

BWRDD IECHYD PRIFYSGOL BETSI CADWALADR

Gwasanaethau Arbenigol Iechyd Meddwl Plant a Phobl Ifanc (CAMHS)

DISGRIFIAD SWYDD

TEITL: Therapydd Therapi Ymddygiad Gwybyddol (CBT)

YN ATEBOL I: Prif Seicolegydd Clinigol ac Arweinydd Tîm

BAND: Band 7

GWASANAETH: Arbenigol CAMHS

SAFLE:

CRYNODEB O'R SWYDD:

1. Darparu gwasanaeth Seicotherapi Ymddygiad Gwybyddol i Blant a Phobl Ifanc sydd â phroblemau seicolegol cymhleth iawn o fewn gwasanaeth CAMHS Canol.
2. Cysylltu ag asiantaethau eraill ac unigolion a darparu ymgynghoriad iddynt wrth reoli anghenion cleifion sydd ag anghenion iechyd meddwl cymedrol i gymhleth iawn.

Cymwysterau:

Dylai deilydd y swydd gael proffesiwn craidd cydnabyddedig megis Nyrsio, Therapi Galwedigaethol, Gwaith Cymdeithasol neu Seicoleg a bydd wedi'i achredu gyda'r Gymdeithas Seicotherapi Ymddygiadol a Gwybyddol Prydain (BABCP).

PRIF GYFRIFOLDEBAU

Clinigol

1. Darparu asesiadau seicolegol arbenigol a gwasanaeth Therapi Ymddygiad Gwybyddol (CBT) (unigolyn, teulu neu grŵp) ar gyfer Plant a Phobl Ifanc gyda phroblemau seicolegol cymedrol neu gymhleth iawn a gyfeirir at CAMHS.
2. a) Bod yn gyfrifol yn glinigol am lwyth achos dynodedig o gleifion sydd â phroblemau iechyd meddwl risg uchel a chymhleth iawn ac ymarfer cyfrifoldeb proffesiynol annibynnol
b) Trefnu'r baich achos hwn yn effeithiol ac yn effeithlon o ran blaenoriaethau clinigol a defnydd o amser
3. Asesu a rhoi diagnosis i gleifion sydd wedi cael eu cyfeirio at y gwasanaeth, gyda chyfeiriad at ICD-10 a DSM-IV (neu fersiynau dilynol) Dosbarthiad o Anhwylderau Meddyliol ac Ymddygiad. Defnyddio barn glinigol arbenigol, cynllunio, darparu a dadansoddi ystod o ymyriadau Seicotherapiwtig Ymddygiad Gwybyddol arbenigol iawn i fodloni anghenion cymhleth, parhaus ac amrywiol unigolion, eu gofalwyr a grwpiau gydag anhwylderau gwahanol e.e. Anhwylderau Iselder, Anhwylderau Gorbryder yn cynnwys PTSD/OCD, Ymddygiad Hunanddinistriol a Para-suicidal, anhwylderau Bwyta a Seicosis sy'n codi.
4. Cynnwys gofalwyr a/neu aelodau'r teulu yn y broses seicotherapi fel bo'n addas ac fel yr argymhellir ym Mhrotocolau'r Bwrdd Iechyd/ Canllawiau NICE a Phrotocolau Ymarfer Clinigol (BABCP).

