

## **JOB DESCRIPTION**

### **CBT Psychotherapist/High Intensity Therapist**

Job Title:	CBT Psychotherapist/High Intensity Therapist
Salary:	On application
Pension:	Access to Stakeholder pension
Hours:	Full-time
Holidays:	34 days including Public Holidays.
Based at:	IAPT Hub, Mind in Bexley, Bexleyheath
Responsible to:	Clinical Lead
Accountable to:	Chief Executive, Mind in Bexley

#### **Overview of IAPT in Bexley**

Mind in Bexley has the contract to provide Steps 0-3 of the Improving Access to Psychological Services (IAPT) services for the borough of Bexley.

The centrally located Hub is where most of the one to one and group therapeutic work is delivered as well as Holistic client assessment including employment support. However planned expansion will mean service delivery at other locations in the borough.

#### **Purpose of job:**

The CBT Psychotherapist / High Intensity Therapist will, working closely with the rest of the Being Well in Bexley team, provide high intensity interventions, principally CBT, to a range of clients with complex anxiety and depression related issues. The post holder will

- hold a clinical caseload providing CBT high intensity evidence based psychological interventions, providing specialist psychological assessment and therapy for clients with a range of complex Anxiety and Depression related problems, including OCD, PTSD, Panic Disorder etc.
- be an integral part of the overall service, that will deliver Steps 2 and 3 within a holistic, person centred framework, whilst working within NICE guidelines and towards full IAPT compliance.
- provide peer consultation/advice/training on client's psychological care to colleagues within the service.

#### **Scope of the job:**

The IAPT service will provide a stepped care model of treatment for people experiencing anxiety and depression at primary care level. The post holder will be expected to contribute to the clinical activity of the service, this will involve holding a clinical caseload, and as an experienced therapist act as a role model to trainees and students. The CBT Psychotherapist / High Intensity Therapist will

- be IAPT compliant, BABCP accredited or working towards accreditation.

- be qualified to supervise or able to undertake training.
- have the experience and competencies to deliver a robust outcome focused service.
- accept referrals via agreed policies and procedures within the service.
- ensure clinical interventions are implemented in line with the latest NICE guidelines.
- assess suitability of clients for psychological interventions.
- complete all requirements relating to data collection within the service.
- keep coherent records of all clinical activity in line with service policies and procedures.
- carry out clinical audits of service performance, collate and disseminate data as appropriate.
- undertake risk assessment and risk management for clients.
- communicate, in a skilled and sensitive manner with clients, family and others as appropriate.
- produce reports on clients, on time, and convey the key findings of psychological assessment and formulation and treatment outcome in a way that does justice to the problems described, but that are understandable to all potential recipients of the report.
- work closely with other members of the team to ensure appropriate step-up and step-down for individual clients, in accordance with procedures.
- work in partnership with other disciplines and to maintain links with statutory and non-statutory agencies as appropriate.

### **Main Responsibilities.**

#### **Service.**

The service will provide Step 2 and 3 therapy for the whole of Bexley and work towards meeting all the specifications of an IAPT site. The CBT Psychotherapist /Hi Intensity Therapist will work with the rest of the team and take an active role in establishing a seamless psychological therapy service firmly rooted in a holistic person centred approach. The post holder will be responsible for

- maintaining an appropriate caseload as required by the service and in line with recommendations.
- assisting with training/supervision of trainees/students as required.
- implementing appropriate ongoing development to keep up with new evidence as it emerges.
- ensuring that all reports required whether nationally, regionally and locally are produced and submitted on time.
- working cooperatively across organisations so that the IAPT service is integrated into other local health, social care and employment services.

#### **Professional Workforce and Teamwork.**

National guidelines have been produced for the skill mix, training requirements and types of staff who should be employed within IAPT services. All staff working within IAPT services will be expected to comply with local and national professional standards. The post holder will be expected to

- maintain the high standards of practice required by Mind in Bexley, The Mental Health Commissioner and the IAPT Project Board and any regulating bodies.
- ensure all aspects of confidentiality and data protection relating to both the service and individuals are maintained at all times.
- participate in individual performance review and respond to agreed objectives.
- attend clinical, case management and managerial supervision as required.
- attend and be an active participant in team meetings, team training and other internal meetings etc.
- attend external meetings, forums, conferences, training etc as required by Mind in Bexley senior management.
- be aware of professional standards expected in the service, in terms of required qualifications, holistic person centred delivery, required supervisory quota and ongoing personal and professional development.

