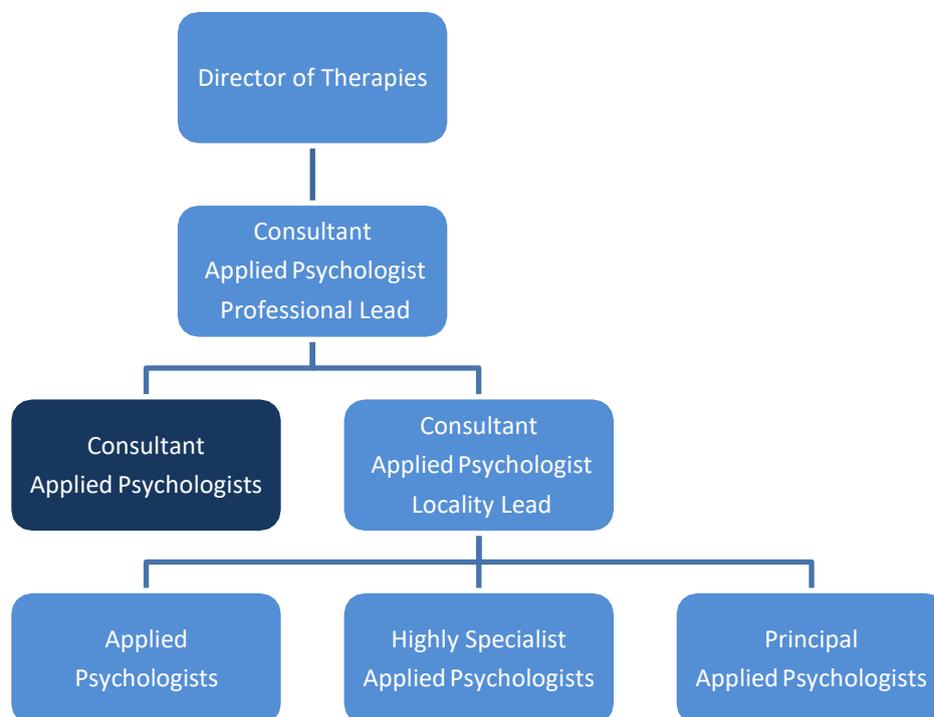


## **JOB DESCRIPTION**

### **Section One**

<b>Job Title:</b>	Consultant Applied Psychologist
<b>Band:</b>	8c
<b>Service:</b>	As designated (AMH, ALD, MHSOP, CYPS or Forensics)
<b>Managerially Responsible to:</b>	Locality Manager or Team Manager (Professional Lead in Forensics)
<b>Professionally Accountable to:</b>	Consultant Applied Psychologist, Professional Lead

### **Lines of Professional Accountability:**



## **2.0 Job Summary**

- 2.1 Accountable for own professional practice in the delivery of highly specialist psychological care to clients with severe and enduring mental health conditions or learning disabilities which include significant challenging behaviours and risk of physical aggression.
- 2.2 To be compassionate in meeting the needs of clients, their carers and families.
- 2.3 To provide expert advice, clinical supervision and training to less experienced colleagues within the designated service and to other healthcare professionals across the organisation.
- 2.4 To undertake co-ordination and management of research and development projects within the designated service.
- 2.5 To provide clinical leadership in the continual development and provision of excellence across the locality.
- 2.6 To promote at all times a positive image of people with mental ill health or learning disabilities.
- 2.7 To promote at all times a positive image of the service and the wider Trust.

## **3.0 Main Duties and Responsibilities**

### **3.1 Clinical Responsibilities, Patient Contact**

- 3.1.1 Provides highly specialist psychological assessment of clients with severe and enduring conditions based on the appropriate use, interpretation and integration of data from a variety of sources.
- 3.1.2 Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.
- 3.1.3 Undertakes risk assessment and risk management for individual clients and provides highly specialist advice to other professionals on psychological aspects of risk assessment and risk management and the high physical risks inherent in the client group.
- 3.1.4 Formulates plans for highly specialist psychological therapy and/or management of clients' mental health conditions based upon an appropriate conceptual framework and evidence-based practice. Negotiates the implementation of such plans with clients and/or their carers.

