

JOB DESCRIPTION

<u>JOB TITLE:</u>	IAPT High Intensity Therapist
<u>GRADE:</u>	Band 7
<u>DEPARTMENT</u>	As Designated
<u>LOCATION:</u>	As Designated
<u>RESPONSIBLE TO:</u>	Team Manager
<u>ACCOUNTABLE TO</u>	Clinical Manager

MAIN PURPOSE OF THE JOB

The post holder will be part of an Improving Access to Psychological Therapies (IAPT) service and will provide high intensity interventions. The post holder will work with patients who have a range of complex Anxiety and Depression related problems using a therapy recommended by NICE Guidance.

VISION AND VALUES

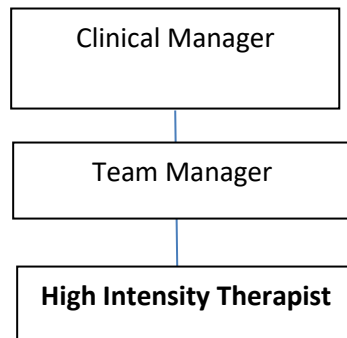
Our Vision is: “We Strive to provide the BEST CARE, delivered by the BEST PEOPLE, to achieve the BEST OUTCOMES”

Our Values are:-

- Caring Compassionate
- Respectful
- Honest and Transparent

OUR SHARED PURPOSE IS TO MAXIMISE OUR CONTRIBUTION TO HIGH QUALITY, COMPASSIONATE CARE AND TO ACHIEVE EXCELLENT HEALTH AND WELLBEING OUTCOMES

ORGANISATIONAL CHART



COMMUNICATION & RELATIONSHIPS

Use highly developed communication skills in working with people to understand their personal and often very sensitive difficulties.

Liaise with other health and social care professionals from a range of agencies in the care provided to patients

Provide specialist advice and consultation to other professionals/individuals/groups/committees across Mental Health Trusts, Primary care Trusts and other voluntary agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.

Attend multi-disciplinary meetings related to referrals or patients in treatment where appropriate.

Promote and maintain links with other services to help co-ordinate the provision of an effective Psychological Therapies Service.

Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.

KNOWLEDGE, SKILLS, TRAINING AND EXPERIENCE

Qualification from High Intensity IAPT Course (Post Graduate Diploma) **OR** Equivalent: e.g. A recorded/registered doctoral level qualification in clinical or counselling psychology/ a recorded/registered qualification in one of the following - nursing, social work, occupational

therapy, arts therapy or a psychological therapy – plus further post graduate qualification training in a psychological therapy which may be CBT or another IAPT appropriate evidence based therapy (i.e. IPT) to at least equivalent of a post graduate diploma **AND** significant experience working as a psychological therapy practitioner and demonstrating the competences as required.

Attend and fulfil all the requirements of the IAPT approved supervision training.

After completion of supervision training, clinically supervise staff in the service.

Possess an ability to evaluate and put in place the effect of training.

Be computer literate.

Be aware of and keep up to date with advances in the spheres of therapy for common mental health problems.

Ensure clear objectives are identified, discussed and reviewed with senior therapists in a regular basis as part of continuing professional development. (CPD)

Participate in individual performance review and respond to agreed objectives.

Attend relevant conferences/workshops in line with identified professional objectives.

Prepare for and attend clinical/managerial supervision on a regular basis as agreed with manager.

ANALYTICAL AND JUDGEMENTAL SKILLS

To provide a detailed assessment based upon the appropriate use, understanding and combination of clinical information available, including self-reporting information, self-rating scales, direct and indirect structured observations as well as interviews with patients, their family members and other agencies involved in their care.

To undertake a thorough risk assessment based on the information available for individual patients, develop a risk contingency plan and manage or refer to the appropriate treatment stream/service as appropriate.

PLANNING AND ORGANISATIONAL SKILLS

To adhere to agreed clinical contracts in order to minimise waiting times and ensure treatment times remain accessible and convenient.

To complete all requirements relating to data collection within the service.

Keep up to date all records in relation to Continuing Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/development.

