## JOB DESCRIPTION

Job Holder Reference:

******

# JOB TITLE: Cognitive Behavioural Therapist GENERIC JOB DESCRIPTION: YES

|  |  |  |  |
| --- | --- | --- | --- |
| JOB DETAILS | | | |
| Department: | NWPCMHT | Directorate: | Mental Health |
| Division: | AMH | Date: | October 2022 |

|  |
| --- |
| JOB PURPOSE |
| 1. As a member of the NWPCMHT, to provide a cognitive behavioural therapy service to patients with a range of presenting mental health conditions across a range of services, tailored to the needs of individuals attending the NWPCMHT. 2. To provide specialised clinical supervision and teaching in cognitive behavioural therapy to other healthcare professionals. |
| **ROLE OF DEPARTMENT** |
| NHS Greater Glasgow and Clyde (NHS GG&C) has a rich history of pioneering mental health service developments. In the last twenty years Primary Care Mental Health Teams (PCMHTs) have been key in these developments, and these teams are now well imbedded within care delivery systems. The PCMHT operates as part of a whole system of care. There are links with other mental health services, GPs and third sector services. There are close working relationships with local Community Mental Health Teams (CMHTs).  The function of PCMHTs within GG&C is to consistently and equitably deliver services to respond to common mental disorders. The service provides assessment and treatment to adults (over 16years). Typical presentations include depression, anxiety, mixed depression and anxiety, adjustment disorder, post-traumatic stress disorder (PTSD) and obsessive compulsive disorder (OCD). Interventions delivered by the PCMHT will be on a ‘matched/ stepped care’ basis, based on individual assessment of need.  The population of Glasgow North West sector is 223,277 and annual referral rates to the service are 3,600 (2018). PCMHTs provide approximately one third of all psychological therapies delivered across the Health Board.  The service offers training placements to Clinical Psychology trainees, trainee Clinical Associates and CBT trainees. Research, service evaluation and audit are actively encouraged within the service. |
| **ORGANISATIONAL POSITION**  NW Sector Lead Psychologist (Professional Lead)  Consultant Clinical Psychologist/Team Lead  Trainees  Head of Adult Services  NW AMH Service Manager  (Operational Lead)  Clinical staff  **CBT Therapist**  **(this post)**  Relevant Professional Lead |

|  |
| --- |
| **MAIN DUTIES/RESPONSIBILITIES**  To be noted:  This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.  This job description will be reviewed at intervals in light of changing service requirements and any such changes will be discussed with the postholder.  The postholder is expected to comply with all relevant NHSGGC policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety, and Confidentiality of Information.  **Clinical Responsibilities**  To manage an appropriate clinical caseload and to take responsibility for cases requiring specialised cognitive-behavioural assessments and interventions, including cases with complex co-morbidity.    To provide specialist assessments, including risk assessments, based on the interpretation and integration of complex information from different sources, such as referral sources, interviews and self-report measures.  To develop cognitive-behavioural formulations of patients’ difficulties using judgements requiring the analysis and integration of a wide range of information.  To provide a cognitive-behavioural therapy service tailored to the needs of individuals attending the NWPCMHT.  To participate in joint working with other healthcare professionals as required and agreed with the Team Lead. **Consultancy, Supervisory and Training Responsibilities** To provide advice, guidance, consultation and teaching, as required, on matters relating to cognitive behavioural therapy, to other professions including mental health care practitioners within the CMHTs.  To provide teaching, training and clinical supervision to mental health care staff practising cognitive behavioural therapy within the health board, as required and agreed with the Team Lead/Consultant Clinical Psychologist. Where this need is identified, there will be a particular emphasis upon supervising and teaching experienced mental health nurses and occupational therapists.  **Service Planning and Development**  To contribute to the development of the NWPCMHT and the development of psychological therapies in the widest sense, across all relevant services.  **Research and Service Evaluation**  To participate in service evaluation and audit programmes in relation to own practice and the needs of the NWPCMHT when required, including monitoring adherence to clinical governance guidelines and standards. Continuing Professional Development The post holder receives regular clinical supervision from a Clinical/ Counselling Psychologist. This involves the guidance and discussion of clinical work, research and audit  To engage in an appropriate programmes of CPD, and to document this, in adherence with the requirements of the British Association of Behavioural and Cognitive Psychotherapies.  To keep abreast of new developments in cognitive behavioural therapies in adult mental health and disseminate this information to colleagues.  To take part in and contribute to the CPD programme within the Service. |
| **EQUIPMENT & MACHINERY** |
| Mobile phones  Car  Computer  Multimedia Projector  Photocopier |

|  |  |
| --- | --- |
| SYSTEMS | |
| Medical Records – case files  EMIS system – computerised database/clinical activity record  Monthly clinical statistical returns  Electronic diary  Email and Internet  Attend Anywhere/ remote technologies | To ensure up-to-date and accurate patient records, complying with national, local and professional policies and guidelines  To maintain accurate data entry on database  To use e-systems for communications and research |

