

## LONDON BOROUGH OF LEWISHAM

### JOB DESCRIPTION

<b>Designation:</b>	CBT Practitioner (Hoarding Specialist)	<b>Grade:</b>	PO5
<b>Reports to (Designation):</b>	Lead Operational Manager	<b>Grade:</b>	PO8
<b>Directorate:</b>	Adult Social Care & Health	<b>Department:</b>	Integrated Neighbourhoods

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#### **Main Purpose of the job:**

To work alongside colleagues in Adult Social Care to deliver a specialist service providing intensive and bespoke support for Lewisham residents affected by hoarding disorder in line with the Lewisham Safeguarding Adults Board Self-Neglect and Hoarding Multi-Agency Toolkit

To provide one-to-one Cognitive Behavioural Therapy and facilitate a treatment group to support affected individuals to understand what drives their hoarding behaviour, to manage the condition and to reduce risks associate with the behaviour

To provide advice and consultation on residents' psychological needs and care to colleagues, carers and to other professionals involved in the wider network

To utilise research and audit skills for the development of evidence-based practice, policy and service priorities

To promote a multi-agency approach to hoarding by developing impactful relationships with internal colleagues and key partner agencies such as housing providers and mental health services

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#### **Summary of Responsibilities and Personal Duties:**

##### PERSONAL DUTIES

1. To work alongside social care colleagues to apply the Lewisham Safeguarding Adults Board Self-Neglect and Hoarding Multi-Agency Hoarding Policy, Guidance and Toolkit
2. To screen referrals received by Adult Social Care to identify individuals who may benefit from therapeutic and social interventions for hoarding
3. To deliver Cognitive Behavioural Therapy sessions to support affected individuals to understand what drives their hoarding behaviour, and work with them to manage the urge to acquire and retain items.

4. To facilitate a treatment group for Lewisham residents who hoard
5. To develop expert knowledge of psycho-social models and evidence-based interventions in the area of hoarding
6. To lead on developing an accurate understanding of the scope of the problem, developing and maintaining a register of adults at risk, including those with perceived challenges in achieving effective engagement with professionals.
7. To use evidence-based tools to evaluate outcomes of interventions and to facilitate the collection of reliable and meaningful performance data
8. To promote awareness of hoarding disorder in order to facilitate earlier intervention.
9. To utilise research and audit skills for the development of evidence-based practice, writing reports, drafting local policies and making recommendations to senior management and stakeholders for policy and service development
10. To act as an expert voice providing advice and guidance and delivering training (internally and to external partners) to non-specialist colleagues working with residents affected by hoarding.
11. To represent Adult Social Care at multi-agency forums as required
12. To provide home-based hands-on support to individuals where appropriate to enable them to test out de-cluttering.
13. To participate in, and where appropriate chair, multi-disciplinary meetings and panels in order to co-ordinate good outcomes for the people we support
14. To develop a professional network across all key agencies into order to promote awareness of hoarding and of effective interventions to support those who hoard
15. To carry out assessments of risk and to put in place risk management plans in collaboration with colleagues from across the Council and external partners
16. To develop knowledge of key legislation relevant to the resident group in areas including child and adult safeguarding, mental capacity, housing, environmental health and public health
17. To model and support others to deliver strength-based, evidence-based and trauma-informed practice which is congruent with the Council's vision and values
18. To promote effective participation and engagement with people with lived experience and their carers.
19. To engage with regular clinical supervision from a qualified specialist CBT therapist and managerial supervision from an Adult Social Care manager
20. To act as line manager providing regular managerial supervision for a Hoarding Social Worker and a Support Worker

#### GENERAL DUTIES

1. Adhere to legislation, guidance, procedure and policy in relation to safeguarding adults (and children where relevant) and as an employee of the council.

2. Ensure services are delivered in accordance with the Council's Equal Opportunities and Environmental Policies.
3. Undertake any other duties commensurate with the level of the post. Maintain and update own technical knowledge and continuous professional development.
4. Adhere to both the Council's Code of Conduct and the Social Work England 's Code of Practice at all times.
5. Maintain continuous professional registration
6. Assist in carrying out the Council's environmental policy within the day-to-day activities of the post
7. The post will be based within the London Borough of Lewisham, you may be required to move premises, location within the Borough to meet the needs of the service..