### **Education and Training.**

There will be elements of training required, including training in supervision and requirements linked to service development, personal development plans, and continuing professional development etc. for the whole of the team providing the service. There will also be student placements to establish and maintain.

There will be a number of trainees within the service. This will be for High Intensity Trainee Therapists who will be expected to deliver services for three days and train for two days and Psychological Wellbeing Practitioner Trainees who will be expected to deliver services for four days and receive training for one day. These training arrangements will be in place over a period of one year.

The post holder will be expected to

- have attended or be willing to attend and fulfil the requirements of the IAPT approved supervision training.
- support trainees in their learning, by facilitating shadowing and other assistance as required.
- have a personal development plan and participate in ongoing CPD, based on self assessment of CBT competences and appraisals.

### **Holistic Delivery**

One of the aims of the IAPT programme is to help individuals return to or maintain their employment. This service will be run on a holistic person centred ethos and on the recovery model. This means that employment and all other factors that impinge on people's mental health and well being will be acknowledged. Mind in Bexley have established a Hub in order to provide seamless access to the additional support services.

The post holder will work collaboratively with the Employment and Holistic staff on

- providing a well rounded therapeutic intervention and holistic support package according to the clients individual needs.

### **Information and Resources**

All IAPT sites are required to use a minimum data set to record the outcomes of the service. A recognised system, IAPTus, is used. The post holder will be responsible for

- working with the information system to record all aspects of the individual client work undertaken as required.
- in the supervisory role to access and evaluate the client records of staff who are being directly supervised.

### **Audit, Research and Development**

There is an expectation that all of the IAPT sites collect data which can be utilised in the ongoing audit and research processes of IAPT services, this service will work towards this. There will also be local elements of service data which will be unique but which should also add to the evidence base and may be used for other research purposes. As a person centred service it is vital that qualitative outcomes as well as statistical outputs are recorded. To ensure that all of this information is recorded there will be a need to establish and maintain internal clinical audits, quality assurance systems and develop a research element for the service. All of Mind in Bexley staff are encouraged, as appropriate, to assist in the organisation's clinical and academic research and the publication of same.

### **General**

The post holder will be expected to

- maintain up-to-date knowledge of legislation, national and local policies, procedures, recommendations and guidelines in relation to Mental Health, IAPT, Primary Care, and Employment Services and keep informed of advances/developments in interventions for mental health problems.
- take responsibility for own health and safety and the health and safety of colleagues, clients and the general public.
- take responsibility for ensuring that legal obligations regarding information which is 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.
- 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.
- to undertake other such duties consistent with the post, as jointly agreed between the post holder and Mind in Bexley Senior Management.
- to at all times deliver the service in line with and adhere to the Policies and Procedures.

# **Person Specification**

## **CBT Psychotherapist/High Intensity Therapist**

### **QUALIFICATIONS/ EDUCATION**

\* IAPT High Intensity Qualification (post grad diploma) or Cognitive Behavioural Psychotherapist

\*BABCP accredited or applying for accreditation

Evidence of continuous professional development

### **KNOWLEDGE**

Knowledge of mental health issues

\*Knowledge of the IAPT agenda and the stepped care model of service delivery

Knowledge and experience of CBT competence framework, therapeutic competencies and meta-competencies.

Understanding of evidence based practice

Research methodology and presentation.

### **EXPERIENCE**

\*Experience of working with a range of mental health issues and variety of client groups, both from clinical and social perspective

\*Experience of working within a holistic person centred service model

\*Experience of working with a wide range of psychological problems within the CBT model.

\*Experience of working within multi disciplinary and multi cultural settings.

### **SKILLS & ABILITIES**

\* Skills in the use of complex methods of psychological assessment, functional analysis and case formulation.

A committed and professional approach to work

\*Highly effective communication skills, presentational, general verbal and written at appropriate levels of technicality and sensitivity according to the recipient.

Ability to develop good therapeutic relationships

Computer/ Information Technology skills

Ability to work under pressure

Ability to be a team player within a multi disciplinary team

\*Good organisational and time management skills, ability to plan and prioritise.

### **OTHER**

Willingness to undertake training

Willingness to abide by the principles, policies and procedures.

**Items marked with an asterisk (\*) on the Person Specification are the short listing criteria. In order to be short listed for this position, you must provide, on your application form, details of how you meet each criteria.**