

JOB DESCRIPTION

Job Title:	Psychological Therapist / Highly Specialist Counsellor for children and young people
Band:	7
Responsible To:	Devon and Cornwall SARC General Manager
Accountable To:	Specialist Services Manager
Section/Department/Directorate:	Special Services

Job Purpose

The post holder will provide a highly specialist therapeutic service to children who are referred to SARC following sexual abuse or assault.

Professionally they will work in a non-judgemental service and within the ethical framework of their professional / registering body (e.g. HPCP; BACP; UKCP)

The purpose of this post is to add to the provision of evidence-based therapies for children and young people who have been sexually abused and/or assaulted, either recently or historically. This requires the ability to assess for post-traumatic stress disorder and discuss the implications of this and the NICE guidelines recommended treatment for PTSD (including following sexual trauma) with children, young people and their carers. The post holder will be able to implement evidence-based therapeutic interventions for children and young people including trauma-focussed CBT.

The post holder will carry a clinical caseload and provide psychological therapies / counselling to meet client needs taking into account the resources available within the service. They will also be responsible for line managing a band 6 counsellor/s.

The post holder will need experience in providing time limited therapy for clients with a wide range of difficulties e.g. trauma and relationship issues.

The post holder will prioritise, assess, plan evaluate and deliver all relevant aspects of highly complex care to an agreed and expected professional standard. They will work closely with the multidisciplinary team and contribute to the clinical governance process.

The post holder will receive regular professional management and clinical supervision in accordance with Trust policy and professional practice guidelines set out by their professional body. The post holder will engage in regular professional practice meetings with their professional lead.

The post holder will have extensive clinical knowledge of highly complex psychotherapy and sexual trauma counselling and have significant input into the delivery of specialist counselling services delivered to children.

To work as a senior team member, providing in-depth knowledge, support and advice to SARC clients and staff, on matters of psychological therapies, working within Trust policies.

The post holder will attend departmental team meetings and work collaboratively with all relevant teams.

In criminal cases the post-holder may be required to give evidence in court.

