

Job Title: Principal Clinical Psychologist, Child and Adolescent Mental Health Service (CAMHS)

Grade/Band: 8b (1.0 WTE)

Department: Child and Adolescent Mental Health Services (CAMHS) East and North Herts Strategic Business Unit

Responsible to: Professional Lead Psychological Services (CAMHS) via Consultant Lead Clinical Psychology (CAMHS)

Accountable to: Consultant Clinical Psychologist

Professionally Accountable for: Junior clinical / counselling psychologists, and Youth Intensive Psychologist Practitioners, within the Tier 4 service, as agreed with the Consultant Clinical Psychologist.

Base: Forest House Adolescent Inpatient Unit

For more information: Consultant Psychologist meg.riddington1@nhs.net
Therapy Team Lead willow.matthews@nhs.net

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 around 3,500 people and an annual income of some £330million this year, the Trust provides integrated health and social care services through a network of community and inpatient settings, serving diverse communities across Buckinghamshire, Essex, Hertfordshire and Norfolk. As a university NHS foundation 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.

Our Services

We provide mental health and social care services - including Adults of Working Age, Older Adults, Children and Adolescents and Specialist Learning Disabilities services.

The Trust works in close partnership with Hertfordshire County Council and also with other NHS organisations to promote and support mental health in the community. We also provide specialist learning disability services in Norfolk and North Essex.

The Trust provides:

- Community Services including local teams for mental health
- Acute and Rehabilitation Services including inpatient services and crisis team
- Specialist Services such as mental health services for older people, eating disorders, and our mother and baby unit
- Learning Disability and Forensic Services

Our Mission

We help people of all ages live their lives to their full potential by supporting them to keep mentally and physically well.

Everything we do is aimed at providing consistently high quality, joined up care, support and treatment that:

- Empowers individuals to manage their mental and physical wellbeing
- Keeps people safe from avoidable harm
- Is effective and ensures the very best clinical and individual recovery outcomes
- Provides the best possible experience

Our Vision

Our conversations with service users, carers, staff, commissioners and the wider communities we serve have informed a simple but ambitious vision:

“Delivering great care, achieving great outcomes - together”

We will achieve our vision by:

- Putting the people who need our care, support and treatment at the heart of everything we do - always
- Consistently achieving the outcomes that matter to the individuals who use our services, and their families and carers, by working in partnership with them and others who support them
- Providing the very best experience of joined-up care in line with what service users and carers have told us makes ‘Great Care’

Great Together

Great Together, our Trust strategy for 2023 – 2028, has been developed and co-produced with our service users, carers, staff, partners and local communities and gives us a clear roadmap to achieve our vision of great care and great outcomes.

Great Together places service users and carers at the centre of what we do; commits us to addressing inequalities and achieving equity; focuses on developing our people and creating a vibrant learning organisation whilst working in strong partnerships to deliver high quality care.



Values and Behaviours

Our values and behaviours have been developed by over 800 service users, carers and members of staff. They describe how we aim to be with service users, carers and each other. By living our values we will deliver our ambition to be a leading provider for everyone we work with.

	we are...	you feel...
Our Values	Welcoming	✔ Valued as an individual
	Kind	✔ Cared for
	Positive	✔ Supported and included
	Respectful	✔ Listened to and heard
	Professional	✔ Safe and confident

Our values set the tone for:

- The way we plan and make decisions.
- The way we behave with service users and each other.
- The kind of colleagues we recruit.
- The way we induct, appraise and develop our staff

Job Summary:

Forest House Adolescent Unit (FHAU) is looking to recruit a high calibre 8b clinical psychologist. This person will work to strengthen the psychological assessment and treatment of young people during admissions to FHAU, thorough direct and indirect intervention with the young person, family, staff team and/or outside agencies. Whilst inpatient environments are hard places to work, the work is rewarding and necessary. A whole team approach to working, strong communication skills, and a robust approach to self-care will be essential to thriving in this role.

