

## **Job Description**

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| <b>Post:</b>           | Systemic Family Therapist Lead   |
| <b>Band:</b>           | 8a   |
| <b>Location/Base:</b>  | Pennine Care NHS Foundation Trust  |
| <b>Responsible to:</b> | CED Operational Manager  |
| <b>Main Contacts:</b>  | Other team members and members of other disciplines within the Healthy Young Minds (HYM) Directorate, including inpatient services, young people, carers and other relevant agencies responsible for the young peoples care. |

## **Job Summary**

The post-holder will be responsible for developing a cohesive strategy for the delivery of family therapy across the HYM Directorate through significant leadership and project management skills.

Within your specialist clinical role you will take a lead in providing a highly specialist family therapy service to young people from the Community Eating Disorder Service. This involves providing specialist assessment and systemic family psychotherapy to young people, their families, and to other, non-professional carers.

You will offer leadership, advice, consultation, supervision and training to other professionals within the service and to other professionals in the Directorate who are engaged in family work. The post holder will exercise autonomous judgement in professional practice within professional guidelines and the overall framework of the service policies and procedures.

## **Main Duties & Responsibilities:**

- The post provides a specialised service requiring the post holder to have developed an advanced level of generic and specific therapeutic skills and have a well-developed and proven understanding of young people with eating disorders.
- The emphasis is on the provision of expert assessment and treatment intervention of young people and their families and carers. A high degree of autonomy and responsibility for decision making is expected with regard to assessment and treatment intervention.

- The Family Therapist operates both independently and as an integrated member of a multi-disciplinary team. As a team member the Family Therapist has some generic roles and responsibilities with regard to the community eating disorder team (CED). The Family Therapist needs to have an advanced level of experience of mental health in young people and be equipped to provide specialist assessment and treatment intervention to young people and their families and carers suffering from an eating disorder; as well as consultation and advice to other organisations and services.
- The post holder will lead, develop and be responsible for the implementation of a consultation process to the wider multi-disciplinary team and HYM teams, from a family therapy perspective, on highly complex young people.
- The post holder will lead on providing specialist systemic family therapy supervision and developing supervision structures across the Directorate.
- The Family Therapist will be involved in regular training of other professionals and trainee staff on generic aspects of adolescent mental health and specialist family therapy.
- The Family Therapist will be based within the CEDS. Primarily, responsible for providing family therapy to young people and their families and carers during their treatment. The role will carry an individual case load and may include working with young people who are admitted for inpatient care, as appropriate.
- As a clinician the post holder will be responsible for assessing, planning, implementing and evaluating systemic/family therapies as an autonomous practitioner. As a Systemic Family Therapist the post holder will have responsibility for providing clinical leadership to the team and advise multi-disciplinary teams as appropriate.
- This highly specialist role will have a key function in leading and developing family intervention skills and the family therapy strategy across the multi-disciplinary team and the HYM Directorate. Regular teaching of others and clinical supervision, both internally and externally as appropriate will form a key part of the role.
- A key role will see the post holder being involved in projects to embed family therapy for children and young people within inpatient services into the community HYM teams as well as leading on other Directorate work streams.
- To participate if required in the on call rota for HYM and specific service on call rotas if needed.

### **Clinical and Professional Responsibilities:**

- The Systemic Family Therapist will offer individual and group based systemic and family interventions to the young person and his/her family.
- To directly assess/plan/implement/evaluate family/systemic therapies.

- To ensure teaching for pre/post-registration students and others in Pennine Care.
- To utilise the nursing, mental health, CAMHS and systemic therapy knowledge bases.
- To alert the Service Manager to resource deficits.
- To provide comprehensive information orally and in written form, on assessment, for care programme approach reviews, discharge planning for both inpatients and outpatient caseload.
- Empathises with and has insight into young persons and parents/carers perceptions.
- Undertake responsibility for the maintenance of good standards of professional practice.
- To maintain a defined caseload and to use judgement in formulation and implementation of highly specialised plans for the clients care. To design and implement specific evidence based therapy programmes drawn from a range of theoretical models of therapy and to evaluate these plans of care regularly.
- To undertake risk assessment and risk management of all young people as necessary.
- To offer regular case load clinical supervision as well as supervision on a case by case basis, to other professionals within the MDT or wider Directorate.
- To attend regular clinical supervision with a qualified Systemic Family Therapist. Maintain your professional development through attending training as determined by your professional body so as to fulfil the requirement of the UKCP, and attend any mandatory or additional training, in consultation with the service manager.
- To be aware of the serious physical risk associated with eating disorders and to provide highly specialised advice to young people and take appropriate action to monitor the physical health of young people in conjunction with their care team.
- To communicate directly with young people, carers/relatives and other healthcare professionals highly complex and potentially emotive information regarding the young person's difficulties, treatment and prognosis.
- To have experience of and utilise appropriately a variety of therapeutic skills and approaches with clients.
- To forge and maintain links with local and national special interest groups concerned with young people with eating disorders, families and carers, and their mental health needs.
- To offer consultation and guidance to care professionals in the process of providing treatment of young people, families and carers.
- Promote a service philosophy that is strongly user and carer focussed.

