

Job Description

Job title:	Senior Specialist Psychotherapist or Psychological Therapist: Adult Psychotherapist / Child Psychotherapist / Family and Systemic Psychotherapy / Art, Drama or Music Therapy ¹
Directorate:	Relevant care group
Department:	Relevant department
Professionally accountable for:	Psychological Therapists, Psychotherapists, Trainee Psychological Therapists, Trainee Practitioner Psychologists, Practitioner Psychologists and Psychological Practitioners
Responsible to:	Named Operational Manager
Accountable to:	Psychological Professions Professional Lead
Pay band:	8a
Contract:	Agenda for Change
On call requirement:	No
Disclosure required:	Enhanced DBS
Professional Registration:	Yes – see appendix

Job outline:

To work as a member of the clinical service/ team, providing a high quality, specialist psychological therapy service to clients, their families or carers. To support psychological practice within the team through consultation, supervision, formulation and training /education. To participate in systematic clinical governance and to offer clinical supervision to assistant, trainee, other Psychological therapists, Psychotherapists, Practitioner psychologists and other staff. To utilise research skills for audit, service development and research within the area served by the team/service.

Scope & Authority

- To provide a qualified, high-quality specialist psychological therapy service to individuals, carers, families and groups, within and across teams, in line with best, evidence-based practice and trust care pathways.

¹ One of these alternate subtitles determined by qualifications and experience specified in the Appendices

- To be responsible for holding and managing a clinical caseload and to exercise autonomous professional responsibility for the planning and prioritising of own workload and the assessment, treatment and discharge of clients, within the bounds of the service operational policy.
- To use analytical and judgment skills and be responsible for taking clinical management decisions in complex clinical issues.
- To clinically supervise Psychological Professionals including; trainee Practitioner psychologists, trainee psychological therapists, practitioner psychologists, psychological therapists, psychotherapists or counsellors, Psychological Practitioners, and other staff as appropriate.
- To professionally supervise and, when appropriate, manage, psychological professionals.
- To provide consultation, mentorship, supervision and advice about psychological issues to other members of the team/service and other professionals working with service users, across a range of agencies/ settings as appropriate.
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/team.
- 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, and to advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To utilise research skills to undertake service evaluation, audit and research as appropriate and disseminate the results in the service and nationally.
- To propose and implement policy changes within the area served by the service.

Key Result Areas:

Clinical:

1. To carry out specialist psychological therapy assessments of clients referred to the service, based upon the appropriate use, interpretation and integration of complex psychological data from a variety of sources including 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, in order to reach a psychological formulation of the client's difficulties.
2. To formulate and implement plans for the formal psychological therapy treatment and/or management of a client's wellbeing and mental health challenges, 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 highly specialist psychological therapy interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations and maintaining a number of provisional hypotheses.

4. To evaluate and make decisions about treatment options considering both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To provide specialist psychological therapy advice, guidance and consultation to other professionals contributing directly to clients' formulations, diagnoses and treatment plans.
6. 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.
7. To undertake risk assessment, formulation and management for individual clients with complex presentations and to provide advice to other professions on psychological aspects of risk assessment, formulation and management.
8. 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.
9. To promote and participate in multi-disciplinary team working, development and liaison.
10. To act as a key worker, care coordinator or lead practitioner as appropriate
11. To promote actively, user and carer involvement in care planning and service development.
12. To be up to date with both de-escalation, physical breakaway and PMVA techniques appropriate to the service environment.

Teaching, training, and supervision:

1. To receive and provide regular clinical and professional supervision.
2. To gain additional highly specialist experience and skills relevant to the profession, in line with a professional development plan and in keeping with service needs (as agreed with the professional lead).
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other team members' psychological work as appropriate.
4. To provide clinical placements for trainee psychological professionals, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to client care and to contribute to the assessment and evaluation of such competencies.
5. To provide professional and clinical supervision of trainee psychological professionals.
6. To contribute to the pre- and post-qualification teaching of psychological therapy or practice, as appropriate.
7. To organise, produce and deliver training.

8. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Management, Leadership, Recruitment, Policy and Service Development

1. To participate as a clinician in identifying and implementing the development of a high quality, responsible and accessible service, in consultation with the team manager and supervisor.
2. 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.
3. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
4. To contribute psychological knowledge and expertise to policy and service development through participation, where practical, in regional multidisciplinary meetings and special interest groups, working parties etc that may impact on the functioning of the service.
5. To participate in the management of psychological resources available to the team, in the form of psychological materials employed in the assessment and treatment of service users.
6. To manage the workloads of psychological professionals, within the framework of the team/service's policies and procedures.
7. To be involved, as appropriate, in the short listing and interviewing of psychological professionals and other staff as appropriate.
8. To provide effective leadership and management to staff which promotes high performance standards both individually and as a team, in the achievement of the Trust's objectives and priorities. The Trust's success will be dependent on all managers playing an active role to make sure the existing areas of good employment practice are universally embedded within the organisation.

Managers will be expected to:

- Understand the Trust's key priorities and those of your care group and translate these into key priorities for your care group
- Ensure clarity and effectiveness in developing and designing roles
- Ensure management of staff is consistent with Trust's HR Policies to the achievement of equality, equity and optimum performance.
- Complete annual Appraisals for all staff which reflect these priorities and ensure staff have access to appropriate training and development
- Communicate regularly through meetings with teams and individuals and provide opportunity for two-way feedback
- Promote an effective team ethos.

- Promote equality, diversity and rights, and treat others with dignity and respect ensuring services are developed, managed and delivered to meet specific needs linked to protected characteristics.
- Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.
- Contribute to developing and maintaining equality of opportunity in working practices by complying with legislation and organisational policies. Advise colleagues about equality, diversity and human rights policies and procedures and ensure they are followed.
- Ensure that colleagues are treated fairly. Behave in a non-discriminatory way and challenge the discriminatory behaviour of others. Be supportive of colleagues or service users who wish to raise issues about discriminatory practice or experience.

Research and Service Evaluation

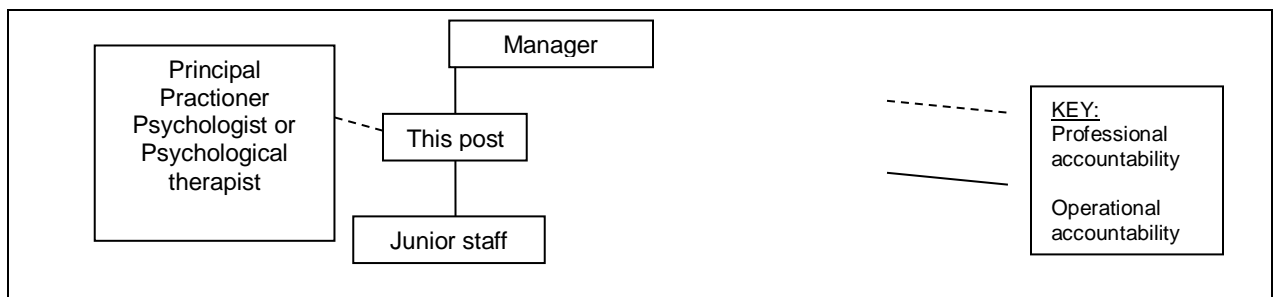
1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. To undertake appropriate research.
3. To undertake project management, including complex audit and service evaluation, with colleagues within the service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

General

1. To ensure professional registration is maintained, complying with Continuing Professional Development requirements to maintain registration (see appendix).
2. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and where appropriate, external CPD training and development programmes.
3. To ensure the development and articulation of best evidence-based practice in psychological therapy and practice within the service area and contribute across the service by exercising the skills of a reflexive and reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of psychological therapies and related disciplines.
4. Maintain an individual professional profile within the care group as direct evidence of clinical practice at an advanced level. Disseminate good practice through National and International Conference Presentations and preparing relevant material for publication in appropriate professional journals.
5. To contribute to the development of an open learning culture within the organisation, which supports clinical governance, innovation, and the provision of safe and effective services, in line with broad government and Department of Health policies to tackle inequalities, improve public services and promote social inclusion, which involves users and staff and values learning.

