Improving Access to Psychological Therapies, London Recruitment 2018:

Information for Applicants

Post Graduate Certificate in Low Intensity Cognitive Behaviour Interventions

Psychological Wellbeing Practitioners (PWPs)

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

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.
Background
For this intake (March 2018), London is looking to recruit approximately 50 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 the NHS England website: https://www.england.nhs.uk/mental-health/adults/iapt/

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.

Interviews will likely take place from Wednesday 10th to Friday 19th January 2018. Interviews unfortunately cannot be rearranged if candidates are unavailable.

This intake will start in March 18. 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 and age groups.

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

Who Should Apply?
Applicants are required to show:

- Evidence of ability to study successfully at postgraduate level. This can be demonstrated by a good degree at undergraduate level, or by an equivalent academic qualification (for example a Diploma). Substantial work experience and achievements at work can also be taken into account.
- Evidence of experience in an employed or formal volunteer helping role with people with psychological, interpersonal or social problems
- Evidence that they have a broad understanding of mental health issues and the skills to form a good helping relationship with people with mental health problems. This can be obtained through study, work or volunteer experience with people who have experienced a mental health problem.

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:

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 ‘low intensity’ in the enter keyword section and this will bring up the course details. 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 transcript for both undergraduate and postgraduate qualifications: 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 but you will need to provide one before starting on the course if you are successful.

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.

If you have formal volunteer experience that is relevant to this role then please detail this in the Employment section.

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 are organized on the basis of interview session allocated to the IAPT service you are being interviewed for. This means that 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 and ensure that you follow the guidance as per character limit.

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 of PWP trainee and state clearly how you meet the person specification (appendix 2). This role is extremely competitive and we receive a high number of applications each year. It therefore is essential that you demonstrate the skills, experience and knowledge that make you a suitable candidate for this trainee PWP post. 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. One of your references should be from your most recent or current employer. Referees should not be personal or family contacts. The referee that you give on your form will be are contacted
automatically after the application is submitted. If you do not wish for your current employer to be contacted in this way you may provide a different referee at this stage. If you are successfully offered the position then your IAPT service employer is likely to request your provide your current/most recent employer as a condition of pre-employment checks.

**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, UCL is unable to respond to individual queries. All available information is contained in this information pack; no further information will be provided. You can also see more information about the course at http://www.ucl.ac.uk/pals/study/masters/TPPPSYSLCB01 and about IAPT at https://www.england.nhs.uk/mental-health/adults/iapt/

If you have any technical issues completing the application, please contact UCL admissions. (admissions@ucl.ac.uk).
Appendix 1: Job Description

Post Title: IAPT Psychological Well Being Trainee

NHS Band: 4 (spine point 11)

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

CLINICAL

1. Accept referrals via agreed protocols within the service.
2. Assess and support people with a common mental health problem in the self-management of their recovery.
3. Undertakes patient-centered 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.
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.
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.
6. Educate and involve family members and others in treatment as necessary.
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.
8. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
9. Complete all requirements relating to data collection within the service.
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.
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.
12. Assess and integrate issues surrounding work and employment into the overall therapy process
13. Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.

TRAINING AND SUPERVISION
1. Attend and fulfil all the requirements of the training element of the post including practical, academic and practice based assessments.
2. Apply learning from the training programme in practice
3. Receive supervision from educational providers in relation to course work to meet the required standards.
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.
5. Respond to and implement supervision suggestions by supervisors in clinical practice.
6. Engage in and respond to personal development supervision to improve competences and clinical practice.

PROFESSIONAL
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).
2. Ensure that client confidentiality is protected at all times.
3. Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.
4. Ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
5. Participate in individual performance review and respond to agreed objectives.
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.
7. Attend relevant conferences / workshops in line with identified professional objectives.

GENERAL
1. To contribute to the development of best practice within the service.
2. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
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.
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.

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.

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 2017:**


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 high cost area supplement varies across different London services.

