



Improving Access to Psychological Therapies, London Recruitment 2014: Information for Applicants

Post Graduate Certificate in Low Intensity
Cognitive Behaviour Interventions

Psychological Wellbeing Practitioners
(PWPs)

This is the IAPT Training Information Pack for applicants wishing to apply for Psychological Wellbeing Practitioner (PWP), training places and jobs. PWPs are also known as Low Intensity (LI) workers and/or Step 2 workers. The information accompanies the job description and person specification.

It is essential that applicants read this information pack before submitting an application on the UCL website as it contains important information that you need to include in your application.



Background

It is essential that applicants read this information along with the job description and person specification in order to make a successful application.

This year (2014) London is looking to recruit 81 trainees to work across the capital.

University College London (UCL) is recruiting PWPs on behalf of services who are looking for trainees to work in their area. Vacancies are advertised and recruitment is undertaken on behalf of services across London.

PWPs will attend university one day a week and work in services the remaining four days. For further information about the IAPT programme please see www.iapt.nhs.uk

Each training place involves being employed by a service for the length of the contract. Contracts vary according to the service but will be a minimum of one year.

Candidates are asked to indicate on their application form, at the top of the personal statement, two preferences for the service/employer they wish to work for. There is no guarantee that successful candidates will get their preference. Candidates who do not indicate a preference will simply be allocated to a site at random. There is further information set out below about the correct way to indicate your preference.

Please note that services and employers participating in IAPT recruitment in London may change without notice. Please also note that London reserves the right to adjust the location of trainee positions based on the needs of the programme. Terms and Conditions will vary dependent on which organisation is your employer. A list of the participating employers/services can be found in appendix 4.

We intend to interview in the weeks commencing 30 June and 7 July 2014. Interviews unfortunately cannot be rearranged if candidates are unavailable.

There will be two intakes of trainees this year; the first will be in September and the second will be in October 2014. Applicants are not able to choose when their cohort starts and successful candidates must be available to start the course at the allocated time.

Training and Jobs

Higher Education Institutes (HEI) have been selected to provide the training. These HEI's have been selected based on their ability to demonstrate the capacity, knowledge and expertise to deliver the curriculum that has been developed for each training course. UCL will offer training courses for PWPs.

We believe a diverse workforce is essential for meeting the needs of London's communities. We actively promote a culture of inclusion and seek applicants from across communities.

Those without a valid work permit to work in the UK are not eligible to apply.

Who Should Apply?

Applicants require evidence of working with people who have experienced a mental health problem. Applicants for these posts do not require a recognised professional qualification in mental health but previous training in mental health is an advantage.



Please note that flexible working hours may be required to deliver accessible service hours and may include working over weekends and evenings. It is envisaged that IAPT trainee posts will be employed on a full-time 37.5 hours per week basis in the first year of training. Part-time, job share or other flexible arrangements may be considered *after* this time if the role is offered on a permanent basis.

Please see the Job Descriptions and Person Specification for further information.

Applying for a Post

Please see the Job Descriptions and Person Specifications in the appendices 1 and 2. Applications can only be made online via this link:

<http://www.ucl.ac.uk/prospective-students/graduate/degrees/taught/tcpsyslcb01>.

Please follow the link and click on the “Apply Here” button. This will take you to an “Apply online checklist”, select that you have read and understood the information, and click ‘submit’.

On the following page search for ‘post graduate certificate in low intensity cognitive behavioural interventions’ in the key words box and select ‘Division of Psychology and Language Sciences’ from the department options. Click on the ‘Apply Now’ option for the ‘post graduate certificate in low intensity cognitive behavioural interventions’, this will now take you to the application form.

You will need to create an account on the UCL website. Once you have created an account, you will be taken to the application form for the course. All fields marked in pink MUST be completed in order for you to complete that section of the application form.

Personal:

You will have completed this when you created your account. You can review and amend any details after you have created your account.

Address:

Please complete this section as directed on the application form.

Education:

The system will ask you to upload a recent transcript: you MUST upload a document in order to proceed. If you do not have a transcript, please upload a blank word document to proceed. This will not affect your application.

Employment:

Please do NOT upload a CV in the ‘upload curriculum vitae’ section as this will NOT be looked at. Instead, please complete the ‘Current or most recent employment’ sections as directed on the application form.

Other Details:

In the ‘Funding’ section, you will be asked about how you plan to finance your studies; please select ‘Employer’ as this is a course funded by the NHS.

Interviews will be set and there will be extremely limited flexibility, therefore please ignore the ‘Availability for Interview’ section where it asks you to let us know when you are not available for interview.



Supporting Statement:

Please do NOT upload any additional information as this will NOT be read. Instead, please fill in the text box with your personal statement. In the first line of the supporting statement please copy and paste the following statement and complete with your preferences (see appendix 3 for a list of participating services):

I wish to be considered for the post of trainee PWP in My second preference is to be considered for the post of trainee PWP in

We will make every effort to match your preferences. However, if there is high demand for a particular service, suitable applicants will be posted to where there are places available. Applicants who do not state their preference as above will be allocated on the same principle.

Your supporting statement should be tailored to the position and state clearly how you meet the person specification (appendix 2). Those who do not demonstrate the minimum criteria will not be shortlisted for interview.

Referees:

You will be asked to include one academic reference but this is not essential. However, it is important that one of your references is your most recent or current employer.

Declarations:

Please note, in the 'Criminal Convictions' section please do NOT include any motoring offences where a fine or up to three penalty points were imposed.

