



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

CAJE REF: 2023/0418

JOB DESCRIPTION

JOB DETAILS:

Job Title	Psychological Therapist - Tier 4 CAMHS
Pay Band	7
Hours of Work and Nature of Contract	Full time
Division/Directorate	Children and Young people's services
Department	North Wales Adolescent Service
Base	Tier 4 CAMHS- NWAS, Abergele

ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	Clinical Service manager
Reports to: Name Line Manager	
Professionally Responsible to:	Principal Clinical Psychologist

Add organisational statement on values and behaviours

To improve health and deliver excellent care. Put patients first, Work together, Value and respect each other, Learn and innovate, Communicate openly and honestly.

Job Summary/Job Purpose:

The post holder will work with young people accessing Tier 4 CAMHS who have a range of psychological difficulties and mental health problems for which appropriate psychological therapies (eg CBT, DBT, EMDR, Motivational Interviewing, Acceptance & Commitment Therapy) are demonstrated to be clinically effective. The post holder will work as an integrated team member within the Tier 4 CAMHS team, supporting both young people accessing the inpatient ward (Kestrel) and the intensive community support team (Kite). They will work as part of the therapy team, providing assessments and psychological therapy interventions for young people as well as being an active member of the MDT, contributing to formulation, care planning and the support of more junior staff in delivering psychological interventions.. The post holder will support the wider team with education, training and supervision in relation to their area of expertise.

DUTIES/RESPONSIBILITIES:**1. CLINICAL**

- 1.1 To carry a specialist clinical caseload of clients young people accessing the Tier 4 CAMHS service.
- 1.2 To provide specialised psychological and mental health assessments including assessments of risk (e.g. self-harm, risk to others) and trauma and to provide evidence-based psychological therapies.
- 1.3 To make appropriate clinical judgements, formulations, and decisions.
- 1.4 To develop and implement individualised and group based specialised psychological therapy interventions.
- 1.5 Use highly developed communication skills in working with young people to understand their personal and often very sensitive difficulties.
- 1.6 To exercise autonomous professional responsibility for the assessment and treatment of Young people.

- 1.7 To work as part of the Tier 4 CAMHS service to provide high quality and co-ordinated services to young people.
- 1.8 Educate and involve other staff and managers as necessary, conveying psychotherapeutic concepts and other psychological formulations with sensitivity in easily understood language.
- 1.9 Adhere to an agreed activity contract relating to the number of client (staff) contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- 1.10 Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- 1.11 Complete all requirements relating to data collection and outcome measures, including service user surveys and clinical activity data and help to collate and disseminate results for feedback
- 1.12 Develop and implement groups to support families and carers for young people accessing Tier 4 CAMHS.
- 1.13 Be compliant with BCUHB mental health service Integrated Notes policy and keep coherent records of all clinical activity in line with BCUHB mental health service protocols.
- 1.14 Be fully compliant with all relevant BCUHB policy and procedures relevant to Tier 4 CAMHS.
- 1.15 Work closely with local CAMHS teams, where appropriate, to enable effective interfacing and continuity of care.
- 1.16 Liaise with other local health and social care staff from a range of agencies, as appropriate.
- 1.17 Provide specialist assessment, formulation and psychological therapy intervention advice and consultation to other professionals as appropriate.

2. TRAINING AND SUPERVISION

- 2.1 Attend and fulfil all BCUHB mandatory and statutory training requirements.
- 2.2 Receive and participate in appropriate levels of clinical supervision.
- 2.3 Contribute to the psychological therapy teaching and training of other health professionals and other staff as appropriate.
- 2.4 After completion of supervision training, supervise other staff in psychological therapeutic approaches.

3. PROFESSIONAL

- 3.1 Ensure the maintenance of standards of practice according to BCUHB and appropriate regulating, professional and accrediting bodies (e.g. BABCP, BPS, HCPC), and keep up to date on new recommendations/guidelines (e.g. WG, NICE).
- 3.2 Be aware of, and keep up to date with advances in CBT and other psychological therapies as appropriate.

- 3.3 Ensure clear professional and individual performance objectives are identified, discussed and reviewed with line manager on a regular basis as part of regular PADR and continuing professional development (CPD).
- 3.4 Receive clinical supervision on a regular basis.
- 3.5 Attend regular line managerial supervision
- 3.6 Keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- 3.7 Participate in service improvements by highlighting issues and implementing changes in practice.

GENERAL REQUIREMENTS

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.

- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with the requirements of their organization's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.
- **Data Protection:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the General Data Protection Legislation and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation and the HB or Trust Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB/Trust to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB/Trust is committed to ensuring that no job applicant or employee receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.

- **DBS Disclosure Check:** In this role you will have * direct / indirect contact with* patients/service users/ children/vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau *Standard / Enhance Disclosure Check as part of the HB/Trust's pre-employment check procedure. *Delete as appropriate.
If the post holder does not require a DBS Disclosure Check, delete as appropriate.
- **Safeguarding Children and Adults at Risk:** The organisation is committed to safeguarding children and adults at risk. All staff must therefore attend Safeguarding Children & Adult training and be aware of their responsibilities under the All Wales Procedures.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections.
All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board/Trust Infection Prevention & Control Policies and Procedures.
- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board/Trust sites, including buildings and grounds, are smoke free.

