

Job Description

Job Title	Lead Psychological Therapist - Systemic Family Therapy
Post ref no.	
Band	Band 7
Service area	Early Intervention in Psychosis service
Location/Base	Culture Fusion but linking in with cluster teams across the locality
Accountable to	Team Manager/Lead for Psychological Therapies

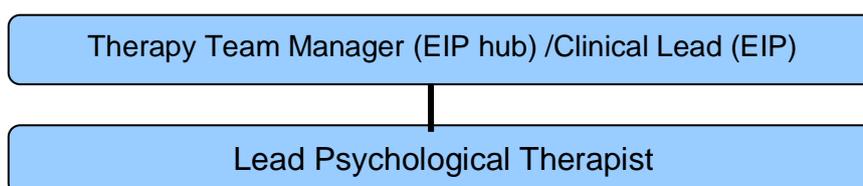
1. Job Purpose:

To provide evidence based (see NICE CG 82 & CG 178) psychological therapy services to individual's experiencing a suspected first episode of psychosis across Bradford & Airedale district, making autonomous clinical decisions about own professional practice. Provide clinical supervision, consultation and advice on psychological therapies. Assist the Clinical Lead and Team Managers with service development, including research and development activities.

2. Job Dimensions:

Job dimensions include clinical work (individual & group work), contributing to teaching and training on issues related to mental health (including psychosis) and psychological therapy, development work, including specific areas of responsibility in the further development of the early intervention service and therapy resource therein.

3. Organisational Chart



4. Primary Duties and Areas of Responsibility

Clinical

- To assess, formulate, deliver and review evidence based family therapy within the early intervention service
- To provide therapy, consistent with the practitioner's training background and therapeutic approach to individuals with a range of mental health problems, including psychosis.
- To contribute to the development and facilitation of appropriate therapeutic groups, reflecting the needs of the population.
- Seek appropriate support and guidance when required from other suitably qualified professionals.
- Seek appropriate clinical supervision from other suitably qualified

professionals.

- To keep up to date clinical records and provide statistics for resource management
- To share information (verbally and in written form) with colleagues in an effective manner and taking account of the bounds of individual & team confidentiality.

Service development

- To assess needs and measure demand for psychological therapies in the early intervention service, in collaboration with other team members.
- To identify gaps in the service and report to the clinical lead.
- To participate in the selection and induction of new staff as required
- To keep up to date with current developments in evidence based psychological therapies through study and attendance at appropriate courses and conferences.
- Project management and co-ordination of service development project(s).
- Responsibility for data collection, entry, and analysis as part of audit and evaluation of such project(s).
- To collect data in accordance with the Data Protection Act.

Training and supervision

- To contribute to teaching and training in methods of psychological therapies, consistent with the post holders training background and approach as required.
- To provide consultation regarding psychological therapies as required and appropriate to a EI spoke team, taking the lead psychological in that part of the service.
- To provide supervision to EI team members in their utilisation of psychological approaches to working with service users and family members.
- To provide supervision to other psychological therapists, as appropriate, within the wider care trust by negotiation with service/clinical lead.

Communication and Working Relationships

- To develop constructive working and therapeutic relationships with service users of the Early Intervention service and communicate effectively.
- To develop constructive working relationships with Early Intervention team workers within the Bradford & Airedale district.
- To develop constructive working relationships with workers external to the Early Intervention service and contribute to the development of effective communication between other primary, secondary and tertiary agencies involved in mental health provision.
- To take a role in liaising with non-statutory/ voluntary/ community based agencies and develop clear, constructive working relationships between these and the Early Intervention Service.
- To liaise with managers and leads within the Early Intervention service.
- To communicate effectively with other organisations liaising with the Early Intervention Service and the National Health Service.

Special Working Conditions

- The post holder must be able to travel to various sites across the Bradford & Airedale district.
- Physical effort is required in the transport of literary material.
- The post holder will be required to have regular contact with service users and carers/family members of the Early Intervention Service who present with various mental health difficulties, including psychosis and

consequently will use considerable emotional and psychological effort to carry out their duties appropriately.

- The post holder maybe required to manage crisis situations with users of the Early Intervention Service.

General

- Promote the organisations missions and values.
- Comply with all relevant statutory obligations including upholding legislation and professional codes of conduct.
- Being aware of the requirements of the mental health act 1983.
- Being aware of and utilising the care programme approach (CPA).
- Ensure all work undertaken is within the framework, objectives and principles of clinical governance.

