

## **JOB DESCRIPTION**

### **Oxford Health NHS Foundation Trust**

Job Title: Highly Specialist Clinical or Counselling Psychologist

Band: 8b

Managerially accountable to: Team Manager – Aylesbury Crisis Resolution and Home Treatment Team/Psychiatric Liaison Service Buckinghamshire

Professionally accountable to: Clinical and Professional Lead – Buckinghamshire Buckinghamshire Psychological Therapies Pathway

Responsible to: CRHTT Consultant Clinical Psychologist

Responsible for: Qualified clinical/counselling psychologists, other clinical members of the team, attached doctoral trainees and assistant and/or graduate psychologists, as appropriate.

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Job Reference:

## **JOB PURPOSE**

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

To ensure the systematic provision of a high quality highly specialist clinical /counselling psychology service to adults with severe and/or complex mental health disorders served by the Buckinghamshire Crisis Resolution and Psychiatric Liaison team. This will include:

- To develop, co-ordinate and ensure systematic provision of a psychological service to the Buckinghamshire Crisis Resolution and Psychiatric Liaison teams.
- To provide highly specialised psychological assessment and intervention for adults with severe and/or complex mental health difficulties served by the CRHT team.
- To supervise and support psychological assessment and therapy provided by assistant psychologists, doctoral trainee clinical psychologists, clinical/counselling psychologists and other clinical members of the team who provide psychologically based care and treatment.
- To provide clinical leadership in the CRHTT and to work with team and service managers and other senior clinicians in ensuring model fidelity and the adoption of best practice in the CRHTT.
- To provide ad hoc advice and guidance to colleagues in Buckinghamshire working in the CRHTT, Adult Mental Health Teams, inpatient wards, social care, and GPs in planning and implementing care plans for patients with severe and complex mental health difficulties who experience mental health crisis.
- To work autonomously within professional guidelines and the overall framework of local policies and procedures.
- To exercise responsibility for the systematic governance of psychological practice within the CRHTT.
- To utilise research skills, as a major requirement of the job, for audit, policy and service development and research.
- To propose and implement policy changes which may impact on other professionals working in the team.
- To agree outcomes/results with clinical/professional lead and decide how they are best achieved.

## **DUTIES AND RESPONSIBILITIES**

1. Working as part of the CRHTT, attending team meetings as appropriate and seeing clients individually and in group settings.
2. The post involves independent travel (driving) between the above sites and there may be potential risk of exposure to aggressive or unpredictable behaviour from clients and carers or family members in distress. The post-holder should be guided by the local team's lone worker policy and Trust risk policy and their supervisor when undertaking visits.
3. On some occasions the post holder may be required to use their own vehicle to transport clients for attendance at meetings or as part of the therapeutic process.
4. The post holder's office base will be with other team members within the Adult Mental Health Service offices. They will have access to support from the administrative team. The post-holder

is also free to use any other hot-desking area at the other bases within the trust as is convenient.

5. There is a need to use effective and efficient keyboard skills in the recording of clinical information and in communicating with colleagues.

## **MAIN TASKS, DUTIES AND RESPONSIBILITIES**

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### Clinical:

1. To develop, co-ordinate and ensure the systematic provision of a highly specialist psychology service to the Crisis Resolution and Home Treatment Service across Buckinghamshire.
2. To provide specialist psychological assessments of referred clients based upon the appropriate use, interpretation, and integration of complex data from a variety of sources including psychological and neuropsychological tests (where this is within the post holder's competence and training), self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
3. To plan and implement formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy.
4. To implement a range of psychological interventions for individuals, carers, families, and groups, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining several provisional hypotheses.
5. To evaluate and make decisions about treatment options considering both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family, or group.
6. To contribute to the triage of referrals to the team and consider the appropriate level of treatment.
7. To take a lead in ensuring a psychologically informed framework for the Crisis Resolution and Home Treatment Team, advising other members of the service on specialist psychological care of clients.
8. To be proactive in challenging discrimination and support development of the culturally competent services, taking a lead in developing the service's delivery of accessible and acceptable services to diverse local communities.
9. To co-ordinate and chair meetings for the CRHTT and urgent care pathway, including other psychological therapists and the wider multidisciplinary team to ensure effective functioning with review when appropriate.
10. To be responsible and accountable for the assessment, treatment, and discharge of clients whose problems are managed by psychologically based standard care plans.
11. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

12. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
13. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during both uni- and multi-disciplinary care.
14. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the HPC and BPS and Trust policies and procedures.
15. To ensure that all members of the treating team have access to a psychologically based framework for the understanding and care of clients of the service through provision of advice, consultation, and the dissemination of information about psychological research and theory.
16. To provide expertise, advice, and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
17. To develop and provide a specialist role in relation to clients, this will include the development of treatment programmes to be run jointly with other staff, thus disseminating psychological expertise across the service.