Checklist:

The checklist sections allow you to review the aforementioned section of your application. Once you are happy with your application, please click on the 'Submit Application' button.

Contacts

Due to the high volume of applications expected, London is unable to respond to individual HR queries.

All available information is contained in this information pack; no further information will be provided.

You can also see more information about IAPT at www.iapt.nhs.uk

If you have any technical issues completing the online application, please contact UCL admissions.

Appendix 1: Job Description

Post Title: IAPT Psychological Well Being Trainee

Band: 4

Job Purpose

This is a training role within the Improving Access To Psychological Therapies Programme (IAPT). The post-holder will work within the IAPT service providing high volume low intensity interventions whilst undertaking a programme of training for this role. The training post will equip the post – holder to provide a range of cognitive behavioural therapy (CBT) based self- management interventions to clients with mild to moderate anxiety and depression. The post- holder will attend all taught and self-study days required by the education provider, as specified within National Low Intensity curriculum and work in the service for the remaining days of the week using their newly developed skills

The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities

Main Duties and Responsibilities

1. CLINICAL

- 1.1. Accept referrals via agreed protocols within the service.
- 1.2. Assess and support people with a common mental health problem in the self management of their recovery.
- 1.3. Undertakes patient-centred interviews which identifies areas where the person wishes to see change and or recovery and makes an accurate assessment of risk to self and others.
- 1.4. Make decisions on suitability of new referrals, adhering to the department's referral protocols, refers unsuitable clients on to the relevant service or back to the referral agent as necessary or steps-up the person's treatment to high intensity psychological therapy.
- 1.5. Provide a range of information and support for evidence based high-volume low-intensity psychological treatments. This may include guided self-help computerised CBT, information about pharmacological treatments. This work may be face to face, telephone or via other media.
- 1.6. Educate and involve family members and others in treatment as necessary.
- 1.7. Adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- 1.8. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- 1.9. Complete all requirements relating to data collection within the service.
- 1.10. Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision making.

- 1.11. Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- 1.12. Assess and integrate issues surrounding work and employment into the overall therapy process
- 1.13. Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.

2. TRAINING AND SUPERVISION

- 1.1. Attend and fulfil all the requirements of the training element of the post including practical, academic and practice based assessments.
- 1.2. Apply learning from the training programme in practice
- 1.3. Receive supervision from educational providers in relation to course work to meet the required standards.
- 1.4. Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered.
- 1.5. Respond to and implement supervision suggestions by supervisors in clinical practice.
- 1.6. Engage in and respond to personal development supervision to improve competences and clinical practice.

3. PROFESSIONAL

- 1.1. 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 department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
- 1.2. Ensure that client confidentiality is protected at all times.
- 1.3. Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.
- 1.4. Ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
- 1.5. Participate in individual performance review and respond to agreed objectives.
- 1.6. Keep up to date all records in relation to Continuous Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- 1.7. Attend relevant conferences / workshops in line with identified professional objectives.

4. GENERAL

- 1.1. To contribute to the development of best practice within the service.

- 1.2. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
- 1.3. All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public.
- 1.4. All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- 1.5. 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.
- 1.6. 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.

NHS pay rates from April 2014:

Please see <http://www.nhscareers.nhs.uk/working-in-the-nhs/pay-and-benefits/agenda-for-change-pay-rates/>

The following is a guide only to NHS Agenda for Change pay rates. However, you should always check with the employer to confirm the pay rate for any post for which you are applying.

Please note, some services are not NHS providers and therefore terms and conditions will vary. London weighting varies across different London services. The salary contained in this JD is indicative only.

Band 4

Basic starting salary for an **NHS** band 4 post is £18,838. NHS staff in London also receive 'London weighting' which is a variable, additional sum. You can see details about how this is calculated and how it will affect your final salary in the agenda for change pay rates linked above, at the bottom of the webpage. As noted above some non NHS providers will have different pay scales, you should be able to find information about providers below. Please do not contact us asking for this information because we do not hold this.

Appendix 2: Person Specification

	<u>Essential</u>	<u>Desirable</u>	<u>Assessment Method</u>
Qualification	Evidence of working with people who have suffered with a mental health problem		Application Form
	Evidence of ability to study successfully at undergraduate year 1 level or the equivalent		Application Form
		Training in nursing, social work, occupational therapy, counselling or within a psychological therapy.	Application Form
		Psychology or other health related undergraduate degree.	Application Form
		Psychology or other health related postgraduate degree	Application Form
Experience	Evidence of working with people who have experienced a mental health problem		Application Form
		Experience of working in Primary Care Services	Interview Question
		Worked in a service where agreed targets in place demonstrating clinical outcomes	Interview Question
		Ability to manage own caseload and time	Interview
	Demonstrates high standards in written communication		Application form / test
Able to write clear reports and letters.		portfolio / test	

<p>Skills & Competencies</p>	<p>Ability to evaluate and put in place the effect of training</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 question /portfolio</p> <p>Interview / application/portfolio /Practical Test</p> <p>Practical Test</p> <p>Interview question</p> <p>reference</p>
<p>Knowledge</p>	<p>Demonstrates an understanding of anxiety and depression and how it may present in Primary Care</p>	<p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health</p> <p>Knowledge of medication used in anxiety and depression and other common mental health problems</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 / Practical Test</p> <p>Interview question / Practical Test</p> <p>Interview question</p> <p>Interview question</p>
<p>Training</p>	<p>Able to attend a one day per week course</p> <p>Able to complete academic components of the course</p> <p>Able to integrate training into practice</p>		

<p>Other Requirements</p>	<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 clinical supervision and personal development positively and effectively</p> <p>Ability to work under pressure</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self reflective, whilst working with service users, in own personal and professional development and in supervision</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>Interview</p> <p>Interview</p> <p>? reference</p> <p>Application form/ interview</p> <p>Interview test</p> <p>Interview question</p> <p>Interview question</p> <p>Interview question</p> <p>Application / Interview</p>
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Appendix 3: Improving Access to Psychological Therapies, London Recruitment 2014: Service and Employer Information.

