

<b>Job Title:</b>	Assessment Team Lead - Clinical Psychologist/CBT Therapist/Psychotherapist/Senior Mental Health Nurse
<b>Band:</b>	7
<b>Hours:</b>	37.5 (Monday-Friday 9am-5pm with one evening shift 12-8pm and one early shift 8am-4pm)
<b>Duration</b>	Permanent
<b>Department:</b>	Corporate Psychology and Psychotherapy
<b>Location:</b>	Maudsley Psychology Centre (flexible working patterns on offer with a mix of on-site and homeworking)
<b>Reports to:</b>	Senior Team Lead
<b>Responsible for:</b>	Senior Psychological Wellbeing Practitioners and Assistant Psychologists

#### Job Purpose:

This is an exciting opportunity to work as part of an NHSE funded initiative. Our team, Keeping Well in South East London (KWSEL) was recently awarded as the winners for the National Positive Practice in Mental Health Award 2022.

We aim to continue providing award winning support to health and social care staff and encourage applicants from the following professional backgrounds to apply to this unique and exciting role as an Assessment Team Lead with KWSEL:

- Clinical Psychologist
- CBT Therapist
- Psychotherapist
- Senior Mental Health Nurse

The Assessment Team Lead will be an independent decision maker when assessing health and social care staff presenting to the service. They will complete specialist assessments and reach decisions on appropriate treatment plans or onward referrals autonomously and provide evidence-based care as outlined in NICE guidelines. This is a great opportunity to gain leadership experience and be part of a national wellbeing project.

The KWSEL portal is a universal offer and single point of access for all health and social care staff in South East London regardless of employer or place. The service offers access to a Rapid Clinical Assessment (RCA) in which staff members will be assessed by KWSEL and best options for ongoing support will be discussed. This means ongoing discussion/relations with IAPT, secondary care and

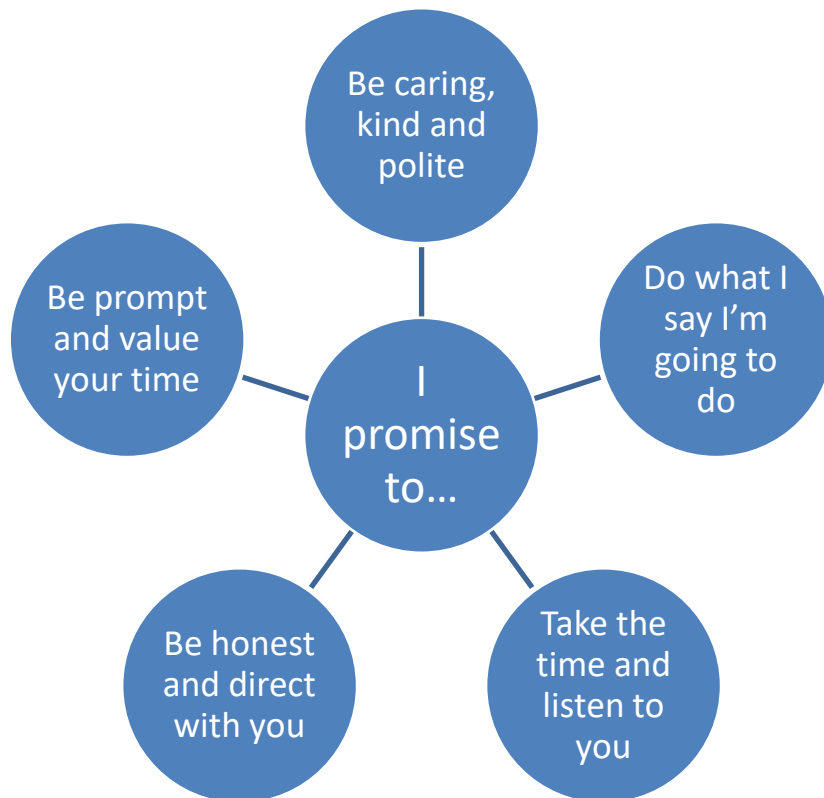
Trust-based offers (e.g., Employee Assistance Programmes, Occupational Health, staff support) is needed. The site includes a live chat function where staff can talk directly to an Assistant Psychologist (AP) or Senior Psychological Wellbeing Practitioner (SPWP) for advice and signposting to the best options to support their needs. There is also a single phone number and email for staff to contact for similar advice.

