



**in Tower Hamlets
and Newham**

Clinical Counsellor for Tower Hamlet Talking Therapies

Job description

Job Title	Clinical Counsellor - Tower Hamlets Talking Therapies (THTT)
Grade	NJC scale point 14-20 (currently £26,004 - £28,837 FTE per annum inclusive of Inner London Weighting Pay award Pending in July 2020). Currently this is £15,602 at NJC scale point 14 for 21 hours
Accountable to:	Clinical Lead for Counselling
Supervised by:	Coordinator or Clinical Lead
Location:	Open House, 13 Whitethorn St, E3 4DA
Hours:	Full Time / Part Time (days and times negotiable)

Background Information

Mind in Tower Hamlets and Newham (MITHN) has a strong reputation for delivering good quality counselling services for over 20 years, achieving positive recovery outcomes. This is a BACP accredited service and operates using a volunteer counselling placement model alongside paid specialist counselling staff. This contract forms part of Tower Hamlets Talking Therapies (TH TT) delivered in partnership with East London Foundation Trust (NHS ELFT) and operates within an IAPT framework adhering to NICE guidelines and a stepped care approach.

Management Structure

All Mind in Tower Hamlets and Newham staff are accountable to the CEO. The Clinical Counsellor will be supervised by the Clinical lead for the TH Talking Therapy service (as well as receiving external clinical supervision) who reports to the Operational Director.

Overall Purpose of the Post:

The Clinical Counsellor will be required to provide psychological interventions for people with mild to complex presentations (step 2-3) to Tower Hamlets residents. They will provide appropriate therapy to clients from a diverse range of backgrounds and support psychological wellbeing and clinical recovery. The post holder may be required to become involved in other projects within the service, such as groups and workshops, to participate in the duty rota and to work with others in areas of service development

Key Responsibilities of Post

1. Clinical:

Evaluate and make decisions about treatment options, taking into account both theoretical and therapeutic models and highly complex factors concerning historical, development and cultural processes and systems which have shaped the individual, family or group and will facilitate a collaborative working relationship with the client and a mutually agreed treatment plan.

Implement a range of specialist psychological interventions, employing methods based on proven efficacy, for individual clients and groups., Adjusting and refining psychological formulations as practice and experience demand. These formulations will be derived from a broad theoretical knowledge of psychology and enable the use of a number of provisional hypotheses to be maintained at one time. Adhere to an agreed activity job plan relating to the 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 to service users. Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.

Communicate across language and cultural barriers (bilingual counselling or through an interpreter if required, adapting the application of psychological models sensitively and working for sustained periods of time by communicating with clients. In line with the demographic of the local area, speaking Bengali/Sylheti would be highly valued, although not essential.

Be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients, e.g. service users, GPs, orally, in writing and/or electronically. We use the IAPTUs Monitoring system – Training will be provided, however previous experience is desirable

Undertake risk assessment and risk management for relevant individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.

Responsibility for making clinical allocation decisions following triage assessments by other clinical staff members.

To work with the Counselling Team to coordinate and deliver periodic training or workshops for counsellors according to service needs as part of their continuous professional development and to promote team building

To provide support and management guidance to all external supervisors to ensure that our supervision provision is of a consistent standard

To develop, plan and deliver group therapy sessions as agreed with the clinical lead to support clients.

If experienced in Supervision, there may be opportunities to support Placement Volunteers in Case management and clinical supervision.

2. Non – Clinical:

Use a broad theoretical knowledge base and specialist clinical skills to develop and support the skills of other team members as appropriate.

Be responsible for providing a psychological perspective/psychological expertise for primary care teams

Develop and support the psychological work of health and non-health staff in practices by offering consultation on cases of concern.

3. General Duties

To support service monitoring and patient feedback mechanisms in partnership with the management team and NHS ELFT partners.

To work with the Counselling Manager and Partners to identify gaps in service and to promote alternative solutions.

To promote the service to other professionals, GP's, IAPT providers within Tower Hamlets

To develop the profile of services in Tower Hamlets by maintaining close links with referral sources in particular local GP's

To take measures to increase the accessibility of the service, by targeting under-represented groups in Tower Hamlets multicultural community. To promote cultural awareness and sensitivity in the process of service delivery

To ensure the service is operating within the BACP code of Ethics and Practice and complies with the BACP Quality Standards

4. Duties required of all Mind in Tower Hamlets and Newham employees

To work unsocial hours as required, evening and weekends as the service needs are identified and cover required

Undertake the induction programme as devised

Participate in staff meetings, team meetings, supervision meetings, appraisals, consultancy, training, team development sessions, working groups and other meetings as required, reporting back as required

To be administratively self-servicing, with good organisational skills

Carry out other duties consistent with the post

Share responsibility for the effective use of systems and procedures for service users, finance, staff communication, and dissemination of good practice and effective working methods within Mind in Tower Hamlets and Newham

Share responsibility for health and safety practices, safeguarding or suicidal risk and reporting any concerns to line management and taking immediate action as required

Undertake all duties in accordance with Mind in Tower Hamlets and Newham's policies, with particular reference to the Equal Opportunities and Health and Safety policies, and work towards their continuing development and implementation.

This job will be reviewed periodically in line with the organisation's Business Plan. Mind in Tower Hamlets and Newham aim to reach agreement on changes, but if agreement is not possible, Mind in Tower Hamlets and Newham reserves the right to change the job description



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Clinical Counsellor – Tower Hamlets Talking Therapies

Person Specification

No	Qualifications	Essential/ Desirable
1)	To have a Psychotherapy or Counselling qualification to advanced Diploma Level or Degree level	E
2)	Accredited membership of the UKCP / BACP or BCP or prepared to work towards this within the first 5 months in post	E
	Experience	
3)	Substantial and demonstrable experience of at least 2 years clinical experience	E
4)	Proven experience of working within at least 2 therapeutic modalities	D
5)	Work in a multi-cultural setting including working with interpreters	E
6)	Experience of the use of clinical outcomes measures, PHQ9 and GAD7	E
7)	Experience of using IAPTus or similar patient database system	D
8)	Previous experience of working in an IAPT service	D
9)	Experience of delivering counselling within a short term framework	E
10)	Experience of engaging and communicating effectively with a diverse range of people, including clients, staff and other professionals	E
11)	Experience of keeping accurate records and writing clear and concise case notes, reports and other forms of communication both internal and external	E
12)	Experience of delivering, planning and developing group therapy and workshops	D
13)	Experience in facilitating case management with clinicians	D
	Skills and Knowledge	
14)	Up to date and current professional knowledge	E
15)	Up to date knowledge of current legislation	E
16)	Ability to make clinically sound decisions appropriate to a range of situations	E
17)	Ability to broaden the scope of counselling to reach all sections of a multi-ethnic community in a creative manner	E
18)	Excellent IT skills and use of data management systems, in particular IAPTus or similar	E
19)	Ability to work as part of a multi-disciplinary team	E
20)	Ability to prioritise and manage own workload and use own initiative in identifying and solving problems	E
21)	Excellent administrative skills and ability to be self-servicing	E
22)	Ability to work flexibly and work unsocial hours, as required	D
23)	Ability to work independently as well as part of a wider team	E
24)	Ability and knowledge to provide case management and clinical supervision	D