The success candidate will have a strong interest in delivering excellence in the care and treatment of young people in mental health crisis, who present with high levels of suicidality, risk and behaviours that challenge. They will have an understanding of inpatient admission and it's goals, and to be able to work co-operatively within a MDT to deliver this. They will have a good understand of clinical responsibility and accountability, and be able to guide others to fulfil requirements.

The successful candidate will be located within the Psychological Therapies Team, under the guidance of the Therapy Team Lead, but have a wider role within the Unit MDT working to bring trauma-informed approaches to the day-to-day activities on the frontline. They will provide supervision to the practitioner psychologists and psychological therapists within the Psychological Therapy Team. They will receive supervision from the FHAU Consultant Clinical Psychologist.

Role/Duties

- To ensure the systematic provision of a highly specialist clinical psychology service to young people within the Tier 4 Inpatient Adolescent Unit, working collegially within a multidisciplinary Therapies Team and Unit
- To provide highly specialist psychological assessment and treatment at the same time as offering advice and consultation on young people's psychological care to non-psychologist colleagues, professionals from other agencies and to other non-professional carers
- To provide case management around a subset of young people within the unit, ensuring safe, secure and joined up care and treatment within hospital, and between hospital, home and involved services / agencies, as directed by the Therapy Team Lead.
- To participate in CETR processes and monitor adherence to CETR requirements for the unit
- To attend Ward Round and CPA's for allocated cases
- To lead / provide teaching and training to non-psychologist colleagues within the wider Inpatient MDT
- Lead / progress CQI projects, as agreed with the Therapy Team Lead or Consultant Clinical Psychologist
- To be responsible for the continued development of the specialist psychology resources within the inpatient setting, and for the work undertaken by them. And for providing clinical and professional supervision to less experienced practitioner psychologists including Youth Intensive Psychological Practitioners, Assistant Psychologists and Trainee Clinical Psychologists as agreed with the appropriate operational manager and Professional/Consultant Leads.
- To work effectively as a fully integrated member of the MDT, including taking an active part in MDT meetings and deputising for the Consultant Lead Psychological Therapist
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within Specialist CAMHS
- To utilise research skills for audit, policy and service development and research
- To propose and implement policy changes within the area served by the team/service

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

Key Relationships:

The post holder is expected to:

- Work within the FHAU Psychologist Therapies Team, under the leadership of the Therapy Team Lead, and within the wider FHAU MDT which includes Psychiatry, Nursing, Occupational Therapy, Social Work, Dietetics and Administration.
- Recognise their seniority within the Psychological Therapies Team, and provide supportive leadership and guidance within that space to their more junior colleagues.
- Support the FHAU SMT in disseminating and delivering objectives for the unit to the psychological practitioners within the FHAU Therapies Team.
- Develop links / relationships with other HPFT Tier 4 services, HPFT community specialist and quadrant CAMHS teams, and outside agencies, to promote collaborative, joined up and safe care of young people in and across the services.
- Work to understand the role of the Unit within the wider East of England Provider Collaborative, and contribute to the development and delivery of pathways and initiatives agreed within with Provider Collaborative
- Work in partnership with young people and their families, directly and indirectly.
- Work under the guidance and supervision of the FHAU Consultant Clinical Psychologist.
- To work with the Line Manager and FHAU Service Line Lead, to deliver unit objectives within the Psychological Therapies Team and beyond.
- To build strong and respectful relationships with their MDT colleagues, whilst maintaining a their identity as a psychological practitioner
- To be an active member of the HPFT CAMHS psychology directorate

Duties and Responsibilities:

- The post holder will work autonomously as a member of the FHAU multi-disciplinary team, providing a high standard of service to young people and their families.
- They will work with other professionals, both within and beyond the FHAU team.
- They will participate in pre-admission work, onboarding, assessment and treatment of young people and their families, in relation to a range of highly complex emotional, psychological or behavioural problems. They will also work to enable safe transitions of young people back into the community.
- The post holder will be responsible for the provision of an appropriate range of highly specialist psychology services within the Unit
- The post holder will provide clinical/professional supervision to less experienced practitioner psychologists, psychological practitioners and trainees
- The post holder will provide specialist advice to other professionals and carers

