

## JOB DESCRIPTION

### JOB DETAILS

**Job title:** Eating Disorders Clinician – Community Team

**Job code:**

**Band:** 5

**Location:** The Brownhill Centre, Cheltenham

**Accountable to:** Eating Disorders Service Manager

### JOB PURPOSE

- To assess, clinically manage, care co-ordinate and treat adults with an eating disorder and contribute to the assessment and treatment of families.

### DIMENSIONS

The Eating Disorders Service consists of the 3 Specialist Teams: a Day Treatment Programme (DTP) for people aged 16+, a Child and Adolescent Home Treatment Team (ChAHTT) for young people below age 18 and a community team for all ages. The community team provides specialist evidence based treatments on an individual and family basis for children, adolescents and adults with an eating disorder.

The team provides advice, consultation and support to primary care, social care, voluntary and educational staff as well as members of the public. The team promotes an awareness of eating disorders and appropriate interventions to the wider public.

### CORE KEY RESPONSIBILITIES

- To work with the supervision of the Lead Clinician and Senior Clinicians with patients with clinically significant eating disorders
- To assess patient needs and devise an appropriate care plan, communicating the plan in writing to the patient with copies to their GP, referrer and other involved parties
- To participate in the measurement of outcome, timely recording of clinical notes and communication of any significant clinical changes including ending of treatment in writing to the patient and their GP
- To provide evidence-based treatments for adults as appropriate (currently Cognitive Behaviour Therapy-Enhanced [CBT-E] and Interpersonal Psychotherapy [IPT])
- To provide treatment for patients with Avoidant/Restrictive Food Intake Disorder (ARFID)
- To make referrals and liaise with the DTP and ChAHTT and other teams within and outside of the Trust
- To participate in the facilitation of therapeutic groups when appropriate
- To clinically manage patients with severe and enduring eating disorders who continue to present with significant physical and/or psychiatric risk, focusing on goal setting utilising the Recovery Star or other multi-dimensional rehabilitation processes

- To provide any other necessary support to encourage the process of recovery, working in conjunction with other members of the team and the wider care network
- To assess ongoing physical and psychiatric risk, ensuring appropriate written risk assessments are completed and communicated as necessary
- To report back on serious risk factors and therapeutic progress to the Lead Clinician on a frequent basis (daily if necessary)
- To organise daily workload, self-managing the need for clinical work, administration and supervision
- To attend and contribute to team group supervision meetings (weekly therapeutic supervision, monthly family therapy supervision and monthly team dynamic supervision)
- To attend regular supervision with the Team Manager/Lead Clinician
- To assist with placements for students from relevant disciplines
- To ensure ongoing professional competence by undertaking relevant team, Trust and external training and reading
- To participate in the urgent assessment rota in collaboration with senior clinicians.

## ORGANISATIONAL CHART



## COMMUNICATIONS AND WORKING RELATIONSHIPS

- Liaison and consultation with local service users and carers, Mental Health Services, Primary Health Care, Social Care agencies, Gloucestershire Hospital NHS Foundation Trust and the public.

## EFFORT AND HEALTH & SAFETY FACTORS

- Working with emotional distress displayed by adults and young people and their families

- Exposure to aggressive behaviour, i.e. verbal hostility and or physical aggression from young people or their families
- Daily VDU work for extended periods of time
- Long and frequent intense periods of concentration which are likely to be frequently interrupted by telephone calls and other requests.

### **MOST CHALLENGING PART OF THE JOB**

- Communicating condition related information to patients and parents, requiring empathy, reassurance and negotiation skills in order to plan and problem solve, where frequent resistance might be met and there are barriers to understanding due to lack of capacity related to severity of illness
- Dealing effectively with conflict and confrontation on a regular basis
- Having to regularly prioritise and re-prioritise work to meet the needs of urgent cases.

### **GENERIC RESPONSIBILITIES – ALL POST / ALL EMPLOYEES**

The following are applicable to all posts and all employees:

#### **Trust Values**

The post holder will be expected to work in line with the Trust values which are:

- Working together
- Always improving
- Respectful and kind
- Making a difference

#### **General Duties**

To undertake any other reasonable duty, which is appropriate to the band when requested by senior staff.

To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.

To demonstrate an understanding and commitment to Trust values and Staff Charter.

