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**Cygnet Hospital Harrow- Byron Ward**

**Post** Cognitive Behavioural/ Dialectical Behavioural Therapist

**Hours of work 22.5 hours Part time**

**Department: Psychology**

**Pay Scale: Band 7 equivalent**

**Status:**  Permanent

**Accountable to Head of Psychology**

 (Professional and line management)

**Reporting to Qualified Psychologist**

(Clinical supervision)

**Responsible for:** Supervision of assistant or undergraduate psychologists, DBT skills trainers/trainees as appropriate

**Summary of Role:**

* To provide specialist CBT/DBT therapy, on a group and individual basis to the service users an acute ward (Byron). The post will also include comprehensive assessment, treatment planning, consultation and advice giving on the psychological care of service users to staff, external agencies and carers.
* To work closely with the MDT and psychology department and more senior staff to contribute to the development and enhancement of the treatment programmes (including the DBT Program) delivered in our service, to contribute to ongoing service development and clinical governance processes and be involved in training and research initiatives as appropriate.

**Duties and Responsibilities:**

**Clinical:**

* To be familiar with the BABCP/BPS/HCPC Ethical Framework and to ensure that they maintain sound ethical standards of practice.
* To ensure implementation of best practice guidelines, NICE guidelines and Department of Health guidance for psychological services for mental illness and personality disorders.
* To provide specialist psychological assessments of service users admitted to Cygnet Hospital Harrow Byron Ward, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological assessments, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with service users, family members, outside agencies and others involved in the service user’s care.
* To evaluate, formulate and devise CBT/DBT treatments and management plans for service users, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual.
* To formulate and implement care plans for the formal psychological treatment and/or management of a service user’s mental health problems, based upon an appropriate conceptual framework of their problems, and employing therapeutic methods based on evidence (mainly CBT/DBT).
* To assess and demonstrate efficacy of treatments provided using appropriate outcome measures and to be able to adapt treatment according to the service user’s mental state and motivational level in order to optimise outcomes within the framework of the department’s agreed treatment protocols. To keep the outcome database up to date and provide outcomes reports for all service users on Byron ward.
* To undertake risk assessment and risk management for individual service users under supervision of the Qualified Psychologist on Byron ward and advice staff accordingly, promoting psychological thinking and formulation of risk.
* To maintain a clinical caseload, within agreed limits and supervision of the Senior Clinical Psychologist on the ward.
* To provide specialist CBT/DBT advice, guidance and consultation to other professionals in the multi-disciplinary team on Byron ward.
* To participate in the CPA process, providing CPA reports for each service user in their designated ward area within the agreed framework and timescales of the psychology department.
* To provide clinical supervision for more junior members of the multi-disciplinary team and DBT team as agreed with the Clinical Supervisor.
* To provide high quality, evidence based and evidence led CBT/DBT interventions to service users with complex mental health needs in a 1:1 and group based context.
* To utilise evidence-based literature and research to support evidence based practice in all facets of clinical work.
* To provide reports communicated in a skilled and sensitive manner with respect to assessment, formulation and treatment planning.
* To communicate skilfully, tactfully and sensitively highly complex and sensitive information with clients, carers and external referrers, taking into account any sensory and cultural barriers in this communication.
* To promote and develop positive and productive/effective working relationships with other multidisciplinary team members.
* To be willing to work flexible hours to meet the needs to service users and the service itself.

 **Teaching, training and supervision:**

* To attend and receive regular clinical professional supervision from the Qualified Psychologist, to review caseload and clinical cases.
* To provide advice, consultation and training where appropriate and agreed with the Manager of Psychological Therapies, to other multidisciplinary staff working at Cygnet Harrow.
* To provide clinical placements for trainee clinical psychologists ensuring the trainees acquire the necessary skills, competencies and experience to contribute effectively to healthcare provision and to contribute to the assessment and evaluation of such competencies.
* To provide supervision to junior members of staff within MDT/DBT team and in the Psychology Department.
* To provide advice, consultation and training to staff working with the client group, where appropriate and in line with existing treatment frameworks within the Department.
* To participate in regular CPD relevant to the client group to advance skills in treatment of complex cases as identified in clinical supervision and via the appraisal review process.
* To demonstrate ability to review and reflect on own practice through effective use of professional supervision.

