

JOB DESCRIPTION

Title:	Workplace Psychological Therapist - AFFILIATE
Location:	Sheffield
Employment Terms:	Affiliate
Salary:	See below
Reporting To:	Workplace Service Manager

Job Outline

Due to obtaining a recent workplace contract in Sheffield, we are currently recruiting for an Affiliate Psychological Therapist within the Sheffield area, to support our Workplace Team.

The Postholder will provide a range of evidence-based psychological interventions within the guidelines established by BACP Workplace as part of Alliance's Workplace Wellbeing Team serving public and private sector contractors across Sheffield area. Sessions may be delivered over the phone or online using Microsoft Teams or Zoom or be face to face delivery within Sheffield workplace premises.

Working hours are entirely at the discretion of affiliates. Our commitment to contractors is that we will offer staff an appointment to be seen within five working days of a completed referral. Around 90% of clients are seen within ten days.

Main Duties and Responsibilities:

To work as a member of the Workplace Wellbeing Team

- To maintain activity records to assist with invoicing and provide invoices and activities on a monthly basis
- To liaise with Alliance's Administration Team regarding client referrals and appointments (or with other admin personnel where appropriate)
- To attend meetings and provide reports if requested

To provide a range of therapeutic interventions

- To provide assessment, including risk assessment, of clients referred for psychological therapy within the Workplace setting using CORE-OM
- To select and deliver a range of appropriate therapeutic interventions in collaboration with the client or as requested by the employer

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- To work within an appropriate time framework
- To offer face-to-face, telephone and online sessions depending on client need

To provide a professional and ethical service

- To maintain appropriate records including all required assessment and evaluation tools (CORE-OM)
- To undertake relevant Continuing Professional Development activities as required for the purposes of continued professional accreditation or registration
- To hold relevant professional liability and indemnity insurance with a minimum limit of £5,000,000.
- To undertake an appropriate amount of clinical supervision from a qualified Clinical Supervisor
- To operate within agreed NHS, Alliance and 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
- To promote and value the rights, responsibilities and diversity of people using the Service

Rates of pay

- Counselling: £30 per session. 50% of the fee will be paid for DNAs and cancellations without sufficient notice. Counselling contracts are a six-session model with the potential to apply for extra if a clinical need is identified
- CBT: £50 per session. 50% of the fee will be paid for DNAs and cancellations without sufficient notice. CBT contracts are for eight sessions with the potential to apply for extra if a clinical need is identified
- EMDR: £50 per session. 50% of the fee will be paid for DNAs and cancellations without sufficient notice. EMDR contracts are for 8 sessions with the potential to apply for extra if a clinical need is identified

Affiliates will also be sent optional invitations to attend Workplace team development days or CPD sessions that will contribute to your CPD record.

PERSON SPECIFICATION
WORKPLACE PSYCHOLOGICAL THERAPIST - AFFILIATE

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>Diploma or higher award 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/registration with BACP, BABCP, UKCP, BPS or other recognised professional organisation</p> <p>Masters-level qualification</p> <p>IAPT-compliant qualification</p>
Knowledge & Experience	<p>Minimum of four 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 practised.</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 an understanding of a range of mental health problems</p>	<p>Experience of working in EAP or Workplace services</p> <p>Experience in a service where agreed targets in place demonstrating clinical outcomes</p> <p>Familiarity with CORE outcome measure</p>

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	<p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health/benefits and employment systems</p> <p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</p>	
Skills and Abilities	<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>Able to organise and deliver sessions remotely and securely</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>Ability to deliver a range of interventions including CBT and EMDR</p>
Personal Qualities	<p>High level of motivation and ability to use initiative and work independently</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to work under pressure</p> <p>Regard for others, the importance of equality, diversity and inclusion and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self reflective whilst working with service users and in own personal and</p>	<p>Good sense of humour</p>

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