Senior Psychological Wellbeing Practitioner

## Job details

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| Job title: | Senior Psychological Wellbeing Practitioner |
| Department: | NHS Mental Health Services |
| Location: | West Essex |
| Reporting to:  (job title only) | Senior Clinician & Service Manager |
| Direct reports:  (job title only) | PWPs  Trainee PWPs |
| Accountable to:  (where applicable) |  |
| Responsible to:  (where applicable) |  |
| Job purpose: | To be part of an IAPT Service providing assessments and low intensity interventions.  Lead, manage and supervise a team of PWPs to deliver evidence-based services to citizens within contracted area. |
| Role and Responsibilities: | * Accept referrals via agreed protocols within the VitaMinds Service * Monitor performance of team in accordance with their job plains * 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 case loads 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 waiting list times and that treatment times are user centred. * Undertake clinical supervision for PWPs/PWP Trainees, including the use of performance dashboards ensuring that they adhere to an agreed activity plan in line with published standards * 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 * Attend Multi-Disciplinary meetings relating to referrals or users in treatment * Work closely with all members of the VitaMinds Team to ensure users receive appropriate step-up/down arrangements. * 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. * Actively participate in team and management 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 IAPTUS system * 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 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 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 top 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 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 |
| Clinical Governance:  (where applicable) |  |
| Training and supervision: |  |
| Additional information: |  |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * IAPT Low intensity Worker/PWP Cert/Dip * IAPT Low Intensity Supervisor Training * IAPT Recognised Counselling (BABCP Accredited) |  |
| **Experience** | * Experience of risk-management (e.g. suicidal users and users which self-arm) * Undertaking Clinical Audit, including action planning | * Use of IAPTUS system |
| **Skills/knowledge** | * IT literate – intermediate level minimum * Collegiate working for the benefit of Service Users * Networking and engaging with external stakeholders * Evidence based CBT interventions * 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 |
| **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 * Evidence of values that are consistent with the NHS constitution. * Interpersonal skills to engage and develop working alliances with colleagues and patients. * Evidence of an openness to learning new knowledge and skills. * Excellent verbal and written communication skills * High level of enthusiasm and motivation * Ability to work under pressure * An awareness of and commitment to supporting and facilitating diversity and inclusion * Excellent time management skills |  |

# 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 | 06/08/20 | Updated to include diversity and inclusion statement |
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