

AVON & WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST

JOB DESCRIPTION

Job Title:	Trainee Child and Adolescent Psychotherapist
Pay Band:	Band 6
Responsible to:	Service Manager /Professional Lead for Child and Adolescent Psychotherapy
Base:	CAMHS, locality team in Bristol or South Glos.
Hours:	1.0 wte

Job Purpose

NOTE –Initial selection is to a pre-clinical role that does not involve formal employment by AWP. It involves attendance at a recognised pre-clinical training and therapy in Year 2 funded by Health Education South West (administered by AWP). Subsequent employment as a Trainee as described below depends on successful completion of the pre-clinical course and acceptance by a recognised training school for the clinical training. In some cases successful candidates may be appointed as assistant child psychotherapists when they are in year 2 of the pre-clinical training.

Child and Adolescent Psychotherapists in Training will have a four-year placement within a multidisciplinary specialist CAMHS team. They will be attending a Training School accredited by the Association of Child Psychotherapists and have completed a minimum of two years recognised pre-clinical training. They are expected to have begun personal analysis before commencing their clinical placement.

The postholder will be expected to work, under supervision, with children, adolescents, their carers and families who have a high level of co-morbidity and often exhibit their disturbance and distress via severe behaviour and emotional disorders and difficulties. These children and young people will often have a history of severe abuse (physical, emotional, social), severe neglect and deprivation, severe trauma, complex bereavement, physical illness and / or are living within the context of break up or dysfunction of the family. They may have experienced domestic violence, parental mental illness and other adverse life events.

In the event of their Training School recommending that they cease their training, then the placement within the Trust will end immediately. Their clinical work will be supervised by the Training School and by their Service Supervisor. In the event that a supervisor has serious doubts about the quality of clinical work, this will cease until the issue has been resolved.

AWP Recovery Statement

We in AWP place recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope
- Partnership

- Maximising opportunities every day, in all that we do.

Patient Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly the Trust's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with our Trust.

Living our Values – Shared Statement

In all your contacts with our stakeholders, your behaviours should reflect wholeheartedly the Trusts PRIDE values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

Organisational chart:

Team Manager

- Professional lead for child Psychotherapy
- Service Supervisor
- Trainee

Dimensions:

Budget Managed: £ 0

Number of staff responsible for: 0

Number of sites working across: 1

Key Result Areas

To provide psychoanalytical psychotherapy under supervision as required following assessment and engage in joint work with other members of the team.

- To undertake assessment of children, adolescents, young people and their parents for psychotherapy
- Work with the inter-disciplinary team attending its meetings and maintaining contact with co-workers
- Participate in regular reviews and ongoing discussion of cases
- Towards the end of training to participate in ongoing consultative and liaison work undertaken by the team.
- Attend supervision regularly with the Service Supervisor

Administrative

- Maintain clinical records and provide statistical returns in accordance with service requirements.
- Maintain records consistent with confidentiality and professional practice and in accordance with Trust policies and relevant legislation
- Contribute to audit and research as appropriate
- Contribute to the Specialist CAMHS evaluation, monitoring and development
- To participate in CAMHS and Trust wide training courses and training events

▪ **Other Duties**

The postholder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are a common occurrence and would not of themselves justify the re-evaluation of a post. In cases, however, where a permanent and substantial change in the duties and responsibilities of a post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.

Communications and Working Relationships

- Service Supervisor
- Professional Lead
- Members of CAMHS MDT
- Team manager
- Other local agencies

Most challenging part of this role

Works with complex and distressing situations e.g. family breakdown, domestic violence, child abuse and mental illness

- Daily concentration on children and young people during delivery of packages of care.
- Potentially verbal and physical abuse from patient and / or carer.

- Risk of aggression
- Long periods sitting in constrained position to interview patients

The following are standard paragraphs to be included in all job descriptions

Policies and Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet (Ourspace) or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential

Equality and Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or

when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

Review

These duties are intended to be a guide to the post and should not be considered exhaustive. It is subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for review annually) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.