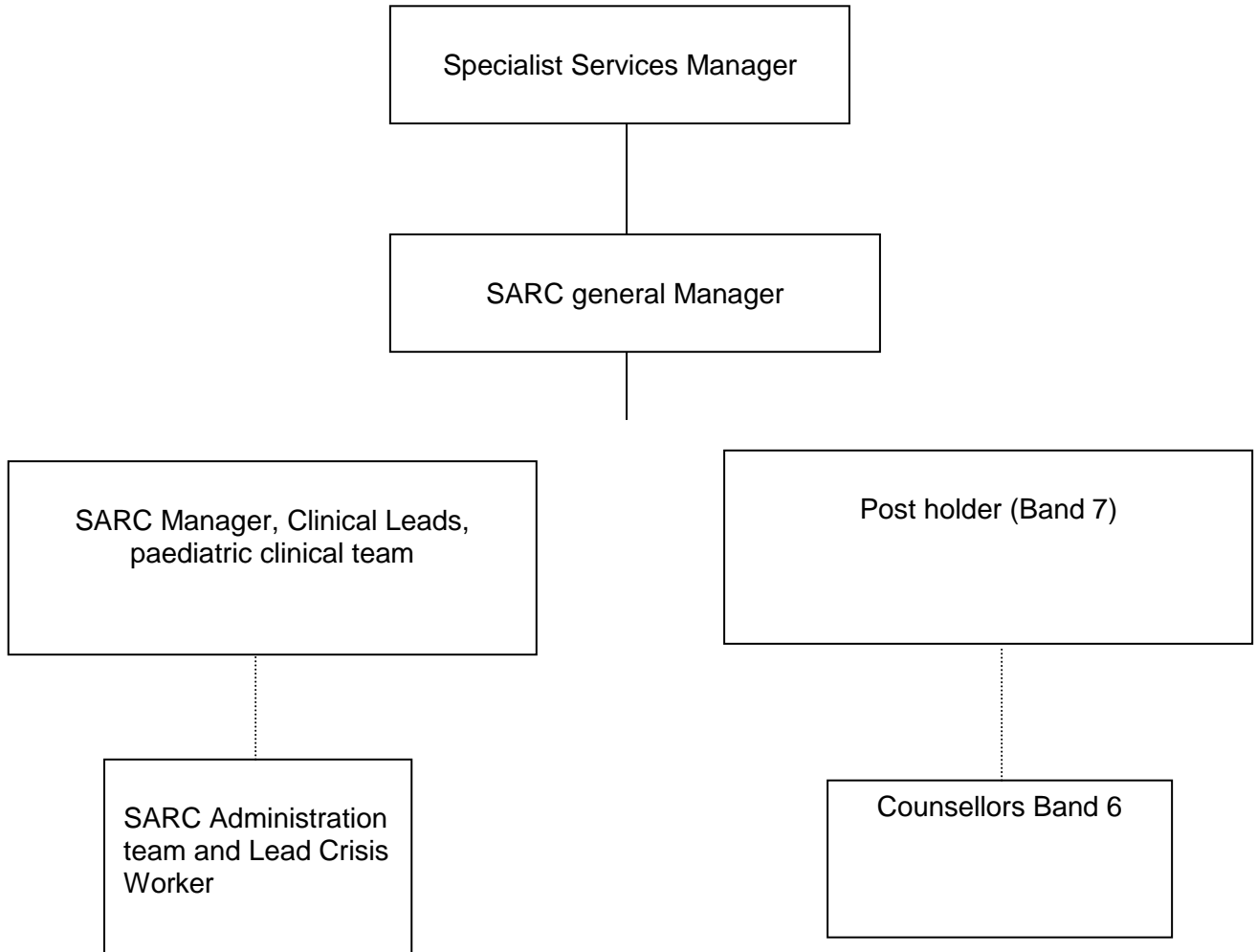
Key Working Relationships

The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider Healthcare community, external organisations and the public. This will include verbal, written and electronic media with:

- SARC Clinical Leads
- SARC Management Team
- SARC Paediatric Clinical team which includes Paediatricians, Forensic Doctors and Specialist Nurse.
- Trust Safeguarding Leads
- Police and CPS
- Admin and Clerical staff
- Mental health services
- Voluntary sector
- GPs
- Acute hospital services
- Other agencies

To work as a small team of forensic physicians, Psychological Therapists/Counsellors, Crisis Workers, Support Workers and Health Care practitioners in the delivery of a high quality service.

ORGANISATIONAL CHART



Key Result Areas/Principal Duties and Responsibilities

Communication and Relationship Skills

To communicate in a highly skilled and highly sensitive manner with clients who may (will) be distressed and traumatised and where there may be barriers to understanding as a result of traumatic experiences.

To work as part of a team of medical, nursing, support workers and allied healthcare practitioners in the delivery of high standards of service.

To liaise with the multidisciplinary team in the provision of highly specialist psychological therapies / counselling services.

Requires high levels of empathy and reassurance in communication with all patients.

Provides clinical support (clinical and psychological therapies advice) for junior counsellors, and other colleagues.

Seek advocacy for vulnerable groups.

Able to communicate with people with Special Needs, cultural and language difficulties and/or challenging behaviour and their families/carers.

Where necessary, referring onwards to external specialist services where appropriate. (ie CAMHS, Depression and Anxiety Services, Health Psychology, Third Sector agencies like Young Devon and Children's society)

Ensure that patient confidentiality is maintained by self and others and that all patient details and information are dealt with sensitively and in accordance with statutory requirements.

Maintain clear and accurate records as per Trust policy.

Deal with complaints in a calm courteous manner ensuring wherever possible complaints are dealt with efficiently in conjunction with the lead nurse.

Maintains links with other services and agencies.

Analytical and Judgement Skills

To provide comprehensive assessment of psychological therapies/counselling for children and young people. The ability to undertake highly complex needs analysis and risk assessments and make recommendations.

Highly Specialist Skills for assessing patient's situations and advising on appropriate actions.

The post holder will prioritise, assess, plan, evaluate and deliver all relevant aspects of care to an agreed and expected professional standard. They will work closely with the multi-disciplinary team and contribute to the clinical governance process.

Planning and Organisational Skills

Undertake highly complex psychological therapies / counselling clinics and provide

comprehensive care and advice.

Provide comprehensive assessments of highly complex psychological therapies / counselling needs including risk assessments where appropriate.

Prioritise, assess plan evaluate and deliver all aspects of psychological therapies care to an agreed and expected professional standard.

Work closely with the multidisciplinary team and contribute to the clinical governance process.

Liaise with the Paediatric Clinical Team and Safeguarding Team and other staff in the SARC as appropriate.

Works closely with all SARC team members, continually reviewing services

In conjunction with other senior staff review and adjust clinic capacity to ensure access targets are met and ensure psychological therapies / counselling clinics are adequately staffed for clinics to be efficient and safe, as appropriate.

