



JOB DESCRIPTION

Trainee Cognitive Behavioural Therapist

Responsible for:	Delivering high quality Cognitive Behavioural Therapy interventions to clients of DRCS and TMHD, whilst undertaking a programme of training for this role.
Responsible to:	Clinical Lead
Reporting to:	CBT Team Lead
Hours of work:	37.5 per week 1 days per week attending University of Nottingham 1 day per week non-clinical work in service 3 days per week clinical work within the service
Location:	Chesterfield, Derbyshire

Key Areas of Focus:

The post holder will deliver Cognitive Behavioural Therapy interventions to clients of DRCS and TMHD, as part of its delivery of IAPT to the population of Derbyshire. The post holder will be working with clients who have a range of Anxiety and Depression related conditions for which CBT is demonstrated to be clinically effective.

As this is a training post you will attend the University of Nottingham one day per week for one year and continued employment is subject to meeting academic and practice based requirements of the PG Diploma in CBT course at the University of Nottingham. On successful completion of training, it is the intention of DRCS that you continue in an employed role of Qualified CBT/Hi Intensity Therapist.

The University requirements are as follows. Candidates will need:

- A core profession in mental health (e.g. a mental health nurse, mental health social worker, accredited counsellor, clinical psychologist).
- If you do not have a core profession, then you will need to complete a KSA portfolio which you will need to pass at the required standard set by the BABCP. (<https://www.babcp.com/Accreditation/CBP/KSA.aspx>)
- A degree in subject related to mental health (a KSA portfolio may be acceptable if you do not have this).
- If you are a PWP then you must have at least 2 years post-qualification clinical experience

Main Duties

- Accept referrals via agreed protocols within the service
- Assess clients for suitability for CBT.



- Make decisions on suitability of new referrals, adhering to the department's referral protocols, and refer unsuitable clients on to the relevant service or back to the referral agent as necessary.
- Formulate, implement and evaluate therapy programmes for clients.
- Use highly developed communication skills in working with people to understand their personal and often very sensitive difficulties
- To exercise autonomous professional responsibility for the assessment and treatment of clients in line with the service.
- Educate and involve family members and others in treatment as necessary, conveying CBT formulations with sensitivity in easily understood language.
- Adhere to an agreed activity contract relating to the number of client contacts offered, and clinical sessions carried out per week to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- Complete all requirements relating to data collection within the service.
- Keep coherent records of all clinical activity in line with service protocols
- Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- Assess and integrate issues surrounding work and employment and other areas of life that impact on an individual's well-being (e.g., relationships, finances, housing, and self-esteem) into the overall therapy process.
- Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.
- Liaise with other health and social care staff from a range of agencies in the care provided clients.
- Provide specialist advice and consultation to other professionals / individuals / groups / committees across Mental Health Trusts, Primary Care Trusts and other voluntary agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.
- Deliver CBT via Groups when required.

Maintaining Standards of Practice

- Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (eg BPS, UKCP, BABCP), and keep up to date on new



recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).

- Conduct Mental Health Assessments and Risk Assessments for users and formulate and implement Risk Management plans using Risk Assessment & Risk Management policies and procedures.
- Provide information and education to clients about choice and access of psychological therapies available within TMHD and DRCS, to enable them to make informed decisions as to the most appropriate services to be accessed.
- Implement a Stepped Care approach to clinical practice and provide both High Intensity clinical interventions as well as work focused interventions, as required.
- Electronically record data regarding individual client contact activity, Diary Events and Service Activity using IAPTUS.
- Maintain up to date accurate electronic clinical records relating to individual clients, in accordance with DRCS policies and procedures.
- Collate and electronically record minimum data set and treatment outcomes and patient experience outcome data for national benchmarking in accordance with the requirements stipulated by the Commissioners and NHS England
- Proactively develop robust professional relationships with General Practice staff supporting the active integration of CBT provision into primary care.
- Develop and maintain good professional relationships with mental health workers in primary and secondary care.
- Exercise personal responsibility for the systematic clinical governance of professional practice in your own practice.
- Be aware of and comply with the policies, procedures, and standards of service, in particular the service's clinical operations procedures.

Adherence to Operating Principles

Together with the Clinical Lead and Operations Manager, recognise and promote adherence to the principles that'

- a) Client confidentiality is always protected
- b) All practitioners have a responsibility to ensure that accurate, confidential, secure records are kept, in-line with the General Data Protection Regulations 2018, and DRCS Security and Confidentiality Policies.
- c) It is the responsibility of all practitioners that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their work for DRCS.



Training, Development, and Supervision

- Attend and fulfil all the requirements of the training element of the post.
- Apply learning from the training programme in practice.
- Receive supervision from educational providers in relation to course work to meet the required standards.
- Be aware of and keep up to date with advances in the spheres of CBT and other agreed psychological therapies.
- Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
- Participate in individual performance review and respond to agreed objectives.
- Keep up to date all records in relation to C.P.D. and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences / workshops in line with identified professional objectives.
- Participate in service improvement by highlighting issues and implementing changes in practice.

Clinical Governance

The post holder will be expected to:

- Maintain and develop clinical knowledge and clinical expertise.
- Actively participate in regular clinical and managerial supervision.
- Maintain accurate electronic records of clinical work so as to allow the effective monitoring, review, audit and evaluation of the service provided.
- Collate and electronically record assessment and outcome measures and patient satisfaction data for service audit and national benchmarking.
- Participate in the effective monitoring, review and evaluation of the service provided.
- Participate in audit and research as required.

Additional Responsibilities

Health and Safety	All staff hold responsibility for their health, safety and welfare whilst at work. The post holder must therefore highlight areas of concern to their line manager within a reasonable timeframe.
DRCS Values	It is expected that all staff always recognise and uphold the organisation's values.

