

Ref No:

JOB DESCRIPTION

JOB TITLE	Family Therapist CAMHS
BAND	7
DIRECTORATE	Children and Young Peoples Services
INITIAL LOCATION	Needham House, Newry
REPORTS TO	Line Manager
ACCOUNTABLE TO	CAMHS Head of Service

JOB SUMMARY

The post holder will contribute to the existing delivery of Family Therapy by providing high quality systemic family psychotherapy to children, adolescents, their families, carers and professional networks. Key working relationships are with other multi-disciplinary team members in the CAMH Service, external agencies, including voluntary agencies responsible for a patient's care; colleagues from other agencies.

KEY DUTIES / RESPONSIBILITIES

Clinical:

1. To provide specialist systemic assessments and treatment to referred children, young people and their families.
2. To work in ways which are sensitive to and appropriate for the needs of families from a wide range of racial, cultural and religious backgrounds. This includes the ability to understand and offer therapeutic interventions to families from different cultures. Competence is required in undertaking systemic therapy with families, through the use of an interpreter, where families do not yet have sufficient understanding of the English language.
3. To provide specialist systemic psychotherapy with clinical autonomy drawing on a range of models including brief interventions. To practice in a way which is inclusive and considerate of the needs of each individual in the system, including family members, in their varying developmental stages and current emotional state.
4. To work collaboratively with the identified CAMHS Clinical Lead and Multi-disciplinary Team to provide a cohesive CAMH service response.
5. During the process of treatment, to continuously evaluate treatment/therapy options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual or family and their difficulties.

6. To be responsible for implementing a range of systemic psychotherapeutic interventions for families, including couples and groups, drawing upon different explanatory models and maintaining a number of provisional hypotheses in reaching a formulation and treatment plan. Interventions may include systemic psychotherapy, individual work, participating in or when appropriate chairing when appropriate, professional and network meetings, liaising with other agencies, observations of families in different settings, and the use of a range of systemic models.
7. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients from systemic psychotherapy; to formulate effective care plans in collaboration with the client, family and multidisciplinary care team. To participate in risk assessment and risk management relevant to individual clients, including protective and risk factors present in the network of significant relationships, and with the Clinical Lead and/or local Multi-disciplinary CAMHS Team.
8. To provide information, consultation and specialist advice to enable colleagues in CAMHS and other agencies to have access to a systemically based framework for the understanding and care of clients of the service, through the dissemination of research and theory in relation to systemic psychotherapy.
9. To communicate effectively verbally and in writing; to provide reports concerning highly complex circumstances.
10. If required, to maintain current knowledge of the operation of video equipment and promote ethical and effective use in line with Directorate policy. To introduce this practice to families in a sensitive way, and to advise and instruct clinicians in other disciplines and systemic psychotherapy trainees and appropriate use of this therapeutic tool. To use video tape review to enhance the skills of colleagues and to help clients understand their family's difficulties, dilemmas, and traumatic experiences.
11. To take responsibility for participating in the development and delivery of care packages in the treatment of complex cases, taking responsibility for arranging network/professional reviews as required.
12. To communicate complex clinical information in a skilled and sensitive manner information, including assessment, formulation and treatment plans of families and to monitor progress during the course of uni- and multi-disciplinary treatment.
13. To work in accordance with the CAMHS Directorate objectives by adhering to Trust and Directorate policies, including risk assessment in all work, ensuring care plans are in place, recording up to date, attending and contributing a systemic view in case discussion and team meetings.
14. To work effectively and sensitively with issues of gender, sexuality, disability, class and age. The post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with Trust policy.
15. To apply a sound knowledge of child protection issues and child development to

work with families referred to the CAMH Service and work collaboratively with the Lead and Multi-disciplinary Team to identify when to refer to other agencies.

