

JOB DESCRIPTION

- JOB TITLE:** Systemic Family Therapist
Dorset Forensic Service and Poole CMHT
- BAND:** Band 8a
- LOCATION:** St Ann's Hospital and Poole CMHT
- ACCOUNTABLE TO:** Lead for Psychological Therapies in Forensic Services
- LINE MANAGER:** Lead for Psychological Therapies in Forensic Services
- KEY RELATIONSHIPS:** Forensic Services and Criminal Justice Agencies
Adult Mental Health Service
Adult Social Care
Voluntary Organisations
- HOURS OF WORK:** This is a full-time post of 37.5 hours per week with adults The post holder may be required to work flexibly to meet the needs of the service.
- JOB PURPOSE:**
- To lead on the development and delivery of a specialist systemic family therapy service to Forensic Services. To co-ordinate the development of the specialist systemic family work service in Poole CMHT.
 - To provide high quality, highly specialised, evidence based systemic Family Therapy to individuals, their families, and carers referred to either the Forensic Services or Poole CMHT. Service users across both services will have severe and complex mental health problems. Service users within the forensic service will also have committed a serious violent offence. .
 - To work as an integrated and visible member of a multi disciplinary team to provide detailed systemic assessment and interventions for individuals, and their families referred to either Forensic Services of Poole CMHT.
 - To develop high quality specialist family therapy assessment and intervention within the team.
 - To provide family therapy advice and supervision to colleagues.
 - To involve service users/carers in the planning of their treatment and development of the service.
 - To promote autonomy of individuals.

- The principal role is in partnership with individuals, families and carers to assess, plan and implement interventions and care

MAIN DUTIES AND RESPONSIBILITIES:

1. CLINICAL

- 1.1 To work jointly with members of the MDT across Forensic Services and Poole CMHT in the assessment, treatment, of individuals referred to the service.
- 1.2 To provide a highly specialist systemic service to individuals and their families/carers presenting with severe and complex mental health problems and with an offending history (for forensic patients), using appropriate interventions and integrating complex information from a variety of other professionals.
- 1.3 To be responsible for implementing a broad range of systemic family therapy interventions for individuals, groups and their families who are presenting with complexities in family relationships in relation to eating disorders
- 1.4 To comply with and implement as far as is practicable to relevant NICE guidelines, for example Psychosis & Schizophrenia in Adults; Psychosis and Schizophrenia in Adults: Prevention & Management, Borderline Personality Disorder, and Antisocial Personality Disorder.
- 1.5 To participate in clinical care meetings to ensure the needs of the individual and their family/carer are maintained.
- 1.6 To practice in a way which is respectful, inclusive and considerate of the needs of each individual in the system, including family members, and their varying developmental stages and current presentation.
- 1.7 To communicate in a highly skilled and sensitive manner, both verbally and in writing. To provide reports for CPAs and other meetings as required. concerning highly complex circumstances and needs.
- 1.8 To provide advice and consultation to families and professionals when required.
- 1.9 To provide specialist family therapy assessments and interventions including the development of a systemic family work team within forensic services.
- 1.10 Make highly skilled evaluations and decisions about treatment options taking into account highly complex relationship factors
- 1.11 To work in ways that are sensitive to the needs of people of diverse, racial cultural, religious backgrounds and different lifestyles particularly those who find change difficult.

- 1.12 To provide advice and support to colleagues across all agencies involved in the care of children, young people, and their families/carers.
- 1.13 Contribute to the training of staff within the service and also to provide training to external agencies
- 1.14 To be involved in teaching staff of all levels and to actively promote the development of the service.
- 1.15 To liaise and work jointly with other professionals, especially members of Adult Mental Health and GPs to maintain effective continuity of care.

2. **MANAGERIAL**

- 2.1 To provide line management to systemic practitioners working within the Forensic Services team.
- 2.2 Ensure attendance at clinical and managerial supervision
- 2.3 Provide high quality and timely clinical record keeping
- 2.4 Contribute to continuous improvement of the service through audit, practice based research, use of outcome measures, clinical measures.
- 2.5 To participate in own appraisal and Personal Development Review as per Trust policy.

3. **ADMINISTRATIVE**

- 3.1 To maintain accurate, detailed and comprehensive records of all clinical work whilst ensuring confidentiality of information.
- 3.2 Contribute to outcome monitoring for individuals and the service as a whole
- 3.3 To submit statistical returns promptly and participate in the preparation of an annual report, audit and service evaluation

4. **FINANCE/RESOURCES**

- 4.1 To work within the financial resources available and alert the Service Manager of any financial issues.
- 4.2 Contribute to the best use of resources within the Forensic Service and Poole CMHT service.

