

Job Description

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| Job title: | Principal Family and Systemic Psychotherapist |
| Directorate: | CHYPS - Children and Young People's Services |
| Department: | Sussex Family Eating Disorder Service |
| Professionally accountable for: | All qualified psychological therapists in SFEDS |
| Responsible to: | General Manager |
| Accountable to: | Professional Lead for Family Systemic Psychotherapy |
| Pay band: | 8b |
| Contract: | Agenda for Change |
| On call requirement: | No |
| Disclosure required: | Enhanced DBS |
| Professional Registration: | Yes – As detailed in Appendix |

Job outline:

To work as a senior member of Sussex Family Eating Disorder Service; providing a high quality, specialist applied systemic family therapy service to clients, their families or carers, where there are highly complex presentations. In addition to be responsible for the supervision and governance of a defined group of systemic family therapists in the specified service and to support systemic practice within the team and other agencies through consultation, supervision, formulation and training. To utilise research skills for audit, service development and research within the area served by the team/service. To work alongside other members of the leadership team to develop and promote best practice within allocated resources and to guide the team around any future developments related to both SFEDS and wider CAMHS.

Scope & Authority

To lead on agreed parts of the clinical and social care governance framework within the care group/service. They will be responsible for the systematic governance of psychological practice within the specified service.

To work autonomously within professional guidelines.

To supervise and support the psychological assessment and practice provided by other systemic therapists and other clinical members of the service who provide systemic based care and treatment and to provide clinical and professional leadership to appropriate clinical staff.

To manage a complex caseload.

We are an Equal Opportunities Employer operating a No Smoking Policy

To plan, organise and contribute to the development, evaluation and monitoring operational policies and services, through the deployment of professional skills in research, service evaluation and audit, and to advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing

Key Result Areas:

Clinical:

1. To carry out specialist systemic family based assessments of clients referred to the service, based upon the appropriate use, interpretation and integration of complex psychological and social data from a variety of sources self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care, in order to reach a systemic formulation of the client's difficulties.
2. To be responsible for holding and managing a clinical caseload and to exercise autonomous professional responsibility for the planning and prioritising of own workload and the assessment, treatment and discharge of clients, within the bounds of the service operational policy.
3. To formulate and implement plans for evidence based psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems.
4. To be responsible for implementing highly specialist systemic therapy interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
5. To evaluate and make complex decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
6. To exercise autonomous professional responsibility for the assessment, treatment and discharge of complex clients.
7. To provide consultation, mentorship, supervision and advice about family systemic issues at a high level of professional expertise to other members of the team/service and other professionals working with service users, across a range of agencies/ settings as appropriate.
8. To contribute directly and indirectly to a family systemic based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
9. To undertake highly complex risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk

assessment and risk management.

10. To act as care coordinator (or equivalent), where appropriate, taking responsibility for initiating planning and review of care plans including clients, their carers, referring agents and others involved in the wider network of care.
11. To communicate in a skilled and sensitive manner, complex and contentious information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
12. To provide specialist systemic family advice, consultation, training and clinical supervision to other professionals in order to develop a psychological understanding on the basis of which to plan, implement and evaluate evidence based interventions for clients with complex needs.
13. To be up to date with both de-escalation, physical breakaway and PMVA techniques appropriate to the service environment.

Teaching, Training and Supervision

1. To receive and provide regular clinical supervision.
2. To maintain an up to date knowledge of legislation, policy and developments in the provision of services relevant to the care group.
3. To keep abreast of developments in the relevant professional area of expertise and pursue further training within resources available.
4. To provide clinical placements for trainee systemic therapists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to client care and to contribute to the assessment and evaluation of such competencies.
5. Provide expert advice, consultation, training and clinical supervision to other members of the service.
6. To provide clinical and professional supervision to systemic family therapists in the service.
7. To maintain and develop skills in the area of professional post graduate training and clinical supervision.
8. Collaborate with managers, service users, carers and other stakeholders in the development of training and education specific to identified needs.

Management, Leadership, Recruitment, Policy and Service Development

1. To participate as a senior clinician in identifying and implementing the development of a high quality, responsible and accessible service, including advising both service and professional management.