This document gives a brief description of those services/employers who are looking to recruit trainees in 2012. This list may change at any given time during or after the recruitment process and there is no guarantee that successful candidates will be employed by the service/employer of their choice the recruitment panel, on behalf of the London IAPT clinical executive, will endeavour to match people with their specified preferences wherever possible.

Employers are listed by High Intensity (HI) and Low Intensity/Psychological Wellbeing Practitioner (LI/PWP) stating the areas they provide services for.

Candidates should give preferences for no more than two employers/services, either for the employer or for the specific service covered by that employer e.g.

I wish to be considered for the post of trainee PWP in CANDI. My second preference is to be considered for the post of trainee PWP in CNWL

Or

I wish to be considered for the post of trainee PWP in Camden. My second preference is to be considered for the post of trainee PWP in Islington

It is important that applicants indicate their service/employer preference in the first line of the 'supporting statement' as described in the information packs.

Barking & Dagenham

The improving access to psychological therapies service provides psychological treatment for people with mild to moderate anxiety and depression who have a GP in Barking and Dagenham.

Barking and Dagenham IAPT can provide help for people who experience problems including; Depression, Panic, Phobia, Agoraphobia, Social phobia, Health anxiety, Obsessive compulsive disorder, Post traumatic disorder, Body dysmorphic disorder, Habit disorder, Medically unexplained physical symptoms, Long term conditions

The therapies Barking and Dagenham IAPT can provide include:

Cognitive behavioural therapy (CBT), Interpersonal psychotherapy (IPT) , Dynamic interpersonal therapy (DIT), Couples therapy for depression, Behavioural Couple therapy, Guided self-help, Individual and group behavioural activation, Well-being workshop, Living with chronic pain group, Relaxation course, Interpersonal awareness group, OCD group, stress management course, insomnia course.

As the service offers out of hours appointments, the post holder will be expected to work some evenings or Saturdays.

Barnet, Enfield and Haringey

Haringey, Enfield and Barnet IAPT is a lively, forward-thinking service delivering evidenced based psychological therapies across a large part of multi-cultural North London. We are expanding our four teams in line with the NHS Operational plan, and are seeking highly committed, enthusiastic and forward thinking people to join our thriving service.

We have a number of PWP low intensity and 2 CBT high intensity training places available.

We would like to encourage applications from suitable candidates who can speak fluently in a second language to English, particularly Turkish/Kurdish, Farsi, Polish, Albanian, Arabic, Spanish, Portuguese or Russian.

We have been running IAPT services since the wave 1 roll out in 2008, and now provide a highly successful integrated step 2 and step 3 IAPT service across all three boroughs. We currently employ over 100 staff, delivering treatments to over 8000 people a year.

We will ensure you have a secure and committed team to work with, a large peer group of co-therapists, regular clinical, managerial and supervisory supervision, and the opportunity to help us shape and develop our next five year plan.

We will be committed to helping you plan and continue to develop and progress your career, and we offer a wide range of CPD and training opportunities.

You will have excellent communication skills and a real interest in and knowledge of working with adults experiencing a range of mental health difficulties and psychosocial problems in community and primary care type settings. You will be highly competent in working within a socially deprived and multi-cultural setting.

Enthusiasm, common sense, confidence and the ability to work flexibly are essential.

All posts are subject to enhanced criminal records disclosure.

For further information check our web site www.lets-talk.co

Bexley

Mind in Bexley's service model is an IAPT-compliant, stepped care model including primary care counselling services, operating from a central hub location at Mind in Bexleyheath Broadway. This offers borough-wide coverage via a single point of access, with outreach to local GP practices, children's centres and community venues.

The service provides Psychological Therapy services for people experiencing mild to moderate Depression and Anxiety. All adults registered with a Bexley GP are eligible. Exclusion criteria are clients presenting with: a) severe mental health problem more suited to secondary services; or b) at risk of self-harm or harm to others.

The service's main hub is located in a building fit for purpose in central Bexleyheath, on many bus routes and within walking distance of Bexleyheath railway station, making it an accessible point from anywhere in the borough. The service is open until 8pm on three days, and also on Saturday mornings, enabling people to attend outside normal working hours.

Being Well in Bexley (IAPT) services are also delivered from several GP surgeries across the borough. Currently, the Being Well in Bexley (IAPT) service is also being delivered from several children's centres in the borough, ensuring that parents of babies and young children can access services in an environment specifically compatible with their needs.

We will also ensure equity of access by delivering services in non-health settings, where appropriate. For example, Saturday workshops will be held in community centres throughout the borough, extending the geographical reach of the Being Well in Bexley service.

The Being Well in Bexley team comprises a total of High Intensity therapists Low Intensity therapists and Employment Support. In addition we have Person-Centred, Integrative and Psychodynamic counsellors working in GP surgeries as well as at the main hub.

Continuous Professional Development is provided via regular supervision, internal skills training sessions, statutory training in-house, and external training. In addition to qualified and experienced therapists, Mind in Bexley staff include Health Trainers, Holistic Wellbeing, and Employment Support workers, ensuring comprehensive integrated coverage of patients' needs beyond psychological services.