**Management, recruitment, policy and service development:**

* To work with the multi-disciplinary team, the Qualified Clinical Psychologist on Byron ward
* To support assistant practitioners and other junior staff as appropriate and discuss with the Clinical Supervisor and the Head of Psychological Therapies.
* To participate in and contribute to the Hospital’s Governance process.
* To contribute to the development, evaluation and monitoring of the department’s operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
* To participate in development activities within their clinical area i.e. attending clinical team meetings and providing staff training and reflective practice to other MDTs within the hospital.
* To ensure where possible service users are involved in future service planning and delivery.
* To contribute to the planning and achievement of psychology departmental objectives.
* To promote an awareness of the psychology role with non-psychology colleagues and service users.
* To liaise with other departments and services within the organisation in matters relevant to the role.
* To advise both service and professional management of any aspects of the service where psychological and/or organisational matters need addressing.
* To be able to respond to changing need within the department in relation to the job role by demonstrating flexibility and willingness to address this via discussion with the clinical supervisor and line manager.
* To be actively involved in research and audit, for the purpose of evaluation and development of the service and to add advances in knowledge and understanding to the psychological literature through dissemination at conferences and in peer reviewed journals.

# General Responsibilities

* To maintain the highest level of professionalism and integrity at all times.
* To maintain up-to-date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
* To ensure compliance within the codes of practice of the BABCP/BPS/HCPC Ethical Framework and also to Cygnet Health Care policies and procedures.
* To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development.
* To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
* To maintain the highest standards of clinical record keeping including paper and electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, HCPC and service policies and procedures.

**Statement:**

This job description is not exhaustive and other duties which are not shown here but commensurate with the post may be required from time to time. It will also be used as a basis for the determination of objectives and performance required

**Confidentiality**

In the course of your employment with Cygnet Health you may handle unless it is necessary in the pursuance of your legitimate duties confidential personal information concerning either patients or staff, which may be held by the Company. You must not read, discuss, disclose or pass on confidential information.

Unauthorised disclosure of such information will be treated as a serious disciplinary matter. In addition it is important that you realise that if this confidentiality is breached, this may result in civil proceedings or a criminal prosecution.

This confidentiality must continue at all times and this agreement will continue beyond your period of employment with Cygnet Health.

#### **Health and Safety**

You are required to make positive efforts to maintain your own personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice. You are also required to be aware of and comply with Cygnet’s policies on health and safety, etc.

#### **Equal Opportunities**

The aim of Cygnet’s policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The company commits itself to promote equal opportunities and will keep under review its policies, procedures and practices to ensure that all users and provides of its services are treated according to their needs. The policy also applies to staff working within Cygnet Health Care.

#### **Service User and Carer Involvement**

Cygnet is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.

#### **Personal Development**

Your development will be assessed using Cygnet’s Performance Appraisal Review process. You will have the opportunity to discuss your development needs with your manager on an annual basis, with regular reviews.

**Terms and Conditions**

The post holder is subject to the terms and conditions of Cygnet Health Care.

This job description gives an outline of the post and is subject to review in consultation with the post holder.

# PERSON SPECIFICATION

**Job Title: CBT/DBT Therapist**

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|  | ESSENTIAL | DESIRABLE |
| TRAINING & QUALIFICATIONS | Accredited Training in Cognitive Behavioural Therapy Foundation/Intense DBT Training – British Isles Registration with British Association Behavioural & Cognitive Psychotherapies / British Psychological Society/ Health and Care Professions Council as a Specialist CBT Therapist (Appropriate registering organisation). |   |
| EXPERIENCE | Experience of delivering CBT /DBT therapy to an appropriate range of patient population within the context of a multi-disciplinary care plan. | Experience of working in secure inpatient serviceExperience of applying psychological models of care to the problems of service users suffering from complex mental health problems associated with self-harm, autistic functioning, learning disability or challenging behaviours).Experience of teaching, training and professional and/or clinical supervision to other professional staff.Experience of facilitating reflective practice to the MDT.  |
| KNOWLEDGE AND SKILLS | Highly developed knowledge of theory and strategies of both CBT and DBT therapies and their application within a mental health setting with service users with mental health problems.Highly developed knowledge of working within an established inpatient DBT Program.  Ability to assess and formulate treatment needs in a time-efficient and ethical manner and within the existingrecommended treatment frameworksAbility to communicate effectively, orally and in writing, highly technical and clinically sensitive information to service users, their families, carers and other professional colleagues both within and outside mental health services.Post-graduate level knowledge of research design and methodology, including complex multivariate data analysis as practised within the field of clinical psychology.Keyboard and computer skills including the ability to use computer software for testing and research purposes. Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health.Evidence of continuing professional development as recommended by the Health Professions Council. | Highly developed knowledge of the theory and practice of specialised psychological therapies (CBT/DBT) in specific difficult-to-treat groups (e.g. complex diagnoses, autistic spectrum disorders, self-harm and significantly challenging behaviours etc.) |
| PERSONAL | Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services.  Ability to forge links and excellent working relationships within a team.Ability to contain and work with organisational stress and ability to process stress.A mature and positive attitude to work and colleagues. | A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the service area. |
| OTHER | Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.Able to prioritise workload in the face of competing demands.Effective time management and administrative skills.Ability to ensure consistency of service delivery in line with demands, timescales and working hours of a hospitalenvironment.Hold an excellent attendance record.Ability to scrutinise own practice through reflective practise. |  |