Clinical Responsibility

- To provide highly developed specialist psychological assessments of young people admitted to FHAU, based upon the appropriate use, interpretation and integration of complex psychological data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with young people, family members and others involved in the client's care
- To formulate and implement plans for the formal psychological treatment and/or management of a young person's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy.
- To be responsible for implementing a range of evidence-based psychological interventions for individuals, carers, families and groups, employed individually and in synthesis, co-working with other team members/disciplines as appropriate, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses
- To make highly skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group, ensuring appropriate assessment, formulation, diagnosis and treatment plan
- To exercise professional responsibility for the assessment, treatment and discharge of young people whose problems are managed by psychologically based care plans.
- To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to young people's formulation, diagnosis and treatment plan
- To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all young people in the service,
- To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of young people of the service, through the provision of advice and consultation and the dissemination of psychological research and theory
- To undertake risk assessment and risk management for individual young people and to provide general advice to other professionals on psychological aspects of risk assessment and management
- To act as case manager, where appropriate, ensuring the provision of a care package appropriate for the client's needs, coordinating the work of others involved with care, tasking responsibility for initiating, planning and review of the young person's care, including the young person, their family/carers, referring agents, and others involved in the network of care
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of young people under their care and to monitor and evaluate progress during the course of both uni- and multidisciplinary care
- To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the core team around the young person
- All staff should comply with the Trust's Anti-Discriminatory Statement, Employee Charter, Trust Policies and Procedures, Code of Conduct and Equality and Diversity

Leadership and Staff Management Responsibility

- Professional, Clinical, and Safeguarding supervision of practitioner psychologists, assistant psychologists, clinical psychology trainees, and psychological practitioners within the FHAU Psychological Therapy Team.

- Recruitment, appraisal, and performance management of b7, b8, Assistant Psychologists, and psychological practitioners as required.
- Supporting FHAU to offer further placements to Youth Intensive Psychological Practitioners (YIPPs) as directed by the Consultant Psychologist.
- Line Management resides with the Therapy Team Lead, however some line management may be shared across the Therapy team Lead and 8b post, to ensure the smooth working of the team.
- Supporting staff by directing employees to services that are available to everyone to help in managing health and wellbeing.
- Be open and approachable as well as proactive in discussing and agreeing a process to monitor an employee's mental and physical health.

Financial Responsibility

Not applicable

Service Development and Improvement

- To support the Consultant Clinical Psychologist and Psychological Therapies Team Lead to develop and deliver policy, services and CQI initiatives, as directed.

Communications

- Formal and informal communication with young people, their families, the staff team, professional networks, community services / other outside agencies.

Other

- To provide clinical placements for trainee clinical and/or counselling psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies
- To provide post-qualification training (CPD) to recently qualified clinical and/or counselling psychologists attached to the team
- To provide pre- and post-qualification teaching of clinical and/or counselling psychology as appropriate
- To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision
- To participate in teaching/training and other CPD activities within the quadrant MDT and Hertfordshire CAMHS psychology group
- Management, recruitment, policy and service development
- To participate as a senior clinician in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing
- To exercise delegated responsibility for managing the psychological resources

available to a team, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of patients

- To exercise responsibility for the systematic governance of psychological practice within the service/team
- To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified practitioner psychologists
- To deputise for the Consultant Clinical Psychologist as appropriate
- To take the psychology lead, as a senior clinician, in the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members
- To undertake appropriate research and provide research advice to other staff undertaking research
- To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to young people and their families
- 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 ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines
- To maintain and promulgate the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, HCPC and Trust policies and procedures
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health Working Relationships and Communication Requirements of the Job Working relationships
- To be a member of the Local Psychology Service and attend regular departmental meetings and other meetings. To maintain professional links within your applicable professional field (i.e. Psychological Therapies)
- To take account of any other service and managerial relationships which may be defined by the Team or Trust