Mind in Bexley was commended in the London IAPT Clinical Assurance report for its ability to provide an appropriate training environment for staff learning. We have post-graduate CBT trainees and counsellors on placement, with qualified and experienced staff offering appropriate levels of supervision.

Brent

The Brent IAPT service is a 'third wave' IAPT site and was set up 1st December 2010 and is run by CNWL NHS Foundation Trust. Brent IAPT is a medium sized and developing team which is well integrated with clinicians and the Employment workers (managed by Twining Enterprise) working collaboratively. Alongside high and low intensity CBT interventions, the Brent IAPT service also has a counselling service which provides DIT, counselling for depression and generic counselling. Individual and group based treatments are provided.

The service operates a 'hub and spoke' model of delivery with staff being located at the main hub located at Willesden Centre for Health and Care, the satellite hub located at Lanmor House, Wembley and in GP surgeries across Brent. The central hub at Willesden is a comfortable building with the required IT resources, and we also have a satellite hub in Wembley. GP based work is organised in collaboration with GP clusters and we are in the process of increasing the range of services in large cluster sites within Brent. The Brent IAPT service also works closely with other IAPT services under Central and North West London NHS Foundation Trust.

The service meets a high level of need given current resources, and also has good recovery rates. There are clear and well defined systems for triaging and screening of incoming referrals, allocation of clients to step 2 and step 3, management of waiting lists and stepping up and stepping down clients as appropriate. Regular case management and clinical skills supervision are provided to all staff and there is a good system for peer support.

Bromley

Bromley Working for Wellbeing is a partnership between Bromley Healthcare and Bromley Mind. Together we provide a highly effective service which is achieving good outcomes for our clients and is a model of best practice in partnership working. Bromley Healthcare provides the High Intensity part of the service with Bromley Mind providing the Low Intensity interventions and employment support. Bromley Mind is also leading on service user involvement for the service. We operate a single point of entry for all referrals.

Trainees will receive good quality supervision from accredited, experienced supervisors, and will be guaranteed a diverse and stimulating learning experience.

Bromley Mind is a well-respected voluntary sector provider with a reputation for delivering high quality and innovative services. PWP trainees will deliver support in a variety of community settings across the Borough. Interventions include individual face-to-face sessions, structured groups, cCBT and telephone contact.

www.bromleymind.org.uk

Camden and Islington

Camden and Islington are lively and diverse inner-city Boroughs. The Camden and Islington NHS Foundation Trust runs well-established IAPT services in both boroughs – iCope Islington Psychological Therapies and Wellbeing Service in Islington and Camden Psychological Therapies Service in Camden. Our IAPT services are strongly integrated with primary care with workers based in almost all GP practices. We also work closely with voluntary sector partners and offer clinical sessions in a range of community venues. We collaborate with public health colleagues in reaching out to the Boroughs' diverse communities. The Camden and Islington IAPT services work closely together and have a track record of research and development and service innovation in primary care mental health and psychological interventions, facilitated by our links with University College London. Our services are friendly and supportive with good integration between LI and HI staff working together in geographical teams.

We are looking for bright and motivated people who are keen to train in CBT based interventions and practice these in primary care and community locations in Camden or Islington. Following completion of the IAPT course, we support continuing professional and career development.

We want to further increase the diversity of our staff and ability to speak other languages fluently is an advantage (**we have a particular need for Turkish, Sylheti and Somali speakers**).

City & Hackney

The City & Hackney IAPT service is part of a larger Primary Care Service, based in Hoxton. The service is made up of 16 Senior Psychologists, 16 Trained CBT therapists and 17 PWPs as well as a number of clinical/ counselling trainees. Within in this, a range of specialities are represented including Neuro-psychology and clinical health psychology. Since 2008 we have had a very successful track record of training low and high intensity therapists in partnership with the London training courses – everyone has passed the course, some with distinctions.

We are a large and established service within one of London's most diverse and exciting inner city boroughs (we also cover the City of London). Our local population is made up of a large proportion of BME groups; [Afro-Caribbean, Turkish-speaking, and Orthodox Jewish] so an interest in working with these groups would

be would be a considerable advantage.

Croydon

Croydon IAPT Psychological Therapies and Wellbeing Services is a wave 3 site; one of four IAPT services run by South London and Maudsley NHS Foundation Trust (SLaM). Despite being a relatively new service, we have already demonstrated our ability to deliver high quality treatments, to win a tender process and to achieve the outcomes expected of us.

We are a warm and welcoming team, small but enthusiastic, motivated, creative and flexible. We strive for excellence in treatment, supported by frequent and high quality supervision. We appreciate the importance of investing in our staff team and there are regular opportunities for personal development and on-going clinical training, both within the team, and across the four SLaM IAPT services.

We have close links with the training courses, and truly understand the needs of our trainees - affording them an optimal training experience, with time to reflect and plan, as well as see clients.

Our interventions include CBT, guided self-help; psycho-educational workshops and groups, together with telephone triage, signposting and employment support. We work closely with the voluntary sector, particularly Depression Alliance and Croydon Voluntary Action, and have good links with local services. Croydon is a large and diverse London borough. We operate extended hours with therapy venues in GP surgeries across Croydon, at a sub-base in Purley, and at our main team base at the Bethlem Hospital. Trainees will be expected to provide some evening clinics and to be flexible in working across different locations.

Salary terms and conditions

Training contracts will be for one year in the first instance. NHS salary scales and terms and conditions apply.

