

Psychological Therapist –Version agreed from PAG

Division: Health and Community Services

JE Ref: HCS688

Grade: CS10

JE Date: 09/07/2020

Job purpose

Implements a range of psychological therapies to clients who have a variety of psychological difficulties of moderate complexity, including co-morbid and single event trauma presentations, in order to provide effective treatment for a wide range of psychological conditions and to improve mental health and well-being in Jersey and improving social inclusion for Islanders over the age of 18.

Job Specific Outcomes

1. Implement a high-quality service of psychological therapies that offer high intensity, evidence-based therapies appropriate to the psychological difficulty presented, including brief interventions in alcohol/substance misuse if part of a comorbid presentation (with support from relevant specialist agencies), in order to improve the mental health and wellbeing, and increase the opportunities for community, social and economic inclusion, for each client.
2. Collaboratively contributes with service and operational lead to deliver services in a variety of appropriate, accessible and equitable locations and ensure the services are culturally relevant in order to ensure that therapies will be effective for diverse clients from a range of backgrounds.
3. Oversee the assessment of each delegated client's presentation and possible risk via agreed protocols within the Psychological Assessment and Therapy service, in order to decide on a suitable referral and place the client on appropriate pathways.
4. Formulate, implement, and evaluate and communicate therapy programmes for clients within a designated caseload to ensure that each client receives the most suitable therapeutic support available to aid their recovery.
5. 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 between referral, assessment and the start of treatment.
6. Keep coherent records of all clinical activity and accurate collation of data, including the results of clinical audits of service performance and service user surveys and evaluations, to ensure all requirements relating to data collection are carried out in line with service protocols.
7. Maintain links with Primary Care to help co-ordinate the provision of an effective Psychological Therapies Service and participate in special interest groups across government services and other local agencies (Perinatal, Safeguarding, TRIM, Pain Management, Listening Lounge, etc.) in order to develop and implement smooth care pathways.

8. Adhere to best practice recommendations/guidelines set by the Department of Health and regulating professional and accredited bodies. Maintain and keep up to date with advances in the spheres of relevant psychological therapies; to continuously improve standards of service and the effectiveness of therapies, organising peer, group and other educational activities relevant for staff skills development/learning inside and outside the service.
9. Identify and report issues, to help co-ordinate the provision of an effective psychological therapies service and to support service improvement.
10. Organise peer and group supervision groups or other educational activities relevant for staff skills development/learning inside and outside the service.

Statutory responsibilities

- The post holder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice, in respect of managing the key project deliverables of programmes and costs through the active management of procurement, approval, financial and administrative procedures.
- To be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work (Jersey) Law, 1989
- To work in accordance with the Data Protection (Jersey) Law;

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i>	Post graduate qualification training in a psychological therapy which may be CBT or another appropriate evidence-based therapy to at least equivalent of a post graduate diploma. And/or professional qualification in core mental health eligible for registration with HCPC, BABCP & BACP.	Some advanced training in CBT and/or other modalities e.g.: DBT, ACT, EMDR, CAT, IPT or other relevant therapeutic interventions including supervision.
Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the</i>	Knowledge of psychological therapies and developed skills to inform assessment of clients with broad range of presenting mental health problems.	

<p><i>understanding of a defined system, practice, method or procedure).</i></p>	<p>Working knowledge of the issues surrounding work and the impact it can have on mental health/benefits and employment systems.</p> <p>Good understanding of medication used in mental health and alcohol/substance misuse.</p> <p>Knowledge of how to carry out risk assessments and develop management plans including management of risk within scope of practice.</p> <p>Familiarity with codes of practice of Health and Social Care Professions Council (HCPC) and/or other relevant professional bodies.</p> <p>Good understanding of safeguarding.</p> <p>Work within specialism (CAT, EMDR, Psychodynamic, relational and psychosexual underpinned by theory and practical experience.</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Able to demonstrate a range of information technology skills i.e. an ability to effectively use IT equipment and role critical software.</p>	<p>Able to offer therapeutic assessment and treatment in a variety of languages. i.e. Portuguese and Spanish.</p>
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Strong relationship building with both internal and external stakeholders, and especially to develop good therapeutic relationships with clients.</p> <p>Able to understand and manage a range of complex facts or situations requiring analysis.</p> <p>Excellent communication; verbal and written.</p> <p>Communicates effectively across all levels and media.</p> <p>Ability to adapt personal style in order to influence others and gain support for ideas.</p> <p>Demonstrates empathy towards individual clients.</p>	

	<p>Supports the development of and shares learning with other members of staff.</p> <p>Able to remain professional and effective under pressure.</p> <p>Committed to continuous service improvement and also continued professional development for themselves and their team.</p> <p>Self-directed and resourceful.</p> <p>Flexible approach to work.</p> <p>Seeks and participates in relevant professional and peer supervision.</p> <p>Contributes to meetings/discussion groups that seek to improve service delivery and the general direction of the service.</p> <p>May contribute to policy and service development.</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Three years of experience of working with adults who have mental health issues.</p> <p>Experience of providing evidence based psychological therapies for at least three years post qualification.</p> <p>Significant experience of working as a psychological therapy practitioner within a competency framework.</p> <p>Experience in assessing and formulating moderate clinical problems and presentations.</p> <p>Experience of delivering specific psychological interventions and be able to adapt treatment interventions to meet client needs as required.</p> <p>Experience of identifying and managing emotional impact of client material on self and others.</p> <p>Ability to manage and work with more complex information and co-morbid psychological presentations.</p>	

	<p>Experience of working effectively within a multidisciplinary team.</p> <p>Experience of receiving clinical supervision.</p> <p>Experience with routine outcome monitoring.</p>	
<p>Criteria relating to Safeguarding <i>Other requirements needed to confirm suitability to work with vulnerable people e.g. attitudes, skills, experience etc.</i></p>	<p>Up to date with mandatory safe guard training. Aware of safeguarding procedures and protocols for Adults and children</p>	