5. Cyfathrebu'n effeithiol â chleifion a gofalwyr sydd o bosibl yn amwys ac sy'n hynod o emosiynol gan ddefnyddio sgiliau cyfathrebu hynod o arbenigol/ddatblygedig o gyfweld ysgogol, trafod ac egluro.
6. Asesu, ffurfio a gweithredu cynlluniau triniaeth Seicotherapi Ymddygiad Gwybyddol i gleifion sy'n cael eu hystyried yn addas ar gyfer seicotherapi ymddygiad gwybyddol, gan ddefnyddio dulliau sydd wedi'u profi i fod yn effeithiol
7. Asesu a rheoli risg cleifion a gwneud penderfyniadau clinigol addas lle adnabyddir risg sylweddol: er enghraifft, pryderon amddiffyn plant/hunan-niweidio bwriadol. Cysylltu ag asiantaethau perthnasol yn unol â Chanllawiau NICE a Phrotocolau a Gweithdrefnau Rheoli Risg y Bwrdd Iechyd
8. Cysylltu, cyfathrebu a derbyn gwybodaeth sensitif, gymhleth iawn ar lafar ac yn ysgrifenedig gan/i asiantaethau statudol ac anstatudol sy'n gysylltiedig â'r claf neu sy'n ymwneud yn uniongyrchol â'r claf
9. Cyfathrebu a chael gwybodaeth gymhleth, sensitif a thrawmatig yn rheolaidd: er enghraifft, cam-drin plant, gan reoli materion o'r fath mewn modd sensitif a medrus iawn o fewn y cwrs therapi seicolegol
10. Dadansoddi ac adolygu cynnydd therapi yn ystod cyfnodau aml addas
11. Rhyddhau cleifion ar ôl cwblhau'r Seicotherapi Ymddygiad Gwybyddol yn unol â Phrotocolau'r Bwrdd Iechyd/Gwasanaeth a Chanllawiau NICE
12. Bod yn gyfrifol am ddarparu ymgynghoriad clinigol, cyngor a chefnogaeth i staff gwasanaeth iechyd a staff mewn asiantaethau eraill. Cyfrannu at (weithiau trefnu ac arwain) cyfarfodydd amlddisgyblaethol mewn achosion cymhleth wrth ymddwyn fel un ai Seicotherapydd Ymddygiad Gwybyddol, neu gynnis Ymgynghoriad yn unol â gofynion Achrediad Goruchwyliwr
13. Sicrhau bod safonau moesegol a chyfreithiol yn rhaglenni triniaeth yn cael eu cynnal, yn cynnwys cyfrinachedd cleifion, wrth sicrhau bod gwasanaethau'n cael eu darparu i gleifion sy'n rhoi parch iddynt
14. Cynnig argymhellion clinigol lle bo'n briodol ar gyfer cyfeirio cleifion at wasanaethau arbenigol eraill
15. Darparu safonau uchel o ofal clinigol i gleifion a chefnogi staff eraill i wneud yr un peth drwy ddarparu cyngor proffesiynol a/neu ymyriad uniongyrchol
16. Cadw cofnodion cywir, cyfrinachol a diweddar o holl gysylltiadau cleifion.
17. Bod yn gyfarwydd â mesurau perthnasol o dan Ddeddf Diogelu Data a mentrau Caldicott Guardian, Polisiau Amddiffyn Plant a'r Ddeddf Iechyd Meddwl fel mae'n cymhwyso i blant a phobl ifanc.
18. Teilwra rhaglenni arbenigol iawn o ofal i fodloni anghenion unigol cleifion a chwilio i gydlynu mewnbyn seicolegol gydag ymyriadau meddygol yn seiliedig ar yr angen hwnnw.
19. Cynnal Seicotherapi Ymddygiad Gwybyddol yng nghlinigau y tu allan a chartrefi cleifion. Gweithio o dan y Polisi Gweithio Ar Eich Pen Eich Hun a bod yn ymwybodol o risgiau personol sylweddol.

Dysgu, hyfforddi a goruchwyllo

1. Cael Goruchwyliaeth Glinigol Ymddygiad Gwybyddol gan uwch ymarferydd addas yn unol â Pholisi Goruchwyllo'r Bwrdd Iechyd, yn ddigonol i fodloni gofynion CBT parhaus ac Achrediad Goruchwyllo
2. Darparu goruchwyliaeth glinigol i weithwyr dan hyfforddiant a staff cymwys eraill fel bo'n addas ac fel y cytunwyd a bod yn rhan o gydlynu gweithgareddau o'r fath a'u darpariaeth yn unol â gofynion y gwasanaeth, bodloni anghenion CBT parhaus ac Achrediad Goruchwyllo
3. Darparu addysg / hyfforddiant fel bo'n ofynnol a digwyddiadau Datblygiad Proffesiynol Parhaus mewnol (CPD) fel bo'n addas
4. Cymryd rhan weithredol yn natblygiad CPD, gan fod yn ymwybodol o ymchwil a datblygiad o fodelau newydd o ymarfer ymddygiad gwybyddol a'u hymgorffori nhw i ymarfer fel bo'n briodol/addas; yn unol â gofynion ar gyfer cynnal CBT parhaus ac Achrediad Goruchwyllo.

