

JOB DESCRIPTION

JOB TITLE:	Psychodynamic Psychotherapist or Clinical/ Counselling Psychologist
BAND:	Band 7, 0.5wte (2.5 days per week), permanent
DEPARTMENT:	Specialist Psychotherapy Service (SPS)
DIRECTORATE:	Newham
REPORTING TO:	Dr Christina Katsakou, Psychodynamic Team Lead
ACCOUNTABLE TO:	Dr Christina Katsakou, Psychodynamic Team Lead

JOB OVERVIEW

The Newham Specialist Psychotherapies Service (SPS) is a vibrant psychotherapies service in the heart of East London. This post is in the Psychodynamic Team in SPS, where a range of individual and group psychodynamic interventions are offered. The successful candidate will also work closely with colleagues from other teams in the service that offer a variety of psychotherapeutic approaches, including arts therapies, cognitive-behavioural, complex trauma, integrative, systemic and psychodynamic psychotherapies, and a range of groups across the modalities.

The post holder will work autonomously and as part of a team, delivering specialist individual and group psychodynamic assessments and interventions to service users with complex needs. There will be opportunities for continuous personal development in a number of areas, such as indirect/ liaison work, supervision, reflective practice and teaching/ training skills. As well as regular supervision, there are forums for support and professional development. Experience of working with complex mental health problems in NHS settings is essential.

The service delivery is informed by attention to the social, cultural, economic and political context of psychological problems to ensure that the service meets the needs of the Borough's diverse population.

MAIN DUTIES

The post holder will work autonomously and as part of a team, delivering specialist psychodynamic individual and group assessments and interventions to service users with complex needs. They will hold a caseload of individual and group work, deliver psychodynamic psychotherapy or other psychodynamically-informed assessments and interventions, provide supervision where appropriate, deliver consultation and training and liaise, where necessary, with the wider network of care across the borough in both primary and secondary care.

They will also conduct generic assessments in the service and consider referrals to a wide range of therapies, including systemic, CBT, integrative and arts therapies. They will attend meetings in the service and interface with systems and teams across the borough. They will maintain high standards of record keeping and governance. They will work effectively with diversity and intersectionality. They will engage and work effectively with service users presenting with severe and enduring psychological difficulties, including complex emotional needs, complex trauma and/or psychosis. They will manage risk and complexity and communicate effectively with colleagues and other agencies. They will also work closely with colleagues in other teams/ modalities in the service (SPS) and across other community mental health services in the borough.



KEY RELATIONSHIPS

- ☐ Psychodynamic Team Lead
- ☐ Psychodynamic Psychotherapists, Psychologists, Group psychotherapists
- ☐ Specialist Psychotherapy Service Leads
- ☐ Head of Specialist Psychotherapy Service
- ☐ Multidisciplinary colleagues working in community and inpatient services
- ☐ Service Users, Carers, People Participation Lead
- ☐ Key stakeholders in the wider health and social care system

DUTIES AND RESPONSIBILITIES

Patient Care	<ul style="list-style-type: none"> • To develop and maintain close professional therapeutic relationships with Service Users in individual and group therapy and/or assessments, using advanced psychotherapy skills to bring about lasting psychological change. • To gather a range of facts and contexts, relevant to the Service User's clinical care. To analyse and weigh the relative importance of the factors to form an understanding of the Service User's difficulties and relate these to the range of psychological and other treatment options available. To form a judgement between the relative utilities of the treatment options and the Service User's preferences. In an interactive dialogue, to communicate the options to the Service User, updating the treatment frame in response to additional information provided by the Service User during the course of this dialogue. • To have specialist theoretical and practical clinical knowledge of psychodynamic psychotherapy. To have some experience of indirect work and teaching. • To collate and analyse clinical data from Service Users on your caseload and those under the care of your supervisees, within the overall framework of the required data output of the service; to analyse this data with the intention of: (a) identifying and minimising risk, (b) optimising clinical effectiveness, (c) optimising service efficiency. To then, in conjunction with your Clinical Supervisor, devise a plan that addresses these components within the immediate context of where you deliver your service, the skills and aptitudes of your trainees and the broader operational framework of the service and have the skill to implement the agreed plan in an iterative manner. • To Contribute to the clinical governance framework of the Service by identifying and acting on areas of concern and supporting senior clinicians who are taking the lead in designated areas of responsibility. • To provide and receive highly complex information (related to mental health and psychodynamic psychotherapy) to groups, individuals and large groups of service users, relatives, carers, members of the public and professionals.
Clinical	<p>DIRECT CLINICAL:</p> <ul style="list-style-type: none"> • To assess Service Users, prepare a psychotherapy care plan and deliver specialist therapy to individuals and to groups of service users.