16. To contribute to overall service delivery as required.

Professional:

1. Comply with all the relevant Professional Codes of Conduct and regulatory governing bodies, standards of practice and guidelines of the FTAI, Association of Family Therapy (AFT) and United Kingdom Council for Psychotherapy (UKCP).
2. Adhere to established policies, procedures, protocols within CAMHS and Trust.
3. Appropriately and without undue delay seek support and consultation regarding clinical, management or professional issues.
4. Liaise with and develop positive partnerships and relationships with other professionals across CAMHS.
5. Participate in regular shared learning activities and developmental experiences across CAMHS.
6. Per Trust organisational responsibilities and adherence to the professional codes of practice of the FTAI , Association of Family Therapy (AFT) and United Kingdom Council for Psychotherapy (UKCP). To maintain the highest standards of clinical record keeping, including electronic data entry and recording, report writing through the exercise of professional ethical standards.
7. 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 programs, in consultation with the post holder's professional and service manager.
8. To contribute to the development of best practice in systemic psychotherapy by taking part in regular supervision and appraisal and maintaining awareness of current developments in the field while retaining a self-reflective stance in order to be open to innovative ways of working.
9. To be eligible for UKCP/ICP registration.

Education:

1. To be responsible for presentations with respect to systemic psychotherapy for academic meetings where colleagues of different disciplines share knowledge and expertise, in agreement with Line Manager.
2. Ensure that practitioners have information relating to current good practice.
3. Initiate, develop and promote the introduction of new and Innovative practices within the confines of governance and legislative requirements, and in agreement with Line Manager.

Organisational responsibilities:

1. Work collaboratively within CAMHS, fostering good communication and team spirit across Core, Liaison, Referral Coordination and CIIS.
2. Work collaboratively with service users, carers and providers within the voluntary, private and statutory sectors.
3. Adhere to legislation e.g. The Children Order NI (1995), Mental Health Order (1986), and Human Rights Legislation.
4. Provide and participate in appraisal and development activities.
5. Participate in team meetings, student mentorship, training of others, selection and recruitment process, and professional development, as directed by Line Manager.
6. Provide clinical, management and professional supervision to other practitioners in agreement with Line Manager. Adhere to Supervision Policy and Procedures.
7. Keep Line Manager and Professional Lead informed of clinical, management and professional issues. Be directly responsible and accountable to the Line Manager for their part in the provision of an effective and efficient CAMHS.
8. Be directly responsible and accountable to the Line Manager for their part in the provision of an effective and efficient CAMHS.
9. To advise both service and professional management on all aspects of the service where systemic and/or organisational matters need addressing.
10. Adhere to all SHSCT policies and procedures e.g. absenteeism, incidents/accidents/near misses, complaints, record keeping, etc.
11. Contribute to the on-going development of working practices, operational policies and procedures within the area of CAMHS.
12. Ensure all records and documentation is completed and maintained in line with professional practice guidelines, CAMHS and Trust policies.
13. Complete statistical recording of activity, caseload, outcomes, etc for auditing, statistical returns and capacity planning purposes.
14. Initiate and participate in all relevant audit and research activities.
15. Participate in the Trust's Social and Clinical Care Governance arrangements.
16. To advise both service and professional management on all aspects of the service where systemic and/or organisational matters need addressing.

Research:

1. To use theory, evidence-based literature and research to inform evidence based practice in work with individuals, families and their networks in line with current and best practice.
2. To undertake or participate in relevant clinical research, service evaluation and audit.
3. To provide research advice to other staff undertaking research within the team, pertaining to systemic psychotherapy.

HUMAN RESOURCE MANAGEMENT RESPONSIBILITIES

1. Review individually, at least annually, the performance of immediately subordinate staff, provides guidance on personal development requirements and advises on and initiates, where appropriate, further training.
2. Maintain staff relationships and morale amongst the staff reporting to him/her.
3. Review the organisation plan and establishment level of the service for which he/she is responsible to ensure that each is consistent with achieving objectives, and recommend change where appropriate.
4. Delegate appropriate responsibility and authority to the level of staff within his/her control consistent with effective decision making, while retaining overall responsibility and accountability for results.
5. Participate, as required, in the selection and appointment of staff reporting to him/her in accordance with procedures laid down by the Trust.
6. Take such action as may be necessary in disciplinary matters in accordance with procedures laid down by the Trust.