**Band 4**

Basic stating salary for a trainee PWP is the bottom of an NHS band 4, which is currently £19,409. Previous experience in the NHS cannot be counted or used for a higher placing on the scale. NHS staff in London also receive an Inner or Outer London ‘high cost area supplement’ which is an 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

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of ability to study successfully at postgraduate level</td>
<td>Psychology or other health or social science related undergraduate or postgraduate degree</td>
<td>Application form</td>
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<tr>
<td>Professional training in nursing, social work, occupational therapy, counselling or within a psychological therapy</td>
<td>Application form</td>
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<table>
<thead>
<tr>
<th>Experience</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence of experience in an employed or formal volunteer helping role with people with psychological, interpersonal or social problems</td>
<td>Work or volunteer experience with people who have experienced a mental health problem</td>
<td>Application form / Interview</td>
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<tr>
<td>Experience of working in Primary Care Services</td>
<td>Interview</td>
<td></td>
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<tr>
<td>Worked in a service where agreed targets in place demonstrating clinical outcomes</td>
<td>Interview</td>
<td></td>
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<tr>
<td>Ability to manage own caseload and time</td>
<td>Interview</td>
<td></td>
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<tr>
<td>Demonstrates high standards in written communication. Able to write clear reports and letters.</td>
<td>Application form</td>
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<table>
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<tr>
<th>Skills &amp; Competencies</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to evaluate and put in place the effect of training</td>
<td>Interview</td>
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<tr>
<td>Computer literate</td>
<td>Application form / Interview</td>
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<tr>
<td>Excellent verbal and written communication skills, including telephone skills</td>
<td>Application form / Interview</td>
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<tr>
<td>Able to develop good therapeutic relationships with clients</td>
<td>Interview</td>
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<tr>
<td>Received training (either formal or through experience) and carried out risk assessments within scope of practice</td>
<td>Application form / Interview</td>
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<tr>
<td>Knowledge</td>
<td>Demonstrates an understanding of anxiety and depression and how it may present in Primary care</td>
<td>Interview</td>
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<td></td>
<td>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health</td>
<td>Interview</td>
<td></td>
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<td></td>
<td>Knowledge of medication used in anxiety and depression and other common mental health problems</td>
<td>Interview</td>
<td></td>
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<td></td>
<td>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</td>
<td>Interview</td>
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<tr>
<td>Training</td>
<td>Able to attend a one day per week course</td>
<td>Interview</td>
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<td></td>
<td>Able to complete academic components of the course</td>
<td>Interview</td>
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<td></td>
<td>Able to integrate training into practice</td>
<td>Interview</td>
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<tr>
<td>Other Requirements</td>
<td>High level of enthusiasm and motivation.</td>
<td>Interview</td>
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<td></td>
<td>Advanced communication skills</td>
<td>Interview</td>
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<tr>
<td></td>
<td>Ability to work within a team and foster good working relationships</td>
<td>Reference</td>
<td></td>
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<td></td>
<td>Ability to use clinical supervision and personal development positively and effectively</td>
<td>Application form / Interview</td>
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<td></td>
<td>Ability to work under pressure</td>
<td>Interview</td>
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<td></td>
<td>Regard for others and respect for individual rights of autonomy and confidentiality</td>
<td>Interview</td>
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<tr>
<td></td>
<td>Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision</td>
<td>Interview</td>
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<td></td>
<td>Car driver and/or ability and willingness to travel to locations throughout the organisation</td>
<td>Interview</td>
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<td></td>
<td>Fluent in languages other than English</td>
<td>Application form / Interview</td>
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This document gives a brief description of those services/employers who are looking to recruit trainees in 2018. 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 endeavor to match people with their specified preferences wherever possible.

Employers are listed by 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.
**Barnet**

Barnet, Enfield and Haringey IAPT ([www.lets-talk-iapt.nhs.uk](http://www.lets-talk-iapt.nhs.uk)) is a lively, forward-thinking service delivering evidenced based psychological therapies across a large part of multi-cultural North London. The Enfield and Barnet services are provided by Barnet, Enfield and Haringey Mental Health Trust, and the Haringey Service by Whittington Health. In line with the NHS Operational plan, for 2016/17 both the Enfield and Haringey services were contracted to meet 15% of CMI need. This will rise to 16.9% by the end of Q4 2018. The Barnet service has recently been transferred to Barnet, Enfield and Haringey Mental Health Trust and is contracted to meet 9% of CMI need for 2017/18 and 2019/20 with the remainder coming from voluntary and third sector activity. We are seeking highly committed, enthusiastic and forward thinking people to join our thriving services.

We would like to encourage applications from suitable candidates who can speak fluent 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 150 staff, delivering treatments to over 13,000 people a year.

