

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Role: High Intensity Therapist: NHS Talking Therapies for anxiety and depression

Job Title: Cognitive Behavioural Therapist – Wiltshire Talking Therapies

Band: 7

Responsible to: Clinical Lead: NHS Wiltshire Talking Therapies

Job Summary

- To provide a qualified specialist psychological therapy service for anxiety and depression to clients from the NHS Talking Therapies service. This involves providing specialist psychological assessment and therapy, within one or more psychological therapy models specified by the NHS Talking Therapies for anxiety and depression Manual.
- To provide advice and consultation on clients' psychological care to colleagues and to other, non-professional carers. It will involve supervision of other colleagues including trainee High Intensity Therapists and Psychological Wellbeing Practitioners, as well as trainees from other professional groups as appropriate.
- The post holder works autonomously within professional guidelines and within the overall framework of the team's policies and procedures. To utilise research skills for audit, policy and service development and research within the area served by the team/service.

Key Result Areas & Performance

Clinical

- To provide specialist psychological therapy assessments with clients referred to the NHS Talking Therapies service, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological 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.
- To provide at least one NICE recommended psychological therapy for anxiety disorders and/or depression
- 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.

- To be responsible for implementing psychological interventions for individuals, carers, families and groups, adjusting and refining psychological formulations and drawing upon relevant explanatory models. To be able to use a specific psychological therapy for anxiety and/or depression, in line with NICE guidance, at a specialist level in assessments and interventions.
- 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.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- 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.
- 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. To work with clients who are at current risk of suicide or self-harm.
- 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.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care. To assess and deliver highly complex, sensitive and contentious information.
- To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
- To provide medico-legal and other reports where appropriate.
- To attend serious incident (SI) meetings as needed.
- To work clinically with interpreters.

Workforce

- To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
- The majority of referrals to the NHS Talking Therapies service come via GPs. Other referral sources are self-referrals or via other agencies.
- The post holder will receive weekly individual clinical supervision from a High Intensity Therapist qualified to supervise in the modality of therapy being delivered. In addition they will receive line management supervision once a month.

Financial

- Responsible within own work area for the efficient deployment of resources.

Partnerships

Communications and Relationships

- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care. To assess and deliver highly complex, sensitive and/or contentious information in possible hostile, antagonistic and emotional settings, e.g. deciding whether clients are suitable or unsuitable for particular services, having to break confidentiality at times e.g. referring clients to Social Services regarding safeguarding issues.

Teaching, training, and supervision

- To receive regular clinical professional supervision from a qualified NHS Talking Therapies High Intensity Therapist and, where appropriate, from other professional colleagues.
- To develop skills in the area of professional post-graduate teaching, training and supervision, as appropriate.
- To provide professional and clinical supervision to other members of the team, including Psychological Wellbeing Practitioners and Assistant Psychologists. Where appropriate, to provide this to trainee NHS Talking Therapies workers and other clinical staff.
- To contribute to the pre- and post-qualification teaching of staff, as appropriate.
- 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

- 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.
- To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To manage the workloads of other team members under their supervision, within the framework of the team/service's policies and procedures.

IT responsibilities

- To create or format databases or spread sheets using computerised systems where appropriate, such as Excel spread sheets and other packages.
- To enter and retrieve data using the clinical information system

Research and service evaluation

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

Person Specification

	Criteria	Essential	Desirable	Assessment Method
Qualifications	Recognised/accredited postgraduate level training in a psychological therapy as specified in one of the Appendices, specific to job title	x		AC
	Professionally registered / accredited as specified in the same Appendix, specific to job title	x		AC
	Additional pre- and/or post-qualification training as specified in the same Appendix, specific to job title		x	ACI
Experience	Experience of specialist psychological assessment and treatment of clients within an NHS Talking Therapies service	x		AI
	Experience of working with a variety of client groups and presenting problems that reflect a 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.	x		AI
	Experience of teaching, training and/or supervision		x	AI
	Experience of specialist psychological therapy assessment and treatment of clients across a range of care settings relevant to an NHS Talking Therapies service, including outpatient, community, and primary care settings		x	AI
Knowledge	Experience at working with one or more NHS Talking Therapies-recognised psychological therapies at a specialist level	x		AI
	High -level knowledge of the theory and practice of one or more NHS TALKING THERAPIES-recognised psychological therapies.	x		AI
	Knowledge of effective care pathway navigation across primary and secondary care psychological therapies services	x		AI
	Experience at working with one or more NHS Talking Therapies-recognised psychological therapies at a specialist level	x		AI

