

Senior Psychological Wellbeing Practitioner

Job title:	Senior Psychological Wellbeing Practitioner
Department:	IAPT Primary Care Mental Health
Location:	Newcastle Upon Tyne
Reporting to: (job title only)	Contract Manager
Direct reports: (job title only)	
Accountable to: (where applicable)	Clinical Lead
Responsible to: (where applicable)	
Job purpose:	<ul style="list-style-type: none"> 🌱 The Senior Psychological Wellbeing Practitioners will work with the Contract Manager to provide robust and clear leadership to Step 2 team. 🌱 The Senior PWP will provide case management supervision and line management to members of the PWP team. 🌱 The Senior PWPs will deliver clinical skills training to trainee PWPs. 🌱 They will liaise closely with Vita Health Group clinical supervisors who also deliver case management supervision, clinical skills training, work on service developments etc. 🌱 They will carry out clinical work with an adjusted caseload. 🌱 They will lead on the development of good practice and systems within the PWP team and will work closely with colleagues in Vita Health Group to ensure that high quality clinical services are delivered by PWPs in accordance with NICE

Role and Responsibilities:

The key responsibilities of the Senior Psychological Wellbeing Practitioner are:

1. Clinical
2. Service development
3. Supervision of all PWPs
4. Leadership and management

1. Clinical

- 🌿 The post holder is required to have passed the IAPT Accredited PWP Supervisor Training and achieved the Post Graduate Certificate in Evidence based Psychological Treatment (IAPT Pathway).
- 🌿 Undertake patient centred telephone assessments following the scripts and protocols for PWPs, using the IAPT standardised measures and identifying the areas where a person wishes to see change or recovery. Make an assessment of risk to self and others and know when to consult the day supervisor as to the next course of action.
- 🌿 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 low -intensity psychological treatment interventions in accordance with NICE Guidance. This may include guided self-help, computerised CBT, medication support, access to courses, signposting to employment, training and benefits and stepping up to Step 3 and specialist services. This work is primarily by telephone with some face to face contact.
- 🌿 Adhere to an agreed activity schedule relating to the number of client contact interventions and clinical sessions during treatment in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- 🌿 Complete all requirements relating to data collection and recording clinical activity in line with protocols
- 🌿 Work closely with HI workers and day supervisors, ensuring appropriate 'stepping-up' and 'stepping-down' arrangements are in place in line with the 'stepped care approach'.
- 🌿 Assess and integrate issues surrounding work and employment into the overall therapy process
- 🌿 Support the delivery of courses, open days and other events

2. Service development

- 🌿 VitaMinds LLR deliver an integrated service within the stepped care model providing smooth transitions for patients between Steps 2, 3 with



- an LTC pathway. The post holder will be responsible for contributing to:
- Implementing best practice for the PWP team, taking lead roles on specific areas of work with a PWP focus.
- Developing and reviewing the referral and assessment procedures (including risk assessment) and other components of the overall Step 2 service.
- Be actively involved workstreams for Step 2 e.g. Older Adults, BME potentially taking
- Working with the Contract Manager, Clinical Lead, the PWP team, the Step 3 team and Supervisors to promote the service and increase access for people with mild to moderate anxiety and depression including groups and communities who are underrepresented in the service.
- Take an active role in the East of England NHSE Clinical Network, developing recognition of the PWP role and to input into national forums

3. Supervision

- Providing line management supervision to all the PWPs (including trainees) within their team.
- Providing case management supervision in the team.
- Providing clinical skills supervision to trainee PWPs.
- Receive case management supervision from delegated supervisor
- Ensure that all requirements of data collection are met and that performance is monitored on a regular basis. Report poor performance to the Contract Manager and together take steps to address this in accordance with Trust and VHG HR policies.
- Organising team and specific workstream meetings and ensuring information is clearly communicated.
- Linking with the IAPT accredited training courses at associated university's and supporting trainees in meeting course requirements.
- Take part in the recruitment and induction for new PWP staff, working with the Contract Manager and Clinical Lead
- Undertaking staff appraisals and supporting professional development

4. Leadership and Management

- To contribute to the leadership of the whole Step 2 service ensuring that appropriate policies and procedures are developed and implemented in line with good practice.
- With the Contract Manager and Clinical Lead ensuring that staff adhere to all VHG organisational policies and procedures
- To organise staff to deliver courses, open days and information





	<ul style="list-style-type: none"> 🌿 sessions. 🌿 To develop and keep documentation up to date including the PWP handbook, guidelines, standard letters and protocols for Step 2 work. 🌿 To support development of Step 2 in house materials including content for the courses. 🌿 Supporting service audits and evaluations of patient experience and outcomes. <p>Equality Diversity & Inclusion (EDI)</p> <ul style="list-style-type: none"> 🌿 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:	Some travel including occasional overnight stays may be required, so a full clean driving licence is desired.



Person specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> PGDIP in Low Intensity Interventions To have completed or be undertaking IAPT Accredited PWP Supervisor Training 	<ul style="list-style-type: none"> Psychology or other health related undergraduate degree Psychology or other health related postgraduate degree
Experience	<ul style="list-style-type: none"> Significant experience of working as a Psychological Wellbeing Practitioner Evidence of working with people who have experienced a mental health problem and experience within IAPT Experience of/ability to provide case management supervision. Demonstrates robust risk management processes Demonstrates high standards in written communication Worked in a service where agreed targets in place demonstrating clinical outcomes Ability to manage own caseload and time 	<ul style="list-style-type: none"> Evidence of working in the local community Experience of facilitating Groups Experience of using Computerised CBT (CCBT) Experience of using patient record systems
Skills/knowledge	<ul style="list-style-type: none"> IT literate – intermediate level minimum Able to demonstrate clinical outcomes and meeting agreed performance targets Demonstrates high standards in written communication. Ability to manage own caseload and time. Able to write clear reports and letters 	<ul style="list-style-type: none"> Fluent in community languages other than English.
Specialist training	<ul style="list-style-type: none"> 	<ul style="list-style-type: none">
Personal competencies and qualities	<ul style="list-style-type: none"> Excellent verbal and written communication skills High level of enthusiasm and motivation 	<ul style="list-style-type: none"> Car driver and/or ability and willingness to travel to locations throughout the organisation



	 Ability to work individually or within a team and foster good working relationships  Ability to work under pressure Excellent time management skills	
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Version Control

Owner:	Human Resources	Review:	Annually	Classification:	1 (Proprietary)
Author:	Human Resources	Version:	V1.1	Status:	PUBLISHED
Date Published:	03/12/2019	Code:	TBC		

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

