Birmingham Children’s Hospital
Child and Adolescent Mental Health Service
Systemic Psychotherapy Department

JOB DESCRIPTION

Job Title: Specialist Systemic Psychotherapist
Grade: Band 7

Accountability:
Overall professional and managerial accountability to the Head of Department, Diana Isabel Alvis Palma
Interim Head of Family Therapy Department
Consultant Family Therapist
2 Finch Road
Lozells
Birmingham B17 9NX
0121 255 0110

Accountable for day to day provision of services to the Family and Systemic Psychotherapy Lead/Manager Julie Barber for Tier 4 who will be responsible for liaising with Tier 4 service managers and director and with Head of Specialty

Location:
The post-holder will be based at Parkview Clinic. Some work will take place at other locations and may involve seeing clients in other community settings, including family homes.

Responsible for: Assistant Systemic Psychotherapists, Honorary Placements Students
Job Summary

The post holder will need to be able to undertake:

- Specialist systemic assessment and intervention for young people and their families as well as offering indirect clinical services such as advice and consultation to colleagues and other professionals within a tier four setting.

- Staff support, consultation and supervision, and facilitation of client related work undertaken by other team members, members of the nursing group and MDT

- Staff training.

- Applied research and development related to the needs of the children served and the Systemic Psychotherapy Department as a whole.

- Participation in Clinical Governance activities including Continuing Professional Development.

- Participation in operational policy, service planning and the service review and redesign process.

- Subject to negotiation, the post-holder will be able to develop and pursue a special clinical interest of relevance to the wards and the Tier 4 service.

The post holder may be required to undertake any of the duties specified in the key result areas noted below. The relative priority and time allocated to each of the duties/key result areas will be determined by reference to service needs and may vary in the light of prevailing service priorities and requirements.
Responsibilities

Clinical and Professional Duties

Key Results:

- Young people and families to receive high quality systemic assessments and interventions.
- Children, adolescents and families receive packages of care that are well integrated with other professionals / carers and wider services.
- Services are targeted at agreed priority groups.
- Quality systemic assessment and intervention is provided to other practitioners.

Key Activities:

- Providing an autonomous and professional systemic service as named systemic therapist into an allocated Unit within the Parkview Clinic, but with responsibilities also to support the other systemic therapists working in the Units.
- Undertaking detailed and highly specialist systemic assessment of young people and families using such assessment procedures as may be appropriate; this will involve face to face contact with young people and families to discuss and work through highly complex, sensitive and personal information related to their mental health presentation.
- Providing verbal and written systemic formulations/reports to main reviews held every six weeks that aid evidence based clinical interventions for young people, families and other professionals presenting with highly complex problems.
- Providing systemic intervention drawing from a broad spectrum of systemic models and therapeutic models currently being developed and used within the Tier Four Service, as part of an agreed package of care, to children with complex problems, across the developmental spectrum and managed within the context of multidisciplinary working.
- Working with complex and multifaceted clinical problems within, at times, an emotionally charged, interpersonally volatile, or otherwise difficult context. Skilfully managing the reflexive relationship between risk, resilience and resources to maximise therapeutic outcome.
• To liaise and work with other members of the Nursing and MDT. Also with other agencies (including Education, Social Care and Health), as well as other NHS units (e.g. inpatient units), involved with a child and or family, communicating difficult and complex information, so that relationships between parties can be negotiated in a manner that is relevant and appropriate to the child and family’s needs, and which maximise therapeutic outcome.

• Maintaining a case load of, and providing systemic interventions to, children, adolescents and their families presenting with a range of emotional and related presentations/disorders (the size of the case load being determined in conjunction with the Line Manager/Supervisor/ Head of Department). This is likely to include young people presenting with a range of complex mental and health problems including depression, ASD ADHD, sexual abuse, self-harm, OCD, conduct disorder, disability, abuse, eating disorder etc. The children are likely to be situated in complex family/professional relationships.

• Delivering/participating in therapeutic interventions with groups of children and families where appropriate.

• Participating in multidisciplinary meetings, child protection case conferences, reviews, etc. providing professional advice on individual care programme planning and other clinical matters as necessary, and chairing certain meetings if appropriate.

• Undertaking, if appropriate, ‘project work’ in respect of a special clinical interest, clinical group or clinical problem of relevance to the service. This is particularly relevant during this time of structural and service redesign

• Maintaining and establishing priorities for non-clinical activities e.g. projects, audits and research. Establishing the regular use of the SCORE audit measure in relation to family based interventions. Keeping up to date with developments re outcome measures and CORC

• Communicating and presenting information for others, including using a computer, manipulating data, writing reports, emailing. Preparing/editing videotapes for use in ongoing clinical work, for presentation to other professionals and family members.

