Occupational Health Psychological Wellbeing Practitioner

## Job details

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| Job title: | Psychological Wellbeing Practitioner  |
| Department: | Psychological Therapy Services (Corporate)  |
| Location: | Remote  |
| Reporting to: (job title only) | Senior Psychological Wellbeing Practitioner  |
| Accountable to: (where applicable) | Step 2 Service Manager  |
| Responsible to:(where applicable) | PTS Service Lead  |
| Job purpose: | To be part of a stepped care service providing assessments and low intensity interventions via cCBT/GSH to support both occupational health and insurance group customers and service users in addressing overall health and wellbeing. |
| Role and Responsibilities: | * Accept referrals from corporate organisations, government bodies, the NHS and insurance groups via agreed protocols within the PTS Service
* Monitor personal performance in accordance with job plan
* Adhere to clinical and referral protocols, ensuring unsuitable service users receive a warm onward referral to the most appropriate external service
* Assess service user’s suitability for psychological interventions
* Professional responsibility for the assessment and treatment of service users on caseloads, ensuring that it is line within clinical governance
* Formulate, implement and evaluate therapy programmes for service users
* Assess and integrate issues surrounding work and employment into the overall therapy process in order to support service users to improve performance in work and/or return to work
* Adhere to an agreed activity plan, in line with published standards, relating to the number of patient contacts offered and clinical sessions undertaken each week in order to manage waiting list times and ensure that treatment times are user centred.
* Participate in clinical supervision and case management ensuring that you adhere to an agreed activity plan in line with published standards and the agreed supervision contract
* Attend Multi-Disciplinary meetings relating to referrals or users in treatment
* Work closely with all members of the PTS service and wider corporate services to ensure service users receive appropriate step-up/down arrangements.
* Actively participate in team meetings
* Liaise with other health and social care professions from a range of agencies in the relation to care and support provided to users.
* Complete all requirements relating to data collection and storage of same within service.
* Keep contemporaneous records of all a clinical activity in line with organisation standards and protocols
* Ensure all records are input directly on the Caseflow system
* Contribute to the teaching and training of mental health professionals and other staff working in the service and externally to the service.
* Maintain standards of practice as defined by service protocols and national IAPT/Nice Guidelines
* Keep knowledge up to date in relation to the guidelines set by the Dept. of Health
* Be aware of and keep up to date with advances in psychological therapies
* Keep up to date records in relation to your own CPD and ensure that own personal development maintains your specialist knowledge of latest theoretical and service delivery models
* Participate in service improvement by highlighting issues and, in conjunction with Senior PWP/Step 2 Service manager, and as approved by Clinical Governance Team, implement changes in practice.
* Provide advice regarding the practice and delivery of CBT to individuals/groups and other bodies across the organisation and contract area
* Promote and maintain links with Primary and Secondary Care Staff to deliver an effective service.

Any other reasonable duties 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
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| 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** | * IAPT Low intensity Worker/PWP Cert/Dip
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| **Experience** | * Experience of risk-management (e.g. suicidal users and users which self-harm
 | * + Experience of supporting service users in work related performance and/or return to work
	+ Experience/Interest in working within an Occupational Health Setting
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| **Skills/knowledge** | * Collegiate working for the benefit of Service Users
* Networking and engaging with external stakeholders
* Good IT skills
* Evidence based CBT interventions
* IAPT National Standards
* Outcome measures and their use for clinical and audit purposes.
 | * + Working with diverse user groups
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| **Specialist training** |  |  |
| **Personal competencies and qualities** | * Team player
* Challenges the status quo
* Able to manage performance
* Motivational
* Model behaviours in line with organisational values
* Patience and resilience
* Adaptive to change
* Commitment to improving and striving for clinical excellence and customer service
* Good judgement and decision-making skills
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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 |
| Date Published: | 03/12/2019 | 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 | 02/11/20 | Document amended to be appropriate for corporate services, removed AQP NHS terminology |
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