

AVON & WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST

JOB DESCRIPTION

Job Title: Clinical Associate Psychologist/ HI Psychological Therapist

Pay Band: Band 6

Responsible to: Team Manager

Base: Sandalwood Court, Swindon

Hours: Full time 37.5 hours.

Job Purpose

- This role is semi autonomous working under supervision of a local Practitioner Psychologist (Clinical or Counselling Psychologist) responsible for the psychology provision in Swindon Intensive Service
- Psychological assessment and formulation of a specified client group depending on service need and skills/training of practitioner.
- Offer defined evidence based psychological interventions to that specific client group, in particular cognitive behaviour therapy.
- Working with Service Users with complex mental health problems
- You will work as part of a multidisciplinary team providing training and supervision.
- To care co-ordinate a small caseload for whom they are providing the main psychological intervention. Where the demands of care coordination extend beyond the psychological intervention, the care coordination will be reviewed.

AWP Recovery Statement

We in AWP place recovery and enablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope
- Partnership
- Maximising opportunities every day, in all that we do.

Patient Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly the Trust's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally

expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with our Trust.

Living our Values – Shared Statement

In all your contacts with our stakeholders, your behaviours should reflect whole heartedly the Trusts PRIDE values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services
I am positive and enthusiastic in my work
I am receptive to new ideas and service improvements
I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times
I am a team player and support my colleagues
I listen carefully and communicate clearly
I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop
I try to always do what I say I will do
I am open and honest about when things have not gone well
I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging
I respect other people's culture, beliefs and abilities
I actively take account of the needs and views of others
I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct
I plan my workload and deliver on my commitments
I make best use of available resources
I put forward ideas to improve the quality of services

Organisational chart:

Team Manager* and Practitioner Psychologist **
(*Operational/line management; ** Professional
management and Clinical Supervision)

CAP/Psychological Therapist (this post)

Dimensions:

Budget Managed: None

Number of staff responsible for: None

Number of sites working across: To be agreed – may include home visits

Key Result Areas

Clinical

To carry a defined caseload of people receiving specific psychological interventions

To ensure that risk is assessed and managed following Trust policies and procedures

To provide evidence based psychological interventions (individual and group) eg CBT as appropriate to your skills and training. In particular you will be providing interventions identified in care packages appropriate to your team

To undertake specialised psychological assessment and formulation under the supervision of a Practitioner Psychologist

Maintenance of high quality clinical records working in accordance with Trust policy and procedures

With Supervision and in collaboration with the Practitioner Psychologist, to Plan, assess, implement and evaluate programmes of care.

To inform and support families and carers as appropriate to the role

Audit/research

To participate in audit planned and organised by the supervising Practitioner Psychologist.

To support the team in disseminating best practice in relation to psychological therapies/interventions in particular those recommended in NICE guidelines

To work with the Supervising Psychologist to provide/deliver teaching and supervision

To work with the supervising Psychologist to work with other colleagues to provide team based teaching

Governance

To use close supervision by the Practitioner Psychologist to plan and manage the demands of this role, evaluate the impact of the interventions provided.

To use clinical supervision to plan and deliver care in particular risk assessment and management.

To ensure your clinical practice is up to date and participate in CPD agreed with your manager and clinical/professional supervisor

To participate in team meetings and CPA meetings as appropriate

Complete all requirements relating to data collection within the service

Professional

Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies

Participate in individual performance reviews and respond to agreed objectives

To engage in managerial and clinical supervision including caseload management.

Other Duties

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are a common occurrence and would not of themselves justify the re-evaluation of a post. In cases, however, where a permanent and substantial change in the duties and responsibilities of a post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.

Communications and Working Relationships

Multi disciplinary team manager and wider team

Practitioner Psychologist/ Supervisor

Local IAPT services and secondary care psychological therapy services

Most challenging part of this role

As this is a new role in many of AWP multidisciplinary teams the most challenging aspects of this role will be establishing the role and balancing priorities.

Policies and Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet (Ourspace) or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential

Equality and Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

Review

These duties are intended to be a guide to the post and should not be considered exhaustive. It is subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for review annually) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.

Person Specification

Clinical Associate Psychologist/ HI Psychological Therapist

Band 6

Essential knowledge, skills and experience

- Degree in Psychology or core mental health professional qualification (Nursing, occupational Therapy, Social Work, Arts Psychotherapy
And successful completion of High Intensity PG dip in CBT training or completion of the Clinical Associate Psychologist Apprenticeship
- Registration with an appropriate professional body (eg BABCP, BPS, HCPC)
- Experience of delivering psychological interventions to people with severe and complex mental health difficulties
- Ability to assess and manage complex risk
- Ability to manage a small caseload
- Ability to work in a team
- Report writing skills
- Ability to move between sites and undertake home visits, as required
- Experience of using electronic health records eg RIO, IAPTUS

Desirable knowledge, skills and experience

- Experience of offering group treatments
- Experience of working in secondary care mental health services
- Teaching/ training experience
- Experience of undertaking or disseminating audit/research results
- Experience of care co-ordination