	<ul style="list-style-type: none"> • To support other clinicians in the delivery of group and individual psychodynamic psychotherapy. • To hold your own caseload and respond to Service User crises as appropriate. • To undertake risk assessment and risk management for individual patients and/ or groups as appropriate. • To recommend a range of specialist psychodynamic/psychological/psychotherapeutic interventions for individual patients, carers and groups, within and across teams, employed singly and in combination, adjusting and refining psychological formulations as practice and experience demand, and drawing upon different explanatory models to maintain a number of provisional hypotheses. • To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical, developmental and cultural processes and systems which have shaped the individual, family or group. • To be responsible for providing and receiving complex, sensitive, distressing and emotional information in relation to mental and physical health issues, where there are often difficulties in terms of acceptance or understanding. • To communicate across language and cultural barriers, including working for sustained periods of time by communicating with service users, carers or groups through professional interpreters or advocates. • To be responsible for recording, monitoring and reporting on clinical work and communicating, in a skilled and sensitive manner, complex clinical information (including assessment, formulation, treatment plans and progress) to a variety of recipients (e.g. service users, carers, other professionals, formal panels, statutory and voluntary organisations) orally, in writing and electronically. • To contribute to the clinical governance framework of the service. • To act as a service user advocate where necessary, as well as supporting service users in accessing appropriate independent advocacy services. • To ensure that services offered are responsive to all needs of users, including their religious, cultural and linguistic needs and the needs of disabled service users. <p>INDIRECT CLINICAL:</p> <ul style="list-style-type: none"> • To employ a broad theoretical knowledge of psychological approaches and specialist clinical and professional skills to develop and support the psychological skills of others (including assistant, trainee, qualified Clinical/ Counselling Psychologists, psychotherapists) through the development and delivery of teaching, training and supervision programmes.
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	<ul style="list-style-type: none"> To provide specialist psychological advice, support, supervision, guidance and consultation to those professionals contributing directly to the formulation and treatment plans of patients including advice and supervision on psychological aspects of risk assessment and risk management. To build on supervisory experience, by beginning to supervise less experienced staff members or trainees. To ensure that the relevant guidelines for professional practice are followed appropriately including the receipt of regular clinical supervision. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes. To maintain and promulgate the highest standard of clinical record-keeping including electronic data-entry and recording, report-writing and be responsible for the exercise of professional self-governance in accordance with professional codes of practice and Trust policies and procedures. To maintain up-to-date knowledge of local resources and service/professional links, legislation, national and local policies and issues in relation to both the specific service and mental health generally. To use and maintain knowledge and understanding of the work and approaches of other key disciplines, professions and agencies involved in the care and management network, including medication and physical health issues, employment, social, educational and criminal justice systems.
Professional skills and responsibilities	<ul style="list-style-type: none"> To be responsible for organising own day-to-day activities, and planning and prioritising own clinical workload. To be responsible for managing waiting lists and patterns of patient attendance in consultation with line manager. To support the recovery ethos of the service by promoting involvement of service users and carers in all levels of planning, implementation and evaluation of care where possible. To follow and implement Trust and other local policies.
Service development	<ul style="list-style-type: none"> To remain informed of and critically evaluate current systemic research to support own professional work, and to contribute this perspective to the multidisciplinary team. To utilise theory, literature on evidence based practice and research to support evidence-based practice in own work and work with other members of the team or department. To identify and propose potential changes to work practices and procedures in own area of work, which may impact on the wider service. To contribute to ongoing improvement of services through active participation in the Trust's Quality Improvement activities. To maintain and develop professional skills in research, service

	<p>evaluation, outcome measures and audit, and contribute to the development, evaluation and monitoring of the service's operational policies and procedures.</p> <ul style="list-style-type: none"> To contribute to the design and management of clinical audit, assisting colleagues to develop, evaluate and monitor service provision and operational policies, through the deployment of professional skills in research, service evaluation and audit.
Administration	<ul style="list-style-type: none"> Be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients, e.g. service users, families and carers, other professionals, formal panels and statutory and voluntary organisations, orally, in writing making use of Trust provided Electronic Health Record and data analytics systems. Make full use of available teleconferencing, video calling and electronic diary scheduling facilities. Use information technology in line with Trust and NHS information governance requirements, and maintain up to date knowledge of systems and governance requirements. Collate and report on information across service area using Trust Information systems to a high standard.
Management	<ul style="list-style-type: none"> Comply with governance systems in place for the provision and monitoring of clinical and professional supervision of qualified and unqualified psychological practitioners across the directorate. Ensure practice within relevant guidelines for professional practice (e.g. BPC/BPS/HCPC etc). Maintain up to date knowledge of relevant legislation, national and local policies and issues in relation to the provision of services.
Human Resources	<ul style="list-style-type: none"> Participate in appraisal and development planning, identifying and agreeing training needs. Ensure the personal maintenance and development of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes. Support HR investigations held under the Complaints, Disciplinary, Competency policies.
Performance and Quality	<ul style="list-style-type: none"> Support systems for evaluation, monitoring and development of the directorate's psychological therapies services to ensure services are delivered in line with Trust policies, national guidance and evidence based practice. Use skills in undertaking research, audit and evaluation analyse and interpret complex data, identifying trends and opportunities for improvement. Participate in service development and quality improvement initiatives within the directorate, in line with directorate priorities and in response to identified local need.
Financial and Physical Resources	<ul style="list-style-type: none"> Contribute to the responsible management of equipment and resources required for the ongoing provision of a high standard of psychological service to the directorate.

JOB DESCRIPTION AGREEMENT



This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the post-holder.

Statement on Employment Policies

In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-

Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs. For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.
Dealing With Harassment/ Bullying In The Workplace	The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying. The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences. Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients

	and the public in a proper and acceptable manner. Consumption of alcohol during work hours is not permitted.
Confidentiality	As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy. To safeguard at all times, the confidentiality of information relating to patients/clients and staff.
General Data Protection Regulation (GDPR)	To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR. As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.
Safeguarding	All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.
Service User and Carer Involvement	ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.
Personal Development	Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.
Quality Improvement	The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.
Professional Standards	To maintain standards as set by professional regulatory bodies as appropriate.
Conflict of Interests	You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.
Risk Management	Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.

Personal and Professional Development/Investors in People	The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities:</p> <p>Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy.</p> <p>Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>