5. **RESEARCH & DEVELOPMENT**

- 5.1 To research, develop, implement and audit the service for clinical and governance purposes.

- 5.2 To be responsible for using theory and research to inform evidence based practice in work with individuals, families and their networks, in line with current and best practice, and relevant NICE guidelines.
- 5.3 To undertake relevant and appropriate audit and service evaluation with colleagues, to maintain high standards and development of the service.
- 5.4 Routine collection of outcomes agreed in partnership with individuals and their families/carers and others as required demonstrating progress and effectiveness of interventions provided.

6. **POLICY & SERVICE DEVELOPMENT**

- 6.1 To work in accordance with Forensic Services' and CMHT's objectives. Adhere to Trust and Directorate policies.
- 6.2 To contribute to the development of policies relating to the service area.

7. **INFORMATION / DATA RESPONSIBILITIES**

- 7.1 Records all service user information and activity on the Electronic Service User Record.
- 7.2 Contribute to outcome monitoring for individuals and the service as a whole
- 7.3 Provide high quality and timely clinical record keeping in accordance with Trust policies.
- 7.4 Ensure that standards of confidentiality are adhered to all times

8. **PROFESSIONAL RESPONSIBILITIES**

- 8.1 To work autonomously within professional guidelines and Trust policies and procedures.
- 8.2 To be responsible for continued professional development. To attend courses, study days and lectures to update and develop knowledge and skills as identified through Personal Development Review and supervision. To provide evidence of Continuous Professional Development maintenance of a professional portfolio.
- 8.3 To utilise professional networks offering clinical and professional support and share knowledge and skills with Family Systemic Therapists
- 8.4 To attend regular clinical supervision and managerial sessions with the Line Manager/Clinical Supervisor.

9. **GENERAL**

- 9.1 To maintain the highest standards of record keeping, including recording all patient contacts and report writing adhering to professional and ethical standards, and a continuing adherence to the professional codes of AFT

and UKCP.

- 9.2 To maintain up to date knowledge of legislation, national and local policies, and issues in relation to mental health, safeguarding and children and families.

- 9.3 To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information

PERSON SPECIFICATION

SYSTEMIC FAMILY THERAPIST, BAND 8A, FORENSIC SERVICES & CMHT

Knowledge, skills and training	Essential	Desirable	Assessment method	Interview score*
Qualification in appropriate mental health/social care profession.	Yes		Certification	
Masters or Doctoral level qualification in Systemic Psychotherapy.	Yes		Certification	
Eligibility for UKCP registration.	Yes		Certification	
Registration as clinical supervisor		Yes	Certification	
Training in Multi-Family Group Therapy		Yes	Certification	
Job specific experience	Essential	Desirable	Assessment method	
Previous experience as a systemic family therapist working within Adult Mental Health		Yes	Application form/ references	
Excellent assessment skills.	Yes		Application form/ references	
Ability to work effectively in a team as well as independently.	Yes		Application form/ references	
Ability to work with clients who have multi-faceted needs.	Yes		Application form/ references	
Have skills in audit and evaluation.	Yes		Application form/ references	
Ability to work with families who may find change difficult.	Yes		Application form/ references	
Knowledge of legislation and national guidance relating to the client group.	Yes		Application form/ references	
Knowledge of NICE guidance recommendations for client group.	Yes		Application form/ references	
Knowledge of Safeguarding procedures	Yes		Application form/ references	
Experience of developing Systemic family therapy services		Yes	Application form/ references	
Research skills.		Yes	Application form/ references	
Excellent communicator, organised and able to contribute to the development of a service.	Yes		Application form/ references	
Excellent interpersonal skills. The willingness	Yes		Application	

to be flexible and work collaboratively with partner agencies to ensure the best therapeutic approach to children and families.			form/ references	
Accomplished presentation skills	Yes		Application form/ references	
Basic IT skills, normally obtained through practice or practical training (e.g. for Rio)	Yes		Application form/ references	
Personal qualities/attributes	Essential	Desirable	Assessment method	
A proven commitment to working in partnership with service users and carers in the delivery of effective services	Yes		Interview/ references	
Positive approach to diversity/non-discriminatory practice	Yes		Application form/ references	
Business travel	Essential	Desirable	Assessment method	
Subject to the provisions of the Disability Discrimination Act, able to travel using own vehicle on Trust business		Level 3	Licence	
Additional requirements	Essential	Desirable	Assessment method	
Demonstrable skills in written and spoken English, adequate to enable the post holder to carry out the role effectively	Yes		Application form/ interview	