

## JOB DESCRIPTION

<b>Job Title: Principal Clinical Psychologist, Community Child &amp; Adolescent Mental Health Services (CAMHS)</b>
<b>Reports to (post title): Service Manager, Specialist CAMHS Services</b> <b>Accountable to: Professional Lead for CAMHS Clinical Psychology</b>
<p><b>Role Purpose:</b></p> <p>As part of Nottinghamshire Healthcare Trust (NHCT) CAMHS service this post holder will provide highly specialist clinical psychology expertise through consultation and direct assessment as part of a multidisciplinary and multiagency assessment pathway for children and young people up to 19 years regarding possible ASD often in the context of complex social care, mental health and or learning needs and where expert opinion may differ. The post holder will analyse detailed information from multiple sources with a view to forming diagnostic opinions regarding ASD. Where indicated the post holder will provide alternative formulations or understanding of need.</p> <p>The post holder will ensure comprehensive verbal and written feedback to both families and agencies supporting children, which will inform recommendations for further treatment and also support education and care plans provided at a multi-agency level.</p> <p>The post holder will support the wider multiagency assessment pathway contributing to training supervision, research and audit.</p> <p>In line with local and national guidelines for the diagnostic assessment of ASD, this post will have a key role in clinical leadership and service development, planning pathway provision and reviewing targets for improved quality of care. They will lead on pathway evaluation providing regular reports for service managers and commissioners, advising where appropriate on policy and service change.</p>
<p><b>Role Context:</b></p> <p>The post holder will lead on psychology provision across the Central Nottinghamshire County pathway (As specified on the job advertisement and on the contract of employment). There will be flexibility with some crossover to allow for highly specific joint working including second opinions where indicated, training and service development to ensure continuity and equity of provision across both City and County pathways.</p> <p>The post holder will also contribute to the early intervention triage assessment pathway providing specific consultation and advice for referrals where ASD has been queried but where additional complex and or multiple needs exist that may indicate an alternative formulation of need and where alternative support/intervention is deemed more appropriate to the child / young person's needs. (The frequency of this consultation will be determined by the post holder in conjunction with the triage assessment service team)</p>

The post holder will contribute to regular multiagency consultation panels across the pathway providing access to specialist psychology opinion and to determine whether further joint MDT or specific psychology assessment is indicated. The post holder will also contribute to multiagency panel meetings to analyse assessment results with a view to forming diagnostic opinions regarding ASD and recommendations for further treatment / support. (The frequency and number of panel meetings to be determined by the post holder in conjunction with the Community Paediatric services)

Liaison with a broad range of other disciplines and agencies, including health, education, social services, voluntary agencies and care systems will be a key aspect of this post. The post holder works autonomously within professional guidelines and the overall framework of the multiagency pathway's and NHCT Trust policies and procedures, in conjunction with the CAMHS Operational Manager and professional lead for clinical psychology.

#### Trust Values

All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:

**Trust Honesty Respect Compassion Teamwork**

#### Key Accountabilities

##### Clinical Practice or Work Practice

1. To make highly skilled decisions, recommendations & advise within multiagency consultation about future assessment & treatment options taking into account information and assessment findings from a range of different data sources.
2. To provide direct specialist psychological assessments of children & young people where there are concerns relating to social communication and interaction based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological (and neuropsychological) tests, with clients, family members and others involved in the child's care.

#### Performance Measures

- Reports and clinical record keeping
- Activity statistics
- Client outcome measures, including service satisfaction
- Supervision and appraisal.
- Service reports and presentations.
- Service evaluation, QI & Audit reports.