- To demonstrate a commitment to multi-disciplinary team working including attendance at MDT team meetings
- To support initiatives and developments within the Service, in accordance with agreed plans and policies
- To develop and maintain high quality working relationships with a wide variety of staff from various professions and of various levels of seniority
- To develop and maintain the confidence and cooperation of senior clinical and managerial colleagues
- To develop, maintain and monitor mutually effective and meaningful relationships with service users and carers, both in the delivery of the service and in the context of consultation activities with individuals and groups of stakeholders
- To work with an overall commitment to joint working liaison and partnership with a wide range of stakeholders

Additional Information:

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 University NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of access, provision, opportunity and outcomes.

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. As a result Hertfordshire Partnership University NHS Foundation Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

Confidentiality

Employees must maintain confidentiality of staff, patients and Trust business and have a responsibility to comply with the General Data Protection Regulations (GDPR) 2018 and be aware of the Caldicott principles. If you are required to process information, you should do so in a fair and lawful way, ensuring accuracy is maintained. You should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose. You should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance of the General Data Protection Regulations (GDPR) 2018. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training.

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 all staff to ensure that they act as a role model, by upholding the principle of a leading mental Trust. 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 post holder 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 the Trust intranet 'HIVE').

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.

Flexible Working

The Trust believes that its staff members are its most valuable asset and is committed to attracting and retaining the very best, and utilising all the talent and experience available. The Trust recognises the importance of helping its employees balance their work and home life by offering flexible working arrangements that enable them to balance their working life with other priorities, including parental and other caring responsibilities, life-long learning, charity work, leisure activities and other interests.

Health and Safety

Health and Safety at Work In accordance with the Management of Health and Safety at Work Regulations 1992 (as amended) and other relevant Health and Safety legislation, staff have a duty to take responsible care to avoid injury to themselves and others by their work activities, to maintain a safe working environment for patients, visitors and employees and to co-operate in meeting statutory requirements

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.

PERSON SPECIFICATION

Job Title: Clinical Psychologist 8b

Department: Forest House Adolescent Unit

Date last reviewed: 20/12/2023

CRITERIA	ESSENTIAL	DESIRABLE
Knowledge, Training and Experience:		
<ul style="list-style-type: none"> Post-graduate doctorate in clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, or fully completed training as a Counselling Psychologist 	✓	
<ul style="list-style-type: none"> At least four years full-time post-registration experience of specialist psychological assessment and treatment with clients with a range of psychological needs of a complex nature 	✓	
<ul style="list-style-type: none"> Full registration with Health Professions Council under the Clinical or Counselling modality 	✓	
<ul style="list-style-type: none"> Related academic qualifications to masters or doctorate level 		✓
<ul style="list-style-type: none"> Post-doctoral training in one or more additional specialised areas of psychological practice 	✓	

<ul style="list-style-type: none"> • Experience of independent administration and interpretation in cognitive assessment 	✓	
<ul style="list-style-type: none"> • Training in supervision of clinical / counselling psychologists 	✓	
<ul style="list-style-type: none"> • Experience of research, service development and audit 	✓	
Areas of Expertise and Knowledge		
<ul style="list-style-type: none"> • Assessed experience of specialist psychological assessment and treatment of children/adolescents with a wide range of presentations of varying severity. Typically this would involve a minimum of four years' experience with 2 years at highly specialist level, or its equivalent demonstrated through CV and interview 	✓	
<ul style="list-style-type: none"> • Experience of working with moderate to severe mental health problems with a wide range of client groups across the whole life course with presenting problems that reflect the full range of clinical severity. 	✓	
<ul style="list-style-type: none"> • Demonstrate further specialist clinical experience and training, through a minimum of 50 hours clinical supervision of working as a specialist clinical psychologist over a minimum of 18 months, or an agreed alternative 	✓	
<ul style="list-style-type: none"> • Experience of exercising full clinical responsibility for client's psychological care and treatment. 	✓	
<ul style="list-style-type: none"> • Experience of teaching, training and/or supervision, including supervision of clinical psychology trainee(s) 	✓	
<ul style="list-style-type: none"> • Experience working within a multi disciplinary therapy service · Doctoral level 	✓	

