

ALLIANCE PSYCHOLOGICAL SERVICES LTD



JOB DESCRIPTION

Title:	Psychological Therapist – Workplace Service
Location:	Teesside
Employment Terms:	Full / Part Time Available
Salary:	£27,000 to £28,000 Pro rata to hours worked.
Reporting to:	Service Manager - Workplace Wellbeing Service

Job outline

To provide a range of counselling interventions as part of Alliance's Workplace Services counselling team. This post may be based within Alliance premises, working from home or within a Workplace setting elsewhere. The Postholder may at times be working as part of an Occupational Health team.

DBS Check required (level of disclosure): Enhanced

Main duties and responsibilities

1 To work as part of the Workplace Services Team

- To create and maintain effective working relationships within the Workplace Services team, and with other referring organisations.
- To liaise with Alliance's Administration Team regarding client referrals and appointments (or with other admin personnel where appropriate).
- To offer advice and support to staff of referring organisations on psychological health issues, and in relation to appropriate referral pathways for employees with psychological health needs.
- To liaise effectively with Occupational Health, Human Resources and other managers.
- To attend meetings and provide information as requested.

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2 To provide a range of therapeutic interventions

- To offer face-to-face, telephone and online sessions depending on client need
- To provide assessment, including risk assessment, of clients referred for counselling.
- To select and deliver a range of appropriate therapeutic interventions in collaboration with the client.
- To work within the agreed time framework, normally 6 sessions including assessment.
- To make appropriate onward referrals following assessment or completion of counselling for clients requiring other services, including workplace, statutory and voluntary services.
- To maintain clients' confidentiality within the agreed guidelines.

3 To provide a professional and ethical service

- To maintain appropriate records, including CORE audit and evaluation tools and discharge reports where required
- To contribute to achieving service waiting time targets by managing a caseload appropriately
- To undertake relevant continued Professional Development both as required for the purposes of continued professional registration and as identified through Alliance's Professional Development and Appraisal System.
- To undertake an appropriate amount of clinical supervision, as provided by Alliance.
- To operate within agreed Alliance and other Professional guidelines and codes of practice.
- To ensure a safe and secure working environment for self and others and to take action as necessary within Health and Safety and other guidelines, including any policies and practices operating at any sites where the Postholder may work.

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- To promote and value the rights, responsibilities and diversity of people using the service.

Confidentiality

- In the performance of their duties, the post-holder may have access to confidential information relating to clients and their care, staff and others. They may also have access to information relating to Alliance as a business organisation. All such information from any source is to be regarded as strictly confidential.
- Information relating to clients, carers, staff, other healthcare workers or Alliance business may only be divulged to authorised persons in accordance with Alliance policies and procedures relating to confidentiality and the protection of personal and sensitive data.

This job description is designed to identify principal responsibilities only. The post holder is required to be flexible in developing the role in accordance with changes in Alliance's organisational objectives and priorities.

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PERSON SPECIFICATION

PSYCHOLOGICAL THERAPIST – Workplace

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>Diploma in counselling or counselling psychology or recognised training / qualification in a major psychological therapy approach.</p> <p>Membership of or registration with an appropriate professional body.</p> <p>Good record of Continuing Professional Development and willingness to continue this.</p>	<p>Accreditation with BACP, BABCP, UKCP, BPS or other recognised professional organisation.</p> <p>Masters-level qualification.</p> <p>IAPT- Compliant Qualification</p>
Knowledge and Experience	<p>Minimum of three years post-qualification experience of working in a mental healthcare setting.</p> <p>Ongoing clinical supervision of therapeutic work.</p> <p>Up to date knowledge of therapeutic approach to be practiced.</p> <p>Awareness of a range of therapeutic approaches.</p> <p>Ability to meet agreed or specified service targets.</p> <p>Ability to manage own caseload and time, including lone working.</p> <p>Demonstrates high standards in written communication.</p> <p>Demonstrates an understanding of a range of mental health problems.</p> <p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health/benefits and employment systems.</p>	<p>Experience of working in EAP or Workplace services.</p> <p>Experience in a service where agreed targets are in place demonstrating clinical outcomes.</p> <p>Familiarity with CORE outcome measure.</p> <p>Familiarity with other therapeutic modalities (e.g., CBT/EMDR)</p>

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	<p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</p>	
<p>Skills and Abilities</p>	<p>Skills in assessment, formulation and treatment of a range of psychological presentations.</p> <p>Skills in developing and implementing focused, time limited treatment plans.</p> <p>IT and Computer literate, particularly with Microsoft Outlook.</p> <p>Excellent verbal and written communication skills.</p> <p>Good understanding of issues surrounding clinical risk.</p> <p>Able to develop good therapeutic relationships with clients.</p>	<p>Experience of designing or delivering training.</p>
<p>Personal Qualities</p>	<p>High level of motivation and ability to use initiative and work independently.</p> <p>Advanced communication skills.</p> <p>Ability to work within a team and foster good working relationships.</p> <p>Ability to use clinical supervision and personal development positively and effectively.</p> <p>Ability to work under pressure.</p> <p>Willingness to share achievements and disappointments for mutual learning and growth.</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality.</p>	<p>Good sense of humour</p>

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	<p>Ability to be self-reflective whilst working with service users and in own personal and professional development and in supervision.</p> <p>The ability and skills to act as an advocate for a new service, to engage and foster good professional relationships with all health professionals of the service with the wider health care system.</p>	
Other	<p>Act in ways that support equality and promotes diversity.</p>	<p>Access to transport to travel to locations throughout the organisation with appropriate business insurance.</p> <p>Fluent in languages other than English.</p>