

Job Description

Job Title	Session Locum IAPT Step 3 Counsellor
Reporting to:	Clinical Lead
Salary:	£40 per hour (completed clinical contact)
Working hours:	Flexible / Sessional – Service operates from 9am – 8pm
Contract length:	Temporary
Based at:	Working remotely or Monck Street SW1P 2QU

Brent, Wandsworth, and Westminster Mind's Psychological Therapies Service has an established track record of delivering Talking Therapies across the boroughs in operates within. We are looking for motivated Locum Step 3 IAPT Counsellors to join our IAPT Team, providing Counselling within our partnership with CNWL NHS Trust in Westminster. This would be on a temporary basis to help cover and backfill capacity for an agreed period of time. The post holders will work within a stepped care model to provide a range of NICE approved high intensity interventions for depression. Staff will be trained and qualified in one or more of the following modalities of treatment, Brief generic counselling, Interpersonal Therapy (IPT), Dynamic Interpersonal Therapy (DIT) and Counselling for Depression (CFD).

The post holders will work within an integrated IAPT Stepped model delivered in partnership with the Lead Provider in local NHS Trust (CNWL) who will provide the Step 2 delivery within the integrated IAPT Service.

The successful candidate will be a skilled counsellor, highly motivated with the ability to organise and prioritise their own workload, preferably with experience of working within an IAPT programme. Talking Therapies can provide excellent opportunities for ongoing personal and professional development through regular supervision and training opportunities.

MAIN DUTIES AND RESPONSIBILITES

1. CLINICAL

- 1.1. Accept referrals via agreed protocols within the service
- 1.2. Assess clients for suitability for Counselling / therapy

- 1.3. Formulate, implement, and evaluate therapy programmes for clients.
- 1.4. Adhere to an agreed activity contract relating to the number of client contacts offered, and clinical sessions carried out per week to minimise waiting times and ensure treatment delivery remains accessible and convenient, in line with both National and Service targets.
- 1.5. Complete all requirements relating to data collection within the service.
- 1.6. Keep coherent records of all clinical activity in line with service protocols.
- 1.7 Work closely with other wider teams and staff ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- 1.8 Provide and deliver a minimum of 5 clinical appointments per 7.5 hours working day.

2. PROFESSIONAL

- 2.1. Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. BACP, BPS, UKCP, BABCP), 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).
- 2.2. Ensure that client confidentiality is protected at all times.
- 2.3. Be aware of and keep up to date with advances in the spheres of psychological therapies.
- 2.4. Ensure clear professional objectives are identified, discussed, and reviewed with Senior therapists on a regular basis as part of continuing professional development.
- 2.5. Attend clinical / managerial supervision on a regular basis as agreed with Manager.
- 2.6. Participate in individual performance reviews / appraisals and respond to agreed objectives.
- 2.7. Keep up to date all records in relation to Continuous Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- 2.8. Attend relevant conferences / workshops in line with identified professional objectives.

3. GENERAL

- 3.1. To contribute to the development of best practice within the service.

3.2. To adhere to Brent, Wandsworth and Westminster Mind’s Policies and Procedures, including Talking Therapies clinical risk, safeguarding and other measures and frameworks.

3.3 To maintain up-to-date knowledge of legislation, national and local policies, and procedures in relation to Mental Health and Primary Care Services.

3.4. All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients, and the general public.

3.5. 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 GDPR and Security and Confidentiality Policies.

3.6. It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

3.7. In line with meeting the needs of the service, be able to work flexibly e.g., working from several different premises or working in the evening as required.

3.8. This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

Person Specification IAPT Step 3 Counsellor

The successful candidate must be able to demonstrate that they meet all the following points below.

Key – Method of Assessment; A = Application form; I = Interview; T= Test; P= Presentation

Area	Method of assessment
1.Experience	
a. Experience of working with people facing a range of barriers and social issues	A/I/P
b. Experience of managing a clinical caseload of clients and keeping up to date records using a database	A/I
c. Experience of working with individuals (1-2-1) and groups of people in different settings to help them achieve their goals	A/I
d. Experience of working with a range of agencies and organisations to develop effective working relationships	A/I

e. Experience of carrying out client-centred assessments in one or more of the following fields: mental health, family support, physical health, smoking cessation, diet and exercise, employment, social inclusion, or debt management	A/I
f. Experience of delivering counselling to a range of clients with common mental health problems, preferably within an IAPT programme	A/I
2.Skills	
a. Ability to use a database/ability to learn how to use a database	A/I/T
b. Ability to assist clients to help them define and achieve their goals and aspirations	A/I
c. Ability to work in line with wider service and role specific targets and performance measures	A/I
d. Ability to manage a varied and complex workload effectively	A/I
e. Ability to work well across a range of different subject areas such as housing, mental health, education, and debt management for example	A/I
f. Ability to work with staff from a range of agencies and organisations to better integrate services for clients	A/I
3.Knowledge	
a. Knowledge of the barriers and issues facing our client group	A/I
b. Delivering NICE approved clinical interventions within a IAPT programme or similar	A/I
4. Education – qualifications required for this post	
a. Have completed a BACP approved Diploma in Counselling	
b. be on the BACP Register of Accredited Members, with designation MBACP, or on the Accredited Register of Counselling of the Professional Standards Authority (BACP, UKCP, BPC, HOC, National Counselling Society, UKAHPP)	A/I
c. Have completed training in an 'APT compliant modality or be in a position to have done this within one year of joining the service. (Counselling for Depression, IPT or DIT Qualification)	A/I
5. Personal	
a. Positive outlook and a 'can do' attitude	A/I
b. Personal resilience and flexible attitude in the face of difficulties	A/I

c. Commitment to working towards the BWW Mind's ethos and values, including having a non-judgemental approach	A/I
d. Ability to work evenings	A/I
e. Commitment to personal development and willingness to regularly update skills and experience	A/I