

Job Description

Job Title	Psychotherapist /Counsellor
Department	Patient Services
Hours	8 hours per week
Responsible to	Hospice Consultant – for clinical responsibilities Clinical Lead Family Support – for line management
Responsible for	Providing expert psychotherapy /counselling specialist advice, guidance and therapy care provision.

About Us

Since 1980, Prospect Hospice has provided dedicated end-of-life care service for people living in Swindon, Marlborough and northeast Wiltshire. We bring care, comfort and confidence, around the clock, every day of the year.

Our aim is to provide excellent, personalised and compassionate care for everyone in our community who is affected by a life-limiting illness. We work in close partnership with other organisations – specifically with local health and social care professionals – as well as local people. Working within our community allows us to lead, provide and influence care so that anyone affected by a life-limiting illness has access to the best possible support when and wherever they need it.

Our Vision, Mission, Strategic Priorities and Values

Our vision is a community where death is no longer a taboo and everyone lives and dies well.

Our mission is that we will work with and through others using our skills and expertise so that people have choice and support at the end of their life.

In order to make these a reality we have developed four strategic priorities which give direction to all that we do. Our values, guiding the work of the hospice focus on six areas. These apply to all who work on behalf of Prospect Hospice, including trustees.

- ✓ Secure the continuity of Prospect Hospice charity for our community for generations to come
- ✓ Take pride in being a great place to work and thrive
- ✓ Deliver bespoke specialist care that supports dignity and choice
- ✓ Use our expertise to educate and influence the delivery of excellence in end-of-life care

Here we...



Our Team

We provide compassionate patient focused care to those facing life-limiting illness, bereavement, and complex loss. Our services offer timely, flexible, and person-centred care working as part of the multidisciplinary team to address all needs, including psychological and spiritual distress, and to enhance coping, and preserve dignity and quality of life. Our ambition is to deliver accessible, high-quality care that is responsive to diverse needs, evidence-based in practice, while continuing to develop the service through innovation, training, and evaluation to meet growing and changing demands.

Our services are provided in our in-patient unit and to people in the community.

Main Purpose & Scope

To lead and deliver high-quality psychotherapeutic assessment and intervention within Prospect Hospice, providing specialist 1:1 psychological support to people with complex psychological needs affected by life-limiting illness.

To provide clinical leadership, supervision, training, service reviews and lead service developments, ensuring the integration of highly effective psychological and spiritual support within holistic hospice care.

The **Psychotherapist/Counsellor** is responsible for:

Leadership, Management & Service Development

- Support for the Spiritual Care Lead
- Supervision for the bereavement practitioner
- Develop and enhance psychological and spiritual care pathways
- Undertake audits and service evaluation, reporting for governance and quality improvement workstreams
- Provide specialist training of staff and volunteers
- Take an active role in regular 'mortality / considering our care' reviews
- Staff support / supervision linked to case reviews
- Strategy -together with the Clinical Lead for Therapy and Family Support and the Director of Patient Services, lead and maintain the strategic vision for psycho-spiritual services
- Quality Improvement of the service, working in collaboration with the hospice consultant and leads

Multi-Disciplinary Team Responsibilities

- Psychological specialist within the MDT.
- Provide consultation and support to clinical colleagues.
- Deliver staff training on psychological aspects of palliative care.
- Lead reflective practice or debriefs when appropriate.

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Governance

Develop and maintain appropriate policies, guidance and work plans to underpin the delivery of the organisation's vision and strategy for psycho-spiritual care.

Maintain and review statistical data which supports and enables the development of the service.

Respect and maintain patient/client confidentiality and data protection at all times. Only recording essential data within the electronic patient record system subject to consent and within legal frameworks for Information Governance.

Write an Annual Report summarising the activity of the service – with quarterly reviews and reports in place. To include activity and service evaluation.

Monitor national guidance on palliative and end of life psychological needs and matters and advise medical director / line manager accordingly

Support staff in times of crisis in both professional and personal issues.

Participate in incident reviews.

Responsible for ensuring regular professional supervision is in place and training to ensure ongoing professional development.

Responsibilities will include but will not be restricted to:

Key Accountabilities and areas of responsibility

Clinical Responsibilities

Provide specialist psychotherapy assessments for patients, families, and carers using a range of psychotherapy models suited to palliative care.

- To carry a caseload of patients and families with complex emotional/psychological needs, delivering individual therapeutic interventions, addressing emotional and existential distress.
- Establish relationships of trust and support with all those in the post-holder's care, identifying needs and responding to them, in collaboration with other teams of healthcare professionals

Referrals will be managed through the weekly Prospect MDT meetings with consultant overview and discussion to agree priority needs and with the psychotherapist contributing to reviews/ care planning.

Referrals will be for patients experiencing significant complex psychological or spiritual distress and/or where psychological and spiritual factors are affecting their ability to cope with or manage their illness. These might include problems such as depression or severe anxiety, or condition-related distress such as adjusting to diagnosis and disability, complex grief and loss of health, problems with motivation, adapting and adhering to treatment/self-management requirements, or trauma related to the health condition.