<ol style="list-style-type: none"> <li>3. To coordinate &amp; lead the MDT assessment panel discussion where indicated for children and young people where there maybe developmental concerns within the context of complex, multifactorial factorial presentations of need and where expert opinion may differ.</li> <li>4. To ensure comprehensive assessment of ASD for all cases in line with NICE guidance and local protocol, ensuring the use of multiple sources of information and consideration of alternative formulation of need where indicated including intellectual disability, relational needs and or developmental trauma.</li> <li>5. To advise on any clinical risk identified as part of assessment activity and to direct to the appropriate service for further support.</li> <li>6. To ensure comprehensive verbal and written feedback to both families and agencies supporting children, which will inform recommendations for local Special Educational Needs (SEN) provision and also future care plans provided at a multi–agency level.</li> <li>7. To provide a highly expert assessment where opinion regarding a child’s needs may differ across the CAMHS and other agencies.</li> <li>8. To provide appropriate support structures through supervision and consultation to the MDT Assessment panel and wider support networks around complex presentation where ASD may be diagnosed within the context of multiple contributing factors including intellectual disability, mental health and social care needs, with a view to providing a more comprehensive formulation / understanding of need.</li> </ol>	
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<p>9. To identify service needs and advise on changes in provision to the pathway network, local commissioners, CAMHS Service Manager and professional lead for clinical psychology.</p> <p>10. To maintain detailed and appropriate records regarding care of clients through consultation and direct work and to provide data on activities within this service area for local commissioners and the CAMHS Operational Manager.</p> <p>11. To demonstrate the effectiveness of service provision through service evaluation, audit and research activity relevant to the specialist ASD assessment pathway and in line with local and national guidance on ASD diagnostic assessment.</p> <p>12. To provide consultation about the psychological assessment and care in relation to the care groups to staff and agencies outside the Directorate and Trust, including social services, education and the voluntary sectors.</p>	
<b>Dimensions</b>	
<ol style="list-style-type: none"> <li>1. Supervises work of qualified psychologists, assistant psychologists, trainees and other MDT staff, including individual and group supervision.</li> <li>2. Responsible for direct client care in the Nottingham / Nottinghamshire ASD Diagnostic assessment pathway provision.</li> <li>3. 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 British Psychological Society, Health &amp; Care Professions council (HCPC) and Trust Policies and Procedures.</li> <li>4. Personal duty of care for Trust equipment and facilities. Responsible for monitoring and maintaining the psychological test materials for use within the service.</li> <li>5. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.</li> </ol>	

<b>Safeguarding</b>
<ol style="list-style-type: none"> <li>1. To work within the agreed local policies and procedures relating to Safeguarding.</li> <li>2. Taking appropriate actions to address and manage any identified concerns, minimising risks of harm to children and vulnerable adults, and ensuring appropriate procedures are in place where risk or harm has been identified.</li> <li>3. Accessing training and maintaining knowledge relating to local procedures.</li> </ol>
<b>Disclosure and Barring Services</b>
The post will be subject to an enhanced DBS disclosure check at the point of recruitment and thereafter in line with the Trust protocol and procedures.
<b>Infection Control</b>
All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.
<b>Equality and Diversity</b>
All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.
<b>Sustainability</b>
It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.
<b>Data Quality Control</b>
All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for

inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

### **Communication**

Requires the ability to communicate effectively with children aged up to 19 years, their families, and a wide range of other professionals in formal and informal settings including:

1. High quality written and oral skills.
2. Ability to communicate complex, highly technical, sensitive or contentious clinical information to clients, families/carers and a wide range of lay and professional persons within the outside the NHS, where there may be complex family and organisational systems.
3. Specialist skills in engaging clients with complex clinical presentations and who may have limited understanding, and who may be manipulative and/or hostile, in highly emotive situations. Involving highly developed persuasive, empathic or reassurance skills.
4. To communicate, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment options of clients. This frequently involves addressing highly sensitive issues (e.g. child sexual or emotional abuse) and where expert opinion may differ.
5. Take part in multidisciplinary / multiagency planning meetings with regard to both client care and service developments.

### **Knowledge, Training and Experience**

1. Doctoral level qualification in Clinical Psychology (or its equivalent) as accredited by the BPS.
2. Registration with the Health Care Professionals Council (HCPC)
3. Post-qualification specialist training and experience in the assessment of children with complex communication and interaction difficulties alongside complex multifactorial needs including mental health, developmental vulnerabilities, and trauma.
4. Experience in the specific assessment and formulation of both child and adult attachment
5. Skills for assessment involving highly complex facts where expert opinion may differ.
6. Ability to undertake highly specialised and complex assessments, develop formulations and provide psychological interventions with a high level of specialist clinical judgement, and to advise on MDT assessment and interventions.
7. Planning skills to organise patient work load and contribute to service co-ordination.
8. Maintains up-to-date knowledge of legislation, national and local policies and issues in relation to ASD, co morbid conditions /presentations and mental health needs.
9. Physical skills including basic keyboard and IT; driving; specialist psychometric testing/statistical analysis.
10. Maintenance of CPD within registration guidelines.

