



OVERVIEW

Job Title: IAPT Step 3 Team Leader

Pay: NHS Band 7

BASIC QUALIFICATIONS:

Hours: 37.5 hours per week

Holidays: 35 days per annum, including public holidays

Responsible to: IAPT Clinical Lead

Accountable to: CEO Mind in Bexley

Location: Mind in Bexley office at 2a Devonshire Rd, Bexleyheath DA6 8DS

CONTRACT LENGTH: Full time – Permanent

Please note that this position will be subject to satisfactory references and will be subject to an Enhanced DBS check.

About Mind in Bexley

We believe no one should have to face a mental health problem alone. We work to reduce the stigma associated with mental health, support people in their recovery and champion better services for all. We believe that with the right support and resources everybody can create a life that feels meaningful irrespective of the presence of symptoms. Mind in Bexley is a local Mind mental health charity offering an extensive range of support, advice, and information to communities in Bexley and East Kent. The purpose and objects of the charity is 'to promote the preservation and the safeguarding of mental health and the relief of persons suffering from mental disorder'. We promote well-being and work to reduce poor mental health and the stigma associated with it. We support people in their recovery and champion better services for everyone. We seek to meet these purposes by undertaking a wide range of therapeutic and non-clinical mental health activities within Bexley and East Kent, including direct therapeutic support of individuals, advice, advocacy, recovery and employment services, and campaigning to reduce the stigma of mental health and to raise awareness of mental health issues. Mind in Bexley are contracted by the Bexley Clinical Commissioning Group to provide the NHS funded IAPT Service for Bexley.



Job Description

Job Summary

To provide specialist psychological therapies as part of the Integrated IAPT Long-term health condition service to primary care clients within Mind in Bexley Psychological Therapies and Wellbeing/IAPT Service working to NICE guidelines for Anxiety, Depression and other mental health problems. Responsible for liaison and collaborative working with physical health teams across Bexley and East Kent.

To be responsible for the provision of highly specialised clinical supervision for Low Intensity trainees and other psychological therapists, including clinical, counselling psychology or CBT therapy trainees.

To be responsible for providing advice and consultation to service users, carers, employment support agencies and other statutory and non-statutory organisations.

To contribute to the development of the service including the routine collection of outcome data using Patient Data Management Systems. It will be a requirement of this role to participate in job planning which forms a key part of the working practices of qualified psychological therapists.

To work with the Clinical Lead on management and other operational tasks as required.

Key Responsibilities

Clinical:

1. To provide specialist psychological assessments of clients referred to the our Service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and physical health teams involved in the client's care.
2. To formulate and implement plans for the formal evidence based psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of evidence based psychological interventions for individuals and groups, within the service in collaboration with physical health teams and specialists, adjusting and refining psychological formulations drawing upon evidence based explanatory models.
4. To use routine outcome measures including session by session monitoring in line with MIND in Bexley Long-term health conditions IAPT Service.
5. To evaluate and make 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.
6. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically-based standard care



plans.

7. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
8. To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies.
9. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress.

Teaching, training, and supervision

1. To receive regular clinical professional supervision from the Integrated IAPT lead therapist.
2. To receive regular line management and case-management supervision, where performance is reviewed in line with the agreed job plan and performance targets for the service.
3. To continue to gain wider post-qualification experience of clinical psychology over and above that provided within the principal service area where the post-holder is employed.
4. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other staff's psychological work, as appropriate.
5. To provide supervision for IAPT Low Intensity Psychological Therapists ensuring the trainees acquire the necessary skills, competencies and experience to contribute effectively to health care, and to contribute to the assessment and evaluation of such competencies.
6. To contribute to the pre- and post-qualification teaching of relevant healthcare staff and contribute to internal training, as appropriate.

Management, recruitment, policy and service development

1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To manage the workloads of PWP's, within the framework of the team/service's policies

and procedures.

4. To provide specialist knowledge and expertise to contribute to the development of the Integrated Long-term Health Conditions Service.

IT responsibilities.