Please refer to our website for further information <http://www.slam.nhs.uk>

Ealing

West London Mental Health Trust (WLMHT) Ealing IAPT is a large service which operates within the borough of Ealing (pop 350,000). It currently provides the following services from modern and well-appointed offices: Low intensity PWP, High intensity CBT Therapists, Counselling, Mental Health Advocacy, Community Development Workers, Vocational Advice, The Smoking Cessation Service, Individual and group psycho-educational groups.

We are based on two sites in Ealing Broadway and in Southall and have staff who speak a variety of languages, essential to cater for our multilingual population: Punjabi, Polish, Urdu, Spanish, French, Arabic and Africans.

Ealing was a "Wave 1" IAPT site, and was embedded into the pre-existing "Ealing Mental Health & Wellbeing Service in 2008. From the beginning Ealing has focussed in particular, on increasing access to psychological therapies for its Black and Ethnic Minority population.

There is an opportunity for group work and we run several in the evenings. Groups include: Low self-esteem, Anxiety Management, Anger Management, CBT for Long term conditions and mindfulness, Mood improvement.



Greenwich

Greenwich Time To Talk is an integrated Step 2 and 3 NHS service, with a purpose built team base on Eltham High Street. We have provided the IAPT service for the population of Greenwich since 2009 and we cover Greenwich, Eltham, Charlton, Woolwich, Plumstead and part of Thamesmead.

We have 24 Step 3 CBT clinicians (5 of whom are Clinical psychologists and 1 a Counselling Psychologist), 3.8 Counsellors and 13 PWP's. Within this team we have a Clinical Lead (a Consultant Clinical Psychologist) and 5 Senior CBT Psychotherapists who are all BABCP Accredited and the majority of the CBT psychotherapists are BABCP accredited.

We highly value supervision and in vivo behavioural experiments. Greenwich is a diverse borough and applicants who speak another language in addition to English will be particularly welcome to apply, however this will not be a shortlist criteria.

We have two HI trainee (band 6) and two LI trainee (band 4) posts. The posts are fixed term contracts for 12 months.

The employer is Oxleas NHS Foundation Trust www.oxleas.nhs.uk

Hammersmith & Fulham

Back on Track (Hammersmith & Fulham IAPT), one of the second wave IAPT sites in London, is a very well established and high performing service. The service is well respected among service users, referrers and commissioners and recently expanded with additional investment in 2013/14 and 8 new staff joined the team. The service is committed to continuing professional development and you will work in a very friendly, supportive and well resourced service with close links to the Doctorate and IAPT training programmes. The service is partnered with a well respected local counselling organisation (West London Centre for Counselling), and with Mental Health Matters who provide embedded Employment Advisors. We also work closely with the Primary Care Mental Health Nursing team who are based on site with us and in GP surgeries.

In this service we are passionate about increasing access to psychological therapies for the local population. To ensure the service is accessible to those that can't make daytime appointments, we operate evening clinics four days a week. The post-holder will be required to work one evening per week (12-8pm) with the option to also work one early shift per week (8am – 4pm). The service provides a range of individual and group CBT interventions including telephone and face to face therapy. We are committed to engaging hard to reach groups which involves outreach, innovative community engagement projects and bespoke approaches to treatment, usually group based, to meet the specific needs of local communities. We have also expanded the range of evidence-based treatment modalities available for our service users to include EMDR, Stress Control, Interpersonal Therapy (IPT) and Cognitive Analytical Therapy (CAT).

The Trust welcomes applications from all sections of the community who fulfil the criteria for the post. We are keen to ensure that our workforce reflects the community it serves, particularly in terms of ethnicity, gender, disability and experience of mental illness.

Harrow

Harrow IAPT service is provided by Central and North West London NHS Foundation Trust (CNWL) in partnership with Harrow in Mind for the Step 2 service. It also provides specialist employment services by our partner organisation Twining Enterprise.

With a population of over 242,000 living in an area of just under twenty square miles, Harrow is one of the most ethnically diverse populations nationally with established Gujarati and Irish communities and more recently Asian, African, Eastern European communities.

There is a predicted increase in Harrow's population growth over the next 10-15 years, particularly amongst the 0-15 age group and the over 65s, but with a reduction in growth seen for those in the 15-44 age groups.

Improving health and well being for the residents of Harrow is important to manage the diverse health care needs of the population including long term conditions. We work collaboratively with other health care professionals in the community so as to provide an efficient and timely service.

We would welcome applications from candidates who have diverse language skills.

Trainees are recruited on a fixed-term basis for one year.

<http://www.cnwl.nhs.uk/service/harrow-iapt/>

Havering

The improving access to psychological therapies service provides psychological treatment for people with mild to moderate anxiety and depression who have a GP in Havering.

Havering IAPT can provide help for people who experience problems including; Depression, Panic, Phobia, Agoraphobia, Social phobia, Health anxiety, Obsessive compulsive disorder, Post traumatic disorder, Body dysmorphic disorder, Habit disorder, Medically unexplained physical symptoms, Long term conditions

The therapies Havering IAPT can provide include:

Cognitive behavioural therapy (CBT), Interpersonal psychotherapy (IPT), Dynamic interpersonal therapy (DIT), Couples therapy for depression, Behavioural Couple therapy, Guided self-help, Individual and group behavioural activation, stress management course, insomnia course, anger management course and living with a chronic condition group.

As the service offers out of hour appointments, the post holder will be expected to work some early mornings and late evenings during the working week.

