

DBT Intensive Treatment Centre

DBT Therapist

JOB DESCRIPTION

Responsible to: DBT Service Manager

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	- Uphold the organisations Vision and Philosophy towards Te Tiriti o Waitangi. - Liaise with Iwi as appropriate	- Appropriate service delivery to Tangata Whaiora - Improved bi-cultural practice.
	To communicate with other health professionals and community agencies as appropriate.	- 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 - DHB referrers - Psychologists - Other Mental Health clinicians	- 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	- 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	- 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.
Health & Safety	To maintain a healthy and safe work environment.	- Report any identified hazards. - Take responsibility (as far as is reasonably possible) for personal and professional safety while at work.	- Hazards are reported and managed - The work environment is safe. - Personal/professional safety is maintained.

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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Clinical/Clients	To provide effective and quality DBT therapy for residential clients.	• 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. • Meet reporting requirements in a timely fashion. • Represent the programme, as delegated, in mental health networking circles. • Other duties, if assigned.	• 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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Programme Structure	To be an effective member of the DBT clinical day staff team	• Deliver programme elements to residents ○ 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)	• 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	To work inclusively with family/whanau** (** where client permission has been given)	• 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.	• Family/whanau is included in decision making and involved in supporting their family member in achieving their goals whenever possible. • Increased Family/whanau involvement.

Person Specifications

Skills and Abilities Communication Supervision Team Work Networking/Relationships Administration	- 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.
Aptitudes Professional Strengths/Solution Focus Flexibility Motivated/Passionate	- 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.
Knowledge and Experience Relevant Training and/or experience	- 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