

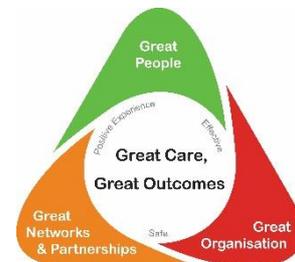
HERTFORDSHIRE PARTNERSHIP NHS FOUNDATION TRUST

JOB DESCRIPTION

Title:	High Intensity CBT Therapist
Band:	Band 7
Directorate:	Community Services
Responsible to:	NHS Talking Therapies Service Manager
Accountable to: Clinician	Quadrant NHS Talking Therapies Senior
Base:	Saffron Ground, Ditchmore Lane, Stevenage
Hours:	37.5 //Flexi/Hybrid working considered

Hertfordshire Partnerships University Foundation Trust

- Hertfordshire Partnership University NHS Foundation Trust (HPFT) is an exceptional organisation with big ambitions, our aim is to be the leading provider of mental health and specialist learning disability services in the country.
- With a workforce of c. 3,000 and an annual income of c. £200m, the Trust is organised across three Strategic Business Units and provides integrated health and social care services through a large network of community and inpatient settings, serving diverse communities across Hertfordshire, Norfolk, North Essex and Buckinghamshire. As a university trust, HPFT continues to develop strong links with the University of Hertfordshire providing excellent learning and development opportunities, as well as strengthening our clinical research capability.



- Whilst it is a challenging period for the NHS, there has never been a more exciting time to join HPFT following our CQC rating of Outstanding awarded to us in April 2019. We are on our “Good to Great” journey as we continue to innovate, improve, transform and ultimately deliver the very highest standards of care to the service users and communities that we serve.

Job Summary:

The post holder will be part of an NHS Talking Therapies service and will provide high intensity interventions - initially cognitive behavioural therapy (CBT). The post holder will work with clients who have a range of common mental health problems such as Anxiety and Depression related problems for which CBT is demonstrated to be clinically effective. The High Intensity Therapist will take the lead role in providing support, education and problem solving skills to the GPs and primary health care team particularly in the areas of assessment and management of mental health problems.

All staff should comply with the Trust’s Anti-Discriminatory Statement, Employee Charter, Trust Policies and Procedures, Code of Conduct and Equality & Diversity.

Job Responsibilities:

Professional/Clinical Responsibility

Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (eg BPS, UKCP, BABCP) and keep up to date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).

All high-intensity CBT therapists are expected to adhere to BABCP codes of conduct.

Ensure that client confidentiality is protected at all times.

Be aware of, and keep up to date with advances in the spheres of CBT and other agreed psychological therapies

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

Attend clinical/managerial supervision on a regular basis as agreed with Manager.

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

Participate in individual performance review and respond to agreed objectives.

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

Contribute to the development of best practice within the service.

Maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.

All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, patients and the general public.

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.

Training & Supervision

Attend and fulfil all requirements of the NHS Talking Therapies approved training

Participate actively in regular practice supervision from senior clinician & NHS Talking Therapies Manager

Advisory /Liaison

Provide an advisory service on matters related to the practice and delivery of Cognitive Behavioural Therapy to individuals/groups/committees across the Mental Health Trust, Primary Care Trust and other voluntary agencies

Promote and maintain links with Primary Care & Secondary Care staff to help coordinate the provision of an effective Psychological Therapies Service

Practice

Provide a link role with local GP practices and primary health care staff to advise in the areas of assessment and management of appropriate mental health problems in adults.

Accept referrals via agreed protocols within the service.

Assess clients for suitability for CBT & other psychological interventions. Where the problems appear to be too complex or severe to refer to senior clinician/NHS Talking Therapies Manager for advice on how to manage the case.

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

Formulate, implement and evaluate therapy programmes for clients.

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

Adhere to an agreed activity contract relating to the number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.

Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.

Complete all requirements relating to data collection within the service.

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

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

Ensure there is effective communication between secondary services and primary care so that patients do not get lost to the system.

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

Support the implementation of a socially inclusive model of mental health care

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

Leadership and Staff Management Responsibility

The Post holder may assist the NHS Talking Therapies manager & Senior Clinician in providing appropriate supervision to relevant members of staff

Financial responsibility

The Post holder will not hold any budgetary responsibility

Additional Information:

Knowledge and Skills Framework:

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.
Approved outlines are available on the HPT e-ksf local library

Health and Safety

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

Infection Control

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Equality and Diversity

Hertfordshire Partnership Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users & carers and ensuring a supportive environment free from harassment. Because of this Hertfordshire Partnership

Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

Confidentiality

All staff must be aware of the Data Protection Act 1984, and its subsequent amendments, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and the individual may be prosecuted.

Standards of Business Conduct and Conflicts of Interest

The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of staff to ensure that they do not abuse their official position for personal gain or seek to advantage or further private business or other interests in the course of their official duties. Staff should be informing their line manager if they are working for any other organisation to ensure that this Trust complies with the Working Time Regulations.

Information and Records Management

The postholder must be competent in using IT and have the relevant skills to carry out the activities required for the post.

To comply with the Data Protection Act 1998, Freedom of Information Act 2000 and Department of Health Code of Confidentiality in line with Trust procedures.

To adhere to the Trust's policies on records management including creation, use, storing and retention and disposal of records.

Adhere to the Trust's Corporate Identity (using the standard templates – available on www.hpt.nhs.uk).

Safeguarding Adults and Children

The Trust is committed to ensuring adults and children are protected and come to no harm from abuse. All employees have a responsibility to be aware of national and local policies, their individual responsibilities with regards to the protection and safeguarding of both adults and children, and must adhere to them at all times.

Organisational Change

As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

Review:

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post holder.