



## **Job Description**

<b>Post Title:</b>	IAPT High Intensity Trainee, Band 6
<b>Business Division:</b>	Working Age Adults
<b>Service Hours:</b>	Full time. The post holder will be expected to work flexibly in line with the hours of operation (8:30 -20:00 Mon to Sat)
<b>Responsible to:</b>	<b>Clinical Service Manager</b>
<b>Responsible for:</b>	
<b>Location:</b>	Predominantly Chertsey but may include other locations including Redhill, Epsom & Guildford

**Job Purpose:** 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.

There is a requirement to work 1 late night minimum per week.

The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities

### **Principal Duties:**

#### **1. CLINICAL**

- 1.1. Accept referrals via agreed protocols within the service
- 1.2. 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.

- 1.3. 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.
- 1.4. Formulate, implement and evaluate therapy programmes for clients.
- 1.5. Educate and involve family members and others in treatment as necessary, conveying CBT formulations with sensitivity in easily understood language.
- 1.6. 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.
- 1.7. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- 1.8. Complete all requirements relating to data collection and compliance within the service.
- 1.9. Keep coherent records of all clinical activity in line with service protocols
- 1.10. 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.
- 1.11. Assess and integrate issues surrounding work and employment into the overall therapy process

## **2. TRAINING AND SUPERVISION**

- 2.1. Attend and fulfil all the requirements of the training element of the post.
- 2.2. Apply learning from the training programme in practice
- 2.3. Receive supervision from educational providers in relation to course work to meet the required standards.

## **3. PROFESSIONAL**

- 3.1. Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. BPS, NMC, 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).
- 3.2. Ensure that client confidentiality is protected at all times.
- 3.3. Be aware of, and keep up to date with advances in the spheres of CBT

- 3.4. Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
- 3.5. Attend clinical/managerial supervision on a regular basis as agreed with Manager.
- 3.6. Participate in individual performance review and respond to agreed objectives.
- 3.7. 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.
- 3.8. Attend relevant conferences / workshops in line with identified professional objectives.

## **General**

- a) All staff will have a sound awareness of Safeguarding issues and be clear about their respective roles and responsibilities to report, respond to and share information in relation to Safeguarding Adults, Safeguarding Children, Domestic Abuse and Public Protection.
- b) All staff will have knowledge of and adhere to the Data Protection Act and will not disclose to any person or organisation, any confidential information that comes into their possession in the course of their employment.
- c) To fully participate in the Trust's performance review and personal development planning process on an annual basis.
- d) Undertake training as necessary in line with the development of the post and as agreed with line manager as part of the personal development planning process.
- e) To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- d) To contribute positively to the effectiveness and efficiency of the teams in which he/she works.
- e) To undertake any other duties at the request of the line manager which are commensurate with the role, including project work, internal job rotation and absence cover.
- f) To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
- g) To contribute to the prevention and control of health care associated infection by adhering to Trust policies and guidelines.
- h) Surrey & Borders Partnership NHS Trust is committed to valuing and promoting diversity in employment, service delivery practices and its' general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for

promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference.

Employees must:

- Cooperate with the Trust and its officers in implementing the requirements of the Health & Safety at Work etc Act 1974.
- Take reasonable care of their own health, safety & welfare.
- Refrain from doing anything which may constitute an unacceptable health & safety risk to themselves or others.
- Report any defective equipment, unsafe situations or practices immediately to the responsible manager.

## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Qualification</b>	<p>Candidates should have a BABCP recognised core professional training and provide qualification and registration documents as proof at interview.</p> <p>These professions include:</p> <ul style="list-style-type: none"> <li>• Applied Psychologist 1st degree plus a post-graduate qualification (MSc or Doctorate) in an applied area such as:</li> <li>• Clinical Psychologist (Doctorate)</li> <li>• Educational Psychologist (Doctorate)</li> <li>• Counselling Psychologist (Doctorate)</li> <li>• Health Psychologist (Masters)</li> <li>• Forensic Psychologist (Masters)</li> <li>• The above should be Registered as a Practitioner Psychologist (Health Professionals Council (HPC) registration alone insufficient)</li> <li>• Registered Nurse - Mental Health (RMN), Learning Disability etc. (general nursing and enrolled nursing is insufficient)</li> <li>• Medical Doctor Psychiatric and General Practitioner MBChB or MBBS and usually PG training with membership of MRCP, MRCP or MRCPsych</li> <li>• Occupational Therapist - BSc (Hons) Occupational Therapy, MSc Occupational Therapy, or Dip C.O.T and HPC Registered</li> <li>• Arts Therapist (HPC Registered)</li> <li>• Counsellor/Psychotherapist Accredited with the BACP, COSCA, or FDAP (NCAC) (membership alone is insufficient), or Registered Member of CPC</li> </ul>	<p>Introductory course in CBT</p> <p>Masters degree in field of mental health</p>

	<ul style="list-style-type: none"><li>• Social Worker - CQSW, DipSW or BA/BSc Hons Social Work</li><li>• Probation Services DipPS</li><li>• Teacher of Special Education/Needs - Cert Ed CertEd, B.Ed, or BA/BSc with PGCE, plus additional specialist training in Special Education, with additional counselling / psychotherapy training</li></ul> <p>Candidates who do not have a BABCP recognised core professional training can apply if they meet the BABCP Knowledge Skills and Attitude criteria. They will need to bring a KSA portfolio to the interview.</p> <p>Applicants that do not have a core profession mentioned above should have at least a 2:2 in a UK undergraduate honours degree (or equivalent that the University of Surrey accepts). They should also mention in their application (personal statement) that they will be applying through the KSA route.</p>	
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<p><b>Experience</b></p>	<p>Candidates applying with a BABCP recognised core profession are likely to have the minimum 2 years of experience of working clinically in a mental health setting. This is often achieved during training and should be detailed in the application.</p> <p>Candidates applying through the KSA route will need to evidence that they have had the equivalent of a minimum of two years full-time experience of working clinically in a mental health setting.</p> <p>Candidates who are qualified as Psychological Wellbeing Practitioners (PWP) must have two years post-qualification experience working as a PWP (taken from the date of their exam board).</p>	<p>Experience working in primary care</p> <p>Experience working with anxiety disorders and depression</p>
<p><b>Skills &amp; Competencies</b></p>	<p>Ability to evaluate and put in place the effect of training</p> <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>Experience of using IAPTus or similar software.</p>
<p><b>Knowledge</b></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</p>	<p>Knowledge of the Roth and Pilling Competencies for best practise in CBT.</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>	
<b>Training</b>	<p>Able to attend a two day per week course in addition to working 3 days in service.</p> <p>Evidence of ability to meet the requirements of academic components of the post graduate course</p> <p>Evidence of ability to integrate training into practice</p> <p>Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision</p>	
<b>Other Requirements</b>	<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>Evidence of ability to work under pressure</p> <p>Car driver and/or ability and willingness to travel to locations throughout the organisation</p> <p>Regard for others and respect for individual rights of autonomy and</p>	<p>Fluent in languages other than English</p> <p>Experience of working with diverse communities within a multicultural setting</p> <p>Non- accredited member of the BABCP.</p>



	<p>confidentiality</p> <p>Willingness to Improve access to Psychological Therapies by providing out of hours, i.e. evenings, in community locations.</p>	
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