

JOB DESCRIPTION



Senior Psychologist or CBT Therapist 8a

1. JOB DETAILS

Job Title:	Senior Psychologist or CBT Therapist
Department:	Client Services
Location:	Combat Stress Treatment Centre/Hub & Outreach Hubs as required
Band:	8a
Status:	As per contract
Hours:	As per contract
Reporting to:	Regional Operations Manager
Clinically/professionally accountable to:	Head of Psychological Therapies
Line managing:	Band 7 Psychologist or CBT Therapists, trainees and assistant psychologists

2. OVERALL PURPOSE

- Clinically supervise and manage band 7 psychologists/CBT therapists and trainees/assistants based at the treatment centre/outreach hubs
- Ensure that the workload of therapists is effectively managed e.g. allocation of caseloads/capacity planning
- Contribute to monitoring and reporting of psychological therapy team activity and outcomes
- Provide specialist psychological assessment, formulation and treatment using evidence-based trauma focused CBT for Veterans with PTSD, anger management problems and other mental health problems
- Provide psychological consultation for the multi-disciplinary team and contribute to psychologically-informed treatment planning and development of a reflective team approach
- To promote the work of Combat Stress amongst other professionals by offering training and consultation both internally and externally.

3. KEY RESPONSIBILITIES

Management Responsibilities

- To contribute to service planning, working closely with the head of psychological therapies, regional 8b psychologist/CBT therapist and regional team manager and where appropriate leading on specific projects/initiatives
- Report on activity and performance of the psychological therapies team as required and ensure that systems are developed/followed for monitoring and data reporting as required
- To provide line management supervision for Band 7 Psychological Therapists.
- To attend and where appropriate chair multidisciplinary team clinical meetings, local therapies team meeting and national therapies team lead meetings
- To attend and contribute to local senior management, clinical governance and incidents/complaints meetings, carrying out prescribed tasks as appropriate(e.g. assisting with policy, development or implementation, investigating complaints) and by agreement with line manager
- To follow relevant organisational policies and procedures for clinical and information governance and HR

Clinical Responsibilities

- To demonstrate strong clinical leadership for the therapies team and to assume a senior leadership role within the wider multi-disciplinary team
- To provide clinical advice and opinion to the psychological therapies and wider multi-disciplinary team as well as external agencies as required
- To provide comprehensive psychological assessments of referred Veterans, using structured and semi-structured clinical interview, psychometric instruments and other assessments methods as appropriate.
- To formulate and devise psychological treatment and management plans for referred Veterans with a range of problems, severity and complexity, including those with challenging behaviours.
- To provide specialist psychological advice guidance and consultation to other professionals contributing directly to Veterans' formulation, diagnosis and treatment plan.
- To undertake risk assessment and risk management for individual Veterans and to provide advice to other professionals, both internal and external, on psychological aspects of risk assessment and risk management.
- To maintain a clinical caseload, within agreed limits and supervision of the Head of Psychological Therapies.
- To provide high quality, evidence based and evidence led treatments for Veterans with mental health problems including, but not restricted to PTSD, Depression and Anxiety/Arousal disorders in a 1:1 and group contexts.
- To take a lead on the promotion of evidence based practice throughout our services to other professionals and motivate others to advance practice and improve quality of care.
- To provide reports communicated in a skilled and sensitive manner with respect to assessment, formulation and treatment planning.

- To take a lead in liaison with other Combat Stress staff in other centres and sections of the service (e.g., Community Outreach), other health and social care staff, from a range of statutory and non-statutory agencies including the Veterans charity sector, in the care provided to Veterans.
- To take a lead in promoting and developing positive and productive/effective working relationships with other multidisciplinary members of Combat Stress clinical teams.
- To provide professional and clinical supervision Band 7 psychological therapists and other professionals engaged in psychological assessments and treatments or undertaking clinical tasks within Combat Stress as agreed.
- To support the Manager of Psychological Therapies in managing the care pathway to the Standard Operating Procedures to on the clinical records system to high accuracy
- To ensure that all team psychologists/therapists are accredited with relevant professional bodies (HCPC/BABCP) and receive regular clinical supervision in line with organisational policy to ensure consistent delivery of high quality interventions

Administrative Responsibilities

- To communicate skilfully, tactfully and sensitively highly complex and sensitive information with Veterans, carers and external referrers, taking into account of sensory and cultural barriers relevant to Veterans in particular, in this communication.
- To use Information Management and Technology effectively in accordance with the policies of the organisation.
- All staff that have access to Veterans' records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with organisational policies.
- In addition, all health professionals are advised to compile records on the assumption that they are accessible to Veterans in line with the access to Health Records Act 1990.
- To complete incident reporting in accordance with the policies of the charity.

Education and Training Responsibilities

- To take a lead in the provision of advice, consultation and training to other multidisciplinary staff working with Veterans.
- To take a lead in the development and co-ordination of internal staff development activities.
- To implement the clinical educational framework, which ensures that all therapists maintain and develop their skills, knowledge and expertise in this unique field of work.

Research, Audit and Service Evaluation

- To utilise evidence-based literature and research to support evidence based practice in all facets of individual work (e.g., individual, group & family interventions, practice of supervision) and work with other team members.
- To oversee the undertaking of appropriate service evaluation, audit and research within Combat Stress as negotiated with Head of Psychological Therapies and Operations Manager.

- To contribute to data analysis and report writing to inform external commissioners/ stakeholders and the Executive within Combat Stress as appropriate.

Professional Responsibilities

- To participate in regular clinical professional supervision and appraisal as consistent with the requirements of Combat Stress and the post holder's professional practice and/or Charity guidelines.
- To maintain and develop the highest standards of practice, through active participation in continuing professional development and maintaining an active engagement with current developments in psychological practice in areas related to the post.
- To maintain confidentiality of all client data in line with Organisational policy and the Data Protection Act 1998.
- To represent the Charity in a professional manner at all times.

General Responsibilities

- To fully understand and adhere to the policies and procedures of the organisation.
- To be compliant with the administrative and clinical processes defined.
- To work in a flexible and responsive way to meet the changing needs of the service users and demands of the service.
- To promote a recovery focus throughout the veterans' treatment journey.
- To promote equality, diversity and the rights of the service users.
- To support partnership working.
- To follow safeguarding procedures to minimise risk of harm to children or vulnerable adults.
- To undertake any other duties at the request of the line manager which are commensurate with the role, including project work, internal rotation (as per contract) and absence cover.
- To contribute to the maintenance of a healthy and safe working environment by adhering to Health and Safety Organisational policies.

4. KEY RELATIONSHIPS

- Operations Manager
- Head of Psychological Therapies
- Manager of Psychological Therapies
- Quality and Clinical Governance Team
- Treatment Centre Manager
- Multi-disciplinary team
- Community Outreach Teams
- Combat Stress Psychiatrists
- NHS and other Veteran Mental Health Providers
- Service User Groups
- Peer Support workers

5. RISK MANAGEMENT

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

As an employee of Combat Stress you are required to be risk aware, readily able to identify risks faced by you and by Combat Stress in the course of your day-to-day employment. Where a new risk is identified it is to be reported through your line manager.

We reserve the right to ask you from time to time to undertake any other reasonable duties as required within this role.

Signature – Job Holder

Date

Signature – Line Manager

Date

Reviewed/created: October 2017

Next review date: October 2018