2. To exercise delegated responsibility for managing the psychological resources available to a team and supervising additional band 7 and 8a therapy staff.
3. To exercise responsibility for the systematic governance of Systemic family practice within the service area.
4. To be responsible for contributing systemic knowledge and expertise to policy and service development through participation, where practical, in regional multidisciplinary meetings and special interest groups, working parties etc that may impact on the functioning of the whole care group.
5. To propose and implement policy changes within the area served by the service and to contribute to the development of policy as appropriate.
6. To participate as appropriate in staff recruitment.
7. Contribute to local, regional and national policy developments.
8. To contribute to the maintenance of quality standards and to implement and maintain all relevant Trust policies
9. To report immediately any incidents affecting staff, users or visitors on Health Service and Local Authority Service property in accordance with Trust policies.
10. To provide effective leadership and management to staff, which promotes high performance standards both individually and as a team, in line with the trust's objectives and priorities. The Trust's success will be dependent on all managers/leaders playing an active role to make sure the existing areas of good employment practice are universally embedded within the organisation.

Managers/leaders will be expected to:

- Understand the Trust's key priorities and those of your care group and translate these into key priorities for your care group
- ☐ Ensure clarity and effectiveness in developing and designing roles
- Ensure management of staff is consistent with Trust's HR Policies to the achievement of equality, equity and optimum performance.
- ☐ Complete annual Appraisals for all staff which reflect these priorities and ensure staff have access to appropriate training and development
- ☐ Communicate regularly through meetings with teams and individuals and provide opportunity for two-way feedback
- ☐ Promote an effective team ethos.
- ☐ Promote equality, diversity and rights, and treat others with dignity and respect ensuring services are developed, managed and delivered to meet specific needs linked to protected characteristics.
- ☐ Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that

colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.

- ☐ Contribute to developing and maintaining equality of opportunity in working practices by complying with legislation and organisational policies. Advise colleagues about equality, diversity and human rights policies and procedures and ensure they are followed.
- ☐ Ensure that colleagues are treated fairly. Behave in a non-discriminatory way and challenge the discriminatory behaviour of others. Be supportive of colleagues or service users who wish to raise issues about discriminatory practice or experience.

Research and Service Evaluation

1. To undertake and contribute to the development, evaluation and monitoring of the team's operational policies and services, through the use of professional skills in research, service evaluation and audit ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
2. To participate and conduct research relevant to the areas of need served and provide advice to other staff undertaking research.
3. To utilise theory, evidence based literature and research to support evidence-based practice in clinical work and work with other professionals.

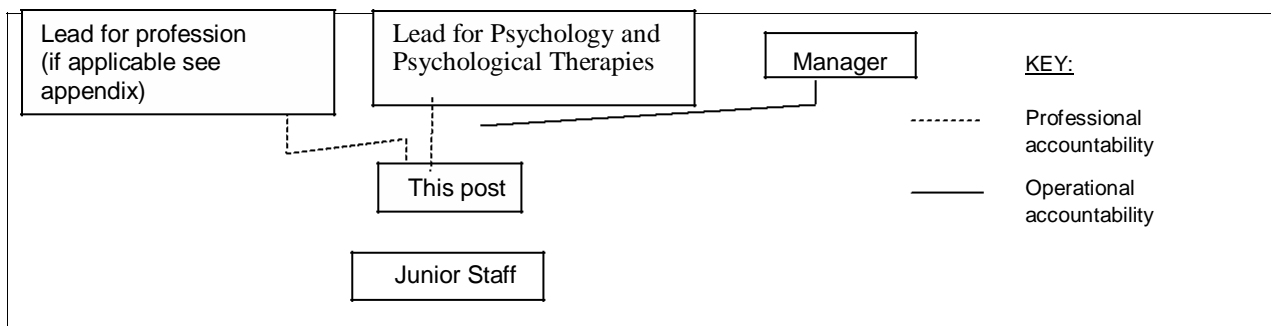
General

1. To ensure the relevant registration body's registration is maintained, complying with Continuing Professional Development requirements to maintain registration.
2. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and where appropriate, external CPD training and development programmes.
3. To ensure the development and articulation of best practice in psychological therapy within the service area and contribute across the service by exercising the skills of a reflexive and reflective psychological practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of psychological therapy and related disciplines.
4. Maintain an individual professional profile within the care group as direct evidence of clinical practice at an advanced level. Disseminate good practice through presentations and preparing relevant material for publication in appropriate professional journals.
5. To contribute to the development of an open learning culture within the organisation, which supports clinical governance, innovation, and the provision of safe and effective services, in line with broad government and Department of Health policies to tackle inequalities, improve public services and promote social inclusion, which involves users and staff and values learning.
6. To participate fully in the Trust's performance review and personal development

planning process on an annual basis.

