

**Person Specification: North Kent Mind Psychological Well-being Practitioners**

<b>Essential</b>	<b>Desirable</b>
Qualification from PWP Training Course (Post Graduate Certificate or Level 3 undergraduate course)	
	Training in the helping professions A degree relevant to the helping professions
Experience of working with people who have a mental health issue	Substantial experience of working one-to-one with people who have mental health issue
To have an understanding of the spectrum of mental health issues	
To have insight into the experience of Depression and Anxiety in particular	
Ability to form good working relationships with the wide variety of clients who use North Kent Mind services	
Ability to use supervision and training in own practice	Evidence of using supervision and training in own practice
Good ICT skills	
Track record of good management of own practice and accountability for this	
To have confidence in own resilience in dealing with people in emotional distress	Past experience and evidence of own resilience
Flexibility to work evenings and weekends by agreement	Personal commitment to this model of working

Candidates should ensure their application form covers the above issues.

**North Kent Mind**  
**Job Description: Psychological Well-being Practitioners (PWPs).**

**Purpose of Posts**

These full-time or part time posts are created within North Kent Mind to provide workers who will undertake low intensity therapy. Successful candidates will have a qualification from a Psychological Wellbeing Practitioner course (Post Graduate certificate or Level 3 undergraduate course).

**Structure of the Posts**

The PWPs will be supervised by, and report to the Psychological Therapies Manager. They will be part of a IAPT team which will include: qualified and trainee PWPs, qualified and trainee High Intensity CBT therapists, sessional therapists and assessors as well as IAPT administrative staff.

PWP's must be flexible to deliver services in a number of venues in the Dartford Gravesham and Swanley Clinical Commissioning Group Areas, and possibly in other neighbouring CCG areas. The location of the office base for these posts will be notified on appointment, but is likely to be in Gravesend. It is also a condition of employment that the postholder is prepared, whenever applicable, to travel to and work at any of our office or therapy premises within reasonable travelling distance on a temporary or permanent basis. This mobility is essential to the smooth running of our business. There is a requirement to take some work evenings and weekends to fulfil our commitment to clients who are only available to receive services at these times.

For the calculation of travel expenses, the designated office base shall be considered the base throughout, and travel between home and another working venue can only be claimed insofar as it is in excess of the distance between home and base. Travel between different venues in the same day is payable, and all time spent in travel between venues is counted as time worked. The designated office base will be defined prior to appointment.

The precise deployment of the hours allocated to this post will be negotiated between the PWP and their manager.

**A: DUTIES OF THE POSTS: GENERAL**

These duties apply to all North Kent Mind Staff:

1. To work within a framework which:

- Abides by all the policies of North Kent Mind, including Equal Opportunities, Confidentiality, Health and Safety, Information Governance.
- Promotes Social Inclusion, Empowerment, Well-being and the Recovery Model
- Respects, encourages and builds on individual clients' coping strategies, skills and autonomy.
- Maintains good liaison with any other outside agencies as is necessary
- Promotes good joint working, links and cross-referral with all North Kent Mind colleagues.

2. To participate in supervision and appraisal
3. To attend staff meeting and service team meetings
4. To attend training/meetings and some annual events as required
5. To undertake any other duties which the CEO or Board of Trustees may, from time to time, reasonably delegate or assign.

## **B. DUTIES OF THE POSTS: SPECIFIC**

### **Assessments**

1. To work as the assessors, within North Kent Mind protocols and practices, for clients coming into the PCPT service.
2. To complete appropriate follow-up work with clients who, while assessed as not suitable for PCPT work, require alternative input. This will include referrals to the local Mental Health Team.

### **Direct Client Work**

1. To deliver individual and group services to clients at Step 2 (ie low-intensity psychotherapies for up to 6 sessions).
2. To base the above services on therapies approved by the National Institute of Clinical Excellence as particularly suitable for Step 2 work, and as directed by the Psychological Therapies Manager. These include:

Psychoeducation  
Behavioural Activation  
Guided Self-Help  
Group-based peer support programmes

3. To adhere to all North Kent Mind protocols around the collection of data and other records relevant to these services.
4. To monitor clients' progress through these services, and to take appropriate action where indicated.

### **Follow up Work**

1. To produce end of therapy reports for GPs and other professionals where indicated.
2. On request from the manager, to make telephone contact with clients who have received services from the North Kent Mind IAPT service, at whatever level these services have been delivered. To base these follow-up calls on North Kent Mind protocols.

### **Liaison**

1. To work as appropriate in cooperation with other North Kent Mind staff, including the Springboard services.
2. To liaise as required for specific clients with the GP, or other professionals.

3. To attend external meetings as are appropriate for the role.

4. To link as appropriate with external agencies to promote the service and to encourage referrals.