



Job description	
Job title	MST-CAN Therapist
Grade	K
Directorate	Children's Services
Section/team	Multisystemic Therapy for Child Abuse and Neglect
Accountable to	MST-CAN Supervisor
Responsible for	Provision of Multi-Systemic Therapy for Child Abuse and Neglect (MST-CAN) assessment and intervention to families of children aged 6 – 17 open to statutory services due to recent/ongoing physical abuse or neglect
Date reviewed	April 2018

Purpose of the Job

You will be part of a Multi Systemic Therapy-CAN team of three Therapists and one Crisis Intervention Worker, working with complex families and children at risk of becoming looked after due to physical abuse or neglect.

As an MST-CAN Therapist you will assess and deliver intervention on the factors that increase the risk of further neglect and/or abuse to keep children safely at home. You will work with caregivers, family and professionals to provide treatment to the whole family with specific attention given to parents to address the challenges they face in parenting. This includes concerns such as substance misuse, domestic violence and serious mental health issues. You will be supported by a local Psychiatrist in working with the family to address these concerns.

As a Therapist in the team, and under the guidance of the MST-CAN Supervisor, your focus will be on following the principles and processes of MST-CAN at every stage of the programme, working intensively on every front - from home to school to neighbourhood, with the families of children on the edge of care. You will offer direct support to children and families, improving outcomes and evidencing impact. You will develop links with other local agencies, ensuring a systemic support network for families.

You will be available to provide consultation and support to those families, working in a flexible way; this will include evening and weekend working. You will be on a rota system to provide 24/7 cover to service users.

Duties and Responsibilities



This is not a comprehensive list of all the tasks, which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

1. Manage a caseload of complex families open to statutory services who have been assessed as suitable for MST-CAN intervention. These families will include a child aged 6-17 years old who is at serious risk of becoming Looked After due to physical abuse or neglect.
2. Conduct MST-CAN assessment including review of referral information, identifying and engaging key participants, identifying systemic strengths and weaknesses, and developing an analysis of the fit of problem behaviours within the ecological context.
3. Engage primary caregiver and other key participants in active change-oriented intervention by identifying and overcoming barriers to engagement.
4. Implement a problem conceptualisation, treatment planning, intervention implementation, outcome review and strategy revision procedure using the MST Analytic Process.
5. Carry out and contribute to assessments and investigations into Child Safeguarding and Risk issues in relation to child or their parent(s)/carer(s) and compile reports, as required, for Risk Management Meetings, Case Conferences, Panels and Court in line with statutory procedures and best practices.
6. Use highly developed interpersonal and communication skills to build therapeutic relationships and enable service users to achieve independence, maximise potential, and resolve difficulties within their physical, emotional and societal environment.
7. Communicate in a highly skilled and sensitive manner to clients, families, carers and others as appropriate. This may include communicating highly complex information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care who may themselves have additional learning, mental health or emotional needs.
8. Actively participate in all MST training, supervision and consultation activities.
9. Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and that demonstrate compliance with the nine MST Principles and the MST Analytic Process.



10. To undertake appropriate work auditing and regular monitoring of work to enable service compliance and contract development. In addition, to review children, young people and their families' records to support and lead where necessary on quality assurance processes and the provision of management information.
11. To work flexibly to meet the needs of the young people/families the MST-CAN team are working with and to be part of an "out of hours" cover system.
12. To demonstrate strict fidelity to the MST principles and practices, including 24/7 availability to provide cover on a rota basis (1 in 3) for the MST-CAN on-call service.
13. To maintain up to date recording of weekly plans to meet strict timescales for reporting on progress and planning for the urgency of cases to prevent breakdown and to mitigate any ongoing risks.
14. To participate in regular supervision, individual and group, taking responsibility for performance objectives and monitor personal progress towards established goals.
15. To hold therapeutic accountability for interventions with families and determine the priorities and urgency for any difficulties that would result in the child being placed in care.
16. To work to the needs of families and the child (which may entail working out of normal office hours at times) at times when the family/child are available.
17. To provide advice and consultation to professionals in other agencies in respect of the child who is or has been subject to MST-CAN interventions.
18. Where appropriate to provide training to other professionals on behavioural interventions, safety planning and supervision and monitoring planning.

Health and Safety

1. To use equipment as instructed and trained
2. To be familiar with and comply with Health & Safety procedures and policy. In the event of any serious risk, take immediate action to reduce this risk and inform line management
3. Achieve the highest standards of safeguarding, whether through direct care provision or support activities to the children and young people who come into contact with our services, or by appropriately reporting concerns about any child or young person



4. The post involves MST-CAN suitability assessments and risk assessments often with an MST Supervisor, that are all carried out in the client's home environments, which may result in exposure to unpleasant conditions, associated with physical abuse and neglect.
5. The work hours will be unsociable and there will be planned late evening sessions. The post holder will be travelling in the car to complete home visits.

Data Protection and Information Security

- Implement and act in accordance with the Information Security Acceptable Use policy and Data Protection Policy,
- Protect the council's information assets from unauthorised access, disclosure, modification, destruction or interference,
- Report actual or potential security incidents.

Knowsley Better Together – Staff Qualities

The following qualities have been adopted by the Council and apply to all employees. You are expected to embrace and display these qualities. Your line manager will discuss your behaviour with you, during your My Time and My Time Extra meetings.

- **Integrity.** You are required to be open and honest, maintain high standards of personal behaviour and display strong moral principles.
- **Accountability.** You must take personal responsibility for your actions and decisions and understand the consequences of your behaviour.
- **Communication.** You must listen and talk to others, taking account of other people's points of view. You should share information and strive to work together.
- **Respect.** You must treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can.