### **Teaching, training, and supervision**

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1. To provide clinical placements for trainee clinical psychologists ensuring that trainees acquire the necessary skills, competencies, and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.
2. To receive regular clinical and professional supervision from a senior clinical/counselling psychologist or other senior professional colleagues.
3. To gain additional specialist experience and skills relevant to Clinical / Counselling Psychology and the service as agreed with the Clinical and Professional Lead for the Psychological Therapies Pathway.
4. To provide professional and clinical supervision of assistant clinical psychologists, trainees, and qualified Clinical/Counselling Psychologists.
5. To provide advice, consultation, and clinical supervision to other members of the treating team in the provision of psychologically based interventions to help improve client functioning.
6. To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology and other trainees, as appropriate.
7. To maintain and develop skills in professional pre-and post-graduate training and clinical supervision.

8. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
9. To contribute to the development of the knowledge and skills base within the Crisis Resolution and Home Treatment Team by maintaining an active awareness of current developments in psychology and mental health crisis care and by implementing knowledge gained in practice.

### **Management, recruitment, policy and service development**

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1. To participate as a senior clinician in the development of a high quality responsive and accessible service including advising the Clinical Lead and Team and Service Managers on those aspects of the service where psychological and/or organisational matters need addressing.
2. To exercise delegated responsibility for managing the psychological resources available to the team whether in the form of qualified and unqualified staff or materials employed in the assessment and treatment of clients.
3. To manage the workloads of assistant, trainee and qualified clinical/counselling psychologists, within the framework of the team/service's policies and procedures, as appropriate to the post holder's own level of experience.
4. To provide a specialist lead within the service for a delegated area of clinical responsibility.
5. To contribute to training and service development for a designated type of clinical therapeutic activity within the service.
6. To exercise responsibility for the systematic governance of psychological practice within the delegated area
7. To identify any aspects of Crisis Resolution and Home Treatment Team practice which could be improved and propose changes to practices or procedures that affect the functioning of the service and may also affect other services.
8. To initiate and implement service development projects, as agreed with the clinical/professional lead.
9. To participate in the ongoing implementation of new initiatives (e.g. national guidelines) across relevant services.
10. To provide clinical leadership, in relation to psychological assessment and intervention, to the multidisciplinary team, including care coordinators and junior psychologist as appropriate.
11. To participate as appropriate in staff recruitment both in the shortlisting process and as a member of interview panels for assistant, trainee and qualified psychologists.

## **Research and service evaluation**

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1. To contribute to the development, evaluation and monitoring of the team's operational policies and services and participate in the development of high quality, responsive and accessible services.
2. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
3. To undertake appropriate research and provide research advice to other staff undertaking research as appropriate to own level of experience and within agreed service objectives.
4. To undertake project management, including complex audit and service evaluation, with colleagues using research methodology to address a clinical question or improve service.

