

## **JOB DESCRIPTION**

*Safe, compassionate, effective care provided to our communities  
with a transparent, open approach.*

**Post Title:** Psychological Wellbeing Practitioner

**Grade:** Band 5

**Managed by:** Head of Talk Changes

**Base Location:** St Leonards Hospital, but will be based in a GP practice in City & Hackney. The Post-holder may be required to work at other sites as dictated by the needs of the service.

### **Job Summary:**

The post-holder will work within the Talk Changes (City and Hackney IAPT) service providing high volume low intensity interventions including a range of cognitive behavioural therapy (CBT) based self management interventions to clients with mild to moderate anxiety and depression.

The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities

The overall objectives of this post are to:

- Support the delivery of self-help for people with common mental health disorders of all ages, including Computerised CBT, group work and one to one guided self help using appropriate protocols.
- Support the development of practice-based information systems, audit and outcome measurement
- Improve service users' satisfaction with the care they receive

### **Key Working Relationships**

- Talk Changes clinical and administrative staff
- GP's and other Practice staff
- Service Users and their families/carers

## **Key Result Areas:**

### **1. Clinical**

- 1.1 To deliver the services step 2 support to GP's and practice staff in their management of patients with mental health needs
- 1.2 To assess patients referred to the service under, supervision, to identify their psychological needs.
- 1.3 Provide signposting and treatment including one to one guided self help using the services treatment protocols, Computerised CBT, bibliotherapy and through delivering the services group based interventions at step 2.
- 1.4 To ensure that the work is patient focused and responsive to need, with particular reference to the needs of black and other minority ethnic communities.
- 1.5 To work closely with other team members to ensure the service is effective and collaborative
- 1.6 To accept and engage with supervision arrangements, both clinical and managerial

### **2. Practice development / Clinical governance**

- 2.1 Contribute to the identification of local mental health needs, gaps in service provision, and any other relevant issues
- 2.2 To provide monitoring information concerning the contacts, outputs and outcomes as required
- 2.3 Undertake audits where identified
- 2.4 Develop new appropriate resources for use by team and related professionals

### **3. General requirements**

- 3.1 Carry out the duties and responsibilities placed on an employee by Health and Safety legislation and Trust policies.
- 3.2 Follow relevant trust policies and procedures for your work, including data protection and confidentiality.
- 3.3 Maintain an awareness of current mental health legislation, and legislation relevant to long term conditions.
- 3.4 Keep up to date with current literature
- 3.5 Any duties as may be reasonably required by the line manager or any other Senior Manager.
- 3.6 The above is only an outline of the tasks, responsibilities and outcomes required of the role. This may be reviewed on an ongoing basis in

accordance with the changing needs of the Department and the Organisation.

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore be amended in consultation with the postholder.

The Homerton University Hospital NHS Foundation Trust sits in the middle of one of the most diverse locations in the world. To this end we are committed to and champion equality and diversity in all aspects of our employment practice and service delivery. All employees are expected to understand and respect this commitment and work with us to promote equality and diversity in the course of their work.

All employees are required to have the appropriate level of English language competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience.

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Homerton Hospital a clean and safe environment within which to work and receive care.

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to Risk Management, Equal Opportunities, Confidentiality, Data Protection, Freedom of Information and the Trust Code of Behaviour.

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

All staff have a responsibility to prevent and control infection within Homerton Hospital. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to

minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Homerton University Hospital NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.

## **Living Our Values – How We at the Homerton Work**

**Safe** – We will do everything we can to make our services as safe as possible and create a positive learning environment. We will do this by:

- being open and honest when we get things wrong, and doing all we can to correct and learn from our mistakes
- listening to our staff, patients, service users and their carers and using their feedback to improve services
- ensuring that we have the right staff, with the right skills, caring for each patient
- constantly monitoring standards of care and responding quickly if there are concerns

**Responsibility** – We will take responsibility for our actions and any problems that we come across – we lead by example. We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult

**Personal** – We will provide care which addresses individual needs and focuses on our patients, service users, their families and carers, and our staff. We will do this by:

- ensuring that relationships with patients and service users are founded on compassion, empathy and kindness
- appreciating each person as an individual and addressing their specific needs
- actively listening to and involving patients and service users in decisions about their care
- providing continuity of care through good communication and teamwork

**Respectful** – We will treat others as we would expect ourselves or our families to be treated and cared for. We will do this by:

- treating everyone with dignity and respect
- listening to others and valuing their contribution
- providing services that meet the diverse needs of our communities
- valuing and supporting the health and wellbeing of all our staff

## PERSON SPECIFICATION

**POST:** Psychological Wellbeing Practitioner  
**DEPT/UNIT:** Talk Changes

**BAND:** 5

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>Educated or able to demonstrate experience to degree level</li> <li>PG Certificate in Evidence-Based Psychological Treatment or equivalent</li> </ul>		AF/I
<b>Skills/ Abilities</b>	<ul style="list-style-type: none"> <li>Ability to build and sustain cross-discipline / sector relationships</li> <li>Analytical – able to interpret data and synthesise information from different sources</li> <li>Computer literate – able to use spreadsheets and computerised information systems (Word, Excel, PowerPoint etc.)</li> <li>Well-developed English written and oral communication skills – able to present complex information in jargon-</li> </ul>	<ul style="list-style-type: none"> <li>Influencing and negotiating skills</li> <li>Presentation skills in front of groups</li> </ul>	AF/I

	free, reader-friendly ways		
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of building a relationship / face to face contact with people with emotional difficulties</li> <li>• Experience or understanding of working with a diverse range of communities (e.g. black and other minority ethnic groups)</li> <li>• Experience of engaging groups or individuals with little knowledge of the subject matter</li> <li>• Working with Primary Care staff within a medical / health setting</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of carrying out health or other promotion work in the community</li> <li>• Experience of working as part of a multidisciplinary team</li> </ul>	<b>AF/I</b>
<b>Knowledge</b>	<p><b><i>Knowledge/understanding of confidentiality issues</i></b></p> <ul style="list-style-type: none"> <li>• Broad background knowledge of the NHS, Local Authority, primary care and voluntary sector provision and the legislative frameworks underpinning the provision of health and social care</li> <li>• Detailed understanding of the needs of people with mental health</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of clinical mental health conditions and their responsiveness to talking therapies</li> <li>• Understanding of long term conditions and rehabilitation</li> </ul>	<b>AF/I</b>

	problems and their carers.		
<b>Other Requirements</b>	<p><b><i>Commitment and adherence to the Equality Act</i></b></p> <p><b><i>Understanding of the Trust values</i></b></p> <ul style="list-style-type: none"> <li>• Highly motivated and enthusiastic</li> <li>• Able to engage with others</li> <li>• Able to work both independently across different bases</li> <li>• Flexible – able to respond to changing and developing circumstances whilst maintaining overall direction of travel</li> <li>• Personal resilience and stamina – able to see things through</li> </ul>		<b>AF/I</b>

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)