

Senior Psychological Wellbeing Practitioner - Risk Referral Team

Job Description

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| Job title: | Senior Psychological Wellbeing Practitioner – Risk Referral Team |
| Department: |  |
| Location: | Nottinghamshire |
| Reporting to:  (job title only) | Clinical Lead |
| Direct reports:  (job title only) | Risk Referral Team |
| Accountable to:  (where applicable) |  |
| Responsible to:  (where applicable) |  |
| Job purpose: | To form part of the Risk Referral Team to support the management of complex risk presentations within the within the Nottinghamshire Talking Therapies services.  To line manage members of the risk referral team.  To carry a small caseload and undertake Step 2 clinical activity as per the NHS Talking Therapies guidelines. |
| Role and Responsibilities: | **Clinical and Service Delivery**   * To offer rapid screening and assessment, informed by knowledge of the spectrum of mental health needs and risk factors. * Conduct risk assessment, prepare risk management plans and initiate appropriate action where indicated. * Make appropriate referrals to other service providers in the statutory and voluntary sectors and redirect patients to other sources of appropriate support within the local community as required. * Develop a ‘local knowledge’ of the areas covered by CRT and its services and facilities, particularly in relation to mental health issues. * Liaise as appropriate with secondary care mental health services and social services departments. * Assist the PWP team lead in audits of clinical activity and evaluate research as required. * Provide assessment and low intensity interventions to patients nationally drawing from CBT theories and techniques. * Provide a service that is comprehensive and accessible to a broad range of patients who have commonplace mental health problems. * To provide a service that is equitable and non-discriminatory in terms of age, gender, ethnicity and disability. * We run a flexible service to meet the needs of our patients and local communities, therefore we expect people to be willing to work evenings and weekends if required, to meet service(s) need. We can also offer condensed working and flexible working patterns for your role. * Take personal responsibility for achieving agreed clinical activity relating to the number of therapy contact hours per week.   **Ensure that client confidentiality is protected at all times**   * Maintain appropriate clinical records in keeping with service operational policy. * Participate in setting and review of objectives for the post on an annual basis. * Support, develop and deliver interactive psycho-education within a CBT framework to groups of clients as well as training other PWP’s in the provision   **Supervision and Training**   * Undertake appropriate clinical supervision on a regular basis in accordance with the relevant professional guidelines and policies. * Assist the Team lead in providing clinical supervision and clinical case management supervision to PWP’s when required. * Provide training to PWP trainees within the team around the appropriate use of the Risk referral team and assist the Team lead in providing training to the PWP’s where required. * Support the patient co-ordinator/administrative team with risk training and de-briefs. * Manage, generate ideas and deliver peer supervision to the PWP team both trained and trainee’s. * Attend locally organised and national training appropriate to the work role. * Proactively take responsibility for attending supervision and case management regularly, participate in objective setting, performance reviews and respond to agreed objectives.   **Leadership and People Management**   * To Line manager members of the Risk referral Team, ensuring they have appropriate objectives in place which are reviewed quarterly at appraisal. * Undertake Monthly line management to review Performance and Wellbeing of direct reports. * Ensure PWPs maintain appropriate clinical records in keeping with service operational policy. * Ensure PWPs; including trainees maintain outcome data as per service operational policy. * Ensure PWPs; trainees participate in activities of ‘continuing professional development’ with particular focus on developing and delivering appropriate training.   **Quality and Service Development**   * Ensure that the needs of service users and their carers are at the core of the way the Group delivers services. * Support the effective and efficient deployment of resources to achieve agreed outcomes and targets. * Work as a team member developing and maintaining effective working relationships. * Keep up to date with relevant policies and procedures.   **Communication**   * Actively contribute to a culture of positive communication. * Actively participate in Departmental communications. * Produces good quality written communication to internal and external bodies. * Deliver presentations, briefings and training internally to staff and externally to partners, agencies, and other contacts where appropriate. * Encourages an open exchange of ideas and different points of view. * Adapts to the needs of a diverse audience and or complex situations.   **Creativity and Innovation**   * Acts as a positive role model for innovation and a facilitator for change. * Considers innovation in the workplace an ongoing responsibility and welcomes change as an integral part of both individual and organisation development. * Positively promotes the need for change, providing the necessary support to staff/colleagues during the transition. * Reviews working practices and comes up with ideas to improve the way the service is delivered.   **Contacts and Relationships**   * Positively engage with colleagues and act as advocate for the organisation. * Demonstrates a willingness to support and help others. * Engages with relevant experts to consult on issues, gather and evaluate information. * Shares and implements good practice with internal and external peers. * Has an open and friendly persona with people they come into contact with, developing positive relationships. * Demonstrates compassion, empathy and understanding with contacts. * Treats all people with respect and dignity, dealing with them fairly.   **Decision Making**   * Gathers verifies and assesses all appropriate and available information to gain an accurate understanding of the situation. * Exercises discretion and applies professional judgment, ensuring actions and decisions are proportionate. * Makes clear, timely and justifiable decisions, reviewing these as necessary. * Seeks advice and direction where necessary from supervision involving decisions that may involve an element of risk. * Acts in a manner consistent with the values of the organisation.   **Planning and Organising**   * Ensures appropriate resources and levels of capability to deliver priorities. * Involves others in planning activities where necessary. * Maintains and organises workload to ensure effective prioritisation and delivery of objectives. * Demonstrates effective time management skills needed to manage a highly varied workload. * Plans how to deal with peaks and trough in work- loads. * Effectively manage resources within your control.   **Personal Development**   * Commit to personal development. * Participate in appraisal and supervision.   **Information Governance**   * Comply with information governance training as laid out in the Vita Health Groups policies and procedures. * Ensure that client confidentiality is protected at all times. * Complete all requirements relating to data collection within the service. * Keep coherent records of all clinical activity in line with the service protocols and use these records and clinical outcome data in clinical decision making.   **Health, wellbeing and safety**   * Take responsibility for own health and wellbeing. * Maintain an awareness of the organisation’s staff wellbeing strategy. * Contribute to the promotion of staff wellbeing within the organisation. * Develop and maintain a working knowledge of Health and Safety policies and procedures. * Take all practical steps to ensure your own personal health and safety at work and the health and safety of those you work with.   **Confidentiality**   * The post holder must maintain the confidentiality of information about clients, staff and organisational business in accordance with the Data Protection Act 1998 and Caldicott principles.   **Other**   * Undertake any reasonable duties/responsibilities to meet the needs of the organisation.   **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) |  |
| Training and supervision: |  |
| Additional information: | Travel may be required if working locally at one of our bases or community settings as part of your role, so a full clean driving licence is desired.  Suitable Wi-Fi-access at home is required. |