The Assessment Team Lead will provide management and supervision to other members of KWSEL (e.g., Band 6 SPWPs and APs) and will report directly to the Senior Team Lead. The Assessment Team Lead will be responsible for providing duty supervision for SPWPs conducting assessments as well as completing assessments themselves. This may also include complex or urgent cases. In addition, the role will involve working alongside the team leads in secondary care services to develop referral pathways and ongoing collaborative working.

As well as the above, the Assessment Team Lead may also be involved in:

- Content management (including accessing pre-recorded training)
- Content generation (case studies, news articles, webinars)
- Horizon scanning
- Linking with external organisations to help further develop the portal offer
- Arranging and attending other services and events in the trust to promote KWSEL
- Working alongside IAPT leads to understand the offers both within service and locally
- Providing specialist assessment for any complex/urgent risk referrals
- Providing psychological therapies to a small caseload within local IAPT service/partner organisation (Clinical Psychologist, CBT Therapist, Psychotherapist)
- Providing specialist supervision for all RCAs in duty supervision
- Keeping up to date with what is happening locally and nationally (including with the other Keeping Well hubs)
- Supporting the running of the online chat function
- Regular engagement with the community forum which is a social network for health and social care staff

**Our values and commitments:**



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**Key Responsibilities:**

**1) CLINICAL**

- To provide specialist assessment and clinical formulation for clients with complex mental health needs, including personality disorders, addiction and trauma
- To collect and enter clinical outcome data on a sessional basis; select and interpret outcome measures to inform treatment planning
- Be able to provide interim care management plans
- Assess levels of suitability for further assessment
- To provide duty supervision to SPWPs and APs
- To provide weekly clinical supervision to SPWPs (Clinical Psychologist, CBT Therapist, Psychotherapist)
- To provide case management supervision to APs
- To model good practice and ensure that clinical standards are met and maintained

- To contribute to the effective working of the team and to a psychologically informed framework for the service area, taking on specific roles or duties as agreed
- To communicate skilfully and sensitively highly complex information with clients, carers, colleagues and other professionals taking account of sensory and cultural barriers to communication
- To keep clear, accurate and up to date records of all clinical activity in line with service protocols.
- To confidently assess and monitor risk and draw up appropriate risk management plans
- To confidently advise other members of the service on the psychological care of clients
- To respond appropriately and professionally to emotionally distressing situations such as distressed clients or abusive behaviour and to support others involved in such situations
- To provide information and signposting for patients
- To refer people with more severe common mental health problems to the appropriate secondary care psychological services
- The Assessment Team Lead will be responsible for ensuring all those who present to KWSEL receive timely and appropriate care. An expansive knowledge of primary care, secondary mental health services, and third-sector organisations will therefore be paramount
- The Assessment Team Lead will work closely with the local IAPT team to ensure that clients referred to these services have a clear referral pathway
- The Assessment Team Lead will be expected to actively identify and triage those presenting to the service with an urgent or emergent need for mental health care, psychological support and/ or those with substance misuse problems, working alongside the appropriate partner organisations to make referrals

## **2) TEACHING, TRAINING AND SUPERVISION:**

Depending on your professional background:

- To receive regular clinical and professional supervision from a more senior clinician (Clinical Psychologist, CBT Therapist according to BABCP/HCP and Trust guidelines)
- To provide specialist training to other professions as appropriate
- To provide professional managerial/clinical supervision to more junior staff e.g., SPWPs and APs as appropriate to your qualification

## **3) TEAM MEMBER:**

- To make a full contribution to the running of KWSEL as a member of the Assessment Team and the whole service
- To identify any aspects of the service which could be improved and contribute to service development through undertaking and participating in appropriate projects
- To contribute to team and whole service meetings
- To support, encourage and inspire other team members

## **4) RESEARCH and SERVICE DEVELOPMENT:**

- Assist in the development and maintenance of a strong research culture that values the use of outcome measures as a way of improving clinical practice. Encourage the critical evaluation of practice, and undertake research

- Use theory and literature to support evidence-based practice in clinical work, supervision, teaching and consultations
- Communicate and disseminate research and service evaluation information so that clinical practice is appropriately informed
- To contribute to the development of services through initiating, undertaking and supervising service evaluation and audit
- To disseminate research and service evaluation findings through presentations and published articles
- The Assessment Team Lead will function as a fully integrated member of the service's multi-disciplinary team, supporting consistent achievement of the service's standards and aims, through their own individual practice and participation in quality improvement initiatives

