Trainee PCE Counselling for Depression Practitioner NHS Talking Therapies

## Job details

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| Job title: | NHS LLR Trainee PCE Counselling for Depression (CFD) Practitioner |
| Department: | LLR |
| Location: | Hybrid working - Home based/In clinic F2F |
| Reporting to: (job title only) | Operational Team Manager |
| Direct reports: (job title only) | None |
| Accountable to: (where applicable) | Operational Lead |
| Responsible to:(where applicable) |  |
| Job purpose: | * The successful candidate will receive high quality training in Counselling for Depression (CfD) at Nottingham University.The training lasts for one year, starting 23rd February 2026 for induction with VHG and 25th February.
* Trainees hold a reduced caseload whilst studying, providing treatment recommended by NICE to clients with moderate to severe common mental health disorders.
* To deliver Person Centred Experiential Counselling for Depression (CFD) via multiple channels including telephone, secure video link and face-to-face.
* Where required, conduct structured assessments providing immediate emotional support and make clinical decisions based on clients presenting issues and needs, and ensure positive outcomes by encouraging the most suitable clinical interventions.
* To manage case load and be accountable for and deliver service key performance indicators.
* The post holder will work with people with diverse cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities.
* VHG have a highly successful service, and our staff are offered regular clinical and case management supervision to support Trainee Therapists to achieve the best results possible for their clients.
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| Role and Responsibilities: | * Implement the knowledge and skills developed on the PCE-CFD training programme by delivering evidence-based treatment for Depression within a Primary Care setting.
* Fulfil the academic requirements of the post, including attendance at university for 30 hours training and completion of any assignments or live recordings, as required over a 12-month period.

12.02.26 – 1 hour induction 04.03.26 – face to face on campus05.03.26 – face to face on campus11.03.26 – remote online session12.03.26 – remote online session* Formulate, implement, and evaluate treatment sessions for clients, using clinical supervision effectively to support this.
* Adhere to an agreed activity contract relating to the number of client contacts offered, and clinical sessions conducted per week to minimise waiting times and ensure treatment delivery remains accessible and convenient.
* Complete all requirements relating to data collection within the service.
* Keep coherent records of all clinical activity in line with service protocols.
* Collaborate closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
* Adherence to professional standards and compliance with regulatory frameworks
* Responsible for regular communication with the client whilst they are in VHG’s care.
* Responsible for maintaining contact with relevant partners and stakeholders e.g. Primary Care, Voluntary Sector, Mental Health Trusts, Other relevant secondary care.

**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. Vita Health Group has several initiatives in place to achieve this including our Zero Tolerance Policy, Code of Conduct, Freedom to Speak Up Guardians, and more. We believe it is the responsibility of everyone to ensure their actions support this goal 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 the 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.
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| Clinical Governance:(where applicable) | * Adhere to the general operations of the service delivered in accordance with VHG’s policies.
* Maintain accurate electronic records of clinical work to allow:
* Effective monitoring, review, audit and evaluation of the service provided.
* Collate and electronically record assessment and outcome measures and patient satisfaction data for service audit and national benchmarking.
* Participate in the effective monitoring, review and evaluation of the service provided.
* Participate in audit and research as required.
* Delivering services within each client’s customer service level agreements (SLA’s)
* Exercise personal responsibility for the systematic clinical governance of professional practice in your own practice and of any supervisees.
* Responsibility for conducting clinical audits, including client surveys if required.
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| Training and supervision: | * To attend to Health and safety of themselves, their colleagues and their customers by adhering to VHG’s procedures.
* Maintenance and collection of data.
* Maintain and develop clinical knowledge and clinical expertise.
* Actively participate in regular clinical and managerial supervision.
* To undertake ongoing professional development in line with business requirements.
* Receive regular individual and/or group Clinical Supervision from a Counselling for Depression (CFD) supervisor.
* Be committed to developing and maintaining your own CPD.
* Up to date knowledge of national and local policy changes, and legislation within primary care and mental health services.
* Fulfil the BACP code of conduct and follow BACP ethical guidelines in your professional work.
* Receive regular Case Management Supervision from the Line Manager and/or Directors.
* Be aware of and comply with the policies, procedures and standards of service, particularly the service’s clinical operations procedures.
* Receive supervision as per BACP guidelines to meet the required standards.
* Apply learning from the relevant training updates and incorporate into day-to-day practice.
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| Additional information: | N/A |

**Person specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * + Diploma in Humanistic or Person-Centred Counselling or Psychotherapy.
	+ Accredited, or working towards a recognised professional Counselling body, e.g. BACP, UKCP, or eligible to apply for accreditation.
 | * + Post Grad Qualification in Humanistic, Person-Centred Counselling, or Psychotherapy.
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| **Experience** | * + 2 years post qualification experience
	+ 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 providing counselling within a talking therapy service.
	+ Experience of managing a large caseload of clients.
	+ Experience of working with short-term therapy contracts.
	+ Experience of working in a Talking Therapies service
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| **Skills/knowledge** | * + 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.
	+ IT literate – intermediate level minimum.
	+ Maintain evidence of Continual professional development.
	+ Has not received any salary support from NHSE within the last 2 years
 | * + Speaks another language.
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| **Personal competencies and qualities** | * + Excellent verbal and written communication skills.
	+ High level of enthusiasm and motivation.
	+ Ability to work individually or within a team and foster good working relationships.
	+ An awareness of and commitment to supporting and facilitating diversity and inclusion.
	+ Ability to work under pressure.
	+ Excellent time management skills.
	+ Regard for others and respect for individual rights of autonomy and confidentiality.
	+ Completion of security checks including DBS (Disclosure and Barring Service).
	+ Willingness to travel, which may include overnight stays on occasion, as and when required.
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# Version Control

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| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
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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) |
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