

PROGRESS *your* CAREER



Redbridge EWMHS Senior Family Therapist/Behaviour and Conduct Pathway Lead Band 8A

Job Description and Person Specification

Job Description

JOB TITLE: Redbridge EWMHS Senior Family Therapist/Behaviour and Conduct Pathway Lead

BAND: 8a

RESPONSIBLE TO: Redbridge Psychology and Therapies Lead

KEY RELATIONSHIPS:

Internal	External
Clinical Lead Access and Assessment Lead Redbridge EWMHS MDT Multi professional clinicians across Redbridge Directorate.	GP Collaborative Care Social Services Acute Hospitals Schools Brookside Inpatient team and YPHTT

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will achieve this by:

The post holder will achieve this by working as a member of the Multi-Disciplinary team (MDT) to provide assessments and interventions for children, young people and their families who have been referred to Redbridge EWMHS (previously CAMHS). The post holder will develop high quality specialist family therapy assessment and interventions, co-ordinate family therapy clinic. Work as part of an MDT, and provide family therapy systemic consultation, training and supervision to colleagues, as appropriate. The post holder will have completed their Masters in family and systemic psychotherapy training and will be registered with the UKCP and AFT. They will have significant experience within the field and experience of supervising other family therapists/systemic practitioners. They will be committed to working collaboratively as part of a multi-disciplinary team in tier 3 and community services.

Key Responsibilities:

1. Working with the MDT to provide assessments and interventions for children, young people and their families from Redbridge.
2. Develop high quality specialist family therapy assessment and interventions with the MDT. Deliver family therapy clinics.
3. Provide family therapy advice, training, consultation, and supervision to colleagues, as appropriate.
4. To be responsible for organising and prioritising own and others workload in the day-to-day allocation of work.
5. To have organisational knowledge relating to Trust protocols and procedures and adhere to them, particularly administration of medicine and moving and handling.
6. To be responsible for providing accurate records of information required by the Trust for audit purposes.
7. To ensure effective risk management at team level by accident/incident reporting, assessing, and controlling risk and ensuring residual risks are added to the Trust register.

Clinical Skills

1. To formulate and implement plans for the formal psychological/systemic treatment and/or management of the mental health problems of children and young people who are based upon an appropriate conceptual framework of their problems, and employing methods based upon evidence of efficacy across the full range of care settings.
2. To be responsible for implementing a range of systemic family therapy and psycho-educational interventions for individual children, carers, families and groups, within and across pathways, and community settings employed individually and in synthesis, adjusting and refining clinical formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
3. To evaluate and make decisions about treatment options for children and their families in conjunction with other professional colleagues, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, group or system.
4. To exercise autonomous professional responsibility for the assessment, treatment and discharge of children within the service.
5. To provide specialist systemic advice, guidance and consultation to other professionals contributing directly to systemic formulation, diagnosis and treatment plan for our service users.
6. To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all children, across all settings and agencies serving this client group.
7. To undertake mental health risk assessment and risk management for the young people in our services, and to provide advice to other professions on psychological aspects of risk assessment and risk management.
8. Where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including the children, their carers, referring agents and others involved the network of care. This includes organising case conferences and professional network meetings where appropriate.

9. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of children under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
10. To initiate referrals to other health professional specialist services and agencies where appropriate.
11. To ensure practice is supported by research, evidence based practice, literature and peer review.

Leadership

- To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
- To actively promote integrated health professional working internally and externally.
- To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
- To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines.
- To participate in the audit process, linking in with the clinical governance agenda.
- To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.

Administration

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
- To take part, and assist, in the planning and administration relating to day to day running of the caseload.

Communication

- To have a wide range of knowledge in approaches to communicating and managing patient care.
- To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
- To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
- Participate in the review and development of clinical policies and identifies improvements to service provision.

Training

1. To receive regular clinical professional supervision from a family therapist, and where appropriate, from the lead clinical psychologist and other senior professional colleagues.
2. To gain additional highly specialist experience and skills relevant to psychology/ psychotherapy and/or the service (as agreed with the team's professional manager and team manager).

3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
4. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings.

Specific tasks directly related to the post

Additional Information

Health & Safety

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

Risk Management

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents

Safeguarding Children and vulnerable adults

North East London NHS Foundation Trust (NELFT) is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care. Staff are required to comply with Trust policies on Safeguarding.

Standards of Business Conduct & Conflict of Interest

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where you or a close relative or associate has a controlling interests in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained.

As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.

Sustainability

All staff has a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

Codes of Conduct

North East London NHS Foundation Trust (NELFT) requires the highest standards of personal and professional conduct from all of its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients my first concern and act to protect them from risk;

- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies;
- Be honest and act with integrity;
- Accept responsibility for my own work and the proper performance of the people I manage;
- Show my commitment to working as a team member of working with all my colleagues in the NHS and the wider community;
- Take responsibility for my own and continuous learning and development

Data Protection

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust Computer systems (e. g RIO and ESR) to ensure that the data entered into these systems is of high data quality and that information is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter

Information Security and Confidentiality

All employees are required to observe the strictest confidence with regard to any patient/client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees.

You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist.

Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.

Equality and Diversity

North East London NHS Foundation Trust (NELFT) is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. NELFT is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all, and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage or civil partnership/same sex marriage, and because of you being pregnant or being on maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users.

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Putting people first Prioritising quality Being progressive, innovative, and continually improve Being professional and honest Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Qualified Systemic Family Psychotherapist registered with the United Kingdom Council for Psychotherapy (UKCP) via the College of Family Couple and Systemic Therapy, and post-graduate qualification in relevant mental health/social welfare profession with demonstrable practice over a minimum of four years.	✓		Application Form Interview Assessment

Evidence of continuing professional development.			
Post qualification training in the clinical supervision of trainees.	✓		Application Form Interview Assessment
Further training in an additional evidence-based psychological therapy.		✓	Application Form Interview Assessment
Further training in the supervision of an additional psychotherapeutic modality		✓	Application Form Interview Assessment
Leadership Training		✓	Application Form Interview Assessment

Experience	Essential	Desirable	Measurement
Consolidated experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care, and in-patient settings.	✓		Application Form Interview Assessment
Demonstrate further specialist training and experience by having received a minimum of 50 hours of clinical	✓		Application Form Interview Assessment

supervision of working as a specialist psychologist or psychotherapist over a minimum of 18 months.			
Experience of delivering Supervision	✓		Application Form Interview Assessment
Experience of teaching and training		✓	Application Form Interview Assessment
Experience of leading workshops/group	✓		Application Form Interview Assessment
Experience of service development or of a leadership role.		✓	Application Form Interview Assessment
Experience of conducting research		✓	Application Form Interview Assessment

Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities, , NSF and clinical governance priorities	✓		Application Form Interview Assessment
An awareness of NHS Plan, NSF and clinical governance priorities		✓	Application Form Interview Assessment
Knowledge of UK legislation in relation to the health and welfare services to children and adolescents and mental health.	✓		Application Form Interview Assessment
Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities, children with complex	✓		Application Form Interview Assessment

Skills	Essential	Desirable	Measurement
Basic awareness of IT and IT skills	✓		Application Form Interview Assessment
Skills in the use of complex methods of psychological assessment, intervention and management.	✓		Application Form Interview Assessment

Ability to communicate effectively orally and in writing appropriate to a variety of audiences.	✓		Application Form Interview Assessment
Skills in providing consultation to other professional and non-professional groups.	✓		Application Form Interview Assessment
Evidence of potential to provide collaborative team leadership.	✓		Application Form Interview Assessment