- 3.1.5 Implements a wide range of highly specialist psychological therapies for individual clients, carers, families and groups, adjusting and refining psychological formulations as required.
- 3.1.6 Undertakes highly skilled evaluations and makes decisions about treatment options.
- 3.1.7 Provides expert psychological advice, guidance and consultation to other staff contributing directly to client's diagnosis, formulation and intervention plan.
- 3.1.8 Facilitates decision-making by planning and mapping processes/interventions with members of the team or the wider Psychology Service to determine the most appropriate treatment modality or service for clients.
- 3.1.9 Leads the multi-disciplinary care team in the development and implementation of multi-disciplinary care plans where appropriate. Monitors progress during the course of multidisciplinary interventions.
- 3.1.10 Provides expertise and advice to facilitate the effective and appropriate provision of psychological care by all members of the wider team across the designated locality.

### **3.2 Administrative Responsibilities**

- 3.2.1 May be required to undertake administrative tasks in relation to own work.
- 3.2.2 Uses Microsoft Office applications on a daily basis.

### **3.3 Responsibility for Information Systems**

- 3.3.1 Responsible for maintaining accurate and comprehensive patient/client records using PARIS in accordance with the Trust and professional record keeping standards.
- 3.3.2 Writes reports for other members of the multidisciplinary team and external parties regarding patient/client related matters.
- 3.3.3 Writes reports for senior managers on service related matters.
- 3.3.4 Uses psychometric testing software packages.
- 3.3.5 May use software packages for statistical analysis.

### **3.4 Responsibility for Planning/Organising & Strategic/Business Development**

- 3.4.1 Plans individual patient/client care and where appropriate co-ordinates care within the multidisciplinary team and external agencies.

- 3.4.2 Contributes to operational planning and advises senior colleagues on those aspects of the service which may need addressing at a strategic level.

### **3.5 Policy Development**

- 3.5.1 Responsible for identifying and proposing changes to policies and procedures which may impact on multidisciplinary teams across the locality.

### **3.6 Service Development, Project Management**

- 3.6.1 Responsible for identifying and proposing strategic service improvements which may impact on multidisciplinary teams across the locality.

### **3.7 Financial Responsibilities**

- 3.7.1 Authorised signatory for staff travel expenses, payments for equipment and other resources within the designated service.

### **3.8 Responsibility for Physical Resources, Estates, Hotel Services**

- 3.8.1 Has a personal duty of care to ensure all equipment is used safely and effectively, following manufacturer's instructions, immediately reporting any defects in accordance with local procedures.
- 3.8.2 Uses available resources efficiently and effectively.
- 3.8.3 Uses psychological test equipment.

### **3.9 Research and Audit**

- 3.9.1 Maintains an active engagement with current developments in the field of psychology and related disciplines and utilises theory, evidenced based literature and research to support evidence-based practice in individual work and work with other team members.
- 3.9.2 Undertakes co-ordination and management of research projects including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.
- 3.9.3 Undertakes formal psychological research and development pertaining to own clinical speciality, on an on-going basis.
- 3.9.4 Acts as field supervisor for the doctorate in clinical/counselling psychology theses providing expertise in specialist clinical area.
- 3.9.5 Provides expert advice and supervision to other staff undertaking research.

### **3.10 Staff Management, Training and Development, HR**

- 3.10.1 Provides clinical supervision to less experienced psychology staff and members of the wider multidisciplinary team.
- 3.10.2 Provides post-qualification and doctoral teaching to highly specialist psychologists, principal psychologists and doctoral trainees in clinical/counselling psychology.
- 3.10.3 Provides specialist advice and training where appropriate to other staff within the service and members of the multidisciplinary team.
- 3.10.4 Provides clinical placements and contributes to competency assessment for trainee doctoral clinical/counselling psychologists, ensuring that trainees acquire the necessary skills and experience to contribute effectively to psychological practice.
- 3.10.5 Professionally oversees the clinical work of principal applied psychologists including work allocation, checking record keeping and quality of care delivered and providing clinical guidance as required.
- 3.10.6 Participates in the recruitment and selection of psychology staff as appropriate.
- 3.10.7 Responsible for ensuring that all staff within area of responsibility adhere to professional practice guidelines and that mechanisms are in place to ensure that performance standards are met.

### **4.0 Communication**

- 4.1 Communicates in a way which recognises difference and ensures that people feel included and their individual communication needs are met.
- 4.2 Communicates highly complex, highly sensitive and highly contentious information to clients during the course of psychological therapy where the atmosphere may be highly emotive, there may be barriers to understanding or the client may react in an antagonistic or hostile manner.
- 4.3 Shares information relating to psychological assessment and formulation with clients, carers and families in a responsive, empathic manner, taking into consideration the possible complexities of the family's circumstances and the highly sensitive nature of the information.

