

JOB DESCRIPTION

Job title	High Intensity Trainee - CBT
Sector/Function	
Department	
Reports to	High Intensity Team Leader / Clinical Lead and Operations Manager
Grade	3

Job purpose	<p>This is a training role within the Improving Access To Psychological Therapies Programme (IAPT). The post-holder will work within the IAPT service providing high intensity interventions whilst undertaking a programme of training for this role. This intensive training post will equip the post – holder to provide a cognitive behavioural therapy (CBT) service to clients with a range of complex problems for which CBT is demonstrated to be clinically effective. The post-holder will work in the service for 3 days of the week using the newly developed skills whilst attending the training programme for the other two days.</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>
Key accountabilities	<p>Clinical</p> <p>Accept referrals via agreed protocols within the service</p> <p>Assess clients for suitability for CBT. Where the problems appear to be too complex or severe to be appropriate for a trainee therapists to refer to manager/supervisor for advice on how to manage the case.</p> <p>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.</p> <p>Formulate, implement and evaluate therapy programmes for clients.</p> <p>Educate and involve family members and others in treatment as necessary, conveying CBT formulations with sensitivity in easily understood language.</p> <p>Adhere to an agreed activity contract relating to the 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.</p> <p>Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.</p> <p>Complete all requirements relating to data collection within the service.</p> <p>Keep coherent records of all clinical activity in line with service protocols</p>

	<p>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.</p> <p>Assess and integrate issues surrounding work and employment into the overall therapy process</p>
	<p>Training and Supervision</p> <p>Attend and fulfil all the requirements of the training element of the post.</p> <p>Apply learning from the training programme in practice</p> <p>Receive supervision from educational providers in relation to course work to meet the required standards.</p>
	<p>Professional</p> <p>Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (eg BPS, UKCP, BABCP), 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).</p> <p>Ensure that client confidentiality is protected at all times.</p> <p>Be aware of, and keep up to date with advances in the spheres of CBT</p> <p>Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.</p> <p>Attend clinical/managerial supervision on a regular basis as agreed with Manager.</p> <p>Participate in individual performance review and respond to agreed objectives.</p> <p>Keep up to date all records in relation to Continuous Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.</p> <p>Attend relevant conferences / workshops in line with identified professional objectives.</p>
	<p>General</p> <p>To contribute to the development of best practice within the service.</p> <p>To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.</p>

	<p>All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, patients and the general public.</p> <p>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.</p> <p>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.</p> <p>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.</p>
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Dimensions	Direct reports	
	Total staff overseen	
	Internal contacts	
	External contacts	
	Planning outlook	
	Problems solved	
	Financial authority	

PERSON SPECIFICATION

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Personal effectiveness	Essential	Desirable
	<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</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 use evidence based psychological therapies and how it relates to this post</p>	

Technical effectiveness	Essential	Desirable
	Ability to evaluate and put in place the effect of training	

	<p>Computer literate</p> <p>Excellent verbal and written communication skills</p> <p>Has received training (either formal or through experience) and carried out risk assessments within scope of practice</p> <p>Able to develop good therapeutic relationships with clients</p> <p>Able to attend a two day per week course</p> <p>Able to complete academic components of the course</p> <p>Able to integrate training into practice</p>	
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Acquired experience & qualifications	Essential	Desirable
	<p>A recorded/registered qualification in one of the following at graduate level in nursing, social work, occupational therapy, arts therapy or within a psychological therapy.</p> <p>OR</p> <p>Evidence of meeting the Knowledge Skills and Attitude (KSA) requirements of BABCP.</p> <p>Demonstrable experience of working in mental health services</p> <p>Ability to meet agreed/specified service targets</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 working in a stepped care service for anxiety and depression.</p> <p>Experience of working in Primary Care Services</p> <p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p>

Other requirements	Essential	Desirable
	<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 effectively</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, in own personal and professional development and in supervision</p>	<p>Car driver and/or ability and willingness to travel to locations throughout the organisation</p> <p>Fluent in languages other than English</p> <p>Experience of working with diverse communities within a multicultural setting</p>