Senior PWP Team Lead

## Job details

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| **Job title:** | Senior PWP Team Leader |
| **Department:** | Corporate Mental Health Psychological Therapy Service |
| **Location:** | Remote/Homeworking |
| **Reporting to:** **(job title only)** | Step 2 Service Manager |
| **Clinically accountable to: (job title only)** | PTS Clinical Lead |
| **Direct reports:** **(job title only)** | PWP’s, Assistant PWP’s |
| **Job purpose:** | To be part of a psychological therapy service providing assessments and low intensity interventions.Lead, manage and supervise a team of low intensity therapists to deliver evidence-based services to employees/patients nationwide remotely |
| **Role and Responsibilities:** | * Accept referrals via agreed protocols within the Vita Health PTS Service
* Adhere to clinical and referral protocols, ensuring unsuitable service users receive a warm onward referral to the most appropriate external service
* Assess user’s suitability for psychological interventions
* Professional responsibility for the assessment and treatment of users on caseloads ensuring that it is line within clinical governance
* Formulate, implement and evaluate therapy programmes for users
* 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 SLA’s, clinician utilisation and that treatment times are user centred.
* Undertake clinical supervision for PWP’s/APWP/s, including the use of performance dashboards ensuring that they adhere to an agreed activity plan in line with operational & clinical standards
* Attend Multi-Disciplinary meetings relating to referrals or users in treatment
* Work closely with all members of the Vita Health PTS Team to ensure users receive appropriate step-up/down arrangements.
* To complete ‘Duty Risk’ cover, following duty risk protocols and acting as an accountable point of contact across the business during these periods of cover
* Assess and integrate issues surrounding work and employment into the overall therapy process
* Undertake clinical audits for team and provide feedback in line with organisational process.
* Ensure trainees receive university recommended levels of supervision and clinical skills
* Report on performance of team as a whole
* Ensure all areas of poor performance within team are reported to Team Managers and addressed
* Actively participate in team and management meetings and run as required
* 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
* Investigate & provide written responses to complaints received within the service
* Contribute to the teaching and training of mental health professionals and other staff working in the service.
* Provide clinical supervision and line management to team in line with professional & company guidelines, ensuring all staff members have transparency on their performance against clinical and operational standards/measures.
* Maintain standards of practice as defined by service protocols and national /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 Team leader and as approved by Clinical Governance Team, implement changes in practice.
* Provide an advisory service related to the practice and delivery of therapy 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.
* Provide advice and support to customers and customer account managers
* Collaborate with the Service Lead, Service Managers, Capacity Manager & Administration Manager as required to meet service objectives

Any other reasonable duties as required. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * IAPT Low intensity Worker/PWP Cert/Dip
 | * Leadership & Management qualifications (CMI/ILM or other recognised body)
* Low Intensity Supervisor Training
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| **Experience** | * Experience of risk-management (e.g. suicidal users and users which self-arm)
* Undertaking Clinical Audit, including action planning
* Experience of supervising other Low Intensity Therapists
 | * Use of Caseflow system
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| **Skills/knowledge** | * Collegiate working for the benefit of Service Users
* Networking and engaging with external stakeholders
* Good IT skills
* IAPT National Standards
* Outcome measures and their use for clinical and audit purposes.
 | * Supervising a team to deliver evidence-based interventions
* Working with diverse user group
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| **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: | Tom Stenning | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Tom Stenning | Version: | V1.1 | Status: | PUBLISHED |
| Date Published: | 09/07/2020 | Code: | TBC |  |  |

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| Version: | Date: | Summary of Changes |
| V1.1 | 09/07/2020 |  |
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