<p>knowledge of clinical psychology including highly developed knowledge of developmental psychology, models of psychopathology, clinical psychometrics, child and adolescent mental health and a range of therapeutic models</p>	✓	
<ul style="list-style-type: none"> • Doctoral level knowledge of research design and methodology 	✓	
<ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment intervention and management with clients with complex problems, including specialised psychological interventions for difficult to treat groups (eg multiple mental health and/or physical health problems). 	✓	
<ul style="list-style-type: none"> • Ability to demonstrate an area of special interest/skill in assessment, therapeutic intervention or research/evaluation 	✓	
<ul style="list-style-type: none"> • Experience of providing a specific model of evidence-based therapy within Specialist CAMHS as a Specialist/Specific intervention 	✓	
<ul style="list-style-type: none"> • Evidence of continuing professional development as recommended by the BPS and HCPC 		
<ul style="list-style-type: none"> • Well-developed skills in the ability to communicate effectively and well, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS 	✓	
<ul style="list-style-type: none"> • Skills in providing consultation to other professional and non-professional groups 	✓	
<ul style="list-style-type: none"> • Able to plan own workload; and coordinate with other relevant staff in the delivery of clinical service 	✓	
	✓	

<ul style="list-style-type: none"> • Able to work at a high level of professional autonomy and responsibility, in a collaborative multi-disciplinary environment 	✓	
<ul style="list-style-type: none"> • Full UK driving license (subject to Disability Discrimination legislation) 	✓	
<ul style="list-style-type: none"> • Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology 	✓	
<ul style="list-style-type: none"> • Knowledge of relevant legislation and its implications for clinical practice in relation to children and young people 	✓	
<ul style="list-style-type: none"> • Experience of working within a multi-cultural framework 		✓
<ul style="list-style-type: none"> • Experience of having published in either peer reviewed academic or professional journals and/or books 	✓	
<ul style="list-style-type: none"> • Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups within CAMHS 	✓	
<ul style="list-style-type: none"> • Good presentation and teaching skills and ability to use multi-media materials for formal presentations to large groups 	✓	
<ul style="list-style-type: none"> • Familiarity with computing technology, including keyboard skills, and use of word-processing, e-mail, and internet software 		
<ul style="list-style-type: none"> • Experience of working as a senior member of a multi-disciplinary team and/or Herts-wide CAMHS service and/or with wider professional networks and agencies 		✓

<ul style="list-style-type: none"> • Able to prioritise work, to operate a waiting list, meet short deadlines and an unpredictable work pattern which requires regular revision of plans. 	✓	
<ul style="list-style-type: none"> • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour 	✓	
Physical Skills		
<ul style="list-style-type: none"> • Car driver (unless you have a disability as defined by the Disability Discrimination Act 1995) 	✓	
<ul style="list-style-type: none"> • Ability to move equipment (including case files, self-help materials, audio-visual equipment) between office base and other work settings 	✓	
Physical Effort		
<ul style="list-style-type: none"> • Ability to sit in constrained position for client therapy and for computer work 	✓	
Mental Effort		
<ul style="list-style-type: none"> • Ability to manage periods of prolonged concentration in client sessions and during computing tasks 	✓	
<ul style="list-style-type: none"> • Ability to work towards goals agreed at Individual Appraisal with the Service Manager 	✓	
<ul style="list-style-type: none"> • Able to sustain the intense concentration necessary for client assessment and formulation, group and individual therapy sessions, interviews 	✓	
Emotional Effort		
<ul style="list-style-type: none"> • Regular requirement to deal with distressing or emotionally charged situations 	✓	



Template: July 2023