

AFC Reference:	LOC/0003/U
Job Title:	Principal Clinical Psychologist / Clinical Lead Step Forward
Band:	8b
Hours:	37.5 hours
Division/Service:	Local
Accountable to:	Consultant Clinical Psychologist / Service Lead
Responsible to:	All Psychological staff in Inpatients

Job Outcomes:

As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

Job Purpose:

The post holder will be based across the Local division Community footprint

To Provide Clinical leadership for all staff in the Step Forward service which provides highly specialist psychological assessment and therapy for people within the service.

To provide advice and consultation on service users' psychological care to non Psychological Services colleagues and to others involved in a service user's care, working autonomously within professional guidelines and the overall framework of the team's policies and procedures. The specialist skills are recognized as fundamental within the field of practice and required to maintain United Kingdom Council for Psychotherapy (UKCP) and for Nursing and Midwifery Council (NMC) registration.

To utilise research skills for audit, policy and service development and research within the area served by the team/service. To provide teaching and training within the service and to other groups as required.

1. Clinical

- 1.1 To provide highly specialist psychological assessments of clients referred to the Psychological Service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, forensic history, rating scales, direct and indirect structured observations, psychodynamic, adult attachment and semi-structured interviews with clients, family members and other involved in the client's care. To contribute to diagnosis, often pertaining to highly distressing circumstances.
- 1.2 To formulate and implement plans for the formal psychological treatment and/or management of clients' complex mental health problems, based upon an appropriate conceptual framework of the clients' problems, and employing methods based upon evidence of efficiency, across the full range of care settings.
- 1.3 To be responsible for implementing a range of specialised psychological interventions for individuals and groups, within and across teams, adjusting and refining psychological formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- 1.4 To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models, legal obligations and highly complex factors concerning historical and developmental processes that have shaped the individuals, family or group.
- 1.5 To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients who problems are managed by psychologically based standard care plans.
- 1.6 To provide specialist psychological advice guidance and consultation to other professionals which contributes directly to clients' formulation, diagnosis and treatment plan.
- 1.7 To provide directly and indirectly, a psychologically grounded framework of

understanding to guide care to the benefit of all clients of the service, across all settings and agencies serving the client group.

- 1.8 To ensure that comprehensive risk assessments on all patients within the service are carried out in line with Local Division policy. To contribute to multi-disciplinary diagnostic assessment of complex cases, and to share advice and recommendations.
- 1.9 To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including clients, their carers, referring agents and others involved the network of care.
- 1.10 To communicate and record in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni and multi-disciplinary care.
- 1.11 To provide clinical leadership to ensure the implementation of adapted CBT and family therapy interventions for people with inpatients. To revise and manage the referral process and waiting list. To lead on assessment, intervention, evaluation and risk assessment.

2. Teaching, Training and Supervision

- 2.1 To receive regular clinical and professional supervision from professional colleagues.
- 2.2 To gain additional highly specialist experience and skills relevant to psychological/nursing needs as agreed with the Lead Consultant Clinical Psychologist.
- 2.3 To apply and continue to develop skills in the area of professional post-graduate teaching, training supervision and to provide supervision to other MDT staff's psychological work as appropriate.
- 2.4 To provide professional clinical supervision of qualified, assistant level, and trainee staff.
- 2.5 To contribute to the pre and post qualification teaching of clinical psychological/nursing service staff, as appropriate, including the development of reflective practice interventions, enhanced by PhD. Study outcomes.
- 2.6 To provide advice consultation and training to staff working with client group across a range of agencies and settings, where appropriate.

3. Management, Recruitment and Service Development

- 3.1 To manage all Psychological staff working within the inpatient service
- 3.2 To develop and apply professional skills in research, service evaluation and audit to enhance development, evaluation and monitoring of the multidisciplinary team's operational policies and services.
- 3.3 To advise both service and professional management on those aspects of the service where psychological/nursing and/or organisational matters need addressing.
- 3.4 To be involved, as appropriate, in the shortlisting and interviewing of new staff.

4. Research and Service Evaluation

- 4.1 To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- 4.2 To undertake appropriate research and provide research advice to other staff undertaking research.
- 4.3 To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
- 4.4 To contribute to the dissemination of any work undertaken by promoting the evidence base and by publishing the work in accredited journal and speaking at relevant conferences/workshops.

5.0 General

- 5.1 To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional service manager(s).
- 5.2 To contribute to the development and articulation of best practice in psychological and nursing approaches across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of psychological/nursing and related disciplines.
- 5.3 To maintain the highest standard of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional
- 5.4 To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

- 5.5 To undertake a reasonable duty of care for Trust equipment and facilities used in the course of routine work.

Generic Responsibilities for all staff:

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.
- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient / service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.

- Attend a one day Just and Learning & Civility and Respect training work shop
- Be an ambassador for Just & Learning and Civility & Respect following the training
- Positively advocate the just and learning culture within your team
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/services to create a positive environment for Just and Learning Culture
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/information to the attention of team members and other MCT colleagues they work with.
- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the post holder.

	ESSENTIAL	DESIRABLE
QUALIFICATIONS:	<ul style="list-style-type: none"> • Clinical Psychologist: (eligibility for registration with relevant therapy body e.g. BABCP, UKCP, HCPC and NMC). • Accredited therapist in Specialist Therapy • Post-graduate training and learning in specific area of 	<ul style="list-style-type: none"> • Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychological interventions.

	specialist knowledge and expertise equivalent to post graduate diploma level.	
KNOWLEDGE/EXPERIENCE:	<ul style="list-style-type: none"> • At least 6 years experience of specialist psychological assessment and treatment of clients with SU across a range of care settings as appropriate to the specialty, including outpatient, community, primary care and in patient settings. • Experience of working with complex presentation • Experience of working in Inpatient and Community services • Experience of Bid writing • Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. • Knowledge of IT systems including word processing, e-mail and any local systems. 	<ul style="list-style-type: none"> • Experience of teaching, training and/or supervision. • Experience of the application of psychological assessments and therapies in different cultural contexts. • Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnosis, people with additional disabilities etc.) • High level knowledge of the theory and practice of at least two specialised psychological therapies. • Knowledge of legislation in relation to the client group and mental health. • Working towards Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis.

	<ul style="list-style-type: none"> • Evidence of continuing professional development as recommended by the UKCP, and/or NMC or other professional bodies. Knowledge of legislation in relation to client group. 	<ul style="list-style-type: none"> • Formal training in supervision of others.
VALUES:	<ul style="list-style-type: none"> • Continuous Improvement • Accountability • Respectfulness • Enthusiasm • Support • High professional standards • Responsive to service users • Engaging leadership style • Strong customer service belief • Transparency and honesty • Discreet • Change oriented 	
SKILLS:	<ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment intervention and management frequently 	

	<p>requiring sustained and intense concentration.</p> <ul style="list-style-type: none"> • Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. • Skills in providing consultation to other professional and non professional groups. • Ability to sit in a constrained position when working with clients. • Ability to sustain intense levels of concentration responding and participating as required. • Ability to self-reflect and use clinical supervision appropriately. • Ability to cope and deal with highly distressing emotional circumstances. • Ability to cope with unpleasant working conditions. • Willing and able to work flexible hours in order to meet the 	
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	needs of the service.	
OTHER	<ul style="list-style-type: none"> • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material challenging • Experience of working within a multicultural framework. • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. • Must have enhanced DBS status. 	Experience of working within a multicultural framework.