

LANCASHIRE WOMEN *are hiring*



JOB DESCRIPTION

Job Title:	High Intensity Therapist (CBT)
Hours/Salary:	22.5 hours per week / £27, 342 – £28,150 per annum pro rata (job evaluation in progress)
Location:	East Lancs – Accrington, Burnley and outreach venues.
Workstream:	Mental Health & Wellbeing.

1. Overview

Lancashire Women is an established local provider of IAPT services. We are now able to recruit for a High Intensity Therapist (CBT) to work 22.5 hours per week in either Accrington or Burnley to help meet the needs of this service and the new contract.

2. Job Summary

The post holder will work within the service providing a range of high intensity Interventions using a cognitive behavioral therapy (CBT) approach with clients with a range of complex problems for which CBT is demonstrated to be clinically effective. Linking this to and supporting with the Long Term Conditions element.

The post holder will work flexibly and in accordance with service demands and to the agreed number of clinical contacts per week as set by their Line Manager. The post holder will work with people with different cultural backgrounds and ages and should be committed to equal opportunities. There is provision of a range of Step 1 to 3 therapeutic interventions within the Stepped Care Pathway ensuring increased patient choice and access to services.

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3. Key Responsibilities

- a. Assess and support people with a common mental health problem in the self management of their recovery
- b. Undertake and manage a clinical caseload, prioritising work within agreed criteria.
- c. Accept referrals via agreed protocols within the service.
- d. Contribute to whole workstream approach by supporting clients face to face, over the phone and via group work programmes.
- e. Undertake client-centred interviews which identify areas where the person wishes to see change and or recovery and makes an accurate assessment of risk to self and others.
- f. Make decisions on suitability of new referrals, adhering to Lancashire Women's referral protocols, refer unsuitable clients onto the relevant service or back to the referral agent as necessary.
- g. Adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- h. Complete all requirements relating to data collection within the Mental Health and Wellbeing workstream.
- i. Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision making.
- j. Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.

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- k. Assess and integrate issues surrounding training, work and employment into the overall therapy process.
- l. Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.
- m. To contribute to the development of best practice within the service.
- n. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Therapeutic/CBT Services.

4. Supervision

- a. Prepare and present clinical information for all patients on their caseload to clinical case management supervisor within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service delivered.
- b. Respond to and implement supervision suggestions by supervisors in clinical practice.
- c. Engage in and respond to personal development supervision to improve competences and clinical practice.

5. Professional

- a. Ensure the maintenance of standards of practice according to Lancashire Women and any regulating bodies, and keep up to date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
- b. Ensure that client confidentiality is protected at all times.
- c. Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.

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- d. Ensure clear objectives are identified, discussed and reviewed with line manager on a regular basis as part of continuing professional development.
- e. Participate in individual performance review and respond to agreed objectives.
- f. Keep up to date all records in relation to Views and ensure accuracy of input and reporting.
- g. Attend relevant conferences / workshops in line with identified professional objectives.

6. General

- a. To contribute to the development of best practice within the service.
- b. All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, clients and the general public.
- c. All employees have a responsibility and a legal obligation to ensure that information 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.
- d. It is the responsibility of everyone in the service that they do 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.
- e. This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

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Person Specification

<u>High Intensity Therapist/CBT Therapist</u>	Essential	Desirable	Assessment
<u>Qualifications & Experience</u>			
HIT/CBT Therapist qualification and experience	√		A I
A good standard of education and interpersonal skills	√		A I
Experience working in a stepped care service for anxiety and depression.		√	A I
Experience of working in Primary Care Services/Third Sector		√	A I
Demonstrable experience of working in mental health services	√		A I
Knowledge of safeguarding and related processes	√		A I
Good use of IT equipment and administrative & organisational skills.	√		A I
Ability to meet agreed/specified service targets	√		AI
Ability to manage own caseload and time	√		AI
Able to write clear reports and letters to referrers.	√		AI
Worked in a service where agreed targets in place demonstrating clinical outcomes		√	AI
<u>Knowledge/skills/abilities</u>			
Ability to evaluate and put in place the effect of training	√		A I
Has received training (either formal or through experience) and carried out risk assessments within scope of practice	√		A I R
Able to develop good therapeutic relationships with clients	√		A I R
An understanding and commitment to the ethos of Lancashire Women	√		A I
Demonstrates an understanding of anxiety and depression and how it may present in Primary Care	√		A I
Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health		√	AI
Knowledge of medication used in anxiety and depression and other common mental health problems	√		AI
Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post	√		AI

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<u>Other</u>			
High level of enthusiasm and motivation	√		AI
Ability to use clinical supervision and personal development positively and effectively	√		AI
Ability to work under pressure	√		AI
Ability to be self reflective, whilst working with service users, in own personal and professional development and in supervision	√		AI
Car driver and/or ability and willingness to travel to locations throughout the organization.	√		AI
Assessment will take place with reference to the following information			
A=Application form	I=Interview	T=Test	C=Certificate