

## JOB DESCRIPTION

<b>Job title</b>	High Intensity Interpersonal Therapist (IPT)
<b>Department</b>	Turning Point Talking Therapies
<b>Reports to</b>	High Intensity Team Leader
<b>Grade</b>	4

<b>Job purpose</b>	<p>The post holder will be part of an Improving Access to Psychological Therapies (IAPT) service and will provide assessments and evidence based high intensity interventions – Interpersonal Therapy (IPT). The post holder will provide therapy to clients with moderate to severe depression.</p> <p>The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities.</p>
<b>Key accountabilities</b>	<p><b>Clinical</b></p> <ul style="list-style-type: none"> <li>• Accept referrals via agreed protocols within the service.</li> <li>• Assess clients for suitability for psychological interventions.</li> <li>• Make decisions on suitability of new referrals, adhering to the department’s referral protocols, and refer unsuitable clients on to the relevant service or back to the referral agent as necessary.</li> <li>• Formulate, implement and evaluate therapy programmes for clients.</li> <li>• Use highly developed communication skills in working with people to understand their personal and often very sensitive difficulties.</li> <li>• To exercise autonomous professional responsibility for the assessment and treatment of clients in line with the service.</li> <li>• Educate and involve family members and others in treatment as necessary, conveying IPT and other psychological formulations with sensitivity in easily understood language.</li> <li>• Adhere to an agreed activity contract relating to the number of clients contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.</li> <li>• Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.</li> <li>• Complete all requirements relating to data collection within the service.</li> <li>• Keep coherent records of all clinical activity in line with service protocols.</li> <li>• 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.</li> <li>• Assess and integrate issues surrounding work and employment into the overall therapy process.</li> <li>• Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.</li> </ul>

	<ul style="list-style-type: none"> <li>• Liaise with other health and social care staff from a range of agencies in the care provided clients.</li> <li>• Provide specialist advice and consultation to other professionals / Individuals / groups / committees across Mental Health Trusts, Primary Care Trusts and other voluntary agencies regarding service matters related to the practice and delivery of specific agreed modalities and service provision.</li> </ul>
	<p><b>Professional</b></p> <ul style="list-style-type: none"> <li>• Ensure the maintenance of the standards of practice according to the employer and any regulating, professional and accrediting bodies (e.e. BPS, UKCP, BACP) and keep up to date on new recommendations/guidelines set by the Department of Health (e.g. NHS plan, National Service Framework, National Institute of Clinical Excellence).</li> <li>• Ensure that client confidentiality is protected at all times</li> <li>• Be aware of, and keep up to date with advances in the spheres of IPT and other psychological therapies.</li> <li>• Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development (CPD).</li> <li>• Attend clinical/managerial supervision on a regular basis as agreed with manager</li> <li>• Participate in individual performance review and respond to agreed objectives.</li> <li>• Keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.</li> <li>• Attend relevant conferences/workshops in line with identified professional objectives.</li> <li>• Participate in service improvement by highlighting issues and implementing changes in practice.</li> </ul>
	<p><b>Advisory/Liaison</b></p> <ul style="list-style-type: none"> <li>• Provide an advisory service on matters related to the practice and delivery of IPT to individuals/groups/committees across the Mental Health Trust, Primary Care Trusts and other voluntary agencies.</li> <li>• Promote and maintain links with Primary Care and Secondary Care Staff to help co-ordinate the provision of an effective Psychological Therapies Service.</li> </ul>
	<p><b>General</b></p> <ul style="list-style-type: none"> <li>• To contribute to the development of best practice within the service.</li> <li>• To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.</li> <li>• All employees have a duty and responsibility for their own health and</li> </ul>