Rheoli, recriwtio, datblygu polisi a gwasanaeth

1. Cyfrannu at reoli rhestrau aros.
2. Bod yn rhan o ddatblygiad Polisi/Protocol.

Ymchwil a gwerthuso gwasanaeth

1. Defnyddio theori Ymddygiad Gwybyddol, llenyddiaeth sy'n seiliedig ar dystiolaeth ac ymchwil i gefnogi ymarfer sy'n seiliedig ar dystiolaeth yn unol â chanllawiau NICE
2. Cynnal archwiliad/gwerthusiad/ymchwil fel bo'n addas a darparu cyngor i staff eraill sy'n cynnal astudiaethau ymarfer effeithiol
3. Cynnal prosiect/au a amlinellir gan reolwr y gwasanaeth yn annibynnol, sy'n cynnwys archwiliad/au cymhleth a gwerthusiad gwasanaeth, yn unigol a gyda chydweithwyr o fewn y gwasanaeth i helpu datblygu darpariaeth gwasanaeth.

Proffesiynol / Gweinyddol

1. Cyfrannu at ddatblygiad, cynhaliaeth safonau proffesiynol uchaf o ymarfer, drwy gymryd rhan weithredol mewn hyfforddiant CPD mewnol ac allanol a rhaglenni datblygu, drwy ymgynghori â rheolwyr gwasanaeth a phroffesiynol deilydd y swydd
2. Cyfrannu at ddatblygiad a chysylltu arfer gorau o Seicotherapi Ymddygiad Gwybyddol ar draws y gwasanaeth, gan gymryd rhan mewn goruchwyliaeth broffesiynol reolaidd a gwerthuso a chynnal ymgysylltiad gweithredol gyda datblygiadau presennol sy'n seiliedig ar dystiolaeth ym maes Seicotherapi Ymddygiad Gwybyddol a disgyblaethau perthynol
3. Cynnal y safonau uchaf cadw cofnodion gan gynnwys rhoi a chofnodi data electronig, ysgrifennu adroddiadau, drwy gymhwyso'r ymarfer cyfrifol o hunan-lywodraethu proffesiynol yn unol â chodau arfer proffesiynol BABCP a pholisïau a gweithdrefnau'r Bwrdd Iechyd
4. Bodloni'r holl ofynion ar gyfer cynnal achrediad gyda BABCP a gweithio tuag at Achrediad Goruchwyliwr os nad yw wedi'i gyflawni eisoes
5. Cynnal gwybodaeth gyfoes o ddeddfwriaeth, polisïau cenedlaethol a lleol a materion sy'n gysylltiedig â'r grŵp penodol o gleientiaid ac iechyd meddwl
6. Gweithio o fewn Cod Moeseg a'r canllawiau ymarfer proffesiynol perthnasol y BABCP a'r fframwaith canllawiau proffesiynol y Bwrdd Iechyd.
7. Cymryd rhan lawn wrth gefnogi gweithgareddau'r gwasanaeth gan gynnwys mynychu cyfarfodydd perthnasol.

IECHYD A DIOGELWCH

Mae gan bob staff ddyletswydd gyffredinol i gymryd gofal rhesymol o iechyd a diogelwch eu hunain ac unigolion eraill a all gael eu heffeithio gan eu gweithredoedd neu eu hesgeulustra. Dylai bob rheol diogelwch, rheoliadau a chodau ymarfer sy'n perthyn i'r maes gwaith gael eu cadw.