## **5) PROFESSIONAL:**

Depending on your professional background:

- Work as an autonomous professional and maintain standards of practice adhering to HCPC or BABCP guidelines and the policies and procedures of the service, taking responsibility for own work including treatment and discharge decisions
- To ensure Continuing Professional Development in line with BPS/BABCP/UKCP/nursing practice and Trust Personal Development Plan requirements
- Ensure professional standards are upheld in accordance with the NMC Code of Professional Conduct (Prioritise people, Practice effectively, Preserve safety and Promote professionalism and trust)
- To maintain HCPC/BABCP accreditation and nursing equivalent
- To be aware of advances in CBT, other psychological therapies and the IAPT programme. To work in accordance with the policies and procedures of the Clinical Governance Framework
- To undertake any other duties as appropriate to grade as requested by the Senior Team Lead or Clinical Service Lead.

## **6) GENERAL:**

- To participate in business and professional meetings as a representative of KWSEL
- To travel to partner organisations and other meetings as appropriate
- To work one evening (12 – 8pm) and one early (8am-4pm) shift on a weekly basis
- Any private work must be agreed in advance in writing with the SLAM IAPT Service Director and the Clinical Service Lead
- To travel between team bases/ services as needed

**Personal Specification:**

<b>Qualifications</b>	
<b><u>Essential Requirements</u></b> <ul style="list-style-type: none"> <li>• Registered Mental Health Nurse</li> <li>• Doctoral level qualification in Clinical or Counselling Psychology (HCPC registration) and having completed an IAPT HI CBT course, OR, High intensity (HI) therapist, having completed an IAPT CBT course (A/I)</li> <li>• BABCP practitioner full accreditation (A/I)</li> </ul>	<b><u>Desirable Requirements</u></b> <ul style="list-style-type: none"> <li>• Registered general adult nurse/formal training in physical health</li> <li>• Formal training in risk assessment and management</li> <li>• Evidence of CPD</li> <li>• Training in a different therapy modality offered in IAPT (e.g., EMDR, IPT, DIT, Couples, Groups)</li> <li>• Attended CBT supervisor training</li> </ul>
<b>Experience</b>	
<b><u>Essential Requirements</u></b> <ul style="list-style-type: none"> <li>• Significant post qualifying experience in mental health services with a sound knowledge of the full range of mental health services, both inpatient and community based</li> <li>• Must be able to take an overview of the provision of mental health services and ensure service users' needs are met appropriately</li> <li>• Significant experience of working within an IAPT service including screening, triaging, assessing and managing risk and liaising with other professionals involved in clients' care</li> <li>• Experience of providing clinical supervision and offering supervision for triage, qualified or trainee PWPs and/or staff mentoring experience (A/I)</li> <li>• Experience of providing specialist assessment for complex mental health problems</li> <li>• Significant experience of delivering therapies either in an IAPT service or a step 4 therapies service. Awareness of stepped care model (A/I)</li> <li>• Experience of developing and facilitating step 2/3 workshops/groups or other training materials</li> </ul>	<b><u>Desirable Requirements</u></b> <ul style="list-style-type: none"> <li>• Clinical experience within Psychiatric Liaison or Crisis Services</li> <li>• Experience of working in a CMHT/ specialist therapies team (A/I)</li> <li>• Experience of delivering service outcomes in a multidisciplinary context (A/I)</li> <li>• Experience of content generation and management (A/I)</li> </ul>