- 4.4 Communicates effectively with all professionals involved in the client's care including all members of the multidisciplinary team, general practitioners, Social Services, education providers, voluntary agencies, user/carer groups etc, to maximise the quality of service delivered to clients and their families and carers.

## **5.0 Analysis and Judgement**

- 5.1 Analyses highly complex client information, derived from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with the client, family members and others involved in the client's care.
- 5.2 Adjusts and refines psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- 5.3 Evaluates and makes decisions about treatment options, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
- 5.4 Assesses, diagnoses and makes clinical judgements involving a range of highly complex factors in the context of inadequate or unavailable information, equivocal research/evidence or where expert opinion differs (e.g. conflict between medical and psychological models).

## **6.0 Freedom to Act**

- 6.1 Works as an autonomous practitioner accountable for own professional practice in respect of assessment, therapy and discharge of clients.
- 6.2 Works within the Professional Codes of Conduct of the Health Professions Council and the British Psychological Society.
- 6.3 Professionally accountable to the Professional Lead, Consultant Applied Psychologist.
- 6.4 Uses highly specialist knowledge to interpret broad clinical/professional policies.
- 6.5 Provides expert professional advice to senior clinicians within the Trust.

## 7.0 **Personal Responsibilities**

The post holder must:

- 7.1 Comply with the terms of the contract of employment, the Staff Compact and the Trust's Statement of Values and Behaviours.
- 7.2 Be aware of, comply with and keep up to date with all Trust Policies and Procedures and other communications relevant to the role.
- 7.3 Maintain registration with the appropriate professional body where applicable and comply with the relevant code of conduct and standards of professional practice.
- 7.4 Fully participate in management, clinical and professional supervision sessions relevant to the role, as required by the Trust.
- 7.5 Fully participate in annual appraisal and appraisal reviews.
- 7.6 Maintain up to date knowledge and competency in the skills required to perform safely and effectively in the role. Undertake relevant training (including statutory and mandatory training) and be responsible for personal development agreed with the line manager and in line with the requirements of the AFC Knowledge and Skills Framework.

## 8.0 **Other Requirements**

- 8.1 The post holder may be required to undertake duties not specified in the job description, but which are commensurate with the role and/or band as required by service need.
- 8.2 The post holder may be required to work in locations other than those specified in the job description as required by service need.
- 8.3 The post holder may be required to work flexible hours as required by service need.
- 8.4 There may be a requirement to change the job description in light of developing service needs.

## 9.0 **Person Specification**

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Post-graduate training (doctoral level equivalent) in clinical / counselling / forensic psychology (or its equivalent prior to 1996) as accredited by the BPS.</li> <li>• HCPC registration as a Practitioner Psychologist</li> </ul>	<ul style="list-style-type: none"> <li>• Registration with BPS</li> </ul>

	<ul style="list-style-type: none"> <li>• Post-doctoral training in one or more additional specialised areas of psychological practice</li> <li>• Trained in clinical supervision and the supervision of doctoral trainees</li> <li>• Trained in care co-ordination</li> <li>• Evidence of continuing professional development</li> </ul>	
<p><b>Experience</b></p>	<p>Must have substantial experience of:</p> <ul style="list-style-type: none"> <li>• Working as a qualified applied psychologist within the designated service including a wide variety of client groups, across the whole life course and full range of clinical severity across the full range of care settings.</li> <li>• Exercising full clinical responsibility for clients' psychological care as a care co-ordinator and leader of a multidisciplinary team.</li> <li>• Liaison and joint working with statutory, voluntary and private sector agencies</li> <li>• Teaching, training, clinical supervision and field supervisor for doctoral theses.</li> <li>• Research and development</li> <li>• Project management of quality and service improvement initiatives.</li> </ul> <p>Must have experience of:</p> <ul style="list-style-type: none"> <li>• Providing clinical and professional leadership to other qualified and non-qualified members of the profession.</li> <li>• Managing multi-agency service delivery models.</li> </ul>	
<p><b>Knowledge</b></p>	<p>Doctoral level knowledge of:</p> <ul style="list-style-type: none"> <li>• Evidence- based practice relevant to the role</li> <li>• Risk assessment and risk management</li> <li>• Clinical governance</li> <li>• Knowledge of legislation in relation to the client group and mental health and its implications for clinical practice.</li> <li>• Audit and research methodology</li> <li>• Social Inclusion agenda</li> </ul>	

