Clinical CBT Supervisor

## Job details

|  |  |
| --- | --- |
| Job title: | IAPT Clinical CBT Supervisor |
| Department: | IAPT Service |
| Location: | Leicester, Leicestershire & Rutland (LLR) |
| Reporting to:  (job title only) | TBC |
| Direct reports:  (job title only) | None |
| Accountable to:  (where applicable) | TBC |
| Responsible to:  (where applicable) |  |
| Job purpose: | * The successful candidate is responsible for providing and supervising high intensity CBT interventions recommended by NICE to clients with mild to moderate common Mental Health Disorders. * The role will be to provide clinical supervision to high intensity CBT therapists, and deliver therapy to patients presenting with common mental health problems. * Deliver a supervision model that incorporates aspects of both case management and clinical supervision * Working with and supporting the LLR clinical leads to drive and implement service clinical development and objectives. * The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities. * VHG have a highly successful service and our staff are offered regular line management, case management supervision, peer supervision and a programme of CPD to support them to achieve the best results possible for your clients |
| Role and Responsibilities: | * Provide supervision to trainee and qualified HITs as required. * To provide supervision of supervision to HITS as per service requirements. * Provide supervisors report for each supervisee which includes listening to a CTSR. * Liaise with university providers, responsible for progress reports and manage university requirements of service and trainees. * Ensuring practitioners are eligible at the earliest available opportunity and supporting them through BABCP accreditation process * Attend regular supervision and line management * Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback. * Supporting competency development in relation to quality assurance, and hence contributing to the audit processes. * Demonstrate the full range of competencies as laid out in the competence framework for CB (Roth and Pilling 2007). * Provide NICE recommended treatment to a caseload of clients with mild to moderate common mental health disorders. * Formulate, implement and evaluate therapy programmes for clients. This will include face to face sessions as well as contributing to our evidence-based group work programmes. * Attend team meetings and supervisor forum as required. * Complete all requirements relating to data collection within the service as required. * Keep coherent records of all clinical activity in line with service protocols. * 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. * Liaise with other health professionals as necessary   **Equality Diversity & Inclusion (EDI)**  We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders.   * Be aware of the impact of your behaviour on others * Ensure that others are treated with fairness, dignity and respect * Maintain and develop your knowledge about what EDI is and why it is important * Be prepared to challenge bias, discrimination and prejudice if possible to do so and raise with your manager and EDI team * Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination or prejudice * Be prepared to speak up for others if you witness bias, discrimination or prejudice |
| Clinical Governance:  (where applicable) | * Maintain and adhere to the necessary professional registration body where applicable. * Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. BPS, UKCP, BABCP,) * Always maintain confidentiality of client information in line with the requirements of the Data Protection Act |
| Training and supervision: | * 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). * Ensure clear and appropriate channels of communication are maintained with training providers. * Support HIT trainees through their course and provide clinical skills training where appropriate. * Ensure appropriate training cases are available to trainees, and appropriate supervision is in place to support trainees to complete course requirements. * Ensure clear professional objectives are identified, discussed and reviewed with line managers on a regular basis as part of continuing professional development. * Attend clinical/managerial supervision on a regular basis as agreed with the line manager. * Participate in monthly line management sessions, annual appraisal, training and personal development relevant to the role. To be responsible for personal development agreed with the line manager through the Knowledge. * Be aware of and adhere to all VHG Policies and Procedures. * Ensure mandatory training is maintained according to trust policies and attend relevant conferences/workshops in line with identified professional objectives. * To adhere to VHG values and behaviours. * Always maintain confidentiality of client information in line with the requirements of the Data Protection Act |
| Additional information: | Some travel including occasional overnight stays may be required, so a full clean driving licence is desired. |

## Person specification

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | |  | | --- | | Qualification from High Intensity IAPT Course (Post Graduate Diploma) or other Post Graduate CBT training course.  2 years post-qualification experience.  Accreditation with the BABCP  IAPT recognised supervision qualification | | Qualified to deliver any of the following:-  EMDR,  BABCP supervisor accredited |
| **Experience** | Demonstrate experience of working in IAPT services.  Ability to meet agreed/specified service targets  Ability to manage own caseload and time in a climate of high performance targets  Experience of supervising  Demonstrates high standards in written communication  Able to write clear reports and letters to referrers | Worked in a service where agreed targets in place demonstrating clinical outcomes |
| **Skills/knowledge** | IT literate – intermediate level minimum | Knowledge of IAPTUS |
| **Specialist training** | Demonstrates an understanding of anxiety and depression and how it may present in Primary Care setting.  Knowledge of psychological, social and biological models of depression and anxiety  Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health/ benefits and employment systems  Knowledge of medication used in anxiety and depression and other common mental health problems  Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post  Basic understanding of service contracts and performance targets and of the importance of recording activity |  |
| **Personal competencies and qualities** | Excellent verbal and written communication skills  High level of enthusiasm and motivation  Ability to work individually or within a team and foster good working relationships  Ability to work under pressure  Excellent time management skills |  |

# Version Control

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

|  |  |  |
| --- | --- | --- |
| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
|  |  |  |
|  |  |  |