Hillingdon

Hillingdon IAPT is an integrated step 2 and step 3 services, and is provided by Central and North West London (CNWL) NHS Foundation Trust. We are looking to recruit 2 High Intensity CBT trainees and 2 Psychological Wellbeing Practitioner trainees, to join our team. Supervision is provided by experienced CBT practitioners with BABCP accreditation. The IAPT service also provides limited non-CBT interventions using other approaches in DIT and BCT.

Hillingdon IAPT is a relatively new service working closely alongside a well-established Counselling provision, under the umbrella of the Hillingdon Primary Care Psychological Therapies Service (PCPTS). High Intensity clinical staff work mainly within GP surgeries, alongside Counselling colleagues, with PWP's based at two hubs, one at Mill House in Uxbridge and the other at Mount Vernon Hospital, where work is carried out under supervision. The PCPTS has good links with local services and works closely with a multidisciplinary Assessment and Brief Treatment secondary care team including psychological therapy, to enable stepping up for step 4 interventions, management of risk and cross-referral.

Hillingdon, in West London, has a diverse population of 260,000. Uxbridge has good transport links with the whole borough, and is easily accessible by road, bus and tube/rail.

Trainees will be appointed on fixed-term 1-year contracts initially. Salary terms and conditions apply:

For more information, please refer to the CNWL website: www.cnwl.nhs.uk

Hounslow

The Hounslow IAPT service is provided by West London Mental Health Trust, the employing organisation for these posts, in partnership with Anchor Counselling and Twining Enterprise. Earlier this year West London Mental Health Trust was re-awarded the contract for the Hounslow IAPT service for the next 3 years, following a competitive tendering process. This reflects the positive work the service has been doing over the last couple of years and will enable us to further develop over the coming years.

We are seeking to recruit individuals who welcome an exciting challenge and want to make a significant contribution to what is a diverse borough covering Hounslow, Chiswick, Brentford, Isleworth and Feltham.

We encourage staff to pursue specialist interests that would equally benefit the service, including research and audit projects, group work, workshops and community outreach work.

We are committed to the development of our staff and to providing opportunities for Continuing Professional Development. Because West London Mental Health Trust also runs the IAPT services in Ealing and Hammersmith & Fulham we are able to offer training opportunities across the services, which over the last year has included training in Stress Control from Jim White, EMDR from EMDR Works, and in-house training on severe and enduring mental health conditions.

We would particularly welcome applications from clinicians able to offer assessments and treatments in the following languages: Urdu, Punjabi, Hindi, Polish.

One year fixed-term contract

www.hounslowiapt.nhs.uk

Link to the service's page on the West London Mental Health Trust website:
<http://www.wlmht.nhs.uk/service/iapt-in-hounslow/>

Kensington and Chelsea

Our psychological health service is for people aged 18 and over who are registered with a GP in the borough of Kensington and Chelsea, and who have common mental health problems. Our primary care psychological health team provides brief cognitive behavioural therapy and counselling to adults. We are part of the National Improving Access to Psychological Therapies (IAPT) programme which aims to increase access to NICE recommended interventions for common mental health problems.

The team works as part of an integrated primary care mental health service working with Central and North West London Foundation NHS Trust, Depression Alliance and The Reader Organisation.

Using a stepped approach to care, the integrated service provides patients with the least intensive intervention at the right time for their needs. Depression Alliance provides facilitated member-led support and activity groups, including time banking and The Reader Organisation provides a number of Book Break reading groups around the borough and supports the provision of a range of self-help books in the libraries. CLCH provides a range of guided self-help interventions including at step 2, Low Intensity Cognitive-Behavioural Therapy, guided self-help and supported signposting such as helping people access other services. At Step 3a we provide Brief Counselling (6-10 sessions) including with an Arabic and Somali speaking counsellor, at Step 3b Cognitive Behavioural Therapy (6-12 sessions). At Step 3c CNWL provides a team of Primary Care Liaison Nurses offering intermediate care and at Step 4, CNWL provides a Psychology Team offering specialist psychology assessment and treatment. We work from two designated Hubs: Gertrude Street in Chelsea, SW10, and St Charles Centre for Health and Wellbeing in Ladbroke Grove, W10.

Our High Intensity CBT therapists receive fortnightly case management from their line manager and weekly clinical supervision with an experienced, BABCP-accredited supervisor. The High Intensity team runs a Social Anxiety group and a Depression group. Our Psychological Wellbeing Practitioners offer Low Intensity CBT interventions, and receive fortnightly case management from a High Intensity therapist who was

previously a PWP and weekly clinical supervision from an experienced, BABCP-accredited supervisor. Our PWPs triage all referrals, offer anxiety and depression workshops to other services in our Trust. Both teams attend a monthly Journal Club for skills learning and sharing. All members of these teams are supported in a yearly programme of CPD.

Kingston

The Kingston IAPT service is part of the Kingston Community Wellbeing Service (a partnership between Camden and Islington NHS Foundation Trust, Central North West London NHS Foundation Trust and voluntary sector partners) and, following a recent tender process, the IAPT part of the service is run by Camden and Islington NHS Foundation Trust. The Kingston IAPT service is a supportive, well integrated service with LI and HI staff working closely together offering a range of interventions, both individual and group, in primary care and community settings. There are close links with other Trust IAPT services run in Camden and Islington and shared CPD opportunities.

We are looking for bright and motivated people who are keen to train in CBT based interventions and practice these in primary care and community locations in Kingston. We are keen to further increase the diversity of our staff group and an ability to speak other languages fluently is an advantage.

Lambeth Talking Therapies (Lambeth IAPT), South London & Maudsley NHS Foundation Trust

Profile:

Lambeth is a very diverse borough with over a third, 35%, of the population being from ethnic minorities. It is the 9th most deprived borough in London.