Patients can be seen individually or in groups for assessment and intervention. There may be occasions where people prefer an individual remote consultation using video technology.

- Formulate and implement therapy plans collaboratively.
- Manage risk including safeguarding and mental health crises.

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- Maintain high-quality clinical documentation.

Expected Outcomes of the role:

- enhance the quality of psychological and spiritual care given to patients -positive patient and family feedback
- help people facing their end of life with psychological and spiritual needs and to assist teams develop their skills in dealing with the psychological effects people are struggling with
- reduce psychological and spiritual distress and improve psychological functioning.
- aid adjustment to and coping with life-limiting conditions
- increase patients' self-efficacy in dealing with their life limiting illness
- improve the understanding of the psychological impact of conditions requiring palliative care in clinical teams & to ensure the hospice is up to date with research and applying best practice in this area.
- facilitate the multidisciplinary teams' understanding of the psychological factors and to help facilitate a holistic understanding of their patients.

Key Contacts

- Clinical team leaders and clinical leads across all teams
- Palliative care social workers
- Consultant and Drs,
- Director of Patient Services

Equality, Diversity and Inclusion

We are committed to creating a truly equal and inclusive workplace, and we value diversity of thought, ability and individuality. Ours is a learning culture. We know that we can only retain our position at the forefront of excellence in end-of-life care by learning, reflecting and innovating, and we expect all our people to pursue continuous professional development.

This applies to both service delivery and to our own people practices. You will be willing and able to demonstrate commitment to our equality, diversity and inclusion policy and practices at all times.

Safeguarding

It is the responsibility of the post holder to ensure they have up-to-date knowledge of and follow the legislation and guidance relating to Safeguarding Adults and Children as stated in the Prospect Hospice's Safeguarding operational Policies. All staff should be aware of their safeguarding responsibilities as employees of Prospect Hospice and will be expected to attend mandatory safeguarding training as required to inform safe working practice.

Health and Safety

Under the provisions of the Health and Safety at Work Act 1974, it is the duty of every employee to:

- To take reasonable care of themselves and others at work
- To co-operate with the Prospect as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided, including personal protective equipment, for health and safety or welfare at work.



Infection Prevention and Control

All staff are expected to comply with infection prevention and control policies and for protecting themselves and others against infection risks and ensuring a clean safe environment is maintained. Whether you are in a clinical or non-clinical role you are expected to comply with current infection control policies and procedures and to report any concerns or issues to your line manager. All staff undertaking patient care activities must attend infection control training and updates as required by the hospice.



Person Specification

Criteria Category	Requirements	Essential (E) Desirable (D)
Education and Qualifications	Registered or accredited membership of a recognised UK professional body at level 6/7 For example: Counselling qualifications: Diploma in Psychotherapeutic Counselling (CPCAB) Diploma in Counselling (validated by BACP / CPCAB / universities) Professional Diploma in Counselling Psychotherapy qualifications (Postgraduate Diploma in Psychotherapy) MA / MSc in Counselling or Psychotherapy Advanced Diploma in Psychotherapy	E
	Qualification (s) in pastoral theology, psychology	D

Criteria Category	Requirements	Essential (E) Desirable (D)
Experience and Knowledge	Experience delivering 1:1 psychotherapy in complex emotional settings,	E
	including healthcare environments	D
	Knowledge and experience in supporting people with psychospiritual presentations pertaining to illness, palliative and end of life, as well as grief, trauma, death and bereavement.	E
	Ability to maintain a professional, calm, empathic, sensitive and respectful approach when working in stressful and emotional situations within a busy environment.	E
	Working autonomously	E
	Providing supervision	E

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Criteria Category	Requirements	Essential (E) Desirable (D)
Skills	Strong assessment and formulation skills.	E
	Ability to work independently as sole psychotherapist.	E
	Self-motivated with a person-centred attitude and approach	E
	Leadership and interpersonal skills.	E
	Able to model an open, mature and disciplined approach to psycho-spirituality.	E
	Close working with the MDT. Ability to lead and work as part of a supportive and diverse multi-disciplinary team.	E
	Ability to manage risk and work effectively in a team to ensure patient safety.	E
	Excellent communication and documentation skills using electronic patient records	E

Criteria Category	Requirements	Essential (E) Desirable (D)
Personal Qualities	Commitment to and ability to demonstrate Prospect Hospice values and behaviours at all times	E
	Have a track record of working inclusively and a genuine appreciation of the value of diversity	E
	Able to maintain the highest professional standards at all times, and act as a true ambassador for the Hospice and encourage others to do the same	E
	To be authentic, open honest and transparent	E
	Compassion and emotional intelligence	E
	Reflective, resilient and patient centred	E
	Flexible and committed to professional development	E

Scope of Job Description

This job description is a guide to the work you will be required to undertake. It is not an exhaustive list of the duties but gives a general indication of work undertaken which may vary in detail in the light of changing demands and priorities. Substantive changes will be carried out in consultation with the post holder.

This job description does not form part of your Contract of Employment