PHYSICAL SKILLS

Standard keyboard skills and also breakaway skills

RESPONSIBILITIES FOR PATIENT/CLIENT CARE

Accept referrals via agreed protocols within the service and develop programmes of care packages.

Assess and support people with a common mental health problem for psychological interventions

Make decisions on suitability of new referrals, adhering to the department's referral protocols, refer unsuitable patients on to the relevant service or back to the referral agent as necessary.

Formulate, implement and evaluate treatment programmes in collaboration with the patient.

Educate and involve family members and others in treatment as necessary, conveying CBT and other psychological formulations with sensitivity in easily understood language.

Assess and integrate issues surrounding work and employment into the overall treatment process

Keep detailed coherent records of all clinical activity in line with service protocols

Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.

Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered

POLICY AND SERVICE DEVELOPMENT

To contribute to the development of best practice within the service.

To maintain up to date knowledge of legislation and local policies and procedures in relation to Mental Health and Primary care Services.

To respond to and implement suggestions by supervisors in clinical practice.

Carry out/contribute to clinical audits of service performance, including patient surveys and evaluations and help to collate and disseminate the results for feedback.

Participate in service improvement by highlighting issues and implementing changes in practice.

FINANCIAL AND PHYSICAL RESOURCES

To ensure effective use of Step 3 resources.

To ensure that clinical time is used as effectively as possible.

HUMAN RESOURCES

To contribute to the induction and orientation process of new members of the team and any students/trainees on placement in the team.

Participate in Clinical and Managerial supervision as required.

Respond to and implement supervision suggestions by supervisors in clinical practice.

It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

This job description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

INFORMATION RESOURCES

All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.

To ensure that the data is inputted correctly into the clinical system to ensure that the teams Key Performance Indicators are collected and recorded correctly.

To maintain the highest standards of clinical record keeping including electronic data entry and recording, in accordance with Trust policies and local guidelines.

RESEARCH AND DEVELOPMENT

Keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/development.

Attend relevant conferences/workshops in line with identified professional objectives.

FREEDOM TO ACT

The post holder will exercise autonomous professional responsibility for the assessment and treatment of patients in line with the service.

PHYSICAL EFFORT

Ability to travel to locations throughout the trust. The ability to transport mobile technology from venue to venue.

MENTAL EFFORT

Ability to complete psychological assessments and report writing.

An ability to prioritise diary when required.

EMOTIONAL EFFORT

At times the post holder may be dealing with patients who present with a level of emotional distress.

At times the post holder may have to give distressing information to the patient.

WORKING CONDITIONS

The post holder will be expected to hot desk.

Maybe required to deliver a service from 8am to 8pm

SAFEGUARDING

Every employee has a responsibility for safeguarding and protecting adults and children from abuse, regardless of the setting in which the care takes place. It is every employee's responsibility to be aware of relevant Trust Policies. All employees should take part in training in order to maintain their skills. Front line practitioners should access regular supervision and support in line with local procedures.

HEALTH AND SAFETY

Contribute to maintaining a safe environment of care through effective risk management. Identify risks and develop appropriate strategies to manage the risks including responding appropriately to untoward/emergency situations.

TRUST CLINICAL GOVERNANCE STRATEGY

It is the responsibility of all health care professionals to play an active role in delivering the clinical governance agenda. There is a specific responsibility for individual health care professionals to be involved in auditing their own and their team's clinical performance, and to engage in activities, which continuously improve, the quality of services they provide.

Information of a Confidential Nature or Access to Confidential Information

"To be aware of the nature of information dealt within the NHS and to work in a manner which ensures confidentiality and security of this information"

INFECTION CONTROL

All Trust staff (clinical and non-clinical, including locum and agency staff employed by external contractors) have a personal responsibility to ensure the risk of infection to themselves, service users and visitors is minimised by ensuring that they (1) are familiar and adhere to, current Trust policy and guidance on infection prevention and control, (2) participate in the Trusts induction programme and statutory/required training in infection prevention and control and (3) consider infection prevention and control as part of their appraisal and/or personal development plans'.