5. Safeguarding

All staff members have a duty to report any concerns they have about the safety or wellbeing of adult service users, members of their families, including children. Employees should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

6. Respect for Patient Confidentiality

The jobholder should respect patient and team confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

9. Core Values:

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is:

Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

Our Purpose

To create connected communities and help people to feel as healthy as they can be at every point in their lives

Our Vision

To connect people to the best quality care, when and where they need it and be a national role model as an employer

Our Values

We Care - We act with respect and empathy, and always value difference

We Listen - We understand people's views and respond to their individual needs

We Deliver - We develop and provide excellent services and support our partners

Our Goals

Our services

- To provide seamless access to the best care
- To provide excellent quality services

Our community

- To provide our staff with the best places to work
- To support people to live to their fullest potential, to be as healthy as possible

Core Statements:

1. Infection Control - All clinical and non-clinical staff groups

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities in regard to infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others.
- Be familiar with and comply with current infection prevention and control, guidelines, policies and procedures.
- Raise matters of non-compliance with your manager.
- Attend infection prevention and control mandatory training as dictated by your manager.
- Be appraised in relation to infection prevention and control.

2. Risk Management

All staff need a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

3. Health and Safety

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

4. Patient care

Bradford District Care NHS Foundation Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect at all times during their contact with services we provide.

5. Information Management

All members of staff are bound by the requirements of the Data Protection Act 1998 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed and personal information is managed to benefit patients, clients and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

11. Version Control:

Change details	By whom	Date requested	Approved by	Agreed date
Core Values - as requested by BDCFT		04/05/18		
Core Values – as requested by BDCFT	JB	11/04/19		

Job title: Lead Psychological Therapist

Post ref:

Band: Band 7

Job purpose

- To provide evidence based (see NICE CG 82 & CG 178) psychological therapy (Family Therapy) services to individual's experiencing a suspected first episode of psychosis across Bradford & Airedale district, making autonomous clinical decisions about own professional practice.
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Attributes	Essential criteria	Desirable criteria	How Identified
QUALIFICATIONS	<ul style="list-style-type: none">• Formal qualification in Systemic Family Therapy AND <ul style="list-style-type: none">• Accreditation (or working towards accreditation) with the relevant professional body, including through non-professional route (the position would be offered at a band 6 until accredited)	<ul style="list-style-type: none">• Previous mental health qualification e.g. Clin. Psych., RMN, Dip. SW., Post Graduate Certificate in Primary Care Mental Health• Teaching (clinical practice) qualification/certificate or equivalent experience• Supervision qualification, in the relevant therapeutic modality• In case of CBT trained/skilled practitioners, specialist training in working with people with psychosis	Application Form Interview Certificates

EXPERIENCE	<ul style="list-style-type: none"> • Experience of working with adults with mental health problems, including psychosis and/or experience of Early Intervention in Psychosis • Experience of utilising the Care Program Approach & risk management • Experience of working in multi-disciplinary teams • Application of evidenced based psychological therapies relevant to the clinical service 	<ul style="list-style-type: none"> • Involvement in innovative clinical practice • Experience of taking lead roles in clinical practice/service development • Experience delivering psychological therapies to groups of patients • Experience in applying specialist psychological therapies 	Application Form Interview
KNOWLEDGE	<ul style="list-style-type: none"> • Evidenced based psychological therapies relevant to the clinical service, as recommended by NICE (CG82/CG178) • Relevant specialist clinical courses/training • Research awareness • Understanding of the care programme approach and the Mental Health Act 	<ul style="list-style-type: none"> • Involvement in clinical research programmes 	Application form Interview
SKILLS	<ul style="list-style-type: none"> • Competent clinical skills i.e. assessment, therapeutic interventions and management • Mental health assessment/formulation 	<ul style="list-style-type: none"> • Skills in group work • Planning and organising skills for caseload management 	Application form Interview

	<ul style="list-style-type: none"> • Case prioritisation and workload management • Ability to communicate and liaise effectively with primary care practitioners, secondary mental health services and other agencies • Able to make autonomous decisions using judgement and to work effectively as part of a MDT • Key worker case management • Skills in risk assessment and risk management • High standards of record keeping • Presentation and teaching skills • Assertiveness skills • Ability to work without direct supervision, though with access to regular supervision • Supervising learners and other staff 		
ATTITUDE/APPROACH	<ul style="list-style-type: none"> • Reliable, tolerant, enthusiastic, honest and trustworthy • Commitment to ethos of the clinical service and MDT working • Aware of equalities and discrimination • Motivated, with initiative • Willing to be flexible and adaptable in accordance with changing service operational priorities 		Application form Interview

	<ul style="list-style-type: none"> • Supports Trust mission values and operational priorities • Willing to develop skills and aptitudes through appraisal 		
PHYSICAL	<ul style="list-style-type: none"> • Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary) • Fit to undertake the demands of the post, eg. able to undertake handling and moving, coping with violence and aggression (MAV) techniques; and on a yearly basis be able to access the course and complete the competencies set in order to achieve the MAV certificate • Ability to work in a range of settings, including: service user's own home, clinic settings, & inpatient environments • Ability to travel to and from locations across the Bradford & Airedale district • Appearance – professional, clean, willing to adhere to dress standards policy 		Occupational Health Screening
GENERAL	<ul style="list-style-type: none"> • BDCT requires all its staff and prospective employees to carry out your duties in line with Trust Equality policies and procedures, 		Application Form Interview

	including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times		
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