	<p>Highly developed knowledge of:</p> <ul style="list-style-type: none"> <li>• The care of difficult to treat groups e.g. dual diagnoses, additional disabilities or severely challenging behaviour.</li> <li>• The Trust's Quality Improvement System.</li> </ul>	
<p><b>Skills</b></p>	<p>Must be able to:</p> <ul style="list-style-type: none"> <li>• Provide effective clinical leadership and demonstrate operating at a <b>strong</b> level across the following 5 dimensions of the Healthcare Leadership Model:                     <ul style="list-style-type: none"> <li>• Leading with care</li> <li>• Inspiring a shared purpose</li> <li>• Engaging the team</li> <li>• Holding to account</li> <li>• Evaluating information</li> </ul>                     and operating at a <b>proficient</b> level (to be <b>strong</b> within 12 months in post) across the following 4 dimensions of the HLM:                     <ul style="list-style-type: none"> <li>• Sharing the vision</li> <li>• Developing capability</li> <li>• Influencing for results</li> <li>• Connecting our service</li> </ul> </li> <li>• Communicate highly complex, highly sensitive and highly contentious information effectively, to a wide range of people</li> <li>• Adapt creatively the evidence base for interventions in mental health for clients with communication difficulties / learning disabilities.</li> <li>• Provide consultation to other professionals and non-professional groups</li> <li>• Articulate the value added by applied psychology services within the context of multidisciplinary mental health and learning disability healthcare provision.</li> <li>• Undertake complex multiagency working and liaise with multiple systems</li> <li>• Utilise psychometric tests competently</li> <li>• Provide effective teaching, training and clinical supervision for the multidisciplinary team.</li> <li>• Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours.</li> <li>• Utilise appropriate clinical governance mechanisms</li> </ul>	

	<p>within own work.</p> <ul style="list-style-type: none"> <li>• Project Management</li> <li>• Use approved breakaway techniques</li> <li>• Demonstrate effective keyboard skills</li> <li>• Use multimedia materials for presentations in professional, academic and public settings.</li> </ul>	
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Able to work in accordance with the Staff Compact and Trust Values and Behaviours.</li> <li>• Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances</li> <li>• Able to work flexibly and co-operatively as part of a team</li> <li>• Able to use own initiative and make decisions independently</li> <li>• Committed to continual quality and service improvement</li> <li>• Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision</li> <li>• Enthusiasm for a broad range of psychological phenomena, theories and application.</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Ability to travel independently in accordance with Trust policies and service need.</li> <li>• This post is subject to a satisfactory Disclosure and Barring Service check.</li> </ul>	

**JOB DESCRIPTION AGREEMENT** SPSY004: v8: 12 June 2018

**Post Holder**

Sign..... Date.....

Print Name.....

**Line Manager**

Sign..... Date.....

Print Name.....

Print Job Title.....



## Our Journey To Change key messages

It's really important that as we continue to raise awareness and embed Our Journey To Change we use key messages. They will help us to use a shared language to communicate consistently with everyone and to make sure that what we say is simple and human. The key messages below are for use in the communications we share and conversations we have about Our Journey To Change.

### Key messages:

- Our Journey To Change sets out why we do what we do, the kind of organisation we want to become and the way we will get there by living our values, all of the time. To help us achieve this we have also committed to three big goals over the next five years.
- Our Journey To Change was created with more than 2,500 colleagues, service users, families, carers, partners and our local communities who all took part in Our Big Conversation. We listened to every piece of feedback – and we will continue to listen.
- Through our conversations it was clear that the experience we provide to our service users, carers and colleagues was not consistently good and partners told us we weren't always easy to work with. We are committed to ensuring that we improve this experience for everyone.
- Change won't happen overnight but Our Journey To Change will be placed at the centre of everything we do and will inspire all actions and decision making at all levels, all of the time.
- This is our journey with you – it's important that everyone continues to be part of this.

### Our values - key messages

- We are committed to co-creating safe and personalised care that improves the lives of people by involving them as equal partners. The most important way we will get there is by living our values, all of the time.
- Our values are respect, compassion and responsibility. They were created with more than 2,500 colleagues, service users, families, carers, partners and our local communities who all took part in Our Big Conversation.
- Our values are:
  - respect – we listen, we are inclusive and we work in partnership
  - compassion – we are kind, we are supportive and we recognise and celebrate achievement
  - Responsibility – we are honest, we are always learning and we are ambitious.
- Our values are at the heart of everything we do.

### Further information

Further information is available at [www.tewv.nhs.uk/about-us/our-journey-to-change](http://www.tewv.nhs.uk/about-us/our-journey-to-change)

There is also further information for colleagues on our internal staff intranet  
<https://intranet.tewv.nhs.uk/our-journey-to-change>