

JOB DESCRIPTION

JOB TITLE:	Clinical / Counselling Psychologist or Allied Health Professional such as a Psychotherapist, Nurse, social worker or Occupational Therapist
BAND:	7
DEPARTMENT:	Newham Mentalisation Based Therapy Service
DIRECTORATE:	Newham Adult Service
REPORTING TO:	Newham Mentalisation Based Therapy Service Lead
ACCOUNTABLE TO:	MBT Operational Lead Overall Accountability: Secondary Care Psychological Services Consultant Clinical Psychologist.

JOB SUMMARY

This is an exciting opportunity for a qualified and HCPC registered Clinical or Counselling Psychologist or an allied professional such as a Psychotherapist, Mental Health Nurse or Social worker to join the Newham Mentalisation Based Therapy Service. The post is a permanent band 7 role and both full time and part time applicants will be considered.

The Newham Mentalisation Based Therapy Service offers a long term MBT program to individuals with Complex Emotional Needs and/or a diagnosis of Emotionally Unstable Personality Disorder. Candidates with past experience in working therapeutically with individuals with complex mental health needs are welcome to apply. Past experience in MBT treatment is desirable although not essential.

This post is an opportunity to develop clinical skills, particularly within MBT, and work to within a friendly and supportive team environment. Further training in MBT with the Anna Freud Centre will be supported as part of development in this role.

In addition to offering clinical interventions, the post offers opportunities to be involved in other service development initiatives including consultation to other services, improving the our offer to families and young people, and outreach work to community and inpatient teams within the borough.

MBT in Newham is a team based approach. We would like to hear from candidates who value working as part of an in-person team. Service Users are discussed regularly and the team collaborates closely around care planning, treatment and management. We would welcome applications from people who are reflective and can consider the therapeutic relationship and the impact the work has on them.

Newham is one of the most diverse boroughs in London. Many of the people we see in the service come from varying cultural backgrounds and we are looking for people who can work both effectively and sensitively with patients in order to assist them in making meaningful changes to their lives.



KEY RESPONSIBILITIES

To provide a clinical service to patients open to the Newham Mentalisation Based Therapy Service and to provide expert support and advice to other members of the team.

The role will require the post holder to:

- Undertake specialist psychological assessment of patients referred to the Mentalisation Based Therapy Service and provide specialist reports to referrers and patients
- Formulate and implement appropriate treatment plans and provide specialist Mentalisation-Based therapy to patients under the care of the service
- To offer individual and group interventions to individuals with Complex Emotional Needs.
- To engage with both individual and group supervision, reflective practice further professional development in Mentalisation Based Therapy
- Liaise with other professionals to contribute to the establishment of continuity of care across services
- Work autonomously within professional guidelines and the overall framework of the team's policies and procedures.