6. To participate fully in the Trust's performance review and personal development planning process on an annual basis.
7. To maintain and promulgate 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 relevant professional and registration bodies and Trust policies and procedures.
8. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group, therapeutic modality and mental health and wellbeing.
9. To work within agreed Trust policies and guidelines including adult and child protection guidelines and including health and safety regulations and policies.
10. To receive instructions from, and carry out any other duties as reasonably requested/ delegated by the Team manager and Psychology and Psychological Therapies Lead.

Position in the Organisation & Key relationships



All staff are required to:

- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- Adhere to all Trust policies and procedures and be responsible for making themselves aware of these policies and procedures.
- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.
- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.

- Demonstrate the core principles of safeguarding and protection of Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.
- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

Job title:	Senior Specialist Psychological Therapist: Adult Psychotherapist / Child Psychotherapist / Family and Systemic Psychotherapy / Art, Drama or Music Therapy²			
Directorate:	Relevant care group			
Department:	Relevant department			
Pay band:	8a			
	Essential	Desirable	Evidenced by	
A – Qualifications				
Recognised accredited post graduate level training in a psychological therapy as specified in the relevant Appendix	✓		A / C	
▪ Professionally registered as specified in the appendix	✓		A / C	
B – Knowledge/Experience				
▪ Substantial post-qualification/accreditation experience of specialist psychological therapy (assessment, formulation and treatment), as specified in the Appendix, maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.	✓		A / I	
▪ A high level of competence in applying a psychological therapy to complex difficulties appropriate for this therapy with the client group served by the post, and a proven track record of delivering positive outcomes in this therapy	✓			
▪ Experience of specialist psychological therapy assessment and treatment of clients across a range of care settings and client groups including both adults and children		✓		
▪ Experience of offering teaching, training and supervision within a demanding organisational context.	✓		A / C / I / T	
▪ A clear and theoretically informed approach to supervision	✓			
▪ Experience of representing psychological therapy within the context of multi-disciplinary care within a complex organisational context.	✓			
▪ Significant experience of working with the particular client group served by the team/service	✓			
▪ Knowledge of guidance and legislation in relation to the client group.	✓			
▪ A high level specialist knowledge of the theory and practice of specialist psychological therapy as specified in the appendix, as applied to the client group using this service.	✓			
▪ Experience of the application of psychological therapy in different cultural contexts and experience of working within a multicultural framework.	✓			

² One of these alternate subtitles determined by qualifications and experience specified in the Appendices
Page 8 of 15

<ul style="list-style-type: none"> ▪ Evidence of continuing professional development as required by the professional registration/accrediting body specified in the appendix. ▪ Experience of conducting formal research, audit or service evaluation in a healthcare setting ▪ Lived experience of mental health issues. 	✓		
	✓		
		✓	
	Essential	Desirable	Evidenced by
<ul style="list-style-type: none"> ▪ Post graduate level knowledge of research methodology, research design and complex data analysis as practiced within clinical practice settings. ▪ Experience and demonstrated effectiveness in working with the full range of clinical severity served by the service. 	✓		A / I
	✓		
<p>Experience of the application of Psychological Therapy in different cultural contexts and experience of working within a multicultural framework.</p> <ul style="list-style-type: none"> ▪ Knowledge of the theory and practice of specialist psychological therapy for specific difficult to treat groups served by the service (e.g. complex comorbidity, physical health problems or disability etc). ▪ Evidence of continuing professional development as required by the appropriate professional bodies and outlined in the Appendix. 	✓		A / I
	✓		
	✓		
C – Skills			
<ul style="list-style-type: none"> ▪ Communication/Relationship skills: ▪ Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. ▪ Skills in providing consultation to other professional and non-professional groups. 	✓		A / I
	✓		
<ul style="list-style-type: none"> ▪ Analytical & Judgement skills: ▪ Skills in the use of complex methods of psychological assessment formulation and management frequently requiring sustained and intense concentration. 	✓		A / I