|  |
| --- |
| **DECISIONS AND JUDGEMENTS**  Work performance and personal development plans are reviewed by annual appraisal (TURAS) with Team Lead and relevant professional lead.  The post holder is responsible for autonomous cognitive behavioural assessment, clinical decision making, treatment selection and treatment evaluation as falls within the remit of the NWPCMHT. Such analysis, decisions and interpretations take into account theoretical as well as the therapeutic model, and highly complex factors concerning historical and developmental processes that may have shaped the client. The post holder is responsible for making highly skilled evaluations and decisions about treatment options. The post holder is also responsible for proposing psychological decisions and judgements within multidisciplinary team settings, as required.  The post-holder is expected on a day-to-day basis to make autonomous professional judgements and decisions about complex matters in relation to cognitive-behavioural assessment and treatment of clients, including treatment suitability, prognosis, treatment choice and discharge. Clinical judgements are guided by level of expertise and professional standards and guidelines.  In line with professional guidelines, the post-holder is accountable for his/her professional decisions and actions. Objectives are identified by the Team Lead Consultant Clinical Psychologist, but the postholder will be responsible for the planning and organising of his/her work, including patient workload, teaching and training.  The post-holder is required to make complex judgements about risk, and to make decisions accordingly, sometimes on an immediate or urgent basis.  **Typical Judgements:**   * How to resolve problems with intervention including when the intervention is not working. * The most appropriate method and scope of response for delivering psychological information to requests for advice, consultation and support from an organisation agency or other professional colleagues. |

|  |  |  |
| --- | --- | --- |
| COMMUNICATIONS AND RELATIONSHIPS | | |
| Who postholder communicates with:  Clients and their relatives  Other professionals:  Referrers (e.g. GPs, Psychiatrists), other disciplines within the CMHT and referring teams, other agencies involved in ongoing care  PCMHT Service colleagues | *What communication is about:*  Difficult and complex clinical information relating to the individual’s difficulties, treatment formulations and treatment prognosis and options.  Clinical information, opinions and recommendations relating to the individual’s difficulties and possible interventions. Guidance and consultancy.  PCMHT service issues and activities. | Any difficulties encountered:  Requires high levels of sensitivity and skill in relaying information and engaging patients in service, when they may present barriers to acceptance. Also requires good knowledge and awareness of confidentiality issues.    Communicating promptly, clearly and sensitively. Maintaining standards of confidentiality. Having to convey highly complex information where treatment options may vary.  Requires the ability to convey complex ideas in language suited to the recipients – applies to all spheres of communication. |

|  |  |
| --- | --- |
| PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB | |
| Physical skills: | Driving skills may be required due to community clinics/hubs across GGC  Keyboard and computing |
| Physical effort  Mental demands  Emotional demands | Prolonged sitting in restricted positions during group and clinic sessions and at a computer terminal  Keyboard skills, driving skill, formal training in management of aggression  Moving and setting up equipment  Occasional effort such as arranging consultation room furniture, setting up presentation equipment  Frequent requirement for prolonged, and occasionally intense, concentration on patient assessment and treatment sessions, and in the production of written correspondence and reports.  Frequent and repeated intense concentration required during assessment and treatment sessions  Write up client case notes following therapy sessions.  Frequent exposure to highly distressing and emotional circumstances, including suicide threat, family breakdown, serious mental illness, childhood physical and sexual abuse, verbal aggression and risk of physical aggression; therapy to clients with multiple presenting problems/ co-morbidity |

|  |
| --- |
| MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| * The post involves working with individuals who present significant challenges to those supporting them either through the risks they themselves face or present because of their behaviour or through significant mental health difficulties or serious physical health problems. In addition, there is a need to respond to the sometimes conflicting needs of patients, referrers and staff in a manner that maintains high quality service and staff morale. * Forming lone judgements and offering expert opinions in relation to highly complex and diverse problems / disorders, often under emotionally charged circumstances. * Responding to individual patient needs and service demands in a context of limited resources. * Sustaining a high level of concentration for prolonged periods of time. * Dealing with emotionally distressing information and distressed persons, who may, at times, threaten suicide and/or aggression. |

|  |  |  |
| --- | --- | --- |
| PERSON SPECIFICATIONKNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB | | |
|  | Essential | Desirable |
| Training and Qualifications | Postgraduate diploma in Cognitive Behavioural Therapy from BABCP accredited course.  Applications may also be considered from applicants who hold post graduate CBT Diplomas from courses which were not accredited at the time, but have since gained BABCP accreditation.  Relevant professional training to degree level or equivalent in a core profession which includes basic mental health training (Registered Mental Health Nurse, Social Work, Occupational Therapy).  Registration with relevant professional regulatory body, i.e. NMC or HCPC. |  |
| **Experience** | Experience of delivering CBT post qualification in a mental health setting.  Experience of working in an NHS community mental health setting and of multi-disciplinary working.  Experience of cognitive behavioural assessment and treatment of adult clients with a range of mental health problems of varying severity.  Evidence of continued professional development related to Cognitive Behavioural Therapy through attendance at workshops, seminars and reading of up-to-date professional journals and books. | Supervised CBT practice within an NHS adult mental health setting. |
| **Knowledge and Skills** | Skills in the use of cognitive-behavioural assessment, intervention and management.  Well developed skills in communicating effectively in written and oral modes, including the capacity to impart clinically sensitive and technical information to a range of recipients.  Skills in providing consultation to other professional and non-professional groups.  A capacity to establish priorities and organise workload effectively.  Ability to operate effectively within a team based setting at a high level. | Skills in teaching and training others. |
| **Other** | Ability to travel between bases independently and timeously  Ability to travel to a variety of bases across GGC as required |  |