Knowledge	
<p><b><u>Essential Requirements</u></b></p> <ul style="list-style-type: none"> <li>• Sound knowledge of risk assessments and tools in mental health and acute care</li> <li>• Ability to build and maintain high standards of professional links and communication with a variety of persons and services</li> <li>• Knowledge of effective assessment and triage processes (A/I)</li> <li>• Understanding of the principles and practice of safeguarding and risk management and the issues of governance across a large service (A/I)</li> <li>• Understanding how to use data to inform provision in and across a large and diverse staff group (A/I)</li> <li>• Knowledge of key legislation in relation to mental health issues, offenders, and child protection</li> </ul>	<p><b><u>Desirable Requirements</u></b></p> <ul style="list-style-type: none"> <li>• Experience of presenting data for service development</li> <li>• Experience of leading on service-related projects</li> <li>• An awareness of severe and enduring mental health presentations (e.g., psychosis, bi-polar, personality disorders)</li> <li>• Knowledge of local, pan-London and national mental health services and the protocols/pathways existing between them</li> </ul>
Skills:	
<p><b><u>Essential Requirements</u></b></p> <ul style="list-style-type: none"> <li>• Demonstrate skills in autonomous senior decision-making regarding signposting and referral onwards following a comprehensive assessment and evaluation of risk</li> <li>• Experience of working as a Senior Mental Health Nurse at Band 6 level or above in psychiatric liaison/assessment services</li> <li>• Able to provide clinical supervision to a high standard, including live supervision (A/I)</li> <li>• Able to lead a team of clinicians e.g., PWP's and APs</li> <li>• Highly skilled in completing assessments and delivering interventions remotely via video/telephone/digital media (A/I)</li> <li>• Strong MS Teams/virtual tools skills (A/I)</li> <li>• Able to work as part of a virtual team and ensure all members are aware of the information they need. Using project management tools to support with this (A/I)</li> </ul>	<p><b><u>Desirable Requirements</u></b></p> <ul style="list-style-type: none"> <li>• Excellent communication skills</li> <li>• Significant skills in designing clinical audit projects, implementing changes and taking responsibility from end to end (A/I)</li> <li>• Project management skills</li> </ul>

<ul style="list-style-type: none"> <li>• Ability to tolerate and process complex and intense emotions in both clinical and service situations (A/I)</li> <li>• Able to analyse complex issues/problems, gather information and make decisions with a high level of autonomy in decision making where timely decisions are needed (A/I)</li> <li>• Able to support individuals and teams through a process of change that may require significant changes in practice while maintaining service targets (A/I)</li> <li>• Skills in understanding/ designing services to meet the needs of a multi-cultural inner-city area with awareness of racial diversity issues and factors affecting access to mental health care (A/I)</li> <li>• Skills training in IT including navigating patient services and assessing performance via data</li> </ul>	
<b>Abilities</b>	
<u><b>Essential Requirements</b></u> <ul style="list-style-type: none"> <li>• Recognition of own limitations, strengths and weaknesses and an ability to seek advice when necessary</li> <li>• Ability to manage and prioritise clinical demands, supervision and ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles (A/I)</li> <li>• Ability to manage verbal aggression and hostility directed at self (A/I)</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to negotiate and reach compromises in verbal discussions in a manner that inspires confidence and respect from others</li> </ul>



## About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

## About Keeping Well in South East London

There has been widespread recognition that health and social care staff have been negatively affected by the covid pandemic and that support in addition to that usually offered to staff is required. NHS England are funding a number of initiatives across the country to develop staff support. Their brief has been for wellbeing and resilience hubs to be set up in each area pulling together and enhancing support resources for staff and ensuring staff can navigate the various offers available to find support that works for them. In South East London, this work is being led by the Integrated Care Board (ICB), which includes all of the healthcare and social care providers in the area such as the CCGs, Kings College Hospital, Guys and St Thomas', SLaM and Oxleas. Around 100,000 health and social care staff work in SE London.

SLaM's Corporate P&P team were commissioned to develop a single point of access for staff support across the ICB and have been involved in this work since the beginning of the year. Working in consultation with staff groups across the patch, a website has been developed which went live on March 31st 2021. The website allows access to self-help resources, resources for teams, self-assessment tools for people to develop their own support plans and links to the various support offers available to different groups of staff. Staff in need of mental health support are signposted to our SE London IAPT services (in Lambeth, Lewisham, Southwark, Bexley, Bromley and Greenwich) where they will be offered priority for assessment and treatment. The site became fully operational in May 2021, and since then there is a live chat function where staff can talk directly to an Assistant Psychologist or SPWP for advice and signposting to the best options for whatever support they need. There is also a single phone number and email for staff to contact for similar advice.

KWSEL has now moved into the next phase focused on offering a rapid clinical access for health and social care staff to allow referral into the most appropriate psychological or wellbeing support.

The website is: <https://www.keepingwellsel.nhs.uk>

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### **Trust Policy and Procedures:**

#### **Confidentiality:**

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

#### **Equal Opportunities:**

Promote the concepts of equality of opportunity and managing diversity Trust wide.

#### **Health and Safety:**

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

#### **Infection Prevention and Control:**

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

#### **Professional standards and performance review:**

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

#### **Service/Department standards:**

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

#### **Finance:**

All Trust staff will comply with the financial processes and procedures.

#### **Safeguarding Children & Vulnerable Adults:**

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

**Code of Conduct:**

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

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**SUMMARY:**

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.