	Essential	Desirable	Evidenced by
<ul style="list-style-type: none"> ▪ Planning & Organisational skills: ▪ Ability to work within a large geographical area effectively, managing travel arrangements and using creative working solutions. ▪ Ability to plan and manage a complex work load with competing demands. ▪ Ability to plan and implement projects 	✓ ✓ ✓		A / I
<ul style="list-style-type: none"> ▪ People Management/Leadership/Resources ▪ Skills in clinical supervision of others ▪ Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. 	✓ ✓		A / I
<ul style="list-style-type: none"> ▪ IT skills: ▪ Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings. ▪ Ability to use electronic clinical record systems. ▪ Experience of software e.g. SPSS, EXCEL and ACCESS 	✓ ✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Physical skills: ▪ Ability to use a keyboard /computer ▪ Able to carry out PMVA interventions 	✓ ✓		A / I
▪ Abilities –			A / I
<ul style="list-style-type: none"> ▪ Mental Effort: ▪ Ability to maintain sustained concentration over considerable time and to be able to manage a high number of competing work demands. ▪ Ability to meet competing deadlines 	✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Emotional Effort: ▪ Ability to deal with distressing or emotional circumstances and take care of own wellbeing on a very regular and frequent basis. ▪ Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours on a regular basis. ▪ 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. 	✓ ✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Working Conditions: ▪ Ability to manage exposure to upsetting, distressing or challenging behaviours ▪ Ability to be able to use a PC. 	✓ ✓		A / I
▪ Approach/Values –			

▪ Demonstrate support for the values and beliefs of the Care Group and those of the Trust	✓		A / I
▪ Demonstrate an understanding of the practices of Human Rights in the delivery of this role	✓		A / I
	Essential	Desirable	Evidenced by
▪ Commitment to empowering people who use services, their relatives and carers at all levels.	✓		A / I
▪ Commitment to multidisciplinary team working.	✓		A / I
▪ The belief that people with mental and physical illness have the capacity for personal growth and learning, and the same goals as any other person. The belief that service users have the intrinsic right to be involved in all aspects of their care, including the development and evaluation of the service.	✓		A / I
▪ Ability to travel across sites.	✓		A / I
▪ Supports the values and beliefs of Biopsychosocial models of work.	✓		A / I
▪ Punctual and flexible across hours of work when required	✓		A / I

APPENDIX 1**Band 8a: Senior Specialist Psychological Therapist: Adult Psychotherapy**

	Essential	Desirable	Evidenced by
A – Qualifications			
An approved post graduate / Masters level qualification (or equivalent) in a recognised psychological therapy, leading to recognised professional accreditation in Psychoanalytic or Psychodynamic Psychotherapy or Group Analysis (BPC, UKCP, BAP, BACP)	✓		A / C
Accreditation with British Association for Counselling and Psychotherapy (BACP), United Kingdom Council for Psychotherapy (UKCP), British Psychoanalytic Council (BPC) or registration with the Health Professionals Council (HCPC)	✓		A / C
A recognised qualification in one of the core mental health professions recognised by BABCP, e.g. psychiatric nursing, practitioner psychology, medicine, social work, occupational therapy or counselling AND current registration with the core professional body, OR evidence of having achieved the Knowledge Skills and Attitudes (KSA) route to BABCP accreditation.	✓		A / C
Evidence of relevant continuing professional development.	✓		A / C / I
Evidence of post qualification training in clinical supervision		✓	A / C / I
B - Experience			
Substantial experience post qualification in care group	✓		A / I