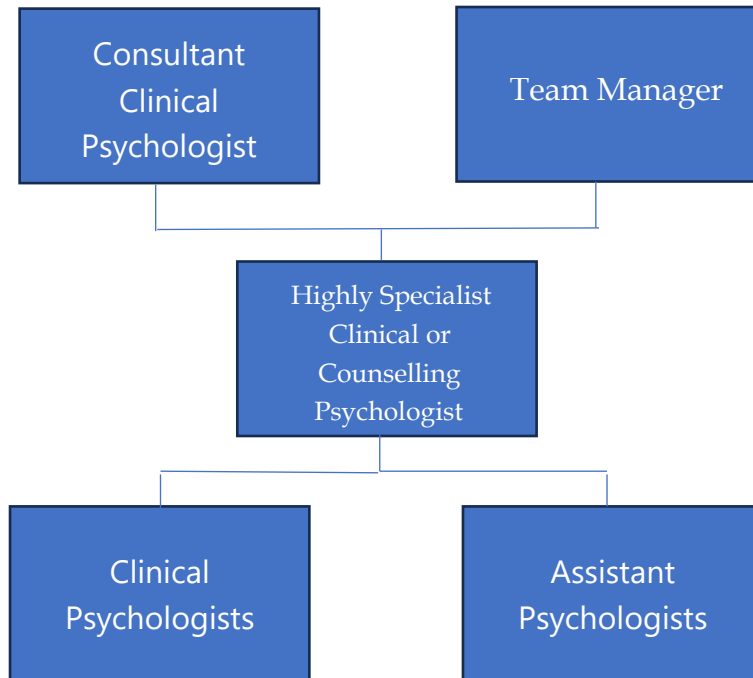
## **General and Professional**

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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 Clinical and Professional Lead and Locality Leads (s).
2. To contribute to the development and articulation of best practice in psychological Therapies 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 clinical psychology and related disciplines.
3. 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.

## STRUCTURE CHART

### Management & Clinical



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## **CODE OF CONDUCT**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

### **Personal Development**

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

### **Code of Conduct**

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

### **Equal Opportunities/Diversity**

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

### **Health & Safety**

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

### **Infection Control**

- To comply with Trust policies for infection control and hand hygiene such as hand



hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).

- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

### **Confidentiality and Data Security**

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 1998, NHS Confidentiality guidelines (eg. Caldicott, GMC) and any code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored, and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

### **Safeguarding**

- To recognise that promoting the welfare and safeguarding of children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

### **Other**

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

**PERSON SPECIFICATION****Job title: - Highly Specialist Clinical Psychologist Band 8b**

	ESSENTIAL	DESIRABLE
<b>TRAINING AND QUALIFICATIONS</b>	<ul style="list-style-type: none"><li>• Doctoral level training in Clinical or Counselling Psychology, or its equivalent for those trained prior to 1996, as accredited by the British Psychological Society, including specifically models of psychopathology, clinical psychometrics, and neuropsychology two or more distinct psychological therapies and lifespan developmental psychology.</li><li>• Qualifications / training in clinical supervision</li><li>• HCPC registration</li></ul>	<ul style="list-style-type: none"><li>• Additional training or qualifications in specific psychological therapies with relevance to the CRHTT service user group</li></ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Substantial experience of working as a qualified clinical or counselling psychologist with post-qualification experience working at a Highly Specialist level.</li><li>• Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, day services and in patient settings.</li><li>• 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 threat of physical abuse.</li><li>• Experience of supervising others.</li><li>• Experience of providing teaching and training to psychologists or other professional groups.</li><li>• Experience of carrying out research, audit or service evaluation projects.</li><li>• Experience of proposing and implementing service development projects within own service area</li></ul>	<ul style="list-style-type: none"><li>• Experience of the application of clinical psychology in different cultural contexts</li><li>• Experience of working with people with severe and/or complex mental health difficulties</li><li>• Experience of working in mental health inpatient or crisis settings</li><li>• Experience of working in the NHS</li></ul>

<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>• Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</li> <li>• To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources, on which expert opinion may differ.</li> <li>• Highly developed knowledge of the theory and practice of specialised psychological therapies for people experiencing severe and complex mental health difficulties and/or who present with suicide risk.</li> <li>• Advanced knowledge of the impact of maternal mental illness of the baby, including impact on the mother-infant relationship.</li> <li>• 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.</li> <li>• Skills in providing consultation to other professional and non-professional groups.</li> <li>• Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</li> <li>• Evidence of continuing professional development as required by professional and accrediting bodies.</li> <li>• Good organisational and time management skills, ability to plan and prioritise own workload.</li> <li>• Excellent IT and keyboard skills</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the theory and practice of specialised psychological therapies with people with severe and/or complex mental health difficulties during a mental health crisis.</li> <li>• Knowledge of legislation in relation to the client group and mental health.</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• An interest in and positive approach towards working with people with severe and/or complex mental health difficulties.</li> <li>• Ability to work effectively as part of a multidisciplinary team and independently.</li> <li>• Ability to teach and train others, using</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to work flexibly.</li> <li>• An awareness of own strengths and limitations</li> </ul>

	<p>a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <ul style="list-style-type: none"><li>• 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 and challenging behaviour.</li><li>• Ability to travel between bases as required</li></ul>	
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