1. To be proficient in the use of IT for email, intranet and IAPT compliant Patient Data Management Systems. To be familiar with word processing, database and statistical packages, and to use such packages for complex data analysis as necessary. To use appropriate computer software to develop and create clinical or other service-related reports or documents.

Research and service evaluation

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.

2. To undertake research as appropriate within the service, Directorate or multi-centred research across IAPT services and to supervise research and audit projects.

3. To utilise theory, literature and research to support evidence-based practice in individual work and work with other members of the service, Directorate and the Trust.

4. To initiate, implement and contribute to the evaluation, monitoring and development of the service, including complex audit and service evaluation, with colleagues within and across the service, to help develop and improve services to clients and their families.

5. To contribute to the evaluation, monitoring and development of the Integrated Long-term Health Conditions Service

General

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 potholder's professional and service manager(s).

2. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop 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.

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 Psychological Society, HCPC 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 participate in out-of-hours clinical sessions (one evening per week) under Agenda for Change terms and conditions

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with MIND in Bexley Policy.

Risk Management

The Post holder will ensure compliance with our risk management policies and procedures. These describe our commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with our infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

The Post holder will treat all colleagues, service users, carers and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, HIV/Aids status, criminal background and Trade Union status. The charity has a Policy for Equality and it is the responsibility of all staff to ensure that this is implemented.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members).

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on our intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the charity, avoiding loss or damage and being economical and efficient in the use of resources. Staffs are required to act in accordance with the rules and regulations as described in the our Policy relating to the Financial Manual.

Customer Care

It is the aim to provide clients with the best possible care. All staff are required to put the



client's first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the charity

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
	The qualities without which a post holder could not be appointed	Extra qualities which can be used to choose between candidates who meet all the essential criteria
Qualifications	<ul style="list-style-type: none"> • To be a qualified (HCPC registered) Clinical or Counselling Psychologist. • Or • To have undertaken a recognised Qualification in one of the core mental health professions e.g. psychiatric nursing, occupational therapy, social work, medicine AND to have continued your studies gaining a recognised post-graduate qualification in Cognitive Behaviour Therapy (and be eligible for application for accreditation as a CB Psychotherapist with BABCP). Qualification as a Cognitive Behavioural Psychotherapist may have been achieved via the Knowledge, Skills and Attitude route (KSA). 	<ul style="list-style-type: none"> • Accreditation as a Cognitive Behavioural Psychotherapist with the BABCP, or willingness to work towards this. • Post-qualification training in specialised CBT provision with long-term health conditions

<p>Experience</p>	<ul style="list-style-type: none"> • Experience of specialist psychological assessment and treatment using CBT approaches of clients across a range of care settings, including outpatient, community, primary care. • Experience of working with a wide variety of client groups, across the whole life course presenting problems 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. • Completion of two years of supervised clinical experience with the client group of the post or a related client group (adult mental health). 	<ul style="list-style-type: none"> • Experience of the application of psychological therapy in different cultural contexts. • Experience of the application of psychological therapy with clients experiencing psychological distress in relation to long-term health conditions. • Experience of supervising the clinical work of other psychological therapists
<p>Knowledge and Skills</p>	<p>Full range of skills and competencies as laid out in the competence framework for CBT (Roth and Pilling 2007)</p> <p>Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</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 consultation to</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in primary care.</p> <p>High level knowledge of the theory and practice of at least two specialised evidenced based psychological therapies.</p> <p>Knowledge of legislation in relation to the client group and mental health</p>

	<p>other professional and non-professional groups.</p>	
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High level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within mental health.



Personal Attributes	Excellent interpersonal and communication skills enabling good working relationships with others within and external to the Trust. Maintaining a high degree of professionalism in the face of emotive and distressing problems. Interpersonally calm and able to defuse difficult situations	A commitment to the evaluation of services and enthusiasm for audit, research and service evaluation.
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To apply, please send us your CV with covering letter to recruit@mindinbexley.org.uk

We regret that we are unable to advise candidates if they have not been shortlisted. If you have not heard from us within two weeks of the closing date please assume that you have been unsuccessful on this occasion.