- Ensure, as far as practicable, the full involvement of service users – and where appropriate, relatives and carers – in the assessment of their needs and the formulation and review of their care plans.
- Plan and organise support groups for young people, families and carers with eating disorders and support groups for their carers.
- To ensure Trust policies around case note management, recording, storage and correspondence are strictly adhered to.
- To introduce quality initiatives in consultation with the team

### **Service Development and Research:**

- Continuously monitors and maintains standards of care working as an autonomous practitioner within the CYP CEDS and ensure compliance with standards for family therapy.
- Abide by AFT Code of Ethics and Practice and any associated professional body.
- Undertakes the prevention and management of violence and aggression training, responds to emergencies, and assist in dealing with and recording of incidents when necessary.
- To organise conferences in the North West to disseminate research findings and good practice and to speak at local, national and international conferences as required.
- To ensure clinical practice is based on research evidence and to participate in clinically relevant projects and audits within the service and to share this evidence and good practice with others.
- Promotes the work of the service during liaison and contact with others.
- Advise on the strategic development of family therapy (including training) within the Directorate through active membership at the psychological therapies group.
- Responsible for leading on service development as agreed and attend the HYM CBU (Clinical Business Unit) as required.
- Identify opportunities for local service development and manage and lead the process of change.
- Identify unmet needs to support service planning and development.
- Participate in recording and evaluating of statistical information as required by the service manager and/ or clinical lead.
- Participate in the drafting and advice on content and implementation of operational policies and procedures within sphere of responsibility.
- Ensure compliance with information governance, recording and confidentiality policies and procedures.
- Promote user and carer involvement in the evaluation and development of services.
- Represents service at Directorate meetings as appropriate.

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- Support the service manager in adhering to service budgets

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process

### **General Duties of all post holders**

- To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.
- To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.
- To be aware of and work towards the Trusts strategic goals.

### **Standards of Business Conduct**

- The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.
- The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.
- The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.
- The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.
- The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manner.
- All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders' responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

### **Equality and Diversity and Equal Opportunities**

- The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and

Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.

- The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.
- The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.

### **Safeguarding**

- Appointments to regulated and controlled activities require an enhanced DBS disclosure.
- All staff have a responsibility to promote the welfare of any child, young person or vulnerable adult they come into contact with and in cases where there are safeguarding concerns, to act upon them and protect the individual from harm.
- All staff should refer any safeguarding issues to their manager and escalate accordingly in line with the Trust Child and Adult Safeguarding Policies.
- All staff should familiarise themselves with the NICE Guidelines “when to suspect child maltreatment 2009.”

### **Professional and Personal Development**

- The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.
- The post holder will be involved in a formal appraisal and yearly conversations review with their manager at least every 12 months. Once performance / training objectives have been set, the staff member’s progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
- The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

### **Confidentiality and Information Governance**

- Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of

carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.

- All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.
- The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.
- The post holder must work to the requirements of data protection laws as applicable to the UK, which includes the General Data Protection Regulations (GDPR).

### **Health and Safety at Work**

- The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.
- The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.
- The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.
- All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

### **Infection Control**

- Infection Prevention and Control is the responsibility of all Trust staff.
- All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice

guidance in order to maintain high standards of Infection Prevention and Control.

## **Sustainability / Net Zero Carbon**

Pennine Care are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

**Energy:** Switch off non-essential electrical equipment / lighting when not in use. Report heating issues, building too hot / too cold to the Estates Team.

**Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.

**Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle do not overorder equipment / medicines. Healthcare waste must be disposed of in line with the Trust's waste management policy.

**Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the estate team for further details

**Transport & Travel:** Where possible lift share, cycle, walk or use public transport