



JOB DESCRIPTION

POST:	Highly Specialist Clinical Psychologist/ Psychological Therapist/ Senior CAMHS Practitioner
DEPARTMENT:	Paediatric Psychosocial Service, CAMHS
BAND:	8a
HOURS PER WEEK:	37.5
REPORTS TO:	Head of Paediatric Psychosocial Service
RESPONSIBLE FOR:	N/A
WORK BASE:	Paediatric Psychosocial Service, Royal Manchester Children's Hospital, with approximately one day per week based at North Manchester General Hospital

JOB PURPOSE

To ensure the development, systematic provision and evaluation of a high-quality specialist clinical psychology service to patients within the tertiary paediatric diabetes services at Royal Manchester Children's Hospital and those hospitals within the regional network (Wythenshawe, North Manchester and Trafford). The post involves close liaison with senior colleagues in tertiary paediatrics.

This post involves a flexible approach to working, to ensure psychological aspects can be addressed and supported within a time pressured medical environment.

Responsibilities include:

- Assessment and intervention with children, and families, including neuropsychological assessment.
- Group interventions
- Work with schools and other community-based professionals working with children and adult patients.
- Staff training
- Consultation, support, and provision of psychological advice
- Supervising and supporting the psychological assessment and therapy provided by other psychologists and other clinical members of the specialist paediatric team who provide psychologically based care and treatment as appropriate.
- Working within professional guidelines and exercise responsibility for the systematic supervision of psychological practice within the service
- Utilising research skills for audit, policy and service development and research
- Liaison and effective teamwork will be required with staff from paediatric services, community health and education as appropriate.
- Contributing to the MDT clinics.



KEY DUTIES AND RESPONSIBILITIES

Clinical:

1. Delivery of service provision within the parameters of child and adolescent mental health, in a multi-agency context.
2. To provide specialist psychological assessments of patients referred to the service based upon the appropriate use, interpretation and integration of data from a variety of sources including psychological tests, self report measures, direct and indirect observation and interviews with clients, family members and/or carers.
3. To formulate and implement plans for psychological therapeutic intervention or management based on an appropriate conceptual framework, working in home, social services, community, hospital and educational settings where appropriate.
4. To provide psychological training, advice and consultation to staff from health and other agencies in areas relevant to direct clinical work and to clinical psychology service provision.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans.
6. To contribute a specialist psychological perspective to case planning and multi-agency case conferences and reviews and call multi-professional meetings when appropriate.
7. To communicate highly complex condition-related or contentious or sensitive information where there may be significant barriers to acceptance and to manage ensuing difficult interpersonal situations in the interests of the patient's welfare.
8. To participate in the referral triage rota.
9. To develop and deliver group interventions and attend MDT clinics as appropriate.

Management and service development:

1. To play a lead role in developing the psychology services for patients, identifying service priorities, working with other agencies and initiating developments in consultation with the Principal Clinical Psychologist, Consultant Clinical Psychologist and Head of Paediatric Psychology Services.
2. To assist in determining priorities and developing service provision.



3. To help plan, contribute and participate in, any team building process that may be seen as necessary to enhance the working efficiency of the paediatric psychology service and diabetes services.
4. To manage the workloads and supervise assistant and more junior psychologists within the paediatric psychology team.
5. To be involved in the shortlisting and interviewing of assistant psychologists.
6. To attend departmental and specialist team meetings.
7. To represent paediatric psychosocial services at local and national meetings.
8. To contribute positively to the effectiveness and efficiency of the teams in which he/she works.
9. To undertake any other duties at the request of the line manager, which are commensurate with the role, including project work.

Teaching, training and supervision:

Enhance own performance through continuously developing own knowledge, skills and behaviours to meet the current and future requirements of the job and respond to the learning needs of the Trust.

1. To receive regular clinical professional supervision from a consultant clinical psychologist and other professional colleagues, where appropriate.
2. To take responsibility for continuing professional development and continue to gain wider post-qualification experience of child and adolescent clinical psychology and CAMHS service-related areas.
3. Regularly review own practices and make changes in accordance with current and/or best practice, makes suggestions for improved practice and identifies where other activities affect own practice.
4. To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
5. To develop skills in the area of professional post-graduate teaching and training and deliver teaching and training to professional postgraduates including Doctoral Clinical Psychology trainees and medical students.
6. To provide case-based supervision to the work of non-psychologists in delivery of psychological interventions as appropriate.
7. To provide professional and clinical supervision of assistant psychologists and qualified psychologists when appropriate.



8. To contribute to the supervising of individual cases for trainee clinical psychologists and when appropriately experienced to take full responsibility for organising a trainee placement and providing full supervision.
9. To provide advice, consultation and training to staff working with children, adolescents and adult patients across a range of agencies and settings where appropriate.
10. To take part in annual appraisal.

Clinical governance and research:

1. To utilise evidence-based literature and research to support effective practice.
2. To initiate and undertake project management including audit and service evaluation with colleagues within the service to help develop service provision and produce appropriate statistics and reports.
3. To participate in evaluation of all clinical activity within the post and provide such information as required by the Head of Department for the purpose of service monitoring and evaluation.
4. To undertake appropriate research and provide research advice as appropriate.
5. To publish research outcomes in professional recognised journals and share information on outcomes at professional conferences where appropriate.
6. To represent a professional viewpoint in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct.
7. To act in ways that support equality and diversity and the rights of individuals, ensuring own practice is in accordance with Trust policies. Identify and take action when own or others' action undermines equality and diversity.

Administrative:

1. To undertake administrative duties appropriate to the tasks, including use of IT.
2. To ensure appropriate communication with patients, parents/carers, referrers and professionals from other statutory and non-statutory agencies involved in work with child and adult patients.
3. To keep accurate patient records and comply with Trust policy on confidentiality of patient records and case work.
4. To keep activity data and other information relating to CAMHS as required.



Policy:

1. To work in accordance with the Trust and directive policies and procedures.
2. To contribute to the development of local guidelines, taking the lead on such when required.
3. To practice within national and local policy and legislation including Professional Codes of Practice.

INFECTION CONTROL

1. In accordance with Trust policies and procedures, ensure that own personal practices in infection prevention and control meet the requirements of the hygiene code and health & safety at work.
2. Within area of responsibility, ensure the effective maintenance of infection prevention and control standards of all staff and the decontamination and cleaning of departments and reusable equipment.

HEALTH AND SAFETY

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

SAFEGUARDING

Ensure that the policy and legislation relating to child protection and Safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department/division or area of responsibility.

SECURITY

The post holder has a responsibility to ensure the preservation of NHS property and resources.



CONFIDENTIALITY

The post holder is required to maintain confidentiality at all times in all aspects of their work.

TEAM BRIEFING

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

NO SMOKING POLICY

The Trust operates a no smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

This Job Description is intended as a general guidance to the duties and responsibilities of the post and is not, therefore, exhaustive. It will be subject to review, in light of changing circumstances and in consultation with the post-holder.

Paediatric Psychosocial Service Organisational Chart

