EAP Graduate Counsellor

## Job details

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| Job title: | EAP Graduate Counsellor |
| Department: | Corporate – EAP |
| Location: | Remote / Home Based |
| Reporting to: | Team Manager |
| Direct reports: | n/a |
| Accountable to: | EAP Clinical Call Centre Manager |
| Responsible to: | EAP Clinical Lead |
| Job purpose: | Helpline Shift   * Provide immediate emotional support to clients of VHG Corporate and EAP Services, via inbound and outbound calls to our Emotional Support Helpline. * Provide one-off telephone emotional support, and where appropriate, brief assessments and onward referral into structured counselling or therapy. * To deliver other Corporate and EAP service products as required, (e.g. management support calls, stress management support, wellbeing check in’s etc).   Structured Counselling Shift   * To deliver structured counselling by telephone or secure video link to clients of VHG Corporate and EAP services. * Deliver sessions to a caseload of clients to support their recovery and wellbeing, thereby meeting service KPIs. |
| Role and Responsibilities: | **Helpline**   * To engage therapeutically with clients calling our 24/7 helpline, using listening and counselling skills to provide immediate emotional support * To make clinical decisions based on clients presenting issues and needs, and where clinically required to refer onto the appropriate clinical pathway or signpost to specialist services, GPs and Mental Health Support. * To take either inbound or make outbound calls or call backs to customers as and when requested to do so. * Complete post-call admin work efficiently and ensure available to take further calls as quickly as possible. * To deliver emotional support within a solution focused framework, ensuring adherence to confidentiality, time boundaries and in line with VHG risk and other policies. * To meet and exceed individual, team and service-wide targets, KPIs and SLAs, as set with your team manager.   **Structured Counselling**   * Receive and accept referrals for structured counselling via VHG systems. * Assess clients where necessary and ensure suitability of new referrals. * Use the most suitable clinical interventions based on your clients’ presenting issues and needs to ensure positive outcomes. * Deliver a solution focused, evidence based, competent and confidential service at all times. * Prepare your clients for discharge and signpost onwards as appropriate or seek approval where further sessions are required. * Uphold your duty of care to your clients whilst in the care of VHG. * Efficiently manage clinical and practical aspects of your caseload, with the assistance of the Clinical Co-ordination team, with regular weekly appointments to meet relevant KPIs. * To meet and exceed individual, team and service-wide targets, KPIs and SLAs, as set with your team manager.   **General**   * Follow service referral protocols, and refer unsuitable clients on to the relevant service including NHS or back to the referrer as necessary. * Adhere to the VHG Children’s and Adults Safeguarding Policies and procedures at all times, raising safeguarding concerns appropriately and to seek support where required. * Maintain regular communication with the client whilst they are in VHG’s care & contact relevant stakeholders involved in the patient’s care e.g. GPs, OHS, HR professionals when required. * Maintain regular communication with colleagues and your line manager while working remotely & proactively engage with your team’s communication channels. * Use all VHG systems and platforms accurately, responsibility and in line with data protection and information security legislation, including our client databases, telephone and IT systems, HR and L&D platforms. * Safely and effectively screen for, and manage, risk - following VHG Risk Management & Escalation protocols, and ensure clients have access to safety management plans between sessions where required * To proactively keep abreast of customer Service Level Agreements to ensure clear and accurate communication to clients regarding available and appropriate treatment options. * Any other reasonable request as required.   **Equality Diversity & Inclusion (EDI)**  We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders.   * Be aware of the impact of your behaviour on others * Ensure that others are treated with fairness, dignity and respect * Maintain and develop your knowledge about what EDI is and why it is important * Be prepared to challenge bias, discrimination and prejudice if possible to do so and raise with your manager and EDI team * Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination or prejudice * Be prepared to speak up for others if you witness bias, discrimination or prejudice. |
| Clinical Governance:  (where applicable) | * Adhere to all VHG policies and procedures * Maintain registration or accreditation (as relevant) with the appropriate professional body (BACP, NCS, COSCA, IACP) * Adhere to and fulfil all requirements of the relevant code of conduct and ethical guidelines of your professional registered body. * Maintain accurate electronic records of all clinical work to allow effective monitoring, review, audit, and evaluation of the service provided * To collate and electronically record assessment and outcome measures and patient satisfaction data for service audit * Participate in and respond to feedback from clinical supervision, Performance, Wellbeing & Development meetings, case reviews & case audits to ensure best practice is maintained * Deliver services within each Customer service level agreements (SLAs). * Exercise personal responsibility for the systematic clinical governance of your own professional * To attend to Health and safety of yourself, your colleagues and your customer, their colleagues, and their customers by adhering to VHGs procedures. |
| Training and supervision: | * Ensure timely completion of all mandatory training * Undertake training relevant to your role, including that specific to new systems, products, and services you may be asked to deliver as part of our Corporate Services * Prepare for and actively participate in Clinical and Managerial Supervision * Maintain and develop clinical knowledge and clinical expertise. * To undertake ongoing professional development in line with business requirements * Apply learning from the relevant training updates and incorporate into day-to-day practice |
| Additional information: | * Some travel including occasional overnight stays may be required, so a full clean driving licence is desired. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Post Graduate Diploma Level 4 in Counselling * **Registered** membership of BACP or equivalent registered body (e.g. NCS, COSCA, IACP) and working towards accreditation. (Individual or student membership not sufficient.) | * Accredited by a recognised body / Accredited Membership (BACP, NCS, COSCA and IACP only are accepted). |
| **Experience** | * Minimum 100 Hours experience of delivering structured counselling within a counselling / Psychological therapies service * Ability to conduct comprehensive risk assessment and formulate robust risk management plans * Experience with routine clinical outcome monitoring * Worked in a service where agreed targets are in place demonstrating outcomes * Experience of MDT working groups | * Experience of working on a helpline or within an EAP service * Commercial awareness and/or experience of working in a corporate environment |
| **Skills/knowledge** | * IT literate – intermediate level minimum * Experience of working with Microsoft Office | * Other recognised specialist training e.g. EMDR, CFD, IPT |
| **Specialist training** | * Able to develop good therapeutic relationships with clients * Ability to meet agreed/specified service targets and Key Performance Indicators * Ability to manage own caseload and time * Ability to identify themes within client and customer groups |  |
| **Personal competencies and qualities** | * Interpersonal skills to engage and develop working alliances with colleagues and patients. * Evidence of an openness to learning new knowledge and skills. * Excellent verbal and written communication skills * High level of enthusiasm and motivation * Ability to work under pressure * An awareness of and commitment to supporting and facilitating diversity and inclusion * Excellent time management skills |  |

# Version Control

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| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Human Resources | Version: | V1.3 | Status: | PUBLISHED |
| Date Published: | 30/12/2020 | Code: | TBC |  |  |

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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
| V1.3 | 30.12.20 | Updated by Service Lead |
| V1.4 | 22/03/2022 | Updated to reflect dual role (Helpline and Structured Counselling) |
| V1.5 | 24/01/2024 | Updated to reflect Graduate counsellor role. |