Assess and prioritise own workload on a daily basis according to needs and urgency and link in with Trust safeguarding team when necessary.

Plans appropriate follow on psychological therapies / counselling care and appointments.

Support the implementation of the service specifications with local and national policy initiatives.

Responsible for contributing to the planning of psychological therapies / counselling clinics to ensure appropriate service provision.

Responsibility for Policy and Service Development

Practice in accordance with the ethical framework of their professional body ie UKCP, BACP, HCPC, the British Association for Counselling and Psychotherapy.

Consider safeguarding issues when engaging with clients / patients and follow Trust safeguarding policies.

Work to CPS Therapeutic Guidelines where appropriate.

Participate in and promote the development of the SARC service including presenting performance service information to commissioners and colleagues.

Responsible for developing and adjusting psychological therapies / counselling care pathways for individual groups.

Working with others in the development of protocols, policies and guidelines for psychological therapies / counselling in relation to the development of the SARC service.

Monitor the uptake and quality of psychological therapies / counselling services and ensure they are effective and respond to feedback from service users as appropriate.

Support and keep the wider team involved and motivated in service improvement initiatives for psychological therapies / counselling utilising inviting and incorporating suggestions from other team members.

Articulates suggestions and bring suggestions about service improvement from other team members to management.

Partake in the production of appropriate and necessary written psychological therapies / counselling material for the department and for the patients.

Ability to respond flexibly to changes/developments in service needs both within the short and long term visions.

Ensures own work areas are safe and fit for purpose each shift.

Adhere to health and safety procedures and work within local guidelines, reporting all incidents / accidents to appropriate personnel and acting on as appropriate.

Be aware of Health and Safety and security procedures at work and to report all incidents/accidents to a senior member of staff.

Physical Skills

Manual handling, regularly moving and handling stock and equipment.

Standard car driving and keyboard skills and use of training equipment.

Listening and communication skills.

Responsibility for Patient and Client Care

Carry a highly complex clinical caseload and provide specialist psychological therapies / counselling to SARC clients.

Provide clinically appropriate referrals to other clinical services as necessary.

Provide timely written patient progress information to referrers.

Undertake psychological therapies / counselling clinics and provides comprehensive care and advice.

Consider child protection and domestic abuse issues when engaging with clients and follow trust child protection, domestic abuse and Vulnerable Adult/Safeguarding policies

Undertakes activities on a regular basis, working autonomously.

Able to independently support a patient journey from initial psychological therapies / counselling assessment to discharge.

Works highly autonomously in the provision of care, accessing regular and practice-specific clinical and management supervision.

Good management and organisation skills with active listening skills.

Respects patients' needs for privacy and dignity ensuring this is addressed at all times.

Deliver specialist Evidence based psychological therapies / counselling SARC and clinical

care to people attending the service in line with NICE guidance.

Participate and work fully within the Clinical Governance Framework, including risk management, audit and evaluation.

Ensures quality of care is provided at all times in all clinics in conjunction with senior colleagues.

Responsibility for Financial and Physical Resources

Management of appropriate clinic resources.

Monitor and evaluate effective use of psychological therapies / counselling and related NDHT Trust resources.

Be aware of cost implications associated with the service and ensure effective use of all resources including staff, medical and surgical supplies and travel.

Responsibility for Human Resources

Participate in the monitoring and evaluation of psychological therapies / counselling relationships via clinical supervision/.

Partakes in training/education of medical students/post graduate/ DSFRH and pre reg students in psychological therapies / counselling as required.

Contribute to recruitment, PDR and supporting CPD of psychological therapies / counselling staff in conjunction with other senior staff.

Ensures own appraisals are completed and timely.

Engage in quarterly professional practice forum, and individual psychological therapies / counselling supervision as per trust policy.

Provide support to other SARC service workers as requested by service manager

Develop and maintain a working relationship with the psychological therapies / counselling therapists working in the SARC and the sexual health services

Demonstrates good communication skills and has the ability to listen and respond appropriately in managing staff psychological therapies / counselling issues.

Ensure delivery of training for specific areas of highly complex psychological therapies / counselling service.

Responsibility for Information Resources

Ensure client psychological therapies / counselling records are maintained in accordance with BACP, HCPC, UKCP and professional trust policies.

Client contact psychological therapies / counselling records and notes are kept, stored and maintained in accordance with Northern Devon Healthcare NHS Trust information governance policy and regulatory body standards.

