

ROLE PROFILE



**HERTFORDSHIRE
CONSTABULARY**

Role Title:	Psychological Health Advisor
Rank/Grade:	S02 (B), S02 (C), A5 (H)
Reporting to:	Senior Psychological Health Advisor/Occupational Health Unit Manager
Main purpose of the role:	To work as part of a multi-disciplinary team, identifying risks and trends in psychological ill health and to provide assessment, advice and referral on to appropriate specialists.

Key Responsibilities	
<ul style="list-style-type: none"> Identify psychological risks and make recommendations on potential resolution. Triage psychological questionnaires for the teams working with vulnerable or high risk groups and treat or make appropriate referrals as necessary. To provide support to the Trauma Risk Incident Management Teams (TRiM) across BCH and the Wellbeing Champions including auditing and promoting the programmes. Undertake trauma assessments with individuals where indicated and treat or refer to the external specialist as necessary. Provide specialist advice including report writing to OH colleagues on fitness for work. Provide brief therapy or interventions to staff and officers where work is the direct cause of ill health. Promote and monitor the use of the Employee Assistance Programme. Provide promotion including delivering of workshops and presentations on mental health awareness to officers and staff across BCH. Undertake responsibility for designing and implement initiatives to improve wellbeing across the organisation 	

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None

Entry Requirements
<ul style="list-style-type: none"> Appropriate qualification e.g. Post graduate Diploma in Counselling or Cognitive Behavioural Therapy. Accreditation with the British Association of Counselling and Psychotherapy (BACP), British Association Behavioural Cognitive Therapies (BABCP), or UK Council for Psychotherapy (UKCP) or equivalent. Qualification in Trauma Focused CBT or EMDR (Eye Movement Desensitising Reprocessing) would be an advantage Broad experience of counselling or CBT interventions e.g. stress and trauma management, Brief Therapy, presentations of anxiety and depression and an awareness of outside agencies. Effective confident communicator who can adapt their style when dealing with internal and external stake holders at all levels. Excellent Computer Literacy - MS Packages, Databases. Knowledge of Policing culture would be an advantage.

Any other General Requirements/Scope
<ul style="list-style-type: none"> Driving licence will be required as the post holder will need to have the ability to travel across the three forces. Business insurance will need to be arranged by the individual if using their own car. The post holder will be expected to manage their hours appropriately, however may on occasion need to work additional hours. Vetting required, as advised by the vetting unit. The post holder will be expected to undertake training as and when required. The post holder will be expected to comply with health and safety requirements.
Obligatory Requirements
<ul style="list-style-type: none"> Before commencement of this appointment, this role is subject to medical assessment. For some roles health screening or surveillance may be required on a regular basis, as identified by line manager risk assessments. There is a requirement for the role holder to meet the probationary objectives set.

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Personal Qualities (Behavioural Competencies)

Serving the public

Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Ensures that all staff understand the expectations, changing needs and concerns of different communities, and strive to address them. Builds public confidence by actively engaging with different communities, partners and stakeholders. Identifies the best way to deliver services to different communities. Understands partners' perspectives and priorities, and works co-operatively with them to deliver the best possible overall service to the public.

Leading change

Positive about change, adapting to changing circumstances and encouraging flexibility in others. Identifies and implements improvements to service delivery, engaging people in the change process and encouraging them to contribute ideas. Finds more cost-effective ways to do things, taking an innovative approach to solving problems and considers radical alternatives. Asks for and acts on feedback, learning from experience and continuing to develop own professional skills and knowledge.

Service Delivery

Understands the organisation's objectives and priorities, and how own work fits into these. Plans and organises tasks effectively, taking a structured and methodical approach to achieving outcomes. Manages multiple tasks effectively by thinking things through in advance, prioritising and managing time well. Focuses on the outcomes to be achieved, working quickly and accurately and seeking guidance when appropriate.

Professionalism

Acts with integrity, in line with the values and ethical standards of the Police Service. Acts on own initiative to address issues, showing energy and determination to get things done. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and challenging situations. Upholds professional standards, acting as a role model to others and challenging unprofessional conduct or discriminatory behaviour. Asks for and acts on feedback, learning from experience and continuing to develop own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to make unpopular decisions or take control when required.

Decision making

Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options, evaluating evidence and seeking advice where appropriate. Makes clear, timely, justifiable decisions, reviewing these as necessary. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest.

Working with others

Builds effective working relationships with people through clear communication and a collaborative approach. Maintains visibility by regularly interacting and talking with people. Consults widely and involves people in decision-making, speaking to people in a way they understand and can engage with. Treats people with respect and dignity regardless of their background or circumstances, promoting equality and the elimination of discrimination. Treats people as individuals, showing tact, empathy and compassion. Sells ideas convincingly, setting out the benefits of a particular approach, and striving to reach mutually beneficial solutions. Expresses own views positively and constructively, and fully commits to team decisions.