

Job title	Therapist	Job family	Healthcare
Reporting to	Therapy Services Manager	Job code	TPY/015
Location		Evaluation Date	08/02/2013

Main Purpose

Identifies and delivers appropriate and relevant treatments and interventions within the given field of therapy, in order to promote and develop the mental, emotional, physical and social well-being of clients; liaising with family and carers.

Key Accountabilities

Quality

1. Receives and responds promptly to referrals undertaking initial assessments to establish the scope, level and nature of the individual client’s therapeutic needs.
2. Leads and facilitates group and/or individual therapy sessions, ensuring activities and interventions continue to meet the needs of the clients, and are consistent with the provisions detailed in the clients’ therapy plan.
3. Manages, monitors and reviews an assigned caseload, ensuring delivery within the agreed timescales.
4. Maintains accurate and up-to-date clinical records, case file notes and computerised information, and other associated documentation; providing and presenting progress reports to case conference meetings on a regular basis.
5. Liaise with professional and clinical colleagues, as part of the MDT. Also, assist with the analysis and reporting of statistical data and information for research and audit purposes.

Innovation

6. Contributes to the development of Priory healthcare policies, procedures, processes and initiatives. Ensure their clinical practice complies with statutory regulations and current legislation, meet quality standards and deliver against key performance indicators.

Value

7. Regularly reviews the services and pricing points and adjusting in accordance to the demand for the service.
8. Ensure patients are receiving a service that is value for their money and objectives are being met to help the success of the unit.

Knowledge & Skills

The role holder will have a relevant accreditation following a recognised post-graduate counselling or therapy qualification.

Experience

The role holder will have relevant experience.

Autonomy & Impact

This role operates independently for much of the time providing therapy, undertaking initial assessments and facilitating group therapy sessions reporting progress on a regular basis. However, senior staff and professional colleagues are readily available to provide advice, guidance and intervention if required. The impact of judgements and actions will become obvious within the short term.

Intelligent Problem Solving

The majority of creative problem solving will be managed through the application and adaptation of acquired knowledge and skills. However, the role holder needs to keep abreast of the latest research and development within the various fields of clinical practice adapting their own techniques, methods and interventions to conform to best practice.

Responsibility

Staff

Responsible for the allocation and overseeing work of more junior staff.

Budgets & equipment

Shared responsibility for the care and operation of standard equipment.

Informatics

Responsibility for the confidentiality, security and accuracy of assigned patient records, data and information.

Communication & Interaction

Highly sophisticated communication and interpersonal skills are critical as this role holder must gain the trust and build the confidence of clients in order for treatments and interventions to be effective and successful.

Working environment

The problems faced by patients may present difficult and challenging situations, which may heighten the physical, sensory and emotional demands of the role.

Special Features

Must participate in appropriate clinical supervision.

Upholding Company Values

Competency	Req'd Level	Descriptors
Quality - Of care, treatment, of facilities and of staff	3	<ul style="list-style-type: none"> ✓ Checks quality of own work ✓ Follows procedures ✓ Corrects errors and mistakes ✓ Complies with relevant regulatory and statutory requirements
		<ul style="list-style-type: none"> ✓ Double checks accuracy of own and work of others ✓ Carefully monitors and checks the accuracy and quality of others' work ✓ Values the input and expertise of colleagues ✓ Keeps clear, detailed records and files
		<ul style="list-style-type: none"> ✓ Introduces new systems and processes to improve quality ✓ Highlights shortcomings in processes, investigating unusual behaviour and identifying underlying causes ✓ Introduces performance standards and relevant KPIs to improve the quality of processes and outputs ✓ Tests out hypotheses using modelling techniques to make predictions and forecasts ✓ Develops broad plans to take into account risks, conflicts, resources as well as timescales
Innovation - Being forward thinking and thought leaders	3	<ul style="list-style-type: none"> ✓ Adapts new services already introduced in other areas within the group ✓ Amends these services to suit the needs of the local service
		<ul style="list-style-type: none"> ✓ Proposes new services to regional management, taking into account the local needs of the area ✓ Assists and supports regional management with developing and implementing these new services
		<ul style="list-style-type: none"> ✓ Puts forward ideas and contributes towards the development of new services at a local and regional level ✓ Proposes new services to regional management, presenting concise and well thought out proposals which are feasible and financially attractive ✓ Takes calculated risks knowing the potential pitfalls and benefits involved ✓ Leads on implementation of these proposals within own unit, sharing best practice across other units within the region
Value - Due to transparency and flexibility	3	<ul style="list-style-type: none"> ✓ Prices services in line with local needs ✓ Reacts to local feedback regarding pricing of services
		<ul style="list-style-type: none"> ✓ Regularly reviews services and price points adjusting where appropriate ✓ Adjusts prices in line with demand for services
		<ul style="list-style-type: none"> ✓ Reviews and evaluates price points for services in relation to group wide context ✓ Questions and investigates to 'uncover' the real needs of the customer/clients ✓ Removes barriers to effective customer service ✓ Pre-empts and plans for changes in demand for services