Ensures clear accurate record keeping by self and with team members.

Ensures the cascading of information to other staff members.

Skills for interpreting data and ensures accurate and timely completion of statutory requirements.

Record and maintain performance information with regard to trauma psychological therapies / counselling to include activity information, waiting list and also patient outcome measures.

Provides written reports as service needs require.

Responsibility for Research and Development

Undertake and contribute to research, audits and surveys when required.

Evaluates services when required if there were to be a review of any clinical procedure or if new developments, in conjunction with lead staff.

Participate with the multi-disciplinary team to review systems to improve the efficiency of the department and psychological therapies / counselling.

Decision Making

Assess plan and deliver highly complex trauma psychological therapies / counselling treatment, evaluate and appropriately referral and discharge.

Liaises with other senior colleagues as required to make informed decisions.

Accountable for own professional actions.

Good time management and organisational skills with active listening skills.

Responsible for highly complex psychological therapies / counselling service development and evaluation of in conjunction with senior staff.

Physical Effort

Combination of sitting, standing, walking and manual handling moving equipment and stores.

Frequent use of display screen.

Working hours according to service need.

Mental Effort

Dealing with pressures of working effectively in highly complex situations with frequent interruptions.

Daily concentration on patient assessments, treatment plans, and on-going care.

Frequent intense concentration required during therapeutic work with clients.

Provide professional advice and support for colleagues including outside healthcare professionals.

Ability to respond flexibly to changes in service needs both short and long term.

Emotional Effort

Work in an environment subject to highly distressing and emotional situations.

Non-judgemental approach when client's request is in conflict with personal ethics.

Dealing with patient/parents fears and distress.

Supporting colleague's psychologically in highly distressing situations.

Frequent assertive and pro-active communication about distressing matters on client/patients' behalf with outside agencies.

Ability to evaluate and act upon safeguarding issues with all age groups of those attending clinic and supports other staff in these issues.

Provide initial information and support to patients who have reported being sexually assaulted, and take appropriate actions.

Working Conditions

Work in a potentially hostile environment and may be subject to occasional verbal aggression and very occasional physical threat.

Promote a healthy and safe environment for both patients and staff, adhering to all relevant health and safety legislation and reporting all incidents/accidents through the appropriate channels.

GENERAL

This is a description of the job as it is at present constituted. It is the practice of this organisation periodically to examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager in consultation with those working directly to him / her. You will, therefore, be expected to participate fully in such discussions. It is the organisations' aim to reach agreement to reasonable changes, but if agreement is not possible management reserves the right to insist on changes to your job description after consultation with you.

We are committed to servicing our community. We aim to co-ordinate our services with secondary and acute care.

We aim to make all our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so. We will share our knowledge with neighbouring

healthcare agencies and professionals.

We recruit competent staff whom we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staffs' committing the needs of our patients.

The Trust operates a 'non-smoking' policy. Employees are not able to smoke anywhere within the premises of the Trust or when outside on official business.

All employees must demonstrate a positive attitude to NHS equality policies and Equality Scheme. Employees must not discriminate on the grounds of sex, colour, race ethnic or national beliefs, marital status, age, disability, sexual orientation, religion or belief and will treat patients, colleagues and members of the public with dignity and respect.

If the post holder is required to travel to meet the needs of the job, we will make reasonable adjustments, if required, as defined by the Equality Act 2010

SAFEGUARDING

To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people as this applies to the worker's role within the organisation.

To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker's role, which will include recognising the types and signs of abuse and neglect and ensuring that the worker's line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding adults and/or child protection.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children, and young people, and ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

HEALTH AND SAFETY AT WORK

The employer will take all reasonably practical steps to ensure your health, safety and welfare while at work. You must familiarise yourself with the employer's Health & Safety policy, and its safety and fire rules. It is your legal duty to take care for your own health and safety as well as that of your colleagues.

INFECTION CONTROL - ROLE OF ALL STAFF

It is the responsibility of all members of staff to provide a high standard of care to patients they are involved with. This includes good infection prevention practice.

All staff have a responsibility to comply with Infection Prevention and Control policies and procedures, this includes:

- Attending mandatory and role specific infection prevention education and training.
- Challenging poor infection prevention and control practices.
- Ensuring their own compliance with Trust Infection Prevention and Control policies and procedures for example, standard precautions, hand hygiene, prevention &

management of inoculation incidents.