	Knowledge of the theory and practice of adapting specific NHS Talking Therapies-recognised psychological therapies for anxiety and/or depression in the context of co-morbidity and complexity (e.g. personality disorder, additional disabilities etc).		x	AI
	Knowledge of legislation in relation to the client group and mental health.		x	AI
	Knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical field of psychological therapies		x	AI
Skills	Skills in providing consultation to other professional and non - professional groups	x		AI
	Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.	x		AI
	Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, and where relevant their families, carers and other professional colleagues both within and outside the NHS.	x		AI
	Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.	x		AI
Other Requirements	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.	x		AI
	Able to work specified work hours for the service including a specified pattern of evening and/or weekend shifts.	x		AI
	Self-motivated, able to work autonomously and independently with confidence.	x		AI
	Be aware of the limitations in own competencies and seek appropriate senior advice.	x		AI

Assessment Key

A - Application

C - Certificate

I - Interview

APPENDIX 1

Band 7: High Intensity Therapist (NHS Talking Therapies): Cognitive Behavioural Therapist

Qualifications

	Essential	Desirable	Assessment Method
NHS Talking Therapies High Intensity CBT Postgraduate Diploma		x	AC
A recognised post graduate qualification in Cognitive Behavioural Therapy (or postgraduate level training conferring equivalent competences)	x		AC
Accreditation with the British Association for Behavioural and Cognitive Psychotherapy (BABCP) achieved through training and experience with adults with anxiety and depression.	x		ACI
A recognised qualification in one of the core mental health professions recognised by BABCP, e.g. mental health nursing, practitioner psychology, medicine, social work, occupational therapy or counselling AND current registration/accreditation with the core professional body, OR evidence of having achieved the Knowledge Skills and Attitudes (KSA) route to BABCP accreditation.	x		AC
Evidence of relevant continuing professional development.	x		ACI
Evidence of post qualification training in clinical supervision		x	ACI

Assessment Key

A - Application

C - Certificate

I - Interview

APPENDIX 2

Band 7: High Intensity Therapist (NHS Talking Therapies): Psychotherapeutic Counsellor

Qualifications

	Essential	Desirable	Assessment Method
A minimum two-year post-graduate (or equivalent) qualification in Psychotherapeutic Counselling, Psychotherapy, Counselling, or Counselling Psychology, comprising no less than 450 hours programme contact AND no less than 450 hours supervised counselling or psychotherapy practice (including hours gained after core training) ¹ .	x		AC
One or more NHS Talking Therapies specified counselling or psychotherapy accreditations (as detailed in the NHS Talking Therapies Manual): British Association for Counselling and Psychotherapy (BACP) Accredited; United Kingdom Council for Psychotherapy (UKCP) Registered as a Psychotherapist or Psychotherapeutic Counsellor; Association of Christian Counsellors Accreditation; National Counselling Society Accredited Professional registrants, British Psychoanalytic Council Registered ² .	x		AC
Evidence of relevant continuing professional development.	x		ACI
A Bachelors degree and/or professional training in a health practitioner field (e.g. nursing, occupational therapy)		x	AC
Evidence of successful completion of training in one or more of the following specialist trainings in NICE-recommended time limited psychological therapies for depression (Counselling for Depression, Couple Therapy for Depression, Dynamic Interpersonal Therapy, or Interpersonal Psychotherapy) or Eye Movement Desensitisation and Reprocessing for Post Traumatic Stress Disorder, with the required training and individual accreditation to deliver the modality as specified by the NHS Talking Therapies Manual.	x		ACI
Evidence of post qualification training in clinical supervision		x	ACI

¹ Equivalence to postgraduate qualification is demonstrated by having achieved one of the NHS Talking Therapies recognised registrations or accreditations in counselling or psychotherapy (as set out in the NHS Talking Therapies Manual) AND having successfully completed the NHS Talking Therapies training programme in CfD, CTfD, DIT, IPT or EMDR.

² These registrations and accreditations map to the SCoPEd training, practice and competence framework Column B or C ([SCoPEd framework \(bacp.co.uk\)](https://www.bacp.co.uk/scoped-framework))

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