For more information check out our website [www.lets-talk-iapt.nhs.uk](http://www.lets-talk-iapt.nhs.uk)

**Brent**

The CNWL Talking Therapies Brent service is a ‘third wave’ IAPT site and was set up 1st December 2010 and is run by CNWL NHS Foundation Trust. The team has undergone recent expansion following additional investment to meet service targets and development needs. The team is well resourced and integrated with clinicians and the Employment workers (managed by Twining Enterprise) working collaboratively. Alongside high and low intensity CBT interventions, the service also has a counselling service which provides DIT, IPT and brief 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 Fairfields House in Kingsbury. There is also a satellite hub based at Bell House in the Willesden area. The step 2/PWP team is based at Fairfields House in Kingsbury. Services are also delivered at GP surgeries across Brent. The central hub is a comfortable building with the required IT resources. GP based work is organised in collaboration with GP clusters and we are in the process of increasing the range of services we offer by working in partnership with the voluntary sector and community groups. The service also works closely with other CNWL Talking Therapies services in other boroughs managed by the same Trust.

The service meets a good 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.
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 iCope 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)*.

Ealing IAPT
Ealing IAPT is a dynamic and innovative service that is passionate about improving access to psychological therapies for the population it serves. The borough of Ealing comprises a diverse community. As a pathfinder site, we have achieved great success making psychological therapies culturally appropriate and accessible to the BME community. This is reflected in our high access rate for the BME population and recognition in the National IAPT BME Positive Practice Guide.

We are currently involved in numerous exciting initiatives to engage hard to reach groups, such as people with long-term health conditions and perinatal difficulties. This involves group therapy, outreach work, community engagement and creative workshops embedded in the community, destigmatising mental health. We provide a range of evidence based interventions including Eye-movement desensitization reprocessing (EMDR), Behavioural Couples Therapy (BCT), Dynamic Interpersonal Therapy (DIT), Interpersonal Psychotherapy (IPT), Counselling for Depression (CfD) and Acceptance and Commitment Therapy (ACT).

Supervision is an essential part of our success and high recovery rates. We have a number of different systems in place to develop your clinical skills. As well as weekly, individual supervision sessions we have a duty system available at all times to discuss any urgent issues.

In addition, there are daily assessment 'debrief' sessions to ensure that any new assessments are discussed immediately and decisions are made quickly to help move our service users
along the most appropriate care pathway. Reflective practice is also available to the team to optimise staff well-being. The strong support combined with supervision from highly experienced supervisors makes Ealing IAPT the ideal place to undertake your role as a Trainee High Intensity therapist.

Ealing IAPT is dedicated to staff well-being and uses a collaborative approach to develop the service and support the team. We are known as a diverse, friendly team that listens to one and another and endeavours to progress people in terms of their continued professional development. The team is made up of individuals from various professional backgrounds, including Counsellors, a Clinical Psychologist, a Counselling Psychologist and a Mental Health Advocate. We work closely with GPs and secondary care services, giving you experience in liaising with professionals from a variety of settings.

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 different spoken languages.

The posts are fixed term contracts for 12 months.

**Hammersmith & Fulham**

Back on Track (Hammersmith & Fulham IAPT) is a very well established and high performing service. We believe that a key to our success is the emphasis we put on the wellbeing of our team members. For example, the service provides a weekly reflective practice group based on the principles of compassion-focussed therapy. We also schedule regular mindfulness practice sessions, yoga and other wellbeing events for the team.

At Back on Track you will work in a very friendly, supportive and well-resourced service and we pride ourselves on an outstanding continuing professional development program. As a trainee PWP you will have weekly individual clinical supervision as well as monthly clinical skills groups and journal clubs. In addition we commission bespoke training events for the team. For example, during the last year our PWP’s have attended training on GAD, social anxiety, low self-esteem, perinatal working, working with older adults, compassion-focussed therapy and ACT.

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. All team members work one evening per week (12-8pm) with the option to also work one early shift per week (8am – 4pm). For qualified members of staff there are a number of flexible working options and we support a number of staff who, for various reasons, chose to work on a part-time basis.

The service provides a range of individual and group CBT interventions including telephone and face-to-face therapy and we will shortly be starting to use Skype therapy as well.

We are committed to engaging hard to reach groups which involves outreach, innovative community engagement projects and bespoke approaches to treatment, usually group
based, 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), Cognitive Analytical Therapy (CAT), Behavioural Couples Therapy (BCT), and Dynamic Interpersonal Therapy (DIT).

We very much welcome 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, Afghan, Somali and Eastern European communities.

Improving health and wellbeing 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.

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. We are focused on delivering high quality, client-centred care in line with our Trust values.