CALDICOTT RESPONSIBILITIES:

1. **Justify the purpose (s) of every proposed use or transfer** - every proposed use or transfer of patient-identifiable information within an organisation should be clearly defined and scrutinised, with continuing uses regularly reviewed by an appropriate guardian.
2. **Don't use it unless it is absolutely necessary** - Patient-identifiable information should not be used unless there is no alternative, **where this is the case permission should be obtained.**

3. **Use the minimum** necessary - Where use of patient-identifiable information is considered to be essential, each individual item of information should be justified with the aim of reducing identification.
4. Access should be on a strict **need-to-know** basis - Only those individuals who need access to patient-identifiable information should have access to it, and they should only have access to the information items that they need to see.
5. Everyone with access to it should be **aware of their responsibilities** - Action should be taken to ensure that those handling patient-identifiable information are aware of their responsibilities and obligations to respect patient confidentiality.
6. **Understand and comply with the law** - Every use of patient-identifiable information must be lawful. Each department must have someone responsible for ensuring that the organisation complies with legal requirements.

ACCESS TO CONFIDENTIAL INFORMATION:

To be aware of the nature of information dealt with within the NHS, and to work in a manner which ensures confidentiality and security of this information.

This job description is not intended to be an exhaustive list of the duties and responsibilities of the post and the post holder may be requested to carry out any other duties appropriate to the grade or post.

The post may change over time to meet organisational requirements and the job description may be changed after consultation with the post holder at any time.

JOB DESCRIPTION AGREEMENT

Post Title:

Post Holder's Name:

Post Holder's Signature:**Date:**

Line Manager's Name:

Line Manager's Signature:**Date:**

PERSON SPECIFICATION

	<u>Essential</u>	<u>Desirable</u>
<u>Education and Qualification</u>	<p>Qualification from High Intensity IAPT Course (Post Graduate Diploma)</p> <p>OR</p> <p>Equivalent: e.g. A recorded/registered doctoral level qualification in clinical or counselling psychology/ a recorded/registered qualification in one of the following - nursing, social work, occupational therapy, arts therapy or a psychological therapy – plus further post graduate qualification training in a psychological therapy which maybe CBT or another IAPT appropriate evidence based therapy (i.e. IPT) to at least equivalent of a post graduate diploma</p> <p>and</p> <p>Accredited with the BABCP / or willing and eligible to become accredited within 12 months of commencing in post.</p>	
<u>Knowledge and Experience</u>	<p>Significant experience working as a psychological therapy practitioner and demonstrating the competences as required.</p> <p>Demonstratable experience of working in mental health services</p> <p>Ability to meet agreed/specified service targets</p> <p>Ability to manage own caseload and time</p> <p>Demonstrates high standards in written communication</p>	<p>Experience of working in Primary Care Services</p> <p>Worked in a service where agreed targets in place demonstrating clinical Outcomes</p> <p>Trained in provision of supervision for CBT</p> <p>Accredited with a professional psychological therapy organisation</p> <p>Completed clinical audits within a service</p>

	<p>Able to write clear reports and letters to referrers</p> <p>Experience with routine outcome monitoring</p> <p>Experience of teaching and liaising with other professional groups</p>	
<u>Skills and Competencies</u>	<p>Full range of skills and competencies as laid out in the competence framework for CBT (Roth and Pilling 2007)</p> <p>Computer literate</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS</p> <p>Has received training (either formal or through experience) and carried out risk assessments within scope of practice</p> <p>Able to develop good therapeutic relationships with clients</p>	
<u>Role/Team specific requirements</u>	<p>Confident.</p> <p>Self-aware.</p> <p>Flexible</p> <p>Able to work in a rapidly changing environment.</p>	
<u>Personal Characteristics</u>	<p>Ability to be self-reflective, whilst working with service users, & in own personal and professional development and in supervision</p> <p>The ability and skills to act as an advocate for a new service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system</p>	

<u>Additional Requirements</u>	Able to meet the mobility requirements of the post	<p>Fluent in languages other than English</p> <p>Experience of working with diverse communities and within a multicultural setting</p>