



Partnership Working Between



Hampshire Psychological Therapies Service

JOB DESCRIPTION

Job Title:	Step 2 IAPT Senior Psychological Wellbeing Practitioner (employed by Solent Mind)
Salary:	£31,000 Per Annum
Hours:	37 Hours Per Week (Mon to Fri, occasional Sat may be required)
Reports To:	italk Clinical Manager - PWP Lead
Location:	Based at either West (Eastleigh)/East (Gosport)/North (Basingstoke) Hubs
Direct Reports:	Qualified, Assistant and Trainee Psychological Wellbeing Practitioners
Key Relationships:	IAPT Step 2 team, IAPT Step 3 team, Southern Health NHS Trust, NHS Hampshire, GPs across Hampshire

Job Summary

The post holder will be a key part of the italk senior team and will supervise/line manage a team of Psychological Wellbeing Practitioners (PWPs), under the guidance of the Clinical Manager - PWP Lead.

The post holder will need a secure knowledge of Step 2 IAPT based treatments in order to deliver these to patients as well as to help develop, support and train and provide robust clinical supervisions to the qualified and trainee PWPs. They must also be a strong team player and work collaboratively to support their peers, and Clinical Manager – PWP Lead as well as providing a good role model to staff.

There are also significant clinical/case management supervision and co-ordination components to the post and therefore you must be able to handle difficult and complex liaison issues. There is a significant "Duty/screening" element to the role.

The post holder will also have opportunities to contribute to the development of the low intensity service provision within the Hampshire IAPT service and this represents the chance for experienced Psychological Wellbeing Practitioners (PWPs), with supervisory skills, who are committed to this model to develop their careers in the low intensity service.

PRINCIPAL DUTIES & RESPONSIBILITIES

Clinical

- Support people with a common mental health problem in the self-management of their recovery by phone or face to face in identified sites across Hampshire.
- Undertake patient-centred assessments using IAPT standardised measures by phone or face to face, which identify the areas where the person wishes to see change or recovery. Make assessment of risk to self and others and refer back patients to GPs if they are deemed to be at risk.
- 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 information, guided self-help, bibliotherapy, computerised CBT, Exercise on Prescription, medication support, access to group Cognitive Behavioural Therapy and signposting to employment, training and benefits colleagues and agencies. This work may be face to face, telephone or via other media.
- Work on a rota basis to provide evening 'duty' cover for the clinical team and provide additional cover for sickness/annual leave.
- Screens referrals from Secondary care or more complex patients. Make decisions on suitability of these referrals following to italk's protocols. Refer unsuitable clients on to the relevant service/ back to the referral agent as necessary or steps-ups the person's treatment to high intensity.
- Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- Respond to incidents in a timely manner, ensuring compliance with data protection and information governance protocols.
- Work with Assistant, Trainee and Qualified PWP's (through clinical caseload management supervision) to identify different mental disorders and relevant treatment protocols.
- To work with fellow Senior PWP's and Lead PWP's to agree outcomes for complex cases where a decision could not be made in clinical case management supervision
- Support the management of capacity and waiting lists within the Step 2 service through case management and appropriate clinical decision making on treatments
- Keep coherent records of all clinical activity in line with service protocols and data collection
- Assess and integrate issues surrounding work and employment in to the overall therapy process.
- Provide ad-hoc supervision for Assistant, Trainee and Qualified PWP's within a timely manner for cases where significant risk is identified
- Provide support to the Telephone Assessment and Referral Centre when risk is identified at referral stage, when professionals call in ad-hoc to discuss referrals, and when patients call for updates regarding their support.

Professional

- Ensure the maintenance of standards of practice according to Solent Mind and any regulating body, and keep up to date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
- Ensure that client confidentiality is protected at all times.

- Participate in management supervision to ensure clear objectives are identified, discussed and reviewed with the Clinical Manager - PWP Lead on a regular basis as part of continuing professional development.
- Attend clinical/managerial supervision on a regular basis as agreed with the Clinical Manager – PWP Lead, participating in performance review and responding to agreed objectives
- Keep up to date all records in relation to Continuing Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences/workshops/training in line with identified professional objectives.

Management

- To provide line management and clinical supervision for PWP's as required.
- Ensure that line managed staff maintain appropriate IAPTus clinical records in keeping with service operational policy and or that these are in line with best clinical practice.
- Ensure that line managed staff participate in ongoing professional and personal development through regular supervision and annual appraisal, and or identifying training needs and appropriate training to meet these needs.
- Deliver training to the clinical team as directed by Clinical Manager – PWP Lead.
- Confirm Assistant/Trainee/Qualified PWP's competence to practice through assessment of their work through various tools; eg: live supervision, audit of notes, case management supervision.
- Identifying training needs across the low intensity team and develop routes for CPD in co-ordination with the Clinical Manager - PWP Lead.

