Step 3 Senior/Team Lead

## Job details

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| Job title: | Senior CBT Therapist |
| Department: | Corporate Mental Health Psychological Therapy Service |
| Location: | Remote/Homeworking |
| Reporting to: (job title only) | Step 3 Service Manager |
| Direct reports: (job title only) | HIT’s, Trainee HIT’s |
| Accountable to: (where applicable) | PTS Clinical Lead |
| Responsible to:(where applicable) |  |
| Job purpose: | To be part of a psychological therapy service providing assessments and high intensity interventions.Lead, manage and supervise a team of high intensity therapists to deliver evidence-based services to employees/patients nationwide remotely |
| Role and Responsibilities: | * Accept referrals via agreed protocols within the Vita Health PTS Service
* Adhere to clinical and referral protocols, ensuring unsuitable service users receive a warm onward referral to the most appropriate external service
* Assess user’s suitability for psychological interventions
* Professional responsibility for the assessment and treatment of users on caseloads ensuring that it is line within clinical governance
* Formulate, implement and evaluate therapy programmes for users
* Adhere to an agreed activity plan, in line with published standards, relating to the number of patient contacts offered and clinical sessions undertaken each week in order to manage SLA’s, clinician utilisation and that treatment times are user centred.
* Undertake clinical supervision for PWP’s/APWP/s, including the use of performance dashboards ensuring that they adhere to an agreed activity plan in line with operational & clinical standards
* Attend Multi-Disciplinary meetings relating to referrals or users in treatment
* Work closely with all members of the Vita Health PTS Team to ensure users receive appropriate step-up/down arrangements.
* To complete ‘Duty Risk’ cover, following duty risk protocols and acting as an accountable point of contact across the business during these periods of cover
* Assess and integrate issues surrounding work and employment into the overall therapy process
* Undertake clinical audits for team and provide feedback in line with organisational process.
* Ensure trainees receive university recommended levels of supervision and clinical skills
* Report on performance of team as a whole
* Ensure all areas of poor performance within team are reported to Team Managers and addressed
* Actively participate in team and management meetings and run as required
* Liaise with other health and social care professions from a range of agencies in the relation to care and support provided to users.
* Complete all requirements relating to data collection and storage of same within service.
* Keep contemporaneous records of all a clinical activity in line with organisation standards and protocols
* Ensure all records are input directly on the Caseflow system
* Investigate & provide written responses to complaints received within the service
* Contribute to the teaching and training of mental health professionals and other staff working in the service.
* Provide clinical supervision and line management to team in line with professional & company guidelines, ensuring all staff members have transparency on their performance against clinical and operational standards/measures.
* Maintain standards of practice as defined by service protocols and national /Nice Guidelines
* Keep knowledge up to date in relation to the guidelines set by the Dept. of Health
* Be aware of and keep up to date with advances in psychological therapies
* Keep up to date records in relation to your own CPD and ensure that own personal development maintains your specialist knowledge of latest theoretical and service delivery models
* Participate in service improvement by highlighting issues and, in conjunction with Team leader and as approved by Clinical Governance Team, implement changes in practice.
* Provide an advisory service related to the practice and delivery of therapy to individuals/groups and other bodies across the organisation and contract area
* Promote and maintain links with Primary and Secondary Care Staff to deliver an effective service.
* Provide advice and support to customers and customer account managers
* Collaborate with the Service Lead, Deputy Service Lead, Capacity Manager & Administration Manager as required to meet service objectives
* Any other reasonable duties as required.
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| Clinical Governance:(where applicable) |  |
| Training and supervision: |  |
| Additional information: |  |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * BABCP accreditation or evidence of eligibility and willingness to gain accreditation
* Recognised HI supervisor training e.g. IAPT
 | * Leadership & Management qualifications (CMI/ILM or other recognised body)
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| **Experience** | * Experience of risk-management (e.g. suicidal users and users which self-arm)
* Undertaking Clinical Audit, including action planning
* Experience of supervising other High Intensity Therapists
 | * Use of Caseflow system
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| **Skills/knowledge** | * Collegiate working for the benefit of Service Users
* Networking and engaging with external stakeholders
* Good IT skills
* Evidence based CBT interventions
* IAPT National Standards
* Outcome measures and their use for clinical and audit purposes.
 | * Supervising a team to deliver evidence-based interventions
* Working with diverse user group
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| **Specialist training** |  |  |
| **Personal competencies and qualities** | * Evidence of values that are consistent with the NHS constitution.
* Interpersonal skills to engage and develop working alliances with colleagues and patients.
* Evidence of an openness to learning new knowledge and skills.
* Excellent verbal and written communication skills
* High level of enthusiasm and motivation
* Ability to work under pressure
* An awareness of and commitment to supporting and facilitating diversity and inclusion
* Excellent time management skills
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# Version Control

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| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
| Date Published: | 03/12/2019 | Code: | TBC |  |  |

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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
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