assessment |
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| <b>Education / Qualifications</b> - to be able to complete the duties as laid out on the Job Description  |  |  |
| <ul style="list-style-type: none"> <li>• Undergraduate degree (or equivalent) in relevant area e.g. Nursing, AHP, Social Work, Counselling, Psychotherapy</li> <li>• Post-Graduate Diploma in Psychosexual and Relationship Therapy</li> <li>• COSRT accredited/eligible for COSRT accreditation</li> </ul> | <ul style="list-style-type: none"> <li>• Registration with BACP/UKCP or other counselling or psychotherapy accrediting body</li> <li>• Qualification in Couples counselling</li> <li>• MSc in Psychosexual Therapy/other relevant Masters degree</li> <li>• Training in Supervision</li> </ul> | Application  |

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| <b>Experience</b> - to be able to complete the duties as laid out on the Job Description  |  |                       |
| <ul style="list-style-type: none"> <li>• Minimum of 3 years' experience of working as a qualified psychosexual therapist (<i>less experienced candidates may be appointed at Band 7 and work towards 8A competencies prior to rebanding</i>)</li> <li>• Considerable experience in assessment and therapeutic work with adults (and their partners) with psychosexual difficulties in a relevant setting (e.g. health/third sector/charity)</li> <li>• Experience of maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</li> <li>• Experience of exercising full responsibility for service users' psychosexual care and treatment, within the context of multidisciplinary care.</li> <li>• Experience of providing supervision (professional / clinical), teaching and / or training.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of the application of psychosexual therapy in different cultural contexts.</li> <li>• Experience of representing psychosexual therapy services in multidisciplinary settings.</li> </ul> | Application Interview |
| <b>Knowledge</b> - to be able to complete the duties as laid out on the Job Description   |  |                       |
| <p>Current knowledge of best practice and developments in psychosexual therapy including specifically:</p> <ul style="list-style-type: none"> <li>• Impaired sexual interest</li> <li>• Impaired sexual arousal</li> <li>• Erectile dysfunction</li> <li>• Ejaculatory disorders</li> <li>• Vaginismus</li> <li>• Sexual pain/discomfort</li> <li>• Sexual aversion and phobias</li> </ul>  | <p>Knowledge of how to work with associated difficulties often presenting within a psychosexual context e.g. Trauma, Addictions (including sexual addiction), physical health conditions</p>   | Application Interview |
| <b>Skills and Abilities</b> - to be able to complete the duties as laid out on the Job Description  |  |                       |
| <p>Highly developed skills in the use of complex methods of psychosexual assessment, intervention and management frequently requiring sustained and intense concentration.</p>  | <p>Skills in providing consultation to other professionals and non-professional groups.</p>  | Application Interview |

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| <p>Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to service users, their families and other professional colleagues both within and outside the NHS.</p> <p>Ability to organise time effectively.</p> <p>Ability to use own initiative and to work under supervision where appropriate.</p> <p>Ability to work effectively within a multi-disciplinary team and to liaise effectively with other professionals.</p> | <p>Formal training in supervision of other psychosexual therapists</p> |                              |
| <p><b>Other Requirements</b> - to be able to complete the duties as laid out on the Job Description</p>  |  |                              |
| <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, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to travel to a range of locations in a timely and efficient manner.</p>                        | <p>Experience of working within a multicultural framework.</p>         | <p>Application Interview</p> |

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

**Drawn up by: Dr P McDonnell**  
**Designation: Clinical Manager for Psychosexual Service**  
**Date: 19 February 2024**