#### **Professional and Personal Development**

All staff must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

All staff will have a formal appraisal with their manager at least every 12 months. Once performance/training objectives have been set, the staff member's progress will be reviewed on a regular basis so that new objectives can be agreed and set, in order to maintain progress in the service delivery.

Those with management/supervisory responsibility are required to ensure that their direct reports have an appraisal in line with Trust policy.

All staff will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

## **Infection Control**

All staff have a responsibility to ensure that infection control policies, procedures and guidelines are adhered to and to support the Trust's commitment to preventing and controlling healthcare associated infections (HAI).

## **Health and Safety**

All staff have a responsibility to maintain health and safety of self and others within the performance of duties in accordance with Trust health and safety policies, and to undertake specific health and safety responsibilities as directed. All staff have a responsibility to adhere to the Trust's Risk Management Policies & Procedures.

All staff are required to contribute to the control of risk, and must report immediately any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public using the Trust Datix system.

## **Confidentiality**

All staff may gain or have access to confidential information about the diagnosis or treatment of patients, information affecting the public, private or work related staff information, or Trust matters. A breach of confidentiality will have occurred where any such information has been divulged, passed (deliberately or accidentally) or overheard by any unauthorised person or person(s). Breaches of confidentiality can result in disciplinary action, which may involve dismissal.

All staff must maintain a high standard of quality in corporate and clinical record keeping, ensuring information is always recorded accurately, appropriately and kept up to date. Staff must only access information, whether paper, electronic or in other media which is authorised to them as part of their duties.

All staff must ensure compliance with the data protection legislation.

## **Safeguarding: Adults and Children (Section 11 of the Children Act 2004)**

Safeguarding: Adults (Care Act 2014) and Children (Section 11 of the Children Act 2004)

Every member of staff has a responsibility to be aware of and follow at all times, the relevant national and local policy in relation to safeguarding children and safeguarding adults. This includes keeping up to date with relevant training and seeking supervision.

## **Freedom of Information**

All members of staff must be aware of their responsibilities under the Freedom of Information Act 2000. The Act gives individuals or organisations the right to request information held by the Trust. Staff must manage information they hold in such a way that meets the requirements of the Act. All requests for disclosures under the Act must be passed to the Freedom of information Officer.

## **Working on Non-Trust Premises**

All staff when working on non-Trust premises are bound by Trust policies and procedures, including home working policy; IT security policy; email and internet acceptable use policy information.

## **Smoke Free Premises**

The Trust is committed to protecting and improving the health and welfare of staff, service users, carers, visitors and contractors, and protecting smokers and non-smokers from the health dangers of second-hand smoke. Therefore all Trust premises are 'smoke free' and

staff (and external contractors and visitors) must refrain from smoking in Trust buildings, vehicles and grounds.

### **Diversity and Promoting Dignity at Work**

The Trust recognises the contribution of all employees to deliver responsive and quality services. We expect staff to value and respect the diversity of those who use or contact our services and to respond to the differing and diverse needs of others. We aim to have an environment free of bullying or harassment which would create an intimidating and unpleasant atmosphere impacting on staff wellbeing and service delivery. We want staff to be able to report issues knowing they will be dealt with promptly and sensitively.

All forms of bullying and harassment are unacceptable and will not be tolerated.

### **Data Quality**

The Trust recognises the role of reliable information in the delivery and development of its services and in assuring robust clinical and corporate governance. Data quality is central to this and the availability of complete, comprehensive, accurate and timely data is an essential component in the provision of high quality mental health services. It is therefore the responsibility of all staff to ensure that where appropriate, information is recorded, at all times, in line with the Trust's Policy and Procedures for Data Quality

This job description seeks to provide an outline of the duties and responsibilities of the post. It is not a definitive document and does not form part of the main statement of Terms and Conditions. The job description will be reviewed as part of the annual appraisal process and will be used as the basis for setting objectives.

### **Physical Intervention Descriptors**

#### **Working Well Pre-employment Assessment**

**Breakaway** – Practical training in Breakaway techniques is intended to enable staff to reduce the likelihood, and risk of personal injury due to aggressive verbal or physical behaviour of others by providing evasion and self-protection strategies (**clinical and non-clinical**). Training involves a degree of physical exertion; trainees are required to stand for the duration of the practical training session and to make controlled body movements. This will include the ability to adopt a stable body position to prevent being pulled or pushed off balance, be able to shift body weight rapidly, and to achieve some limited rotation of the torso.