<i>To be evidenced by key:</i>	<i>A – Application</i>	<i>C - Certificate</i>	<i>I – Interview</i>	<i>T - Test</i>
--------------------------------	------------------------	------------------------	----------------------	-----------------

Approved by:
Approved
Manager **Date**

APPENDIX 2**Band 8a: Senior Specialist Psychological Therapist: Child Psychotherapy**

	Essential	Desirable	Evidenced by
A – Qualifications			
Recognised postgraduate level training in Child and Adolescent Psychotherapy conferring eligibility for full membership of the Association of Child Psychotherapists.	✓		A / C
Professionally registered with the Association of Child Psychotherapists	✓		A / C
Evidence of relevant continuing professional development.	✓		A / C / I
Evidence of post qualification training in clinical supervision		✓	A / C / I
B - Experience			
Substantial experience post qualification in care group	✓		A / I

<i>To be evidenced by key:</i>	<i>A– Application</i>	<i>C - Certificate</i>	<i>I – Interview</i>	<i>T - Test</i>
--------------------------------	-----------------------	------------------------	----------------------	-----------------

Approved by:**Approved** **Manager** **Date**

APPENDIX 3**Band 8a: Senior Specialist Psychological Therapist: Family and Systemic Psychotherapy**

	Essential	Desirable	Evidenced by
A – Qualifications			
A recognised post graduate qualification in Family and Systemic Psychotherapy (or equivalent).	✓		A / C
Accreditation in Family and Systemic Psychotherapy with the United Kingdom Council for Psychotherapy (UKCP).	✓		A / C
A recognised qualification in one of the core mental health professions recognised by the Association of Family Therapy (AFT): Clinical, Counselling or Educational Psychology, Social Work, Psychiatry, Teaching (with substantial counselling experience), Mental Health Nursing, Arts Therapies, Counselling (BACP accredited) Occupational Therapy or Speech and Language Therapy. OR equivalent (Completed an AFT accredited qualifying level training IN OR PRIOR TO 2007 or Accredited with UKCP as a family and systemic psychotherapist)	✓		A / C
Evidence of relevant continuing professional development.	✓		A / C / I
Evidence of post qualification training in clinical supervision		✓	A / C / I
B - Experience			
Substantial experience post qualification in the care group	✓		A / I

<i>To be evidenced by key:</i>	<i>A– Application</i>	<i>C - Certificate</i>	<i>I – Interview</i>	<i>T - Test</i>
--------------------------------	-----------------------	------------------------	----------------------	-----------------

Approved by:**Approved****Manager****Date**

APPENDIX 4**Band 8a: Senior Specialist Psychological Therapist: Art, Drama, Play or Music Therapy**

	Essential	Desirable	Evidenced by
A – Qualifications			
A minimum two-year post-graduate (or equivalent) qualification in Art Therapy, Play Therapy, Dramatherapy or Music Therapy.	✓		A / C
Registration with the Health and Care Professionals Council (HCPC) as an arts therapist. Or with the appropriate register of Play Therapists (see BAPT or PTUK websites for details)	✓		A / C
Evidence of relevant continuing professional development.	✓		A / C / I
Evidence of post qualification training in clinical supervision		✓	A / C / I
B - Experience			
Experience of supervising others	✓	✓	A / C / I
Experience of working with arts and health practitioners/volunteers or in an art setting		✓	
Substantial experience post qualification in care group including experience of individual and group arts therapy with people with complex needs or Play therapy in care group.			
Experience of planning and delivering teaching on arts or play therapy practice		✓	
C - Skills			
Developed skills in chosen art form or Play	✓		A/I

<i>To be evidenced by key:</i>	<i>A– Application</i>	<i>C - Certificate</i>	<i>I – Interview</i>	<i>T - Test</i>
--------------------------------	-----------------------	------------------------	----------------------	-----------------

Approved by:
Approved
Manager **Date**