

JOB DESCRIPTION
Psychological Well Being Practitioner (in training)

Post Title: CYP Psychological Wellbeing Practitioner

Salary: NHS Band 4 or equivalent

Responsible to:

Accountable to:

Key Relationships:

CYP IAPT

The Children and Young People's Improving Access to Psychological Therapies programme (CYP IAPT) is a service transformation programme delivered by Health Education England and partners that aims to improve existing children and young people's mental health Services (CYP MHS) working in the community. Psychological Well Being Practitioner training will benefit from being integrated fully within CYP MHS and linked to the CYP IAPT collaborative, which brings a valuable organisational infrastructure.

Job Purpose

This is a training role within the Children and Young People' Improving Access to Psychological Therapies programme (CYP IAPT). The post-holder will work within a CYP MHS as part of a multi-disciplinary team delivering, under supervision, high-quality; brief outcome focused evidence-based interventions for children and young people experiencing mild to moderate mental health difficulties.

The training and service experience will equip the post holder with the necessary knowledge, attitude and capabilities to operate effectively in an inclusive, value driven service.

The post holder will attend all university based taught and self-study days required by the education provider, as specified within the agreed national curriculum and work in the service for the remaining days of the week using their newly developed skills.

Main Duties and Responsibilities

1. Therapeutic skills

- 1.1. Assess and deliver, under supervision outcome focused, evidence-based interventions to children and young people experiencing mild to moderate mental health difficulties.
- 1.2. Working in partnership, support children, young people experiencing mild to moderate mental health difficulties and their families in the self-management of presenting difficulties.
- 1.3. Work in partnership with children, young people and families in the development of plans for the intervention and agreed outcomes.

- 1.4. Support and empower children, young people and families to make informed choices about the intervention.
 - 1.5. Operate at all times from an inclusive values base, which recognises and respects diversity.
 - 1.6. Accept referrals within agreed national and local protocols.
 - 1.7. Undertakes accurate assessment of risk to self and others.
 - 1.8. Adhere to the service referral protocols. Under supervision signpost unsuitable referrals to the relevant service as necessary.
 - 1.9. Through close case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant elements of service delivery.
 - 1.10. Provide a range of information and support for evidence based psychological treatments. This may include guided self-help. This work may be face-to-face, by telephone or via other media.
 - 1.11. Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week in order to improve timely access and minimise waiting times.
 - 1.12. Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate.
 - 1.13. Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision making. Complete all requirements relating to data collection.
 - 1.14. Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
 - 1.15. Work within a collaborative approach involving a range of relevant others when indicated.
 - 1.16. Work in collaboration with children, young people and communities to enhance and widen access.
2. **TRAINING AND SUPERVISION**
- 2.1. Attend and fulfil all the requirements of the training element of the post including practical, academic and practice based assessments.
 - 2.2. Apply learning from the training programme to practice.
 - 2.3. Receive supervision from educational providers in relation to course work to meet the required standards.

2.4. Prepare and present case load information to supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.

2.5. Respond to and implement supervision suggestions by supervisors in practice.

2.6. Engage in and respond to personal development supervision to improve competences and practice.

3. **PROFESSIONAL**

3.1. Ensure the maintenance of standards of practice according to the employer and any regulating bodies, and keep up-to-date on new recommendations/guidelines set by the relevant departments.

3.2. Ensure that confidentiality is protected at all times.

3.3. Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.

3.4. Participate in individual performance review and respond to agreed objectives.

3.5. Keep all records up to date in relation to Continuous Professional Development and ensure personal development plans maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.

3.6. Attend relevant conferences/workshops in line with identified professional objectives.

4. **GENERAL**

4.1. Contribute to the development of best practice within the service.

4.2. Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.

4.3. Maintain up-to date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health

4.4. All employees have a responsibility and a legal obligation to ensure that information processed is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.

4.5. It is the responsibility of all staff 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 official duties.

4.6. This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

Personal Specification	<u>Essential</u>	Desirable	Assessment Method
Qualification	<p>Evidence of working with children and young people with mental health difficulties</p> <p>Evidence of ability to study successfully at undergraduate level or the equivalent</p>	<p>Training in nursing, social work, occupational therapy, counselling or within a specific psychological therapy</p> <p>Psychology or other health /social care/youth related undergraduate degree</p> <p>Other relevant postgraduate degree</p>	<p>Application Form</p> <p>Application Form</p> <p>Application Form</p> <p>Application Form</p> <p>Application Form</p>
Experience	<p>Evidence of working with children and young people with mental health difficulties</p> <p>Demonstrates high standards in written communication</p>	<p>Experience of working in mental health or related services</p> <p>Worked in a service where agreed targets in place to demonstrating outcomes</p> <p>Ability to manage own caseload and time</p>	<p>Application Form</p> <p>Application Form/ Interview Question</p> <p>Interview Question</p> <p>Interview</p> <p>Application form</p>
Skills & Competencies	<p>Ability to evaluate and put in place the effect of training</p>		<p>Interview question</p>

	<p>Computer literate</p> <p>Excellent verbal and written communication skills, including telephone skills</p> <p>Able to develop good therapeutic relationships with clients</p>	<p>Received training (either formal or through experience) and carried out risk assessments within scope of practice</p>	<p>Interview question</p> <p>Interview / application/portfolio / Practical Test</p> <p>Interview question</p> <p>Reference</p>
Knowledge	<p>Demonstrates an understanding of children and young people's mental health and how it may present</p>	<p>Demonstrates a knowledge of the issues relating to children and young people and the impact it can have on mental health</p> <p>Demonstrates an understanding for the need to use evidence-based psychological therapies and how it relates to this post</p>	<p>Interview question</p> <p>Interview question</p> <p>Interview question</p>
Training	<p>Able to attend the formal training as required</p> <p>Able to complete academic components of the course</p> <p>Able to integrate training into practice</p>		<p>Application form/ interview</p> <p>Application form/ interview</p> <p>Application form/ interview</p>
Other Requirements	<p>High level of enthusiasm and motivation</p> <p>Advanced communication skills</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to use supervision and personal development positively and effectively</p> <p>Ability to work under pressure</p>		<p>Interview</p> <p>Interview</p> <p>Reference</p> <p>Application form/ interview</p> <p>Interview test</p>

	<p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self-reflective in personal and professional development and in supervision</p>		<p>Interview question</p> <p>Interview question</p> <p>Interview question</p>
		<p>Car driver and/or ability and willingness to travel to locations throughout the organisation</p> <p>Fluent in languages other than English</p>	<p>Application / Interview</p>

SPECIMEN