Overview:

South London and Maudsley NHS Foundation Trust recently won the contract to continue to provide the Lambeth Talking Therapies (IAPT) service. The service particularly works with BME communities, offenders, and with the worklessness agenda.

Why join us? Lambeth Talking Therapies is driven by clinical excellence. We are led by a team with the highest expertise in psychological service development and psychological therapy. We are committed to staff development and have excellent opportunities to develop this through CPD opportunities across SLAM and the Institute of Psychiatry. The Centre for Anxiety Disorders and Trauma is part of the service and bring nationally and internationally recognised expertise in Cognitive Behaviour Therapy. We are an outstanding service, recognised as one of the best in London.

We listen to our staff and they are integral in how the service develops. Staff work in a variety of settings; in community centres, GP surgeries, and team bases. Our main team base is near Brixton tube, we have two smaller bases in Palace Road, Streatham and in Waterloo

Other requirements:

We would particularly welcome candidates who are fluent in Spanish (for our Latin American clients), or who represent our black and ethnic minority population.

Working hours

We require all staff to work either one regular evening a week in a shifted day (12-8pm), to facilitate access, or to work one Saturday morning in 3 (or more if convenient) in order to co-facilitate a Saturday morning workshop in the community. The post holder must be available to do either, depending on the service need.

The contract is a fixed term one year training contract. See our website www.slam-iapt.nhs.uk

Lewisham

IAPT Lewisham is looking to recruit two enthusiastic and committed low intensity trainees (PWPs) to join our service.

We are a large service, including psychologists, CBT therapists, counsellors, PWPs, assistant psychologists, community development workers, employment workers and administrators.

We have five welcoming and cohesive teams, working from team bases and GP practices across the Borough, to deliver a stepped care service for the people of Lewisham with common mental illness.

As a service, we strive for clinical excellence and pride ourselves on the breadth of treatment that we offer, including a wide range of NICE recommended interventions in addition to CBT. We have links with sites of specialist expertise such as the Maudsley and Bethlem hospitals, the Institute of Psychiatry and the Centre for Anxiety Disorders and Trauma, where our current trainees have placements.

We value supervision and CPD opportunities for our staff, and are committed to supporting the development and progression of all team members.

These are busy, demanding but rewarding posts, in a culturally diverse borough, with high levels of social and psychological need.

We are seeking clinicians of the highest calibre, with excellent organisational skills, flexibility and creativity, to join our team and help us deliver the best service possible for the residents of Lewisham.

Newham

Newham Talking Therapies is a well-established IAPT service with a strong focus on high quality treatment. The service offers a comprehensive package of tailored programs for clients through a stepped care treatment model. Low intensity and high intensity cognitive behavioral therapy packages are delivered through group or individual formats and in addition to CBT, there are a comprehensive range of other therapies offered at 3 including, EMDR, interpersonal therapy, systemic therapy and psychodynamic therapy.

Working as part of Newham Talking Therapies offers numerous opportunities for learning and development through strong team support and clinical supervision. The service is expanding its workshops programs, therefore offering the chance to develop group skills and work alongside colleagues to deliver innovative treatment programs. The service treats all common mental health problems and there is particular expertise in PTSD within the team. Due to the very diverse populations in Newham, there is a unique opportunity to work with clients from a wide variety of cultural backgrounds.

Being part of Newham Talking Therapies will offer a range of experiences and allow trainee therapists to be part of an innovative, evolving service as well as offering a solid, supportive foundation to build clinical skills.

Redbridge

The improving access to psychological therapies service provides psychological treatment for people with mild to moderate anxiety and depression who have a GP in Redbridge.

Redbridge IAPT can provide help for people who experience problems including; Depression, Panic, Phobia, Agoraphobia, Social phobia, Health anxiety, Obsessive compulsive disorder, Post traumatic disorder, Body dysmorphic disorder, Habit disorder, Medically unexplained physical symptoms, Long term conditions

The therapies Redbridge IAPT can provide include: Cognitive behavioural therapy (CBT), Interpersonal psychotherapy (IPT), Dynamic interpersonal therapy (DIT), Couples therapy for depression, Behavioural Couple therapy, Guided self-help, Behavioural Activation and Books on Prescription.

As the service offers out of hours appointments, the post holder will be expected to work some early mornings and late evenings during the working week.

Richmond

The Richmond Wellbeing Service (Richmond Borough Mind) is seeking two PWP trainees to join their Low Intensity IAPT team. The post holders will provide low intensity interventions to clients with anxiety and depression.

Richmond Borough Mind provide low intensity interventions whilst our partners in East London NHS foundation Trust provide high intensity interventions and specialist psychiatry liaison service ensuring that the service delivered is seamless for all clients experiencing treatment with us.

The post holders will work with people from different cultural backgrounds and ages, using interpreters when necessary and work in various community settings (including GP surgeries and other community settings). The post holders will be expected to work one late shift weekly (Mon to Thursday according to need)

Richmond Wellbeing Service is a shared provider of IAPT primary care therapy and specialist psychiatry liaison service. The post holders will be based in the Borough of Richmond, and may work from the main base and from other locations within the Borough.

Richmond Borough Mind and our partners East London Foundation Trust join as a whole service for some aspects of training and for staff to meet regularly in whole team meetings

We are a friendly, supportive team and highly committed to Clinical excellence.