7. To maintain and promulgate the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the relevant professional association, the relevant registration body e g Health and Care Professions Council and Trust policies and procedures.
8. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
9. To work within agreed Trust policies and guidelines including adult and child protection guidelines and including health and safety regulations and policies.
10. To receive instructions from, and carry out any other duties as reasonably requested/ delegated by the Team manager/ Locality General/Service Manager/ Professional Lead for Applied Psychology and Psychological Therapies and Lead for profession (if applicable).

Position in the Organisation & Key relationships



All staff are required to:

- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- Adhere to all Trust policies and procedures and be responsible for making themselves aware of these policies and procedures.
- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.
- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.

- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Demonstrate the core principles of safeguarding and protection of Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.
- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

Person Specification

| Job title: | Family and Systemic Psychotherapist | | |
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| Directorate: | CHYPS | | |
| Department: | CAMHS | | |
| Pay band: | 8b | | |
| | Essential | Desirable | Evidenced by |
| A – Qualifications | | | |
| An approved post graduate / Masters level qualification (or equivalent) in a recognised psychological therapy , leading to recognised professional accreditation in Systemic Family Therapy (AFT or UKCP) | ✓ | | A / C |
| Post-qualification training in one or more additional specialised areas of psychological practice. | | ✓ | A / C |
| Training and qualifications in research methodology, staff training, supervision and/or other fields of psychological therapy. | | ✓ | A / C |
| Professionally registered as a psychological therapist with relevant registration body e.g the Health and Care Professions Council (HCPC) | ✓ | | A / C |
| B – Knowledge/Experience | | | |
| High level knowledge of the theory and practice of specified psychological therapy. | ✓ | | Assessed by Interview and references |
| Significant assessed experience of working as a qualified psychological therapist. | ✓ | | |
| Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. | ✓ | | |
| Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan. | ✓ | | |
| Knowledge of legislation in relation to the client group. | ✓ | | |
| Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups. | ✓ | | |
| Knowledge of the theory and practice of highly | | | |

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| specialised psychological therapies and assessment methodologies. | ✓ | | |
| Evidence of continuing professional development as required relevant registration body. | ✓ | | |
| Formal training in supervision. | ✓ | | |
| Experience of teaching, training and/or professional and clinical supervision. | ✓ | | |
| Experience of representing specified psychological therapy within the context of multi-disciplinary care. Experience of assessing and treating clients across the full range of care settings relevant to their needs and age. | ✓ | | |
| Experience of working with specified client group. | ✓ | | |
| Experience of the application of psychological therapy in different cultural contexts. | ✓ | | |
| Experience of working within a multicultural framework. Experience of working together with service users to ensure that they are equal partners in service design, evaluation, research and training. | ✓ | | |
| Personal experience of physical and/or mental health problems or caring for someone with mental health or physical health problems | | ✓ | |

| | Essential | Desirable | Evidenced by |
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| C – Skills – | | | |
| Communication/Relationship skills: Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. Skills in providing consultation to other professional and non-professional groups. Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. | ✓ ✓ ✓ | | A/I |
| Analytical & Judgement skills: Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration. | ✓ | | A/I |
| Planning & Organisational skills: Skills in planning and organisation of complex activities and programmes. Skills in modifying and reshaping programmes. | ✓ ✓ | | A/I |
| People Management/Leadership/Resources Skills in clinical project management and resource allocation. | ✓ | | A/I |
| IT skills: Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings. | ✓ | | A/I |
| Physical skills: PMVA and de escalation skills. | ✓ | | A/I |
| Abilities | | | |
| Experience of managing conflicting demands and deadlines Ability to manage complex and demanding situations. | ✓ ✓ | | A/C/I/T |

| | Essential | Desirable | Evidenced by |
|---|-----------|-----------|--------------|
| Emotional Effort: Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours. Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. | ✓ | | A/C/I/T |
| Working Conditions: Willingness to work occasional weekends and evenings. | ✓ | | A/C/I/T |
| D – Approach/Values: | | | |
| Demonstrate support for the values and beliefs of the Care Group and those of the Trust | ✓ | | I |
| Demonstrate an understanding of the practices of Human Rights in the delivery of this role | ✓ | | I |
| Team working | ✓ | | I |
| Commitment to empowering service users, their relatives and carers at all levels. | ✓ | | |
| Commitment to multidisciplinary team working. | ✓ | | |
| Ability to travel across sites. | ✓ | | I |
| Punctual and flexible across hours of work when required | ✓ | | I |

To be evidenced by key: A – Application C - Certificate I – Interview T - Test

Approved by:

Approved

Manager

Date

