



BAAT and Amicus Joint Announcement
Information for Non- Early Implementing Sites

27th April 2005

Matching has taken place at South West London and St George's Mental Health NHS Trust (SW L & St G) and the outcomes are currently being assessed. The Early Implementing sites act as a test bed for the Agenda for Change (AfC), profiles are reviewed and revised to reflect the matching outcomes from these sites. Job descriptions describe the job and the post that you hold that will not change even if profiles are revised. Job descriptions should now therefore be reviewed, amended and signed off as requested.

As soon as evidence is available from SW L & St G and all other Early Implementing (EI) sites further statements will be issued. In addition Job Descriptions & their matching will be made available.

It is vital you follow the guidelines issued by Amicus and the Professional Bodies for best matching practice and on how to draw up your job descriptions.

SW L & St G have found it very useful for all staff to attend their matching interview which can be with your manager or Amicus Rep. We have found that panels have needed the additional information from the post holders to understand the nature of our professions. In particular they have been very impressed by the length and rigour of our training and the necessity to work autonomously in the majority of cases from the beginning of practice.

Members should remember that the national profiles act simply as very useful guidance and it may be that your job may not necessarily fit exactly into these profiles. In some cases a match against these profiles may not be possible and a local Job Analysis Questionnaire (JAQ) will be asked for and is advised.

Do not use Whitley job titles. Find the title that best describes the job you do. For example if you are the only Art Psychotherapist (AP) in your Borough then you might call yourself Borough Lead. If you are the only AP in your area then you might call yourself Specialist Lead. Contact Jane for BAAT or the leads in your own Professional Bodies for more advice.

Freedom to Act is one of the most crucial factors so remember, when talking about supervision, that it is important to differentiate between line management and clinical supervision. The frequency of line management will probably indicate the level of autonomy for clinicians, so for example do not state regular line management but state frequency e.g. once a month.

Meetings are happening between Amicus Reps, Officers, EI Sites and Professional Body Officers on a regular basis.

JAQs have been completed and we await the Job Evaluation Working Party (Jewp) to draw up a Consultant Profile to complete the Arts Therapies Job Family.

We continue to propose that Band 6 should not be used in the majority of cases and we suggest you make use of the following supporting information, which can be sent as guidance to the matching panels. Band 6 states the person does not work autonomously yet the majority of arts psychotherapists do work autonomously from the commencement of training.

We would like to thank SW L & St G, one of the main Early Implementing Sites, for the following helpful document sent to the matching panels by the Head of Professions Alison Barnes. This has ensured that no staff from this large department have been matched at Band 6, including fairly newly qualified and Senior 11's. Some of the wording may not be appropriate to your own situation so change as appropriate.

Supporting Information for Arts Therapists/Psychotherapists Matching Panels.

Feedback from the matching interviews so far suggests that it would be helpful to provide further clarification about the general position of the Arts Therapies/Psychotherapies professions as a whole. The following is offered on that basis and in the hope that it will help with some of the questions that are being raised by matching panels.

Therapist or Psychotherapist – Confusion about the name

All the Arts Therapies professional bodies are currently seeking to include 'psychotherapy' in their professional titles in order to clarify the level at which they practice and in recognition of their qualifying standards. Art Psychotherapist is already a protected title with the Health Professions Council. Art Therapist and Art Psychotherapist are both used although they refer to the same level of professional competency. All the Arts Therapies trainings are as rigorous as each other. This is why the word 'psychotherapy' is used in their titles and is likely to move from common usage to protected titles. Again, its use does not represent a different kind of therapy or a different level of training.

Rethinking Arts Therapists/Psychotherapists Pay

Arts Therapists/Psychotherapists national profiles have been highlighted by Amicus as breaking new ground: '*Arts therapists profiles herald major breakthrough on pay*' (Amicus Website Oct 2004). The breakthrough refers to the recognition that, in terms of training, knowledge and autonomy of practice, Arts Therapists/Psychotherapists have been traditionally underpaid.

Band 6 Profile

Although there is a Band 6 profile for Arts Therapists/Psychotherapists there are no posts in the SW L & St G Trust that are expected to match this profile. Feedback from a national Arts Therapies/Psychotherapies conference on Agenda for Change (December 2004) also indicated that this profile is felt at a national level to be redundant for the following reasons:

- **Factor 1** This factor relates to the very core of the work of Arts Therapists/Psychotherapists. No Arts Therapist/Psychotherapist qualifies without the highest level of skill and expertise in this area. The Band 7 & 8 profiles statement: "*Communicates highly complex condition related information to clients, relatives; undertakes group sessions where atmosphere may be highly emotive*" applies to all posts. All are therefore expected to match at level 6.
 - **Factor 2** The minimum requirement to be accepted on to Arts Therapies/Psychotherapies training is a prior degree and substantial experience of working in a caring role; this often includes a prior professional training. The qualifying training for Arts Therapists/Psychotherapists is then at MA level or equivalent and has an additional requirement for all trainees to have long term and in-depth personal therapy. This is why all national profiles are a level 7 for this factor. Some posts require further specialist training/s and/or experience in therapy practice, research and/or management and are therefore expected to match at level 8.
 - **Factor 3** All posts within the Trust require Arts Therapists/Psychotherapists to assess risk of clients and their dependents. Such assessment is continuous throughout therapy. All are therefore expected to match at a minimum of level 4.
 - **Factor 7** There is a standard expectation that all postholders within the Trust's Arts Therapies/Psychotherapies Services will actively contribute to policy *development* through working parties, Teams and Departments. Many would be required to take the lead. Minimum of level 2
 - **Factor 8** All postholders are expected to be able to take responsibility for authorizing client's travel expenses claims. Minimum of level 2
 - **Factor 9** All posts in the Trust require the postholder to be able to supervise trainee Arts Therapists/Psychotherapists or run training workshops and contribute to multi-disciplinary staff induction. Minimum of level 2
 - **Factor 11** All are expected to actively participate in and be responsible for one-off audit/ evaluation using research methods and collate research results. Some will also undertake/lead research projects, secure funding and Trust and ethical approval. Minimum of level 2
 - **Factor 12** All posts in the Trust require clinicians to work as independent specialists within multi-disciplinary teams, where they act as the lead professional in the field. They are obliged to interpret Arts Therapies/Psychotherapies policies for the team. In my view this seems consistent with a minimum of level 4 as defined in the J E handbook "*a clinical practitioner specializing in a particular field*"
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For further information please contact:

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