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Psychological Wellbeing Practitioner Job Description

Job Title:	Psychological Wellbeing Practitioner
Responsible to:	Chief Executive
Accountable to:	Assistant Head of Operations
Reporting to:	Senior Therapy Services Manager (Adults)
Salary:	£26,881 per annum pro rata (based on FTE 35 hours per week)
Location:	Hybrid working: Greenfish Resource Centre, home-working and community locations across Manchester
Hours:	Full-time (35 hours per week), part-time (minimum 17.5 hours) and term-time only will be considered
Contract type:	Permanent

Context

At Gaddum, we treat everyone as individuals. We really get to know those we help, understanding their world to offer a range of support that's right for them. Our promise of tailored support is made possible by our breadth and depth of knowledge, through our unwavering commitment to the local people of Greater Manchester.

Our experience listening to generation after generation, for nearly 200 years, has taught us the importance of considering not just the individual but also the relationships around them. Our innovative approach means we can, not only build resilience, but identify further risks and offer preventive support now and in the future.

At Gaddum, we believe that by supporting individuals, we ultimately help support entire communities. Our aim is to empower and enhance the lives of people in Greater Manchester. We currently work in four Greater Manchester authorities, Manchester, Rochdale, Salford and Stockport.

Job Summary and purpose

This role will be based within Gaddum's Talking Therapies Service operating in Manchester. You will work alongside a team of therapists and counsellors within a stepped care model to provide a range of NICE approved low intensity interventions for common mental health problems.

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Successful candidates will be skilled in delivering low intensity therapy, with the ability to organise and prioritise their own workload, and will have successfully completed an approved IAPT PWP Post Graduate Certificate (or be near to qualification with all elements of the course successfully passed/on track to qualify on time) and must be BABCP or BPS registered.

Our service offers a supportive environment to a nearly or newly qualified PWP, enabling you to develop in the role, alongside a small, dedicated and compassionate team.

Key responsibilities

- To manage a case load of clients and deliver a range of evidence based one-to-one or group interventions.
- Provide low intensity interventions to clients drawing from CBT theories and techniques. This work may be face to face, telephone, group, or online.
- Ensure that practice complies with NHS Talking Therapies service guidelines, including completing all requirements relating to data collection within the service.
- Undertake initial assessments for new referrals in order to determine the appropriate interventions to meet their needs in line with the Stepped Care model, signposting to other services where necessary.
- Make effective use of outcome measures in therapy sessions to monitor and promote wellbeing for clients and contribute to the achievement of overall service targets.
- Attend clinical/managerial supervision as agreed with manager.
- Record accurate, appropriate, and timely notes using an electronic case management system working within the service policies and procedures.
- Work closely with the administration team who will support with the management of your clinical diary, allocations, and discharges.
- Provide information necessary to monitor and evaluate Gaddum's therapy services, such as case studies or reporting data.
- Maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to talking therapies, Mental Health, and Primary Care Services.
- Ensure the maintenance of excellent standards of practice, observing BACP ethical framework and/or other guidance, and keeping up to date on new recommendations/guidelines set by the Department of Health (e.g. The NHS Talking Therapies Manual and NICE Clinical guidelines).
- Contribute to the development of best practice within the service.
- Provide a timely response to safeguarding and risk issues that arise, in line with Gaddum's safeguarding procedures.
- Work to Gaddum's other policies and procedures, including Health, Safety, and Risk Management, Equality, Diversity, and Inclusion, Confidentiality, and Information Governance.

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- Demonstrate an understanding of and a commitment to anti-discriminatory and anti-oppressive practice.
- Other duties on behalf of Gaddum as agreed.

Organisational Responsibilities

- To actively engage in ongoing personal and professional development, making full use of supervision, appraisal, and learning opportunities.
- Develop and maintain working relationships with other Gaddum staff and services.
- To act at all times to promote equality and diversity ensuring inclusive and integrated services.
- To seek advice, support, and guidance as required
- To maintain a general understanding of the work of the whole organisation and attend team meetings/events where possible.
- To adopt a flexible approach to working patterns to suit the needs of the role and responsibilities as required.

The details contained in this job description, particularly the principal accountabilities, reflect the content of the job at the date the job description was prepared. It should be remembered, however, that it is inevitable that over time, the nature of individual jobs will change; existing duties may be lost, and other duties may be gained without changing the general character of the duties or the level of responsibility entailed. Consequently, this job description may be revised from time to time.

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Psychological Wellbeing Practitioner – Person Specification Talking Therapies – Therapy Services

Criteria	Essential	Desirable	Assessed
Qualifications/ Experience	<p>Maths and English GCSE at grades C or above (or equivalent qualification).</p> <p>Qualified Psychological Wellbeing Practitioner (or nearing Qualification)</p> <p>BABCP or BPS registered</p> <p>Experience of working with clients experiencing common mental health conditions.</p> <p>Evidence of continuing professional development (CPD).</p> <p>Experience of conducting assessments for service, including initial assessments and clinical risk assessments.</p> <p>Experience of managing a client caseload and keeping up to date records using a database.</p>		<p>Application/interview/documents</p>

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Skills and Abilities</p>	<p>Excellent verbal and written communication skills, including telephone and video skills.</p> <p>Able to establish client goals, structure sessions and create, sustain and disengage from productive therapeutic relationships.</p> <p>Able to use PWP skills to work empathically with a diverse range of people, settings and situations.</p> <p>Competent computer and technology skills.</p> <p>Able to work within a team and foster good working relationships.</p> <p>Able to make use of supervision to develop and enhance practice, taking responsibility for identifying and meeting own learning and development needs.</p>		<p>Application/Interview</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Knowledge</p>	<p>An understanding of Safeguarding and confidentiality.</p> <p>Ability to practice within legal, ethical and professional guidelines.</p> <p>Knowledge and competency in basic and problem specific CBT-informed techniques and skills.</p> <p>Knowledge of statutory services and mental health pathways and support across the community care, health and voluntary sector.</p> <p>Knowledge of the NHS Talking Therapies services model and an understanding of the importance of completing Routine Outcome Measures.</p>	<p>A good knowledge of agencies, organisations and professionals with a Greater Manchester remit.</p> <p>Knowledge of Gaddum and its wider services.</p> <p>Knowledge of therapy modalities.</p> <p>Knowledges of inclusive and anti-racist working practices.</p>	<p>Application/Interview</p>

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<p>Values and Personal attributes</p>	<p>A commitment to Gaddum’s values of being Supportive, Professional, Empowering, diverse and Innovative.</p> <p>A commitment to equality, diversity and inclusion in practice.</p> <p>Flexible and positive work ethic.</p>		<p>Application/Interview</p>
<p>Other Requirements</p>	<p>Ability to travel independently (via car or public transport) throughout the areas where services are being delivered.</p> <p>Flexible approach to working hours to meet the needs of the service.</p>	<p>Ability, with advance notice, to working evenings if required by the organisation.</p>	<p>Application/Interview</p>