

DBT Intensive Treatment Centre

DBT Therapist

JOB DESCRIPTION

Responsible to: DBT Clinical Manager

Days of Work: Wednesday (for consult meetings), other 2 days negotiated with Clinical Manager

Hours of Work: 0.6 FTE - up to 24 hours per week (not including back up and on call work)

Broad Objective: DBT Therapist is a member of the DBT clinical team, providing high quality, evidence based treatment to eligible clients in a residential setting, working collaboratively in a team.

Key Accountabilities	Objectives	Task	Outcome
Organisation	To be committed to Te Tiriti O Waitangi	<ul style="list-style-type: none"> Uphold the organisations Vision and Philosophy towards Te Tiriti o Waitangi. Liaise with Iwi as appropriate 	<ul style="list-style-type: none"> Appropriate service delivery to Tangata Whaiora Improved bi-cultural practice.
	To communicate with other health professionals and community agencies as appropriate.	<ul style="list-style-type: none"> Liaise with other DBT staff Attend meetings Liaise with GP's and Golden Bay Community Hospital Staff as appropriate. Liaise with other external Mental Health Professionals <ul style="list-style-type: none"> - DHB referrers - Psychologists - Other Mental Health clinicians 	<ul style="list-style-type: none"> That relevant information is appropriately shared to client wellbeing. Collaborative working relationships with other agencies are developed within the community.
	To adhere to TWM policy and procedures	<ul style="list-style-type: none"> Participate in meetings, training, supervision sessions and performance appraisals. Utilise TWM Administration systems appropriately. Electronic and hard copy information is kept current and accurate. Confidentiality is observed. TWM property and resources are treated with responsibility and care 	<ul style="list-style-type: none"> Professional standards, boundaries and development, are maintained. The employee works within TWM Policies and Procedures Information is accessible, and confidentiality is appropriately maintained. Administrative tasks are completed in a timely fashion and to a professional standard.

Te Whare Mahana Trust	DBT Residential Programme	Title	DBT Therapist	D-JDTH
Date	12 th October 2018	Review Date	As Required	
Prepared by	Support Services Administrator	Authorised By	General Manager	
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Health & Safety	To maintain a healthy and safe work environment.	<ul style="list-style-type: none"> • Report any identified hazards. • Take responsibility (as far as is reasonably possible) for personal and professional safety while at work. 	<ul style="list-style-type: none"> • Hazards are reported and managed • The work environment is safe. • Personal/professional safety is maintained.
Clinical/Clients	To provide effective and quality DBT therapy for residential clients.	<ul style="list-style-type: none"> • Provide individual therapy in adherence to DBT protocols. • Be available for clinical back-up/emergency response consultation to support staff on a regular basis. • Carry out risk assessments as required. • Facilitate DBT skills and/or community groups and DBT skills coaching. • Communicate regularly with other members of the residential treatment team to assure quality care and adherence to DBT principles. • Collaboratively develop and monitor an individualised treatment plan, assessments, case management, and discharge planning. • Network and liaise with other organisations and mental health professionals to coordinate and assist in a smooth transition of care. • Demonstrate cultural sensitivity and respect for the principles of the Treaty of Waitangi. • Maintain organisational quality assurance standards in conduct and documentation. • Provide information and prepare reports as required on Wild Bamboo. • Participate in regular supervision and training to maintain a high level of competence. • Participate in performance-based personnel review. • Keep up with requirements to maintain a professional licence. • Provide clinical support and supervision as needed. 	<ul style="list-style-type: none"> • Clients achieve increased independence and experience improved quality of life. • Treatment meets the needs of the individual and is responsive to change. • Clients are aware of and able to access a number of resources. • The DBT team are kept well informed, and there is clear, accurate communication between and amongst the team. • The clients manage practical, day to day arrangements/appointments. • Family/ whanau is involved and included while the client is in TWM Residential DBT Programme. • Other clinicians (GP's, consultant psychiatrist) are well informed and have relevant, current information. • Reporting requirements are met • Documentation standards are maintained. • Professional Licence is maintained • Relationships maintained through networking • Other duties completed, if necessary. • Supervision and training are undertaken.

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		<ul style="list-style-type: none"> • Meet reporting requirements in a timely fashion. • Represent the programme, as delegated, in mental health networking circles. • Other duties, if assigned. 	
Programme Structure	<ul style="list-style-type: none"> • To be an effective member of the DBT clinical day staff team 	<ul style="list-style-type: none"> • Deliver programme elements to residents <ul style="list-style-type: none"> ○ Teach one skills class per week, co-facilitate other groups as coordinated in team meetings ○ Skills coaching of clients • Cover colleagues positions when needed • Clinical tasks related to coordinating care with other team roles (e.g. coaches, care coordinator, etc) 	<ul style="list-style-type: none"> • Provision of DBT skills classes to residents as it's a key programme element • Ensure clinical services provided in effective and professional manner • Relationships with referrers, clients, DBT staff are built and maintained
Family/Whanau	<p>To work inclusively with family/whanau**</p> <p>(** where client permission has been given)</p>	<ul style="list-style-type: none"> • Develop a supportive and professional relationship with the family/whanau of Clients. • Be cognisant and understanding of family/whanau concerns and issues. • Discern the difference between the needs of family/whanau and those clients. • Maintain communication with Family/whanau. Identify opportunities for involving family/whanau. 	<ul style="list-style-type: none"> • Family/whanau is included in decision making and involved in supporting their family member in achieving their goals whenever possible. • Increased Family/whanau involvement.

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DBT Therapist - Person Specifications

<p>Skills and Abilities</p> <p>Communication</p> <p>Supervision</p> <p>Team Work</p> <p>Networking/Relationships</p> <p>Administration</p>	<ul style="list-style-type: none"> - Has excellent communication skills; written and verbal. Can communicate with people in a way that gains their trust and engagement. Can communicate professionally within the team, with colleagues in other areas of TWM, community agencies, and other health professionals. - Committed to receiving supervision as part of their professional development and best practice. - Understand the value, importance and challenges of (multidisciplinary) teamwork. - Able to develop and maintain professional relationships within the community at a level appropriate to the role. - Have a basic level of IT literacy, can complete required administrative tasks in a timely and professional way.
<p>Aptitudes</p> <p>Professional</p> <p>Strengths/Solution Focus</p> <p>Flexibility</p> <p>Motivated/Passionate</p>	<ul style="list-style-type: none"> - Works in a respectful and professional manner with all clients, members of staff, other professionals and members of the community. - Ability to problem solve through the use of strengths-based solutions to promote an excellent level of service. - Able to work on own initiative, flexible approach to changing priorities, environment and work demands. - Self-motivated and enthusiastic with a passion for mental health work.
<p>Knowledge and Experience</p> <p>Relevant Training and/or experience</p>	<ul style="list-style-type: none"> - Has relevant professional licence. - Has an understanding of, or willingness to learn, the implementation of Te Tiriti o Waitangi - Committed to a bi-cultural model of practice

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