MAIN DUTIES AND RESPONSIBILITIES

CLINICAL	<p>To provide skilled assessments of patients based upon the understanding, interpretation and integration of complex data. This includes assessing and diagnosing complex emotional needs and determining suitability for MBT.</p> <p>To discuss patients in meetings and supervision and make decisions with the team about treatment plans.</p> <p>To be responsible for implementing individual and group interventions using the MBT approach.</p> <p>To liaise with the Consultant Psychiatrist/Clinical Lead to ensure that patients have regular reviews and receive safe clinical care.</p> <p>To communicate highly complex and potentially difficult information in a highly skilled and sensitive manner in situations with patients who may be hostile or highly emotional.</p> <p>To be willing to be open and transparent in meetings and supervision in regards to the challenges and impact of the clinical work and any problems in therapeutic relationships.</p> <p>To be willing to act on guidance given by the Service Manager and Clinical Lead and to do so in a timely manner.</p>
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	<p>To evaluate and make decisions on therapeutic interventions taking into account the complexity of patients and the team's view and ensuring the safety of the therapeutic environment at all times.</p> <p>To be committed to MBT adherence and to also know that risk management and governance transcend any therapeutic model.</p> <p>To undertake risk assessment and risk management for individual clients within the formal therapy setting and to provide advice to other professions on psychological aspects of risk assessment and risk management. To liaise with other agencies (Safeguarding Adults, Children's Social Services, Police and other agencies) when required. To work with patients in a sensitive and transparent way during times of crisis or concern.</p> <p>To provide and maintain clear, safe and consistent boundaries with patients.</p> <p>To provide outreach and consultation to other services as required.</p> <p>To be able to manage stress and anxiety as the clinical work will be complex and demanding.</p> <p>Communicate across language and cultural barriers, including working for sustained periods of time by communicating with service users, carers or groups through professional interpreters or advocates</p> <p>Be responsible for recording, monitoring and reporting on clinical work and communicating, in a skilled and sensitive manner, complex clinical information (including assessment, formulation, treatment plans and progress) to a variety of recipients (e.g. service users, carers, other professionals, formal panels, statutory and voluntary organisations) orally, in writing and electronically</p>
Indirect working	<p>Establish effective working relationships with key personnel within the diverse communities of Newham.</p> <p>Provide specialist advice and consultation to other professionals when required, contributing directly to the formulation and treatment plans of individual service users.</p> <p>Be responsible for proposing innovative responses to identified community needs and developing these in consultation with senior colleagues.</p> <p>In common with all clinical/counselling psychologists, receive regular clinical supervision from an appropriately qualified clinician, in accordance professional registration requirements.</p> <p>Maintain up-to-date knowledge of local resources and service/professional links, legislation, national and local policies and issues in relation to both the specific service and mental health generally.</p>
Administration	<p>To work closely with the operational Lead to ensure the day-to-day operational function of the service is maintained, taking into account the workloads of members of the team, within the framework of the team's policies and procedures.</p> <p>To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.</p>

	<p>To be proficient in the use of IT for email, intranet, patient record systems (RIO) and database and statistical packages. To use appropriate computer software to develop and create clinical or other service-related reports or documents.</p> <p>To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing in accordance with professional codes of practice of the service and Trust policies and procedures</p> <p>To participate in the investigation of accidents, incidents, complaints or disciplinary investigations in accordance with Trust policy.</p> <p>To be involved in developing new areas of work and initiatives within the service.</p> <p>To ensure that any record keeping/referrals/incident reporting around risk is done in a timely manner.</p> <p>To be able to organise and prioritise own workload.</p>
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<p>TEACHING, TRAINING, RESEARCH AND SUPERVISION</p>	<p>To receive regular clinical professional supervision from a designated senior colleague within the service and, where appropriate, from other senior professional colleagues.</p> <p>To continue to gain wider post-qualification experience of Mentalisation Based Therapy over and above that provided within the principal service area where the post-holder is employed</p> <p>To participate in the on-going research of the Specialist Service and in audit projects where necessary. To collate data as necessary, undertake appropriate research and provide research advice to other staff undertaking research.</p> <p>To ensure that mandatory training is always up to date.</p> <p>Initiate, develop and implement clinical audit and survey projects.</p>
<p>PROFESSIONAL RESPONSIBILITIES</p>	<p>To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development</p> <p>To contribute to the development of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology, particularly Mentalisation Based Therapy.</p> <p>To maintain 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 British Psychological Society and Trust policies and procedures.</p> <p>To maintain up to date knowledge of legislation, national and local policies and issues in relation to mentally disordered offenders and to mental health.</p> <p>Participate in the appraisal and job planning of psychologists and other team members as appropriate.</p>
<p>POLICY AND SERVICE DEVELOPMENT</p>	<p>Implement Trust and local policies</p> <p>Organise own day to day activities, plan and prioritise own clinical workload including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.</p> <p>Contribute to the management of psychology waiting list and patterns of attendance with supervisor.</p> <p>Participate in the local clinical governance forum as relevant to the speciality</p> <p>Identify and propose potential changes to work practices and procedures in own area of work.</p>

JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager. Duties and base of work may change to meet the needs of the service. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.



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Statement on Employment Policies	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
	To maintain the confidentiality of all personal data processed by the

General Data Protection Regulation (GDPR)	<p>organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>



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