Person Specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Hold a PG/UG certificate in Low Intensity Interventions from a recognised BPS accredited PWP training provider OR MSc Applied * Psychology integrated with PWP qualification with dual BPS accreditation as PWP training OR PWP * Apprenticeship training qualification from a BPS accredited PWP training programme. * PWP Supervision qualification | * Training in nursing, social work, occupational therapy, counselling or within a psychological therapy. |
| **Experience** | * Recent and relevant PWP experience. * Experience of providing PWP supervision. * Evidence of working with people who have experienced a mental health problem. * Proven track record of developing good therapeutic relationships with clients. | * Worked in a service where agreed targets in place demonstrating clinical outcomes. * Experience of working in Primary Care Services. |
| **Skills/knowledge** | * Understands how IAPT is delivered and the key challenges and opportunities this delivery model presents for both the service and practitioners * Demonstrates an understanding of anxiety and depression and how it may present in Primary Care * Computer literate | * Knowledge of medication used in anxiety and depression and other common mental health problems * Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post. |
| **Specialist training** |  |  |
| **Personal competencies and qualities** | * Able to organise/delegate/motivate others. Able to reflect and evaluate personal performance and that of others. * Able to manage issues of risk for self and others. * Good interpersonal and verbal communication skills. Able to form good professional relationships with staff, clients, and the general public. * Able to express views, positively and constructively. * Good written communication skills. * Able to write clear reports and letters. * Able to make clear, timely and justifiable decisions. Gathers, verifies, and assesses all appropriate and available information prior to making decisions. * Able to demonstrate excellent organisational and timemanagement skills. * Ability to carry a diverse workload with competing demands. |  |