Hounslow is a diverse borough with a large Asian community (34.4%) and over 120 community languages, with Urdu, Punjabi and Polish being the most commonly spoken first languages after English. The majority of our referrals come from GPs, but we also have referral pathways and close links with the local perinatal mental health service, secondary care mental health services and long-term conditions (LTC) services.

We are seeking to recruit individuals who welcome an exciting challenge and want to make a significant contribution to the borough. 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 have been successful in our recent bid to become a Wave 2 integrated IAPT (LTC) site and the development of pathways with LTC services will be a key focus for this year. This will be alongside our other priorities of the
development of our online therapy platform, ‘My Mind Matters’, increasing access for older adults and improving outcomes for people from BME backgrounds.

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 on delivering group CBT and working with perinatal clients.

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

One year fixed-term contract [www.hounslowiapt.nhs.uk](http://www.hounslowiapt.nhs.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 iCope 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](#)).

**Kensington and Chelsea**
Take Time to Talk, The Central and North West London Foundation NHS Trust (CNWL) IAPT service in Kensington and Chelsea, and Queens Park/Paddington, offers a unique range of integrated psychological therapies for adults registered with a local GP who are experiencing common mental health problems. We are located in a vibrant, appealing, and interesting
London borough, and we are committed to appointing the best possible staff members to take part in our community mission.

Using a stepped care approach, Take Time to Talk provides patients with the least intensive intervention at the right time for their needs. At step 2 we provide outreach workshops, Online CBT and guided self-help interventions. We offer Step 3 Cognitive Behavioural Therapy, Counselling, EMDR, DIT, IPT, Couples Therapy, Mother Tongue Counselling in Farsi and Arabic, and we have a dedicated Long Term Health Conditions team supervised by a Clinical Health Psychologist. The service also includes a team of Primary Care Liaison Nurses and a Consultant Psychiatrist, offering intermediate care to patients who require medication reviews and stabilization of mood, and a Step 4 Clinical Psychology team offering specialist psychology assessment and treatment. We work from three designated Hubs, in North and South Kensington and Chelsea.

Our High Intensity CBT therapists receive case management from their line manager and clinical supervision with an experienced, BABCP-accredited supervisor. Our Psychological Wellbeing Practitioners offer Low Intensity CBT interventions, and receive case management from the Senior PWP and clinical skills training from a BABCP-accredited CBT therapist. All members of the team are welcome to attend monthly journal club, and are supported as appropriate to engage in continuous professional development.

**Lewisham**

IAPT Lewisham is looking to recruit 2 enthusiastic and committed individuals to train as Psychological Wellbeing Practitioners. We are a large and thriving service of psychologists, CBT therapists, counsellors, PWPs, assistant psychologists, 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. IAPT Lewisham works closely with other mental health and community organisations and there are opportunities for staff at all levels to be involved in service development.

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. As part of the Kings Health Partnership we have links with sites of specialist expertise such as the Institute of Psychiatry and the Centre for Anxiety Disorders and Trauma. 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. We are looking to recruit a representative workforce for a culturally diverse Borough. Particularly we would welcome applications from males, older applicants and those interested in working with a diverse community. We have been successful in creating posts (fulltime and part time) to retain many of our trainees once qualified.
Redbridge
The Improving Access to Psychological Therapies (IAPT) 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 hour’s 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 hi 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.

**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.
Westminster
The CNWL Talking Therapies Service Westminster is delivered by Central and North West London NHS Foundation Trust (CNWL), with specialist employment and vocational advice services provided by our partner organization Jobs in Mind.

Westminster is an area of contrasting affluence and deprivation and the extent of health inequalities that we need to address is among the widest in the country. Westminster has approximately 230,000 residents. More than a million people come to work in or visit the borough every day. This diversity and transience brings with it hugely diverse health needs. More than half of our population was born outside the UK, with more than 150 languages spoken in our schools alone. There are a significant number of refugees and asylum seekers in Westminster and a large number of people have also migrated from the new European Union member states.

We have a team of 19 High intensity and 8 low intensity therapists as well as a number of IAPT and Clinical Psychology trainees and Assistant Psychologists. We offer individual and group step 2 and 3 CBT interventions and have a strong outreach programme offering workshops in the community. Clinical work is delivered in GP surgeries and other community venues as well as in our two hubs located in Paddington and Victoria.

Westminster has a large Arabic-speaking population, and applications from Arabic-speaking candidates would be particularly welcome.

See our website http://cnwltalkingtherapies.org/