

Job Description

Job Title: OH Counsellor



South Yorkshire
POLICE

Service: Occupational Health

Reporting to: Senior Counsellor

Grade: E (MRS applies)

Location: Escafeld House

Hours: 37

Role Purpose

The OH Counsellor role resides within the Wellbeing Team and is critical to the core function of the overall wellbeing service. The role is required to provide psychological support for the workforce in the form of counselling, psychological health screening and health promotion services. Support can either be through the direct provision of appropriate services or via signposting to agreed external services. Specific areas for therapy include; post-traumatic stress, work related stress, bereavement, depression, anxiety, ill health and psychological resilience strategies.

Key Accountabilities

- Delivery of comprehensive quality therapy services in line with the South Yorkshire Police policies and good practice guidance of governing bodies including BACP.
- Conduct appropriate short term, work based therapy, wellbeing and risk assessment services in line with policy, including signposting to services, where required.
- To work within a trauma informed framework focussing on occupational health and wellbeing in line with South Yorkshire Police policies and procedures.
- Apply therapeutic modalities effectively and flexibly to respond to the occupational health needs of employees.
- Conduct Psychological Health Surveillance (PHS) including structured interviews as part of the PHS programme e.g. Sexual Offence/Child Abuse Unit, Traffic, Family Liaison Officers, Criminal Investigations Department (CID) etc.
- Plan, prioritise and manage own caseload within agreed timescales and frequency as indicated in the Force service agreement.
- Responsible for maintaining continuous professional development (CPD) and maintenance of evidence-based practice, including regular review of work, completion of relevant clinical practice measurement tools and attending monthly clinical supervision.
- Promoting services and offering proactive interventions including group therapy, education and training on trauma resilience and workplace stress, for officers and staff.
- Contribute towards research, planning, writing and delivery of psychoeducation and training in individual or group settings.
- Ensure all records are accurately updated on the electronic management system in line with good practice standards as defined by organisational policies and procedures and BACP.
- Support colleagues via peer supervision and assist others with their caseload.

- Support the development of the electronic management system and provide statistical data for counselling activities delivered, in order to support general understanding of the caseload and demand for services.

Skills

- Passion for excellence and high standards of client care.
- Excellent communication, influencing and relationship management skills.
- Excellent record keeping and written skills.
- Ability to conduct one-to-one assessments and deliver required services or signpost to alternative services.
- Proven ability to manage a challenging workload and support future Occupational Health Plans.
- Use of electronic systems.
- Continuous improvement mind-set by continually seeking improvements to policy, guidance and process to improve the customer journey.
- Competent in research, planning, writing and delivery of psychoeducation in individual or group settings.
- Ability to work effectively within a team, supporting colleagues via peer supervision and assisting with clinical caseloads as required.

Education and Experience

- Must have a Diploma/degree/postgraduate qualification in clinical counselling therapy.
- Have attained BACP accreditation (or be eligible for this) with at least 3 years relevant post qualifying counselling experience, preferably in a Police Occupational Health workplace setting.
- Qualified and experienced in at least two other modalities such as trauma focussed therapy, TF-Cognitive Behavioural Therapy, or EMDR.
- Experience with assessing psychological risk
- Experience with Psychological Health Surveillance is desirable.
- Training, coaching and mentoring qualifications is desirable
- Experienced in managing own case load, keeping accurate comprehensive records, assessment interviews, maintenance of waiting list, allocation of appointments and signposting to external services as appropriate.
- Experience of working in specific areas of therapy including risk assessment, safeguarding, trauma, work related stress, depression, anxiety, ill health, bereavement and psychological resilience strategies

Our Competencies

The Competency and Values Framework (CVF) has 6 competencies that are clustered into three groups. This role should be operating, or working towards, the following levels

Resolute, compassionate and committed

Emotionally Aware - Level 2

Takes Ownership - Level 2

Inclusive, enabling and visionary Leadership

Works Collaboratively – Level 2

Delivers, supports and Inspires – Level 2

Intelligent, creative and informed policing

Analyses Critically – Level 2

Innovative and open-minded – Level 2