

Role profile

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| Role title | DocHealth Clinical Director |
| Salary | Six hours per month (on average) at an hourly rate of £70 |

About the organisation

DocHealth is a confidential, not for profit, psychotherapeutic consultation service for all doctors across the UK, delivered by Consultant Medical Psychotherapists.

We help doctors to explore difficulties, both professional and personal, with senior clinicians who have the collective experience of treating over 3000 doctors in the last 20 years. We currently have a team of 12 Consultant Medical Psychotherapists.

Although usually based at BMA House in London, we are currently operating a full-online service with patients across the four nations.

How does it work?

The service offers on average up to six flexibly applied sessions, with expert signposting to longer term support and liaison with other health services where needed. Treatment interventions are tailored to the individual in the context of a supportive relationship. This can facilitate greater understanding by the doctor of their presenting difficulties, enabling them to regain greater control of their situation.

DocHealth is exclusively self-referral, with no report writing unless specifically requested by the doctor using the service. The same consultant throughout consultations provides a continuity of care. Couples therapy is also available.

Presenting issues can include:

- Relationship difficulties at work and at home
 - Burnout and work/life balance
 - Bullying or harassment
 - Communication difficulties
 - Adjustment difficulties
 - Examination stress
 - Inquiry/clinical incident stress
 - Trauma past or present
 - Bereavement/loss
 - Anxiety
 - Depression
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Duties and Responsibilities

List the core duties of the role and any special responsibilities

This role presents a challenging opportunity for a motivated, qualified, and experienced Consultant Medical Psychotherapist to provide clinical expertise and leadership to the DocHealth service and its team of therapists.

The Clinical Director will:

- Report to the Board of Directors and Management Committee
- Contribute to policy and strategy papers for the Board and be responsible for implementation of these as required
- Attend meetings as required by the Board, representing the therapy team, and providing input where necessary
- Work collaboratively with other team members in the delivery and implementation of the service
- Liaise with the BMA's Wellbeing Support Team
- Manage and support administrative staff in the delivery of the service
- Manage and support the clinical team
- Facilitate regular team meetings
- Monitor service activity and finances
- Facilitate audits of the service
- Be available to consult on difficult clinical cases
- Enable confidential clinical discussion to maintain the highest of clinical standards (clinical governance)
- Respond to any complaints in a timely fashion, and as per the agreed policy and procedure
- Support and encourage the clinical team, providing constructive feedback
- Work closely with the deputy clinical director
- Recruit new therapists as the need arises
- Maintain accurate and up-to-date records in relation to case files on patients, adhering to data protection and other information management requirements
- Maintain professional accreditation and/or registration and ensure that professional clinical supervision is undertaken in accordance with accredited status
- Maintain continuous professional development by undertaking training in accordance with new practice requirements as and when required
- Work collaboratively, to develop the organisation's vision, strategy, and opportunities for growth
- Be expected to also work as a therapist for the service (therapy hours are subject to your availability/service demand, and are in addition to Clinical Director hours, and paid at the same rate)
- Uphold the values of both the [BMA](#) and the RMBF. Our aim is to foster a culture where individual differences and diversity are welcomed. We are committed to promoting equal rights and opportunities, pro-actively tackling discrimination or disadvantage in all forms and creating an open and inclusive culture.

Skills/personal attributes

Describe the skills and personal attributes expected for the role

The Clinical Director must:

- Have a Certificate of Completion of Training (CCT) in Psychotherapy
- Have professional training in Psychoanalytic Psychotherapy or an equivalent
- Be an experienced practitioner with at least five years' post training clinical work under supervision

- Have membership of an appropriate professional organisation
 - Have clinical experience working in an organisational setting
 - Have significant experience in treating doctors as patients
 - Be able to develop a culture that promotes equality and diversity
 - Have excellent communication and time-management skills
 - Be able to build effective working relationships with others
 - Have excellent leadership skills with an ability to maintain professional boundaries
 - Have a good knowledge of the resources available to patients
 - Have experience of managing teams
 - Have a supportive and collaborative approach to working with clinical and non-clinical staff
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