Internal Contacts:

These include

- Officers and managers within Adult Social Care
- Officers of other Council services (eg Children's Social Care, Housing and Environmental Health)
- Officers of Lewisham Safeguarding Adult Board

External Contacts:

These include

- South East London Integrated Commissiong Board
- Lewisham & Greenwich NHS Trust
- South London and Maudsley NHS Foundation Trust
- London Fire Brigade
- London Ambulance Service
- Housing services
- Primary Care services
- Joint Commissioning
- Metropolitan Police
- Probation services
- Voluntary sector organisations

EQUAL OPPORTUNITIES

1. To carry out all the functions and responsibilities of the post with due regard to the Councils Equal Opportunities Policy, and to participate in the development of services to

meet the needs of the multi-racial community, ensuring the continuing appraisal of anti-racist and anti-sexist policies and procedures.

2. To keep the principles of equality and inclusion at the forefront of professional practice and service delivery.
3. To acknowledge diversity in the workplace and the need to tackle inequalities.

## PERSON SPECIFICATION

**JOB TITLE:** CBT Practitioner (Hoarding Specialist) **POST NO:**

**DEPARTMENT:** Adult Social Care **GRADE:** PO5

### Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

**Those categories marked 'S' will be used especially for the purpose of shortlisting.**

If you are a disabled person, but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

<b>Equal Opportunities</b>	
Commitment to implement the Council's Equal Opportunities policies.	<b>S</b>
Awareness of Equal Opportunities issues in an adult social care context.	
<b>Knowledge</b>	
An understanding of legislation relevant to the client group, eg the Care Act 2014, the Mental Capacity Act 2005, and the Mental Health Act 1983.	<b>S</b>
Knowledge of the theory and practice of adapting CBT to meet the specific needs of adults affected by hoarding disorder	<b>S</b>
Knowledge of current theories and best practice in relation to trauma and the drivers of hoarding behaviour	<b>S</b>
Knowledge of adult safeguarding policy, procedure and practice	<b>S</b>
Knowledge of research methodology, research design and complex data analysis	
Knowledge of equalities issues effecting adult who hoard	
<b>Aptitude</b>	
Able to identify risk in an individual case work situation and to develop a risk management plan in accordance with local policies and procedures	<b>S</b>
Able to work autonomously and independently with confidence and self-motivation	<b>S</b>
Ability to recognise the limits of own accountability and responsibility and to	

seek appropriate support, advice and supervision	
Able to support others and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour	<b>S</b>
Ability to build engagement with adults who may be wary of involvement with statutory services	
<b>Skills</b>	
IT skills across a range of systems and tools e.g. case recording systems, internet based programmes, AI, business intelligence and Powerpoint.	<b>S</b>
Excellent writing skills in order to record casework and prepare complex reports for presentation to external agencies.	<b>S</b>
Effective communication skills – ability to adapt communication to convey clinically sensitive information to clients, carers and other professionals colleagues	
Skills in assessment of mental capacity and executive capacity	
Skills in collating, analysing and presenting complex data	
<b>Experience</b>	
Experience of undertaking psychological assessment and providing Cognitive Behavioural Therapy	<b>S</b>
Experience of working in the context of adult in need of safeguarding and the management of risk.	<b>S</b>
Experience working with service users who are “difficult to reach” or have been socially excluded	<b>S</b>
Experience of teaching, training and/or supervision and transferring knowledge	
<b>General Education</b>	
<b>PLEASE NOTE THAT IF QUALIFICATIONS ARE AN ESSENTIAL REQUIREMENT ORIGINAL CERTIFICATES ONLY WILL BE ACCEPTED, THESE WILL BE VERIFIED AT START OF APPOINTMENT.</b>	
A recognised post graduate qualification in Cognitive Behavioural Therapy (or postgraduate level training conferring equivalent competences)	<b>S</b>
Accreditation with the British Association for Behavioural and Cognitive Psychotherapy (BABCP) achieved through training and experience with adults with anxiety and depression.	<b>S</b>
A recognised qualification in one of the core mental health professions recognised by BABCP, e.g. mental health nursing, practitioner psychology, medicine, social work, occupational therapy or counselling AND current registration/accreditation with the core professional body, OR evidence of having achieved the Knowledge Skills and Attitudes (KSA) route to BABCP accreditation.	<b>S</b>
Evidence of relevant continuing professional development	
<b>Personal Qualities</b>	
Commitment to underpinning ethical values of service delivery to vulnerable adults, and the principles of personalised care provision	<b>S</b>
Ability to maintain a high degree of professionalism and a non-judgmental approach in the face of highly emotive and distressing problems	<b>S</b>
<b>Circumstances</b>	
Able to attend occasional evening/ weekend meetings or appointments if required, and with reasonable notice.	
Postholder may be required to work public holidays and/or weekends.	

<b>Physical</b>	
Generally candidates must meet standard Lewisham requirements for the post.	