General

- To uphold the aims and values of the organisation.
- To contribute to the ongoing development of the service and to best practice.
- Work within the organisation's policies and procedures.
- To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
- All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, patients and the general public.
- All employees have a responsibility to prevent abuse and neglect and report concerns.
- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Legislation and Security and Confidentiality Policies.
- Undertake not to abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

This list is non exhaustive and other duties may be required to be undertaken to meet the needs of the organisation.



Person Specification: **Step 2 IAPT Senior Psychological Wellbeing Practitioner (PWP)**

Location: **Based at either West (Eastleigh)/East (Gosport)/North (Basingstoke) Hubs**

Requirement	Essential or Desirable
<p>Qualifications/Education/Training:</p> <p>University Certificate in Clinical Practice in IAPT Psychological Wellbeing Practitioner training at Postgraduate or Degree level.</p> <p>Relevant clinical supervisory training.</p>	<p>Essential</p> <p>Desirable</p>
<p>Experience:</p> <p>Significant experience of working effectively with people with mental health problems, specifically anxiety and depression in an IAPT service.</p> <p>Experience of joint work and multi-agency and partnership working.</p> <p>Experience of using patient management systems, such as IAPTus, PC MIS or Rio.</p> <p>Supervisory experience.</p> <p>Experience of working in a Senior management/leadership capacity.</p> <p>Experience of delivering training.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>
<p>Knowledge/Skills/Competencies:</p> <p>Ability to work as a qualified PWP, undertaking client assessments (including risk assessments) as well as developing good therapeutic relationships through telephone and face-to-face guided self-help, computerised CBT and other Step 2 interventions.</p> <p>Proven ability to communicate clearly in difficult and complex situations with colleagues, external agencies and service users.</p> <p>A thorough understanding of the Improving Access to Psychological Therapies Programme (IAPT) and the concept of stepped care and the ability to contribute to the development of best practice.</p> <p>Intermediate IT skills in Microsoft Office packages and the ability to use computer based information system to record all client assessments and activity, including IAPTUS or PC MIS.</p> <p>Strong presentation skills.</p> <p>Ability to be self-reflective and use supervision, training and performance review to enhance professional development, skills and knowledge.</p> <p>Ability to work under pressure and manage own personal stress.</p> <p>Ability to work as an effective team member and form good working relationships.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

Requirement	Essential or Desirable
Ability to manage own time and case load and undertake administration related to this, and to demonstrate flexibility when situations change.	Essential
Ability to provide clinical supervision and demonstrate clear decision making in line with the IAPT model and NICE guidelines. Awareness of when it is appropriate to seek additional support/advice.	Essential
Ability to manage staff in line with organisational policies and practices.	Essential
Ability to develop staff.	Desirable
<p>Other:</p> <p>Commitment Solent Mind's value base underpinned by access, recovery and social inclusion.</p> <p>Commitment to Solent Mind's Equal Opportunities and Diversity policies.</p> <p>Willingness to undergo a relevant DBS check if required.</p> <p>Able to travel for work purposes.</p> <p>Fluent in community languages other than English.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>

Date job originated: September 2010

Date job reviewed: April 2021

Reviewing Manager: Sarah Richardson

Job reviewed and put in new template – sept 17 – GMC/DP/WK



DBS NOTE TO APPLICANTS

Disclosure & Barring Service And Recruitment Of New Staff

Solent Mind has registered with the Disclosure & Barring Service (DBS), previously known as CRB, in order to make safe, well informed recruitment decisions. We are ensuring that all our relevant policies meet legal and best practice requirements.

We have assessed the post of:-

SENIOR PSYCHOLOGICAL WELLBEING PRACTITIONER

As requiring an:-

Enhanced & Barred level of disclosure.

All convictions, including convictions which would otherwise be "spent" under the Rehabilitation of Offenders Act 1974, must be disclosed for the purposes of this job application.

Solent Mind will determine the relevance of any convictions to the post applied for in line with guidance from the DBS.

Any applicant who is offered employment will be subject to a DBS check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands or final warnings as well as convictions. Applicants will have the opportunity to discuss any disclosure information before a final decision is made as part of the post interview process.