Southwark

Southwark Psychological Therapies Service (SPTS) has been an IAPT service since November 2008. It is made up of four locality-based teams, each covering one quadrant of this diverse and lively borough. The two north teams are based in the London Bridge area, whilst the two south teams have their base in the Maudsley Hospital in Camberwell. Each team consists of an experienced psychological therapist as team leader, about four high intensity therapists including clinical and counselling psychologists, and at least one qualified PWP. In addition, there are usually one or more trainees from clinical or counselling psychology or other therapy courses on placement with each team.

The teams meet weekly, and PWPs can expect to work closely with their high intensity colleagues. PWPs offer telephone sessions working from their team base, and face-to-face sessions either from the team base or from one of the GP surgeries in their locality. SPTS also offers a number of groups, and these are usually co-facilitated by a PWP and a high intensity therapist working together.

PWPs attend weekly individual case management supervision, and a fortnightly clinical skills supervision group. There is also a bimonthly meeting for all PWPs and their supervisors and the lead for low intensity work, to review, discuss and develop the low intensity provision within the service.

We continue to provide in-house training sessions, and currently these have a particular focus on low and high intensity work with people with long term physical health conditions.

SPTS aims to provide a patient-centred, inclusive, responsive, and high quality service for Southwark residents seeking talking therapies for common mental health difficulties, and we are seeking two enthusiastic and committed trainees who are passionate about developing their skills in order to help improve the lives of others.

Sutton & Merton

Sutton & Merton IAPT service delivers a range of evidence-based psychological therapies through a stepped-care treatment model to people in the boroughs of Sutton and Merton presenting with common mental health problems (depression, anxiety disorders and eating disorders). Sutton and Merton IAPT is professionally managed by a Consultant Clinical Psychologist and operationally managed by a Service Manager. The clinical team of 40 staff includes qualified Clinical and Counselling Psychologists, CBT Therapists, Psychological Wellbeing Practitioners (PWP's), Graduate Mental Health Workers and Employment Specialists who provide evidence-based psychological interventions in line with NICE guidance.

The successful applicant will offer triage assessments and low intensity interventions to people with common mental problems (depression and anxiety disorders). You will provide brief telephone-based triage assessments as well as NICE-supported low intensity treatments such as guided self-help and CBT-based psycho-educational courses. You will receive regular clinical supervision from Band 7 Clinical/Counselling Psychologist/CBT Therapist working within the service. Successful applicants will have a good (upper second or first class) degree in psychology or the behavioural sciences and a keen interest in primary care. **Graduates speaking Polish and Tamil are especially encouraged to apply.**

For further information please visit www.swlstg-tr.nhs.uk

Tower Hamlets

Compass Wellbeing is a social enterprise based in East London. Formerly the Tower Hamlets Primary Care Psychology and Counselling Service, we have provided psychological therapy services to general practice and the local community for over 30 years. The provision of our clinical service is rooted in a partnership ethos which emphasises the importance of communication and collaboration between the referrer, the service, the patient and the community. A continued close working relationship with all of the above is key for our organisation. Our approach is to build on the resilience and strengths of local people through the sharing and creative application of psychological knowledge and expertise.

Our team consists of clinical psychologists and counsellors, counselling psychologists, CBT therapists and PWP's as well as dedicated admin and finance staff. Across the service we offer treatment in a variety of languages delivering NICE compliant therapies including CBT, DIT, IPT, Systemic Couples Therapy and Counselling using evidence based pathways, providing an integrated stepped care approach offering steps 2,3 and 4 services to primary care.

Tower Hamlets is a diverse, vibrant exciting place to work with one of the highest deprivation levels in the country. Commitment to creative ways of working with hard to reach groups and a curiosity about the presentation and treatment of mental health problems in culturally diverse populations is essential for anyone who works with us.

Trainees will have the opportunity and develop and hone their skills, through working with a team of highly experienced clinicians while attending training.

We particularly welcome applications from local residents and Sylheti speakers.

Waltham Forest

Waltham Forest IAPT is an expanding service which is based in the borough of Waltham Forest and is part of North East London Foundation Trust. Our IAPT service provides a service at both high and low interventions to a highly culturally diverse population. The service operates from its base in Leytonstone, community centers and GP surgeries. We provide a range of NICE recommended therapies at both high and low interventions for those suffering from mild to moderate depression and anxiety disorders. The service currently operates Monday to Thursday from 8.00 am to 8.00 pm and Fridays 8.00 am to 5.00 pm with the intention to expand our working hours to include weekend working to improve access to the service.

Wandsworth

Wandsworth Psychological Therapies and Wellbeing Service provide a wide range of Step 2 and Step 3 interventions to the diverse population of London Borough of Wandsworth. Our admin base is in Springfield University Hospital, Tooting Bec, whilst therapeutic work takes place in GP surgeries and faith centres across the borough. We currently have 12 qualified PWPs and Graduate Mental Health Workers who divide their time between telephone screenings, providing face to face Guided Self Help, and co-facilitating groups.

Our PWPs receive weekly one to one supervision, have regular CPD sessions and are encouraged to pursue training opportunities that will enhance their practice. We look to support our PWPs in their career aspirations and in the past our PWPs have progressed to trainings in Clinical Psychology, Occupational Psychology, and Step 3 Cognitive Behaviour Therapy.

Our 32 step 3 clinicians are a mixture of CBT therapists, Clinical and Counselling Psychologists. We provide individual CBT, IPT, DIT plus Couple Therapy. Step 3 clinicians also receive regular management and clinical supervision plus monthly in-house CPD. Step 3 clinicians have one session per week set aside to pursue service development initiatives that are of mutual benefit to the clinician and the service. We have close links into our local communities and secondary care mental health services.