CONFIDENTIALITY

You may not disclose any information of a confidential nature relating to the employer or in respect of which the employer has an obligation of confidence to any third party other than where you are obliged to disclose such information in the proper course of your employment or as required by law. Any failure to comply with this term of your employment will be treated as an act of misconduct under the employer's disciplinary procedure.

JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Manager's Signature:

Date:

PERSON SPECIFICATION
POST: Psychological Therapist / Highly Specialist Counsellor

*E – essential

*D - desirable

REQUIREMENTS	E/D*	HOW TESTED? Application Form/Interview/Reference/Test	INTERVIEW COMMENTS	SCORE (1 Low – 10 High)
<p><u>Qualifications/Special Training:</u></p> <p><i>Core degree level qualification in e.g. Nursing, Social Work, Occupational Therapy, or other equivalent profession.</i></p> <p><i>Registration/Accreditation with the relevant body (e.g. NMC, HCPC, BACP).</i></p> <p><i>Specialist training to post graduate diploma level or equivalent in an evidence-based therapeutic approach</i></p> <p><i>Training in using Trauma Focused CBT or willingness to train to use this model.</i></p> <p>Qualifying diploma in Counselling, Family Therapy or other relevant psychological therapy.</p> <p>Post qualification or training or equivalent experience to Masters level.</p> <p>Membership of and accreditation by recognised professional body i.e. BACP, UKCP.</p> <p>Specialist training and / or experience in working with people who have experienced domestic or sexual abuse/ trauma .</p> <p>Evidence of continuing professional development.</p>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>			
<p><u>Knowledge/Skills:</u></p> <p><i>Knowledge and understanding of</i></p>	<p>E</p>			

<p><i>PTSD and the underlying psychological mechanisms which maintain it.</i></p> <p><i>Knowledge and understanding of the use of evidence-based therapies and routine outcome measurement and enthusiasm for implementing them</i></p> <p>Knowledge of current issues regarding psychological therapies / counselling and the Criminal Justice System.</p> <p>Knowledge of relevant support groups.</p> <p>Sound knowledge of confidentiality and legal issues relating to psychological therapies / counselling, SARC and safeguarding.</p> <p>Excellent interpersonal skills, ie communication, negotiation and diplomacy.</p> <p>Good organisational skills, ability to prioritise.</p> <p>In depth knowledge and ability to act and respond to safeguarding issues for all age groups.</p> <p>Good numerical, literacy, IT, internet, facilitation, presentation, training, record keeping and report writing skills.</p>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>			
<p><u>Experience</u></p> <p>Experience of working effectively and collaboratively with a wide range of partner agencies, multi-agency liaison / working.</p> <p>Experience of delivering services to and for young people and an understanding of current issues relating to young people.</p> <p>Experience of working autonomously with a highly</p>	<p>E</p> <p>E</p> <p>E</p>			

<p>complex client caseload</p> <p>Experience in use of specialist psychological therapies / highly specialist counselling skills.</p> <p>Experience of line management or willingness to learn.</p>	<p>E</p> <p>E</p>			
<p><u>Personal Requirements:</u></p> <p>Ability to communicate effectively and sensitively with clinic users, in person and on the telephone and e-mail.</p> <p>Ability to demonstrate discretion, confidentiality and anti-discriminatory practice in all aspects of work.</p> <p>Ability and confidence to use own initiative and work independently.</p> <p>Ability to deal with challenging / hostile behaviour.</p> <p>Good negotiation skills.</p> <p>The ability to work without direct supervision. Manage own work load, good organisational and caseload management skills</p> <p>Ability to cope with the emotional demands of the post in terms of communicating with distressed patients.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>			
<p><u>Other requirements</u></p> <p>The post holder must demonstrate a positive commitment to uphold Diversity and Equality Policies approved by the Trust.</p> <p>Flexible working re-working in a range of clinical settings and environments and shift patterns.</p> <p>Ability to travel within the community, including outreach clinics, and able to meet the travel</p>	<p>E</p> <p>E</p> <p>E</p>			

requirement of the post. Able to demonstrate high levels of motivation and commitment to the role and team with a strong determination to succeed.	E			
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HAZARDS

Laboratory Specimens Proteinacious Dusts		Clinical contact with patients	Yes	Performing Exposure Prone Invasive Procedures	
Blood/Body Fluids		Dusty Environment		VDU Use	Yes
Radiation		Challenging Behaviour	Yes	Manual Handling	
Solvents		Driving	Yes	Noise	
Respiratory Sensitisers		Food Handling		Working in Isolation	Yes