

Clinical Supervisor (Sessional)

Job Description

Job Title: Clinical Supervisor (Sessional)

Accountable to: Deputy Chief Executive

Responsible to: Head of Therapy and Advocacy Services

Reporting to: Therapy Services Manager

Salary: £40 per hour

Working hours: Sessional (includes regular monthly supervision across therapy staffing groups)

Location: Supervision is provided primarily at gaddum's offices in Manchester and Salford, but may include provision at sites across Greater Manchester as required.

Job Summary

Clinical Supervisor providing supervision (both clinical and non-clinical) to all staffing groups across gaddum's services, as necessary.

Provision of supervision includes regular group clinical supervision to gaddum's Therapy Services staff (including therapists working in IAPT); and provision of non-clinical supervision, case reviews, and de-briefs across gaddum's range of services (including carer's centres, advocacy hub and administration).

Job Purpose

- To provide clinical supervision to staff working across Therapy Services, including IAPT, Palliative Care, Adult Counselling and our BAME specific Roby service.
- To provide supervision as needed to gaddum staff, across our range of service delivery, including our Carer's centres, Advocacy Hub and Administration Hub.
- To aid in ensuring the safe practice of gaddum staff, clinical and non-clinical, including record-keeping, maintaining appropriate boundaries, and working to organisational policies and procedures
- To ensure clinical supervision is purposeful and aids in the professional development of our therapeutic staff
- To ensure that supervision, both clinical and non-clinical, meets the needs of the staffing group in line with their client contact

- To provide debriefs as required (which may also include debriefs of palliative care nursing teams), following a serious incident or death.
- To ensure the practice of all Therapy Services staff is in line with their professional bodies' ethics codes
- To work at all times within the ethical framework of own professional body
- To ensure appropriate supervision record keeping and storage, in line with organisational policy
- To ensure that any serious concerns about the ethical practice of supervisees are raised with gaddum management and the relevant professional ethics bodies where appropriate
- To ensure the continued development of own clinical practice, including training, relevant memberships and supervision (for work as a supervisor)
- To ensure that any concerns related to the safeguarding of gaddum service users, staff or volunteers is reported in line with the organisational safeguarding policy.

Qualifications and Experience

The clinical supervisor must hold a professional qualification in the field of mental health, and hold a current registration/accreditation with a professional ethics body (as relevant to their qualification).

It is essential that the clinical supervisor has experience of providing supervision to clinical staff, both individually and in groups, and that they have significant experience in working with complex mental health issues in a professional capacity. A supervision qualification, and experience of working as a supervisor or therapist within an IAPT setting, are preferential.

It is essential that the clinical supervisor maintains their professional registration throughout their work with gaddum, and that they adhere to the ethical codes outlined by their professional body (including clinical supervision arrangements for their supervision).

Main Duties and Responsibilities

Clinical Supervision

- To provide group clinical supervision to a range of staffing groups across gaddum's Therapy services: Palliative Care, IAPT, Adult Counselling Service, Child Bereavement services, and

- To provide clinical supervision across disciplines, including counsellors, CBT therapists, team leaders and social workers.
- To ensure that the supervision provision adequately meets the needs of each group, and individual
- To make use of group delivery in aiding both individuals and staffing teams develop their practice through clinical supervision
- To ensure that own practice as a supervisor is in line with gaddum's policies and procedures
- To maintain own awareness of safeguarding procedures within the organisation, and align any guidance given around safeguarding to these.
- To provide individual supervision where required.
- Ensure notes of supervisions are completed in a timely manner and recorded on gaddum's database
- To keep a record of supervision attendance and liaise with gaddum staff where there is concern about unsupervised clinical practice

Non-clinical supervision and de-briefs

- To provide group and individual supervision to non-clinical staff across gaddum's services
- To ensure that the supervision needs of every staffing group, and individual, are met in line with their client work
- To provide de-briefs where a serious incident, or a sensitive situation may have occurred
- To gain an understanding of gaddum services and the roles of supervisees within these
- To ensure that any safeguarding issues, or serious concerns around practice and the safety of service users/staff/volunteers are raised with gaddum management

Organisational Responsibilities, training and development

- Adhere to Gaddum Centre policies and procedures, specifically Health and Safety, Safeguarding, Equality and Diversity, Confidentiality and Data Protection.
- Demonstrate an understanding of and a commitment to anti-discriminatory and anti-oppressive practice.
- Other duties on behalf of the Gaddum Centre may be mutually agreed.

Additional Duties and Responsibilities:

- Promote the work of Gaddum Centre and safeguard its good name and reputation at every opportunity.
- Encourage clients to be aware of the full extent of Gaddum Centre's services.
- Promote Gaddum Centre events and activities.
- Undertake relevant training, as agreed.

The details contained in this job description, particularly the principal accountabilities, reflect the content of the job at the date the job description was prepared. It should be remembered, however, that it is inevitable that over time, the nature of individual jobs will change; existing duties may be lost and other duties may be gained without changing the general character of the duties or the level of responsibility entailed. Consequently this job description may be revised in line with service developments.