

JOB IDENTIFICATION Job Code – SLT012PSY

Job Title : Specialist Psychological Therapist Band 7 – Child and Adolescent Psychology Matrix Implementation

Department(s) : Department of Psychological Services & Research

Job Holder Reference:

No. of Job Holders : 1

1. JOB PURPOSE

To provide a high quality, accredited specialist psychological therapy service within Child and Adolescent psychological services in accordance with NHS protocols and the professional, ethical framework of HCPC or BABCP or other relevant professional body.

To provide psychological assessment, formulation and intervention planning to clients providing individual specialist psychological therapy to clients with a broad range of complex problems. To support CAMHS in providing an equivalent service by supporting the training and development of CAMHS non-psychologist clinicians using Psychological Therapies Matrix.

2. ORGANISATIONAL POSITION

See chart attached

3. SCOPE AND RANGE

The postholder provides specialist psychological input for Children and Young People and supporting the development of Psychological Therapies in CAMHS across the Dumfries & Galloway region.

As well as individual client work, the post includes supervision, teaching and consultancy to other staff in the Health Board as may be required.

4. MAIN DUTIES/RESPONSIBILITIES

Clinical Responsibilities

- To provide a high quality psychological service for clients and referrers by ensuring that the best professional standards of assessment, formulation, communication and treatment are applied and maintained
- To undertake specialist psychological therapy with patients with complex problems and provides assessment and formulation for a range of clients presenting with problems of varying complexity.
- To assess new referrals in order to determine appropriateness for specialist psychological therapy and/or other Services
- To provide clinical consultation to other staff within the Health Board and to provide supervision to Band 4/5 clinicians.
- To attend supervision sessions as appropriate and as agreed with the clinical manager

Provision of Training

- To provide and support access to training in the form of supervision, workshops or CPD events for:
 - i) for CAMHS staff who wish to develop specialist psychological therapy skills eg. Nurses, junior doctors, AHPs,
 - ii) for staff in other Services (eg Third Sector) who wish to develop skills in psychological therapy.

Clinical Governance

- To work with the policies and procedures of the Clinical Governance Framework, including participation in clinical audit and issues of clinical effectiveness, risk management and research and evaluation
- To keep up to date by undertaking continuing professional development in psychological therapy and other relevant aspects of the service agreed with the clinical manager
- To maintain links with other NHS specialist psychological therapists to ensure awareness of new developments in evidence-based practice in psychological therapies,
- To maintain accurate and up to date record keeping per departmental guidelines and provide a good standard of professionalism in written communication to referring agents.

5. SYSTEMS AND EQUIPMENT

- Providing information for Departmental Outcome Measures (e.g. SDQ, CGAS, CSI)
- Regular completion of on-line Mandatory Data System (MDS) for recording clinical activity and outcome measures.
- Travel forms completion monthly

6. DECISIONS AND JUDGEMENTS

Typical judgements made in course of post would be :

- Assess the appropriateness of specialist psychological therapy for service users and to consider the most appropriate intervention.
- Assess what form and mode of treatment (eg individual, group) would be most helpful
- Review therapeutic progress and manage accordingly
- Liaise with other professionals as appropriate eg. case discussions of complex cases
- Be aware of clinical factors associated with identifying potential risk – both to the individual and the wider community
- Be aware of appropriate routes, when risk has been identified, of action within the framework of legislation pertaining to issues of mental health
- Manage caseload across several localities, including appropriate liaison with area managers

7. COMMUNICATIONS AND RELATIONSHIPS

Good professional communication is required including :

- i) the ability to communicate specialist psychological ideas and case material in written and verbal forms
- ii) good record keeping according to department guidelines
- iii) liaison with other professionals eg GPs, CAMHS social workers, etc. as appropriate especially in relation to the management of cases
- iv) Liaison with manager in relation to the management of complex and high risk cases
- v) clarity with the client as to the bounds of confidentiality
- vi) expectation that presentation skills will be developed, particularly in relation to training provision
- vii) Be capable of good communication in establishing collaborative joint working with complex patients. Be capable of delivering psychological formulations in a language widely understood outside of the profession
- viii) Be able to demonstrate good negotiation skills – both in clinical work with challenging clients and in relationships within the organisation and wider community
- ix) Communicate in a way that displays both warmth and sensitivity as a basis to motivate clients to consider change
- x) Attendance at monthly managerial supervision and clinical supervision is required in order to inform these decisions and judgements. This is also a professional requirements with all professional bodies
- xi) Attendance at weekly and monthly departmental meetings is required.
- xii) It is necessary to adhere to a professional code of ethics.

8. PHYSICAL DEMANDS OF THE JOB

The post is largely sedentary. There may be some driving, at times long distance, in a large geographical region, to provide a service in the different localities

9. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- The work is emotionally demanding, working with clients sometimes with complex problems, some of whom have diagnosed personality disorders. This involves sometimes working with people with manipulative or avoidant behaviours and the challenges this presents to the therapeutic process. It is also emotionally demanding working closely with people who have suffered severe traumas such as childhood sexual abuse.
- To work with complex problems within the time limited framework required by the department.

10. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

The postholder must have

- A recognised training qualification in a specialist psychological therapy such as CBT, and/or Interpersonal Psychotherapy (IPT).
- Accreditation to, or working towards accreditation, an appropriate professional, national body such as BABCP
- At least 2 years experience of working with children, young people and their families with a wide range of mental health problems
- Awareness of the possible benefits of other models of therapeutic work
- Be aware of the limits of own competence and expertise
- Maintain and up date knowledge within own therapeutic model
- Have knowledge of the Health Board's policies and procedures
- Be able to work sensitively and compassionately with patient's problems
- Ability to be self- motivating and flexible

11. JOB DESCRIPTION AGREEMENT

Job Holder's Signature

Date

Head of Department Signature

Date

NHS Dumfries & Galloway

Department of Psychological Services and Research

Specialist Psychological Therapist -Child and Adolescent Psychology – Matrix Implementation

PERSON SPECIFICATION

	Essential	Desirable
<u>Qualifications</u>	<ul style="list-style-type: none"> Recognised training/qualification in MSc in Applied Psychology for Children and Young People 	Additional post MSc training in another therapy such as IPT, BA or DNA-V
Experience	<ul style="list-style-type: none"> Experience of working with children and young people with a wide range of mental health problems in primary and secondary care On-going supervision of therapeutic work. Experience of independent working and of team working Experience of supervising others 	<ul style="list-style-type: none"> Experience of online and wider local resources Experience of training, teaching others Experience of liaising with 3rd sector Experience of working with primary and secondary care.
Knowledge/Skills	<ul style="list-style-type: none"> Up to date knowledge of therapeutic approach to be practiced. Awareness of other therapeutic approaches Confirmed competencies in working constructively with clients and with colleagues Full current driving licence 	<ul style="list-style-type: none"> Able to attend to personal issues evolved in therapeutic work and to use them constructively.
Personal Characteristics	<ul style="list-style-type: none"> Able to get on well with people Good communication skills Able to get on well with people Self motivated and well organised Flexible in approach 	<ul style="list-style-type: none"> Having outside interests away from psychological therapy which nourish personal development