Senior Counsellor

## Job details

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| Job title: | Senior Counsellor |
| Department: | Corporate PTS - PMI |
| Location: | Remote |
| Reporting to: (Job title only) | PMI Deputy Clinical Lead / Clinical Lead |
| Direct reports (possible):  (Job title only) | High Intensity Counsellors |
| Job purpose, Roles and Responsibilities: | The Senior Counsellor will be responsible for the effective delivery of clinical supervision and monitoring clinical governance within the Private Medical Insurance service within PTS whilst holding their own small caseload. The PMI service provides assessment and treatment to both adults and children and young people in various therapy modalities.  **Main Responsibilities**  The post holder is responsible for:   * Provide supervision to and clinical oversight of the Counsellors of the PMI service including case management supervision and clinical skills supervision. * Reviewing cases being treated within the VHG therapist network. * Effectively ensuring an internal and network CPD programme, including mandatory training. * Offer evidence based counselling and assessments, in line with service model and in adherence with clinical and referral protocols * Attendance of team meetings as well as internal and external forums where required. * Liaising with Clinical Managers to provide all round support for clinical staff   **Be accountable for your own clinical case load:**   * Undertake patient-centred assessments using IAPT standardised measures on the telephone which identify the areas where the person wishes to see change or recovery. Make assessment of risk to self and others * Offer a range of choice about treatment options available based on the least burden of intervention appropriate to need and provide a range of short-term evidence based high - intensity psychological treatment interventions and well-being support in accordance with NICE Guidance. * Ensure that client confidentiality is always protected * Be aware of and keep up to date with advances in the treatment for common mental health problems. * Attendance of own clinical case management supervision and clinical skills supervision   **Be responsible for the clinical governance of staff within the service:**   * Ensuring supervisees are delivering high quality care in line with NICE guidelines and BACP/UKCP * Ensuring appropriate ‘stepping-up’ and ‘stepping-down’ arrangements are in place in line with the ‘stepped care approach’ * Clinical KPI collection and review * Responding to and investigating clinical complaints as well as providing feedback in line with organisational processes * Quality assurance via case management, notes auditing, call auditing and risk auditing * Attendance of meta supervision * Providing exception reporting on clinical outcomes such as recovery, completion and drop out rates * Keep contemporaneous records of all a clinical activity in line with organisation standards and protocols   **Be part of the clinical delivery of the PMI PTS Service:**   * Interviewing applicants for clinical roles within the PMI Service * Inducting of staff into the PTS Service with clear direction on the clinical expectations and processes in place within PTS * Providing occasional clinical duty to all mental health clinicians within PTS on a rota basis * Provide out of hours risk support on a rota basis (paid overtime) * Supporting on clinical processes and tasks as part of customer contracts * Attendance of occasional customer meetings * Any other reasonable duties as required |
| EDI Responsibilities: | **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   Any other reasonable request as required |
| Additional information: | Some travel including occasional overnight stays may be required, so a full clean driving licence is desired.  This role requires out of hours escalation on call commitment to be shared with other senior clinicians. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Counselling Diploma (RQF Level 4 or above) * BACP/UKCP/NCS Professional accreditation | * Graduate degree In Psychology achieving 2:1 minimum * Additional therapy qualifications * Supervision qualification |
| **Experience** | * Experience of working effectively with people with mental health problems, specifically anxiety and depression. * Ability to undertake client assessments (including risk assessments) and gather information about the duration and impact of emotional difficulties and motivational levels. * Ability to develop good therapeutic relationships with patients. * Experience of offering both case management supervision and clinical skills supervision | * Experience of joint work and multi-agency and partnership working * Experience of clinical auditing of supervisees * Experience of managing clinical complaint investigations * Experience of reviewing clinical data and exception reporting on clinical outcomes |
| **Skills/knowledge** | * An understanding of the Improving Access to Psychological Therapies Programme (IAPT) and the concept of stepped care and the ability to contribute to the development of best practice * IT literate – intermediate level minimum |  |
| **Specialist training** |  | * Additional specialist qualifications, such as ACT, CFT, EMDR * CYP qualification |
| **Personal competencies and qualities** | * The ability to be empathic with all clients and provides emotional support * Excellent verbal and written communication skills * An awareness of and commitment to supporting and facilitating diversity and inclusion * High level of enthusiasm and motivation |  |

**Version Control**

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| Version: | Date: | Summary of Changes |
| V1.1 | 11/07/22 | Document copied onto authorised VHG branded Policy Template |
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