GENERAL REQUIREMENTS

The post holder will be required to:

1. Ensure the Trust's policy on equality of opportunity is promoted through his/her own actions and those of any staff for whom he/she has responsibility.
2. Co-operate fully with the implementation of the Trust's Health and Safety arrangements, reporting any accidents/incidents/equipment defects to his/her manager, and maintaining a clean, uncluttered and safe environment for patients/clients, members of the public and staff.
3. Adhere at all times to all Trust policies/codes of conduct, including for example:
 - Smoke Free policy
 - IT Security Policy and Code of Conduct
 - standards of attendance, appearance and behaviour

4. Contribute to ensuring the highest standards of environmental cleanliness within your designated area of work.
5. Co-operate fully with regard to Trust policies and procedures relating to infection prevention and control.
6. All employees of the trust are legally responsible for all records held, created or used as part of their business within the Trust including patients/clients, corporate and administrative records whether paper-based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exception, under the Freedom of Information act 2000 the Environmental Information Regulations 2004 and the Data Protection Acts 1998. Employees are required to be conversant with the Trusts policy and procedures on records management and to seek advice if in doubt.
7. Take responsibility for his/her own ongoing learning and development, including full participation in KSF Development Reviews/appraisals, in order to maximise his/her potential and continue to meet the demands of the post.
8. Represent the Trust's commitment to providing the highest possible standard of service to patients/clients and members of the public, by treating all those with whom he/she comes into contact in the course of work, in a pleasant, courteous and respectful manner.
9. Available / able to work any 5 days out of 7 over the 24 hour period, which may weekends and Public Holidays if required immediately on appointment or at a later stage following commencement in response to changing demands of the service.
10. Understand that this post may evolve over time, and that this Job Description *will therefore be subject to review in the light of changing circumstances. Other duties of a similar nature and appropriate to the grade may be assigned from time to time.*

This Job Description will be subject to review in the light of changing circumstances and is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the individual works. Other duties of a similar nature and appropriate to the grade may be assigned from time to time.

It is a standard condition that all Trust staff may be required to serve at any location within the Trust's area, as needs of the service demand.

PERSONNEL SPECIFICATION

JOB TITLE	Family Therapist CAMHS Band 7
DIRECTORATE	Children and Young People's Services
HOURS	22.5 hours per week

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Waiting list Information

Following interviews for the above post a waiting list may be created for future Permanent, Temporary, Full-time and Part-time Family Therapist's Band 7 posts that may arise across Children and Young People's Services within the Southern Health & Social Care Trust. This waiting list may be held for a period of 9-12 months from the date of interview.

Notes to applicants:

1. *You must clearly demonstrate on your application form how you meet the required criteria – failure to do so may result in you not being shortlisted. You should clearly demonstrate this for both the essential and desirable criteria.*
2. *Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.*

ESSENTIAL CRITERIA – these are criteria all applicants **MUST** be able to demonstrate either at shortlisting or at interview. Applicants should therefore make it clear on their application form whether or not they meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below;

The following are essential criteria which will initially be measured at Shortlisting Stage although may also be further explored during the interview stage;

1. Hold a primary qualification in and maintain current registration in Nursing, Social Work, Medicine or Psychology.
2. Masters / Doctorate level qualification in Systemic Psychotherapy /Family Therapy.
3. Eligible for UKCP Registration or ICP Registration and once achieved this must be kept by attendance on short or long training courses to meet CPD requirements.
4. Minimum of four years' experience of working with families in a relevant mental health or social welfare setting.
5. Hold a full current driving license valid for use in the UK and have, on

appointment, access to a car¹.

The following are essential criteria which will be measured during the interview stage.

6. Knowledge of providing high quality systemic family psychotherapy to children, adolescents, their families, carers in relation to mental health needs.
7. Ability to work as a member of a Multi-Disciplinary Team and across professional networks.
8. Have an excellent understanding of the range of therapeutic models / interventions.
9. Excellent understanding of assessment and management of risk.
10. Effective planning & organisational skills with an ability to prioritise own workload.
11. Effective communications skills to meet the needs of the post in full.
12. Willingness to work flexibly to meet the needs of the service

As part of the Recruitment & Selection process it may be necessary for the Trust to carry out an Enhanced Disclosure Check through Access NI before any appointment to this post can be confirmed.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

Successful applicants may be required to attend for a Health Assessment

All staff are required to comply with the Trusts Smoke Free Policy

¹ *This criterion will be waived in the case of applicants who are prevented from driving due to a disability, providing the applicant can organise suitable alternative arrangements in order to meet the requirements of the post in full.*