

Job Title:	Trainee Psychological Wellbeing Practitioner (PWP)
Band:	Band 4 (Inner or Outer London HCAS depending on service)
Hours:	37.5 hours per week. One day is 12-8pm
Department:	Lambeth Talking Therapies (Lambeth IAPT) Croydon Talking Therapies (Croydon IAPT)
Location:	Lambeth – 1a Dalbury House, Brixton Croydon- The Bethlem Hospital
Reports to:	Step 2 Lead

Job Purpose

An exciting opportunity has arisen to train as a Psychological Wellbeing Practitioner within either Lambeth or Croydon Talking Therapies.

Training to become a Psychological Wellbeing Practitioner is a great opportunity for people looking to pursue a career in Psychology.

As a Trainee PWP you will have a mix of service and university days. You will be employed through South London & Maudsley NHS Trust and will be enrolled with our partner, University College London (UCL) where you will undertake a Post Graduate Certificate in Low Intensity Cognitive Behavioural Interventions.

We are looking to train up to 20 Trainee PWP's across Lambeth and Croydon, with the posts starting at the beginning of October 2024.

Applications

To apply you must complete an online application form through UCL and not through NHS Jobs/TRAC.

The application portal will be open from Thursday 25th April until Monday 13th May 2024 (applications open and close at 10am). This is for intakes that will start at the beginning of October 2024

<https://www.ucl.ac.uk/prospective-students/graduate/taught-degrees/low-intensity-cognitive-behavioural-interventions-common-mental-health-problems-pg>

We recommend you read through the UCL Trainee PWP 2023 application pack here
[application_pack_master_autumn_18_v1.4.pdf \(ucl.ac.uk\)](https://www.ucl.ac.uk/ucl-trainee-pwp-2023/application-pack-master-autumn-18-v1.4.pdf)

You can select your preference to work for either Lambeth or Croydon Talking Therapies by listing us as your first choice in your personal statement (see application guide above)

Lambeth Talking Therapies

Why join us?

Lambeth Talking Therapies is a well-established, successful, friendly service with over 120 members of staff. Our team is made up Psychological Wellbeing Practitioners, High Intensity therapists, Clinical Support Workers and Administrators.

We are committed to helping to develop the people that come to work with us. We know our service can only be as good as the people who work here, and we will invest in you to maximise that potential. We really welcome new members of the team and value our staff highly. We think staff wellbeing is essential and have a range of initiatives to support our staff.

Lambeth is a borough of high social and psychological needs with considerable cultural diversity. We value this and want to reach these needs. We would like our team to reflect the diversity of our community and therefore we would welcome applications from individuals from a Black, Asian or any other global majority backgrounds. We would particularly welcome candidates fluent in Portuguese (we have a large Brazilian and Portuguese community), Spanish (for our Latin American clients) and Mandarin or Cantonese (for our clients from the Chinese community). As a team, we are committed to addressing racial inequality and improving outcomes for clients from Black or Asian backgrounds. We deliver specialised staff training and have a monthly peer support group for our staff from a Black or Asian background or other global majority backgrounds.

Croydon Talking Therapies

Why join us?

Croydon Talking Therapies (IAPT) is one of four IAPT services run by South London and Maudsley NHS Foundation Trust (SLaM).

We are a warm and welcoming team, enthusiastic, innovative, creative and flexible. We strive for excellence in treatment, supported by frequent and high-quality supervision. We appreciate the importance of investing in our team and there are regular opportunities for personal development and on-going clinical training, both within the team, and across the four SLaM IAPT services.

We value staff -wellbeing and have a dedicated team that leads on well-being initiatives. We welcome and embrace diversity ensuring that equality and inclusivity are frequently discussed and

remain high on our agenda. We have close links with the training courses, and truly understand the needs of our trainees - affording them an optimal training experience, with time to reflect and plan, as well as see clients. Our interventions include CBT, guided self-help; psycho-educational workshops and groups, together with telephone triage, signposting and employment support.

Croydon is a large and diverse London borough and as such we welcome applicants from backgrounds which represent our community. We also particularly welcome applications from people who live in Croydon or the surrounding areas.

We operate extended hours with therapy venues in GP surgeries across Croydon, at a sub-base in Purley, and at our main team base at the Bethlem Hospital. Trainees will be expected to provide some evening clinics and to be flexible in working across different locations. Our service model post the pandemic will include some homeworking for trainees.

