

# Job Description

**JOB TITLE: Cognitive Behavioural Therapist**

**DIVISION: Family Health**

**GRADE: Band 7**

**REPORTS TO: Matron, Clinical Nurse Specialaists**

**ACCOUNTABLE TO: Lead Nurse**

## VALUES AND BEHAVIOURS



## ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes.

We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

## **JOB SUMMARY**

The paediatric ME/Chronic Fatigue Service is an innovative service delivering evidenced based intervention tailored to the needs of children, young people and their families in Nottingham and Greater Nottingham. As an accredited Cognitive Behavioural Therapist you will provide high quality, specialist CBT to individuals and groups in a wide range of settings, including outpatient clinics, home visits and schools. A flexible approach to service delivery is essential. You will have knowledge and experience of working with common mental health conditions, and an understanding of models of treatment for ME/Chronic Fatigue Syndrome such as the use of us ACT, Compassion focussed therapy and Mindfulness interventions. You will need to have excellent communication skills to deliver individual and group interventions in this challenging clinical field, building links across the health and education community. You need to be an excellent team player, dynamic and forward thinking with an ambition for self-development.

## **KEY JOB RESPONSIBILITIES**

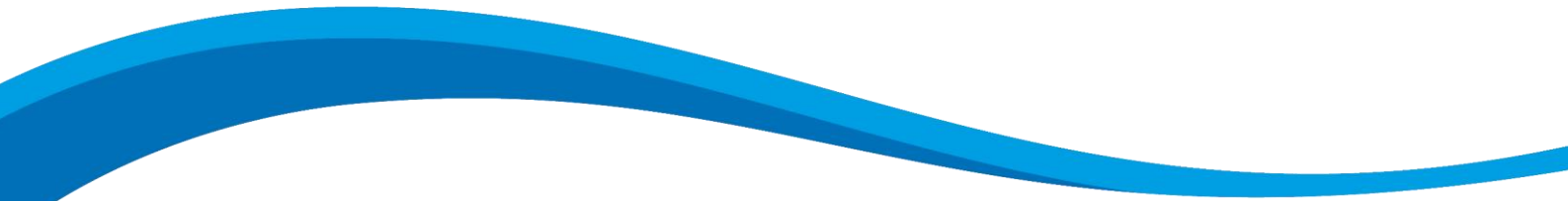
1. To provide specialist assessments and intervention for the management of Chronic Fatigue Syndrome based upon the appropriate use, interpretation and integration of complex data from a variety of sources.
2. To offer a flexible approach to the delivery of treatment, both individually and in groups, using evidence based approaches for the management of Chronic Fatigue Syndrome.
3. Proactively work with patients promoting self-management strategies, enabling them to recognise and maximise their potential outcomes. Empowering them to make choices about their future management.
4. Be professionally accountable for all aspects of own work, working autonomously within professional guidelines and the overall framework of the team's policies and procedures.
5. Develop evidenced based holistic personalised treatment plans for individuals with complex needs enabling individuals, carers and families to contribute to the plan.
6. Communicate in a skilled and sensitive manner, establishing effective working relationships with patients, families and carers providing information and advice at appropriate stages of the patient pathway. Communicating complex condition related information to patients / carers and relatives within scope of professional practice accounting for potential barriers to communication.
7. Communicate effectively with all professionals involved in the patients care ensuring the delivery of a coordinated multidisciplinary service exploring complex and sensitive issues related to treatment options and decisions.

8. To lead on aspects of service delivery and development of service resources, contributing to a CBT based framework of understanding and care to the benefit of all patients
9. Be proficient in the use of negotiating/motivational skills to influence and support problem solving and behaviour change.
10. To engage with regular clinical supervision from a senior CBT accredited practitioner
11. To develop skills in the area of teaching, training and supervision and to provide supervision to other MDT staff's CBT work as appropriate.
12. To provide advice, consultation and training to staff working with the patient group across a range of agencies and settings where appropriate.
13. Liaise with colleagues from all specialties regarding assessment of patient needs prior to transfer of care.
14. Maintain accurate and comprehensive patient treatment records in line with trust policies, departmental standards and relevant professional body standards.
15. Ensure own actions support equality, diversity and rights by compliance with Trust policies and ensuring that the clinical service is sensitive to individual needs, cultures, beliefs and values.
16. To contribute to training and service improvements while continuing to develop specific skills appropriate for the service area.

#### Professional

1. To adhere to professional code of conduct and practice at all times
2. To maintain, develop and disseminate specialist knowledge of evidence based practice.
3. To critically evaluate own work through the use of evidence based projects, audits and outcome measures and in the supervision process.
4. To continue to develop and implement evidence based approaches for the management of Chronic Fatigue Syndrome, as part of an inter-disciplinary team, with particular reference to mental health and the biopsychosocial framework.
5. To develop and maintain good relationships with partner organisations and work towards effective clinical pathways
6. Ensure effective systems are followed, integrating risk management and clinical governance to reduce clinical risk and promote patient safety.
7. Be actively involved in professional clinical groups such as Special Interest Groups and other professional development activities

#### Organisational

1. Work within Trust policies and professional body guidelines and to have a working knowledge of national and local standards monitoring own and others quality of practice as appropriate.
  2. Participate in the Trust's staff appraisal scheme as an appraisee and appraiser and be responsible for setting and complying with agreed personal development programmes to meet set knowledge standards and competencies.
  3. Participate in the induction and training programmes for new staff, undergraduate therapy students, locum staff and work experience students.
  4. Responsible for the accurate inputting and analysis of activity and qualitative data relevant to the provision of service delivery and use this to inform future service developments.
  5. To take responsibility for developing the service to improve clinical outcomes, the patient experience and maximise use of resources.
  6. Actively participate in service redesign and promote changes in the provision of services through innovative practice in response to the changing health needs of the local health community.
  7. Represent the Chronic Fatigue Service at relevant meetings both within the Trust and externally.
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## Educational

1. Maintain competency by identifying own training needs, engaging in continuous learning and development and maintaining a portfolio which reflects personal development and provides evidence of application of learning to practice.
2. To develop training programmes for therapy staff and multi-disciplinary team colleagues to promote the role of Chronic Fatigue Service within the acute trust and its wider community health partners.
3. Assist in induction of new staff involved within the Specialist Paediatric Chronic Fatigue Service

## **GENERAL DUTIES**

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below:

### **Infection Control**

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

*The post holder is accountable for minimising the risks of infections and for the implementation of the Code of Practice for the Prevention and Control of Healthcare Associated Infections as outlined in the Health Act 2006. This includes receiving assurance of risk and embedding evidence based practice into daily routines of all staff.*

### **Safeguarding children, young people and vulnerable adults**

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

### **Information Governance**

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

### **Health and Safety**

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

### **Governance**

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

### **Health and Wellbeing**

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release

of staff to attend health and wellbeing activities and interventions.

### **General Policies Procedures and Practices**

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

### **WORKING CONDITIONS**

Describe the post holder's normal working conditions (*such as exposures to hazards, requirement for physical effort etc*).

### **JOB REVISION**

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

### **Service Review**

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

**Job description reviewed by:**

**Date:**

