

Job Description

Job title:	Cognitive Behavioural Therapist
Band:	Band 7
Locality:	Central and West
Service:	Community Mental Health Team
Base:	Chorley Health Centre
AfC Ref:	
Hours of work:	26 Hours Per Week

Reporting arrangements:

Managerially accountable to: Nominated Operational Manager(s)

Professionally accountable to: Locality Professional Lead for Psychological Services

Job summary

To provide a qualified specialist cognitive behavioural assessment and therapy service to adults of working age working as part of a multidisciplinary team and providing advice and consultation on client's psychological care working within the policies, procedures and protocols for the service.

Key relationships

- Network Professional Lead for Psychology
- Locality Lead for Psychology
- Relevant operational managers
- Other health professionals and members of other agencies responsible for delivering services to the relevant client groups.

Key responsibilities

1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's professional and service manager(s).
2. To contribute to the development and articulation of best practice in CBT across the service, by taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of CBT and related disciplines.
3. To maintain 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 Association of Behavioural and Cognitive Therapists and Trust policies and procedures.

4. 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.
5. To plan and organise appropriate material and equipment and have this ready at every session which involves transporting large amounts of therapy documents which are heavy and bulky.
6. To have available client records in sessions where appropriate which involves transportation of confidential files according to policy and procedure.

Patient/ client care

1. To provide a cognitive behavioural assessment and therapy service based upon the appropriate use, interpretation and integration of complex data from a variety of sources, including psychological assessments, self-report measures, rating scales, direct and in direct structured observations as well as interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for the formal cognitive behavioural therapy treatment of client's problems, based upon an appropriate conceptual framework of the client's problems and employing methods based upon evidence of efficacy.
3. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are appropriate for a cognitive behavioural therapy approach.
4. To provide cognitive behavioural therapy advice, guidance and consultation to other professionals contributing directly to client's formulation, diagnosis and treatment plan.
5. To undertake risk assessment and risk management for individual clients.
6. To communicate, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans for clients under their care and to monitor progress.
7. To work across a number of settings, being involved in the dynamics of different multidisciplinary teams.

Responsibilities for policy and service development

1. To contribute to the development, evaluation and monitoring of the operational policy, procedures and protocols for the service.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

Responsibility for information resources

1. To provide monthly clinical activity data.
2. To provide appropriate statistical returns as required.

Research and development

1. In common with all qualified cognitive behavioural therapists, to receive regular clinical supervision from a suitably qualified clinician and, where appropriate, other senior professional colleagues.
2. To develop skills in the areas of professional post-graduate teaching, training and supervision and to provide supervision to other multidisciplinary team members' CBT work, as appropriate.
3. To provide advice, consultation and training to staff in areas of the postholder's competence as required.

Person Specification

Description	Essential	Desirable	Assessment
Education/qualifications	Qualification in Cognitive Behaviour Therapy to post graduate diploma level. AND Professional qualification in health or social care, e.g. RMN or Social Worker .	British Association of Behavioural Cognitive Psychotherapy accreditation.	Application/Interview
Knowledge	<p>High-level knowledge of the theory and practice of cognitive behaviour therapy.</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>Skills in providing advice to other professional and non-professional groups.</p> <p>Knowledge of legislation in relation to the</p>	Knowledge of the theory and practice of CBT therapy in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc.)	Application/Interview

	<p>client group and mental health.</p> <p>Keyboard skills sufficient to enter data/write reports</p>		
Experience	<p>Experience of CBT assessment and treatment of clients in Adult Mental Health.</p> <p>Experience of working with a wide variety of clients that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p>	<p>Experience of the application of CBT in different cultural contexts.</p>	Application/Interview
Personal	<p>Ability to sustain intense levels of concentration responding and participating as required.</p> <p>Ability to self reflect and use clinical supervision appropriately.</p> <p>Ability to cope and deal with highly distressing emotional circumstances.</p> <p>Ability to cope with unpleasant working conditions.</p>		Application/Interview
Other	<p>Ability to identify and employ mechanisms of clinical governance</p>	<p>Experience of working within a multicultural framework</p>	Application/Interview

	<p>as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to meet the travel requirements of the role.</p> <p>Able to work in UK</p>		
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Our values and behaviours

The values and behaviours represent what we, as an organisation and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with and reinforces, these values:

Values	Behaviors we expect
We are always learning	<ul style="list-style-type: none"> ✓ We seek our opportunities to learn so we are supported to reach our potential ✓ We set high standards and are open to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
We are respectful	<ul style="list-style-type: none"> ✓ We are open and honest, ensuring people receive information in ways they can understand ✓ We seek, value and support diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do, proactively seeking feedback ✓ We take pride in our work and take responsibility for our actions
We are kind	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and proactively offer our support ✓ We pay attention to our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is sincere and genuine
We are a team	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and take time to celebrate success ✓ We work in collaboration with our partners to enable joined up care

Special conditions:

As a member of staff you have:

- Legal duties and responsibilities under health and safety legislation, plus a general duty to work safely and not to put others at risk, including colleagues, service users and visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health and safety. The Whistle-Blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire and South Cumbria NHS Foundation Trust staff employed within all environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire and South Cumbria NHS Foundation Trust staff employed within clinical environments have contact with children, vulnerable adults, service users and their families must

familiarise themselves and be aware of their responsibilities and adhere to the local safeguarding

children's board, local safeguarding adult board and Lancashire and South Cumbria NHS Foundation Trust procedures for safeguarding and protecting children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data; both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to disciplinary action being taken.
- The Trust views its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of information governance and to complete the mandated training modules which have been agreed.
- The Trust places great importance on sustainable development, reducing its carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.
- All staff and contractors must follow Trust policies and procedures relating to infection prevention and control (IPC) including the Dress Code Policy. All staff have a duty of care in following best practice which is fundamental to IPC, which includes maintaining a clean and safe environment at all times. It is an expectation that Trust staff at all levels make IPC a priority as they perform their roles.

Promoting equality and reducing inequalities:

- You should understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- You should create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- You should uphold the Trust's commitment to health and wellbeing.



**We are
Kind**



**We are
Respectful**



**We are
Always
Learning**



**We are a
Team**