• To design assessment and treatment interventions as appropriate which are delivered by other staff (e.g. Psychiatrists, Psychologists, nurses, social workers, other child health workers) under the post-holder’s supervision. This includes training and supervision in relation to systemic practice, the "Family Based Treatment Model" and "Non Violent Resistance work"

• To provide advice, consultancy and, where appropriate, supervision to other practitioners who provide direct intervention in individual cases and with groups of clients. Where appropriate, to work jointly with other team members in the provision of individual and group based programmes.
• To provide advice and consultancy to individual units via staff support, local teams/services for members to incorporate informed systemic practice within their day-to-day work with clients.

• To play an active role in facilitating “de briefing“ forums for nursing staff and wider members of the MDT following difficult or traumatic events on the units.

Policy and service development

Key Results:

• For post holder to be fully engaged with activities relating to Policy, Service Development and Clinical Governance.

• For post holder to be providing systemic practice that is safe, effective and appropriate.

Key Activities:

• 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.

• To advise both service and professional management on those aspects of the service where systemic and/or organisational matters need addressing.

• To contribute to the development of a coherent approach to Clinical Governance within the service and to participate in such task groups as may be agreed to take forward particular initiatives, including attendance at outcome measures group and MDT groups relating to service redesign.

• To keep adequate records of service operation in accordance with agreed Systemic Psychotherapy Department information systems, and to ensure the security of confidential data.

• To manage the workloads of assistant and honorary Systemic Psychotherapists, within the framework of the team/service’s policies and procedures.

• To participate in such systems of clinical audit and quality assurance as may be agreed in respect of Systemic Psychotherapy and other services, including for example the use of SCORE and development of the use other outcome measures and systems of assessing outcomes, for evaluating user satisfaction with services received etc.

• To participate in the development and implementation of clinical guidelines or protocols.
• To collate and submit information to the Head of Locality to assist in the preparation of annual reports on the Systemic Psychotherapy service provided to the CAMHS Directorate and to the Trust.

• To take responsibility for the care of all equipment that is used during work and to report damage incurred during use.

Teaching, Training, Consultation and Supervision,

Key Results:

• For multi-disciplinary team members, nursing staff and other health and social care agencies to have access to both individual and group consultation, supervision, teaching and training which supports them in working with children with emotional and behavioural problems, in the context of their significant relationships.

• For unqualified staff (employed or honorary) to have access to appropriate training experiences.

• For Systemic Psychotherapists in training to have access to high quality child teaching and training.

Key Activities:

• To act as a specialist systemic resource in delivering: consultation sessions, in- service training workshops and teaching seminars on systemic topics for multi-disciplinary team members, nursing staff and other health and social care agencies, the focus of which will be determined by reference to the service priorities and skills required to effectively meet children’s personal and relational needs, and their significant relationship systems (e.g. family, other professionals and education).

• To contribute to, and where/when appropriate take a lead in, Department training initiatives, within the Trust or outside.

• To assist in and where/when appropriate take a lead in, the supervision of Assistant Systemic Psychotherapists, and trainees on attachment from the University of Birmingham and elsewhere.

• To participate in Department approaches to ensure that high quality placements for trainee Systemic Psychotherapists are available, in line with University, Association for Family Therapy, UKCP and Department standards.

• To be involved, as appropriate, in the short-listing and interviewing of assistant Systemic Psychotherapists, Honorary staff and trainees for the Masters course in systemic psychotherapy.

• To contribute to and participate in in-house professional development meetings within the Department including discussion regarding in house policies and service development.
• To contribute to, and where/when appropriate take a lead in, multidisciplinary training events which may be organised by other staff within the Trust.

Research and Development

Key Results:

• The development of innovative systemic assessment and intervention procedures and work related to the better care of children, adolescents and their families, is supported by appropriate research.

• The department provides a valuable and significant resource for others in terms of knowledge and expertise relating to systemic research knowledge.

Key Activities:

• To initiate substantial research of benefit to the 'designated' locality and the service as a whole, including where appropriate work evaluating current systemic practice, work related to the development of innovative systemic assessment and intervention procedures, and work related to the better care of children and adolescents. As appropriate to co-ordinate and supervise the work of students undertaking research on a delegated basis.

• To advise colleagues where appropriate on matters related to experimental design and methodology, and to collaborate in research programmes organised by others within the Trust.