Training contracts will be for one year in the first instance. NHS salary scales and terms and conditions apply. Please refer to our website for further information <https://slam-iapt.nhs.uk/croydon/welcometo-croydon-iapt>

For Further information please contact

Symone McEachron for Lambeth (Symone.mceachron@slam.nhs.uk)

Gabriele Dom for Croydon (Gabriele.dom@slam.nhs.uk)

Trainee PWP Job Description

Post Title: Trainee Psychological Wellbeing Practitioner (PWP)

NHS Band: 4 (spine point 11)

Main Duties and Responsibilities

CLINICAL

1. Accept referrals via agreed protocols within the service.
2. Assess and support people with a common mental health problem in the self management of their recovery.
3. Undertakes patient-centered interviews which identifies areas where the person wishes to see change and or recovery and makes an accurate assessment of risk to self and others.
4. Make decisions on suitability of new referrals, adhering to the department's referral protocols, refers unsuitable clients on to the relevant service or back to the referral

agent as necessary or steps-up the person's treatment to high intensity psychological therapy.

5. Provide a range of information and support for evidence based high-volume low intensity psychological treatments. This may include guided self-help computerised CBT, information about pharmacological treatments. This work may be face-to-face, telephone or via other media.
6. Educate and involve family members and others in treatment as necessary.
7. Adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
8. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
9. Complete all requirements relating to data collection within the service.
10. Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision-making.
11. Work closely with other members of the team ensuring appropriate step-up and stepdown arrangements are in place to maintain a stepped care approach.
12. Assess and integrate issues surrounding work and employment into the overall therapy process
13. Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.

TRAINING AND SUPERVISION

1. Attend and fulfil all the requirements of the training element of the post including practical, academic and practice-based assessments.
2. Apply learning from the training programme in practice
3. Receive supervision from educational providers in relation to course work to meet the required standards.
4. Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered.
5. Respond to and implement supervision suggestions by supervisors in clinical practice.
6. Engage in and respond to personal development supervision to improve competences and clinical practice.

PROFESSIONAL

1. Ensure the maintenance of standards of practice according to the employer and any regulating bodies, 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. Ensure that client confidentiality is protected at all times.
3. Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.
4. Ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
5. Participate in individual performance review and respond to agreed objectives.
6. 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.
7. Attend relevant conferences / workshops in line with identified professional objectives.

GENERAL

1. To contribute to the development of best practice within the service.
2. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
3. 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.
4. 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 Data Protection Act (1998) and Security and Confidentiality Policies.
5. 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.
6. 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.

Personal Specification:

Verified at interview (I), by application form (A)

Qualifications	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Evidence of ability to study successfully at postgraduate level (A) 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Psychology or other health or social science related undergraduate or postgraduate degree (A) • Professional training in nursing, social work, occupational therapy, counselling (A)
Experience	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Evidence of experience in an employed or volunteer helping role with people with psychological, interpersonal or social problems (A) 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Paid or volunteer work with people who have experienced a mental health problem.(A/I) • Experience of working on primary care settings (I) • Worked in a service with agreed targets in place demonstrating clinical outcomes (I)
Skills	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Skills in delivering support in a range of modalities including face to face, over the phone and online (A/I) • Excellent verbal and written communication skills, including telephone skills (A/I) • Ability to communicate effectively in an emotive atmosphere (A/I) • Ability to communicate sensitive information to patients and colleagues (A/I) • Ability to manage own caseload and time (A/I) • Able to develop good therapeutic relationships with clients (A/I) • Ability to work both independently and within a team (A/I) • Good organisational skills (A/I) 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Fluent in Spanish or Portuguese (A/I) • Received training (either formal or through experience) and carried out risk assessments within scope of practice (A/I)

<ul style="list-style-type: none"> • Good computer skills with word processing and data processing (A/I) • Ability to evaluate and put in place the effect of training (A/I) 	
Knowledge	
<ul style="list-style-type: none"> • An appreciation of the needs and difficulties of people with mental health problems (particularly anxiety and depression) and how they may present in primary care (A/I) • Broad understanding of mental health issues and the primary care context (A/I) • Broad understanding of audit, research and evaluation (A/I) 	<ul style="list-style-type: none"> • Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health (A/I) • Knowledge of the medication used in anxiety and depression and other common mental health problems (A/I)
Other	
<ul style="list-style-type: none"> • High level of enthusiasm and motivation (A/I) • Ability to work within a team and foster good working relationships (A/I) • Ability to use clinical supervision and personal development positively and effectively (A/I) • Ability to work under pressure and emotionally resilient (A/I) • Regard for others and respect for individual rights of autonomy and confidentiality (A/I) • Ability to be self-reflective whilst working with service users, in own personal and professional development and in supervision (A/I) • Able to work with diverse communities and within a multi-cultural setting (A/I) • Ability to work evenings on a long term basis (A/I) • Ability to hot desk in a busy, noisy office environment (A/I) 	

About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant

professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safeguarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.