CYDRADDOLDEB AC AMRYWIAETH

Gweld gwerth mewn amrywiaeth a helpu hyrwyddo cydraddoldeb cyfleoedd gan sicrhau bod unigolion yn cael eu trin yn deg a'u parchu am eu cyfraniad o ran profiad, gwybodaeth a sgiliau.

CYMHWYSEDD GWEITHWYR PROFFESIYNOL IECHYD

Cynnal cofrestriad proffesiynol (fel bo'n addas) ac ymddwyn yn unol â chodau proffesiynol o ymarfer a chanllawiau. Dilyn polisïau a gweithdrefnau'r Bwrdd Iechyd a chynnal sgiliau a gwybodaeth ddiweddar drwy gymryd rhan yn Natblygiad Proffesiynol Parhaus.

RHAN STAFF - HAWLIAU A CHYFRIFOLDEBAU'R UNIGOLYN

Gweithio mewn partneriaeth i gyflawni amcanion gwasanaeth a hyrwyddo diwylliant o gydweithio drwy gyfathrebu da, bod yn agored ac yn onest.

BETSI CADWALADR UNIVERSITY HEALTH BOARD
Specialist Child and Adolescent Mental Health Service (CAMHS)

JOB DESCRIPTION

TITLE: Cognitive Behavioural Therapy (CBT) Therapist

ACCOUNTABLE TO: Principal Clinical Psychologist and Team Lead

GRADE: Band 7

SERVICE: Specialist CAMHS

BASE:

JOB SUMMARY:

3. To provide a specialist Cognitive Behavioural Psychotherapy service to Children and Adolescents with moderate to highly complex psychological problems within the CAMHS service.
4. To liaise with and provide consultancy to other agencies and individuals in managing the needs of patients with moderate to highly complex mental health needs.

Qualifications:

The post holder should have a recognised core profession such as Nursing, Occupational Therapy, Social work or Psychology and will be accredited with the British Association of Behavioural and Cognitive Psychotherapies (BABCP).

KEY RESPONSIBILITIES:

Clinical

20. To provide specialist psychological assessments and a Cognitive Behavioural Therapy (CBT) (individual, family or group) service for Children and Adolescents with moderate to highly complex psychological problems referred to CAMHS
21. a) To be clinically responsible for and to exercise autonomous professional responsibility with a designated caseload of patients with high risk and highly complex mental health problems
b) To organise this caseload effectively and efficiently with regard to clinical priorities and use of time
22. To assess and diagnose, with reference to ICD-10 and DSM-IV (or subsequent versions) Classification of Mental and Behavioural Disorders, patients referred to the service. Using expert clinical judgement, plan, deliver and evaluate a range of highly specialist Cognitive Behavioural Psychotherapeutic interventions to meet the complex, enduring and varied needs of individuals, their carers and groups with different disorders e.g. Depressive Disorders, Anxiety Disorders including PTSD/OCD, Suicidal and Para-suicidal Behaviours, Eating disorders and Emerging Psychosis
23. To involve carers and or family members in the psychotherapy process as appropriate and recommended in The Trust Protocols/NICE Guidelines and Clinical Practice Protocols (BABCP).
24. To communicate effectively with possible ambivalent and extremely emotional patients and carers using highly specialised/developed communication skills of motivational interviewing, negotiation and explanation.

