

## 1. JOB IDENTIFICATION

**Job Title: PSYCHOLOGICAL THERAPIST Specialist Drug and Alcohol Service / Adult Mental Health Band 6.**

**Department(s): Specialist Drug and Alcohol Service (SDAS) & Dept of Psychological Services & Research.**

**Job Reference No: SLT12PSY.SDAS.24**

**No of Job Holders: 1**

## 2. JOB PURPOSE

To provide a high quality, accredited specialist psychotherapy service within **the Specialist Drug and Alcohol service (SDAS)** / psychological services in accordance with NHS protocols and the professional, ethical framework of United Kingdom Council for Psychotherapy (UKCP), British Council for Psychotherapy (BCP), British Association of Cognitive Behavioural Psychotherapy (BABCP), or other relevant professional body.

To provide individual and/or group specialist psychotherapy to clients with a broad range of complex problems.

## 3. ORGANISATIONAL POSITION (INSERT ORG CHART)

**Director of Psychological Services**

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**Head of Adult Mental Health**

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**Consultant Clinical Psychologist at SDAS**

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**Psychological Therapist**

## 4. SCOPE AND RANGE

The postholder provides specialist psychotherapy for men and women aged 18 and above, **who are in treatment with the Specialist Drug and Alcohol Service** covering primary and secondary care settings in the Dumfries & Galloway region.

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

## **5. MAIN TASKS, 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 psychotherapy with patients with complex problems.
- To assess new referrals in order to determine appropriateness for specialist psychotherapy.
- To provide clinical consultation to other staff within the Health Board.
- To attend supervision sessions as appropriate and as agreed with the clinical manager.

## **6. SYSTEMS, MACHINERY AND EQUIPMENT**

- Providing information for Clinical Outcomes in Routine Evaluation (CORE).
- Activity sheet completion monthly.
- Travel forms completion monthly.

## **7. DECISIONS AND JUDGEMENTS/ASSIGNMENT AND REVIEW OF WORK**

Typical judgements made in course of post would be:

- Assess the appropriateness of specialist psychotherapy for service users and, if necessary, refer on to a more appropriate service.
  - Assess what form and mode of treatment (eg individual, group) would be most helpful.
  - Assess the number of sessions required and frequency of specialist psychotherapy in line with departmental policy.
  - 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 primary and secondary care settings including appropriate liaison with area managers.
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## **8. COMMUNICATIONS AND RELATIONSHIPS**

Good professional communication is required including :

- i) the ability to communicate specialist psychotherapeutic ideas and case material in written and verbal forms.
- ii) good record keeping according to department guidelines.
- iii) liaison with other professionals eg GPs, medical consultants, general nurses, psychiatrists, community mental health teams, 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 fortnightly clinical supervision is required in order to inform these decisions and judgements. This is also a professional requirements with UKCP, BCP and BACP.
- xi) Attendance at weekly and monthly departmental meetings is required.
- xii) It is necessary to adhere to a professional code of ethics.

## **9. PHYSICAL, MENTAL, EMOTIONAL & ENVIRONMENTAL 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.

## **10. 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 or who have diagnosed life limiting, life threatening, or terminal medical conditions.
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- To work with complex problems within the time limited framework required by the department.

### **11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

The postholder must have

- A recognised training qualification in a specialist psychotherapy such as CBT, Analytic Psychotherapy, Interpersonal Psychotherapy, CAT; or be working towards such a qualification.
- Accreditation with, or working towards accreditation with, an appropriate professional, national body such as BABCP, BACP, UKCP.
- Supervised experience of working with people with a wide range of psychological 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 update 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.

### **12. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

**Job Holder's Signature:**

**Date:**

**Head of Department's Signature: Dr Audrey Young**

**Date:**

**NHS Dumfries & Galloway**

**Psychological Therapist**

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**PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desirable</b>
Qualifications	<ul style="list-style-type: none"> <li>Recognised training/ postgraduate qualification in Cognitive Behaviour Therapy; or be working towards such a qualification.</li> </ul>	MSc in Applied Psychology with adults.
Experience	<ul style="list-style-type: none"> <li>Experience of working with people with a wide range of mental health problems.</li> <li>Ongoing supervision of therapeutic work.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of independent working and of team working.</li> <li>Experience in mental health.</li> <li>Experience in substance use disorders.</li> </ul>
Knowledge/Skills	<ul style="list-style-type: none"> <li>Up to date knowledge of therapeutic approach to be practiced.</li> <li>Awareness of other therapeutic approaches.</li> <li>Confirmed competences in working constructively with clients and with colleagues.</li> <li>Able to travel independently withing D&amp;G including areas where public transport is inaccessible.</li> </ul>	<ul style="list-style-type: none"> <li>Able to attend to personal issues evoked in therapeutic work and to use them constructively.</li> </ul>
Personal Characteristics	<ul style="list-style-type: none"> <li>Able to get on well with people.</li> <li>Good communication skills.</li> <li>Self motivated and well organised.</li> <li>Flexible in approach.</li> </ul>	<ul style="list-style-type: none"> <li>Having outside interests away from psychological therapy which nourish personal development.</li> </ul>