• To complete research activity, including completing research proposals, ethics forms, collecting clinical samples, recording data, completing data analysis and report writing.

Personal Development

Key Results:

• Opportunities to develop within the job role.

• The post-holder has a current personal development plan.

• Clear understanding of the roles and responsibilities within the job.

• The post-holder has highly developed specialist knowledge
Key Activities:

• To participate in annual personal development/appraisal reviews with relevant professional line manager.

• To undertake such programmes of personal development and further training, as may be agreed at the beginning of the appointment, and at subsequent annual reviews.

• To receive regular supervision.

• The post-holder will comply with all Health and Safety requirements ensuring they fulfil the legal requirements of not endangering self, fellow employees or others by action or omission.

• To attend and contribute to relevant service meetings, and Systemic Psychotherapy Departmental meetings.

Working Environment

The post holder will be expected to work within a variety of environments including clinical settings where as therapist they will be expected to:

• Sit for a prolonged period of time (at least an hour), concentrating on complicated and at times conflicting information.

• Sitting/kneeling on uncomfortable furniture such as the floor or on children’s chairs as appropriate.

• Working under observation (one-way screen), within team process.

• Possibly dealing with restraint of family members, and potential or actual verbal abuse.

As team member/supervisor

• When acting as team member/supervisor behind the screen, the clinician will work in the dark, with inadequate ventilation for long periods, up to 6 hours in a single day,

• Making dual notes (often in poor light) with reference to both clinical material and training/CPD development.

• They will be expected to use advanced videotape recording skills, such as ensuring selection of camera; anticipation of movement; and marking material for future clinical and training use

• Manage the physical/emotional/professional complexity of clinical needs and training requirements simultaneously

In non-clinical settings the post holder will be
• Required to sit at a desk completing letters, reports and other documentation this will include looking at computer screens and concentrating intensely for prolonged periods of time.

• They will also be expected to use advanced skills in reviewing and editing videotapes for multiple uses.

• The post holder will also be expected to travel to meetings and clinics within their daily work

General

Trust responsibilities

Health and Safety

You have a legal responsibility not to endanger yourself, your fellow employees and others by your individual acts or omissions. The post holder is required to comply with the requirements of any policy or procedure issues in respect of minimising the risk of injury or disease.

Working Time Directive

The Working Time Regulations 1998 require that you should not work more than an average of 48 hours each week, i.e. in a 17 week period no more than 816 hours or 1248 hours in a 26 week period. To work more you must have the authorisation of your manager and you must sign an opt-out agreement that you choose to work more.

Should you have more than one job with the Trust or have a job with another employer, then the total hours worked in all your jobs should not exceed the average of 48 hours as above. You are therefore required to inform your manager if you continue to work elsewhere and the number of hours you work, or if you take up work elsewhere during your employment with the Trust.

Confidentiality

Attention is drawn to the confidential nature of information collected within the NHS. The unauthorised use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information could result in prosecution or action for civic damage under the Data Protection Act 1984.

The post-holder will be remunerated as outline in the relevant paragraphs of Advanced letter (SP) 4/2001 Para 10, unless otherwise agreed.

The post holder is required to have appropriate qualifications as outlined in the relevant paragraphs of the Association for Family Therapy, Terms and Conditions for Family Therapist (Information Sheet P1, revised December 2001) unless otherwise agreed.

The post holder will abide by the current Codes of Practice as promulgated by the Association for Family Therapy and the United Kingdom Council for Psychotherapy.

The post-holder is expected to adhere to the Policies and Procedures of the Trust and Department.
The amount of time given to various tasks will be negotiated and prioritised by agreement with the post-holder, Head of Department/Specialty and major users of the service, within the framework of the overall Systemic Psychotherapy Service Agreement for the BCH NHS Trust.

The duties outlined in this job description serve as a guide to the current and major responsibilities of the post. As the Trust is undergoing a period of change, and because of the changing nature of the service, these responsibilities and the obligations on the post-holder will inevitably vary and develop. In view of this, the job description will be reviewed on a regular basis, will be subject to annual review in conjunction with the annual personal appraisal, and may need to be altered. Such changes will be subject to consultation with the post-holder.

**IT responsibilities**

- To be able to send and receive email, including attachments.
- To be able to competently use a word processing package.
- To be able to use a database package.
- To be able to use research databases and advanced tools for analysis of both quantitative and qualitative levels.
- To be able to operate professional standard audio-visual recording equipment such as video cameras, television monitors, VCR machines, audio and video links between separate rooms.

**Date job description produced:** August 2013
**Date for review:** August 2013 and thereafter annually