25. To assess, formulate and implement Cognitive Behavioural Psychotherapy treatment plans for patients considered suitable for cognitive-behavioural psychotherapy, employing methods of proven efficacy
26. To assess and manage patient risk and make appropriate clinical decisions where significant risk is identified: for example, child protection concerns/deliberate self-harm. To liaise with relevant agencies in line with the NICE Guidelines and Trust Risk Management Protocols and Procedures
27. To liaise, communicate and receive both verbally and in writing highly complex, sensitive information from/to statutory and non-statutory agencies concerned or directly involved with the patient
28. To communicate and receive complex sensitive and traumatic information on a regular basis: for example, child abuse, managing such issues in a highly skilled and sensitive manner within the course of psychological therapy
29. To evaluate and review therapy progress at appropriately frequent intervals
30. To discharge patients upon completion of Cognitive Behavioural Psychotherapy in line with Trust/Service Protocols and NICE Guidelines
31. To be responsible for providing clinical consultation, advice and support to health service staff and staff in other agencies. Contribute to (sometimes organising and leading) multi-disciplinary meetings in complex cases when acting as either Cognitive Behavioural Psychotherapist, or offer Consultation in line with requirements of Supervisor Accreditation
32. To ensure ethical and legal standards in treatment programmes are maintained, including patient confidentiality, while ensuring that services are provided to patients which affords them respect
33. To offer clinical recommendations where necessary for the referral of patients to other specialist services
34. To provide high standards of clinical care for patients and support other staff to doing likewise by providing professional advice and/or direct intervention
35. To keep accurate, confidential and up to date records of all patient contacts.
36. To be familiar with and comply with all relevant measures under the Data Protection Act and Caldicott Guardian initiative, Child Protection Policies and the Mental Health Act as it applies to children and young people.
37. To tailor highly specialised programmes of care to meet patient's individual needs and seek to co-ordinate psychological input with medical interventions based on that need.
38. To carry out Cognitive Behavioural Psychotherapy in outside clinics and patient's homes. Working under the Lone Worker Policy and being aware of exposure of significant personal risk.

Teaching, training, and supervision

5. To receive regular Cognitive Behavioural Clinical Supervision from an appropriate senior practitioner in accordance with the Trust Supervision Policy, sufficient to meet requirements of ongoing CBT and Supervisor Accreditation
6. To provide clinical supervision to trainees and other qualified staff as appropriate and agreed and to be involved in the co-ordination of such activities and their deliveries in line with the service requirements, meeting the requirements of ongoing CBT and Supervisor Accreditation
7. To provide teaching / training as required and internal Continued Professional Development (CPD) events as appropriate
8. To actively participate in CPD development, keeping abreast of research and the development of new models of cognitive behavioural practice and incorporating them as necessary/appropriate into practice; in line with requirements for maintaining ongoing CBT and Supervisor Accreditation.

Management, recruitment, policy and service development

3. To contribute to waiting list management.
4. To be involved in Policy/Protocol development.

Research and service evaluation

4. To utilise Cognitive Behavioural theory, evidence-based literature and research to support evidence based practice in line with NICE guidelines
5. To undertake as appropriate audit/evaluation/research and provide advice to other staff undertaking effective practice studies
6. To autonomously undertake project/s outlined by service manager, which include complex audit/s and service evaluation, individually and with colleagues within the service to help develop service provision.

Professional / Administrative

8. To contribute to the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional and service manager(s)
9. To contribute to the development and articulation of best practice in Cognitive Behavioural Psychotherapy across the service, taking part in regular professional supervision and appraisal and maintaining an active engagement with current evidence-based developments in the field of Cognitive Behavioural Psychotherapy and related disciplines
10. To maintain the highest standards of accurate clinical record keeping, including electronic corresponding, recording and report writing, by applying the responsible exercise of professional self-governance in accordance with professional codes of practice of the BABCP and Trust policies and procedures
11. To meet all requirements for maintaining accreditation with BABCP and to work towards Supervisor Accreditation if not already achieved
12. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health
13. To work within the Code of Ethics and the relevant professional practice guidelines of the BABCP and the professional guidance framework of the Trust.
14. To participate fully in supporting the activities of the service including attending relevant meetings.

HEALTH AND SAFETY

All staff have a general duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

EQUALITY AND DIVERSITY

To value diversity and help promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge and skills.

COMPETENCY OF HEALTH PROFESSIONALS

To maintain professional registration (as appropriate) and to act in accordance with professional codes of practice and guidelines. To follow Trust policies and procedures and maintain up to date skills and knowledge through participation in Continuing Professional Development.

STAFF INVOLVEMENT – INDIVIDUAL RIGHTS AND RESPONSIBILITIES

To work in partnership to achieve service objectives and promote a culture of working together through good communications, openness and honesty.