	<p>safety and the health and safety of colleagues, patients and the general public.</p> <ul style="list-style-type: none"> <li>• All employees have a responsibility and a legal obligation to ensure that information processed for both parties and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1988) and Security and Confidentiality Policies.</li> <li>• It is the responsibility of all staff 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.</li> </ul> <p>This job description is an outline of the main duties of the post. The postholder will be required to undertake other duties commensurate with the grade as directed.</p> <p>The content of this post will be reviewed in consultation with the postholder when necessary and in line with the service developments.</p> <p><b>Turning Point policies and commitments</b></p> <p>All staff employed by Turning Point must comply with the policies and have a commitment to:</p> <ul style="list-style-type: none"> <li>• Complying with Turning Point policies and Procedures at all times particularly those concerning mandatory training, equal opportunities, health and safety and the prevention, control of infection and Information Governance.</li> <li>• Progressive employment practices and Investors in People (IiP) Standards.</li> <li>• Safeguarding the health and wellbeing of children and vulnerable adults, by being familiar with and adhering to Turning Point safeguarding policies and participating in relevant training.</li> <li>• The national smoke free policy, which prohibits smoking anywhere on Turning Point grounds.</li> <li>• Being a socially responsible organisation by introducing measures that reduce or offset our environmental impact by being more sustainable.</li> <li>• Ensuring equality in employment by treating everybody equally as determined by the Equality Act (2010)</li> </ul>
--	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<b>Dimensions</b>	Direct reports	
	Total staff overseen	
	Internal contacts	
	External contacts	
	Planning horizon	
	Problems solved	
	Financial authority	

## PERSON SPECIFICATION

<b>Job title</b>	High Intensity Interpersonal Therapist (IPT)	
<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
	<p>Computer literate</p> <p>High level of enthusiasm and motivation</p> <p>Advanced communication skills</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to use clinical supervision and personal development positively and effectiveness</p> <p>Ability to work under pressure</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self-reflective, whilst working with service users, and in own personal and professional development and in supervision</p> <p>Regard for others and respect for others and respect for individual rights and autonomy and confidentiality.</p> <p>Ability to be self reflective, whilst working with service users and in own personal and professional development and in supervision.</p> <p>The ability and skills to act as an advocate for the service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service within the wider health care system.</p>	<p>Trained provision of supervision for IPT</p> <p>Completed clinical audits within a service</p>
<b>Technical effectiveness</b>	<b>Essential</b>	<b>Desirable</b>
	<p>Demonstrable experience of working in mental health services.</p> <p>Ability to meet agreed/specified service targets</p>	<p>Experience of working in Primary Care Services</p>

	<p>Ability to manage own caseload and time</p> <p>Demonstrates high standards in written communication</p> <p>Able to write clear reports and letters to referrers</p> <p>Experience with routine outcome monitoring</p> <p>Experience of teaching and liaising with other professional groups</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.</p> <p>Demonstrates an understanding of anxiety and depression and how it may present in primary care</p> <p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health / benefits and employment systems</p> <p>Knowledge of medication used in anxiety and depression and other common mental health problems</p> <p>Demonstrates an understanding for the need to have evidence based psychological therapies and how it relates to this post</p> <p>Knowledge of child protection issues and other relevant legislation.</p>	<p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p>
--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------

<b>Acquired experience &amp; qualifications</b>	Essential	Desirable
	<p>A recorded/registered qualification in one of the following – psychological therapy, nursing, social work, occupational therapy, arts therapy</p> <p>Plus</p>	<p>IPT qualification</p> <p>Accredited with a professional psychological therapy organisation</p>

	<p>Willingness to undertake further qualification training in Interpersonal Therapy (IPT)</p> <p>And</p> <p>Significant experience working as a psychological therapy practitioner and demonstrating the competencies as required.</p> <p>Relevant experience in Primary Care treating anxiety and depression.</p> <p>Accredited or eligible for accreditation with relevant ethical body such as BACP.</p>	
--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

<b>Other requirements</b>	Essential	Desirable
	<p>Ability to undertake the duties and demands of the post. A satisfactory sickness record over the previous 2 years (subject to the need to act with fairness and equality of opportunity, particularly where the sickness is related to a disability and/or pregnancy)</p>	