### **Analytical and Judgement Skills**

<ol style="list-style-type: none"> <li>1. To assess &amp; develop a psychological formulation and a treatment plan for clients referred to the service.</li> <li>2. To analyse complex data from multiple sources in order to form ASD diagnostic opinion and generate clinical formulations that inform client's treatment / interventions.</li> <li>3. To consider and critique assessment data appropriate to the child's and their care system's needs, this may include situations where the views of other professionals differs from the psychological formulation following assessment.</li> <li>4. To identify and monitor potential risk assessment noted in the course of assessment work, both in relation to clinical work and professional practice.</li> <li>5. To support statistical analysis of service information to inform service development in liaison with the Professional Lead for Clinical Psychology and CAMHS Team Leads</li> <li>6. To interpret and implement both Trust , local and national policy and clinical guidelines in relation to the assessment of neurodevelopmental concerns.</li> </ol>
<b>Planning and Organisational Skills</b>
<ol style="list-style-type: none"> <li>1. To develop and implement complex and specialist intervention packages (individual, family, systemic and group) within the specialist area of work – ASD Diagnostic Assessment pathway.</li> <li>2. The post holder will manage their own case load with both managerial and clinical supervision</li> <li>3. The post holder will prioritise their work load, including direct and indirect work</li> <li>4. The post holder will develop personal development plans for trainee clinical psychologists on placement where appropriate and assistant psychologists.</li> <li>5. The post holder will act as Lead clinician / Care Co-coordinator</li> <li>6. The post holder will be expected to routinely revise their formulation as assessment work continues.</li> <li>7. The post holder will have shared responsibility for the care and appropriate use of test equipment.</li> </ol>
<b>Physical Skills</b>
<ol style="list-style-type: none"> <li>1. Keyboard skills for record keeping &amp; report writing.</li> <li>2. Driving necessary given the routine need for home visits, attending off site meetings and working from different bases.</li> </ol>
<b>Responsibility for Patient/Client Care</b>
<ol style="list-style-type: none"> <li>1. To develop diagnostic opinion based on multiple sources of data and using recognised assessment tools for children and young people who may present with complex presentations in addition to social communication and interaction difficulties.</li> <li>2. The post holder will manage their own case load with both managerial and clinical supervision</li> <li>3. The post holder will prioritise their work load, including direct and indirect work</li> <li>4. The post holder will undertake to offer specialist advice through consultation within</li> </ol>

<p>specialist assessment panels and across professional networks in relation to ASD diagnostic assessment outcomes and to ensure that findings inform both care and education plans where indicated.</p> <p>5. The post holder is responsible for their own note taking and ensuring that Trust standards around information governance are met and maintained.</p>
<b>Responsibility for Policy/Service Development</b>
<p><b>Policies and Procedures</b></p> <ol style="list-style-type: none"> <li>1. The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of Nottinghamshire Healthcare NHS Trust, within the specific professional guidelines of the BPS, HCPC and advice from the Trust's Associate Director for Psychological Professions and CAMHS Psychology Professional Lead.</li> <li>2. Make recommendations about changes to clinical practice and/or working practice and assist in implementing these changes.</li> <li>3. Contribute to broader policy develop as required, including development of service guidelines, protocols or treatment plans. This may extend beyond the ASD Assessment pathway, to other services and agencies.</li> </ol>
<b>Responsibility for Financial and Physical Resources</b>
<ol style="list-style-type: none"> <li>1. Responsible for safe use of equipment and resources belonging to the service.</li> <li>2. Responsible for maintaining psychological test resources and restoring test materials as required.</li> </ol>
<b>Responsibility for HR</b>
<ol style="list-style-type: none"> <li>1. To support the development needs of staff contributing to the multiagency assessment panels through joint assessment, consultation, training and supervision.</li> </ol>
<b>Responsibility for Information Resources</b>
<ol style="list-style-type: none"> <li>1. Maintain (and develop where needed) both manual and electronic systems</li> <li>2. Maintain personally generated documents and make responsible use of and contribution to shared documents and resources.</li> <li>3. Use IT to develop documents and reports.</li> </ol>
<b>Responsibility for Research and Development</b>
<p><b>Research and Service Evaluation:</b></p> <ol style="list-style-type: none"> <li>1. Audit own practice, according to service standards and procedures.</li> <li>2. To utilise theory, evidence-based literature and research to support evidence based practice in individual assessment work and work with other team members.</li> </ol>

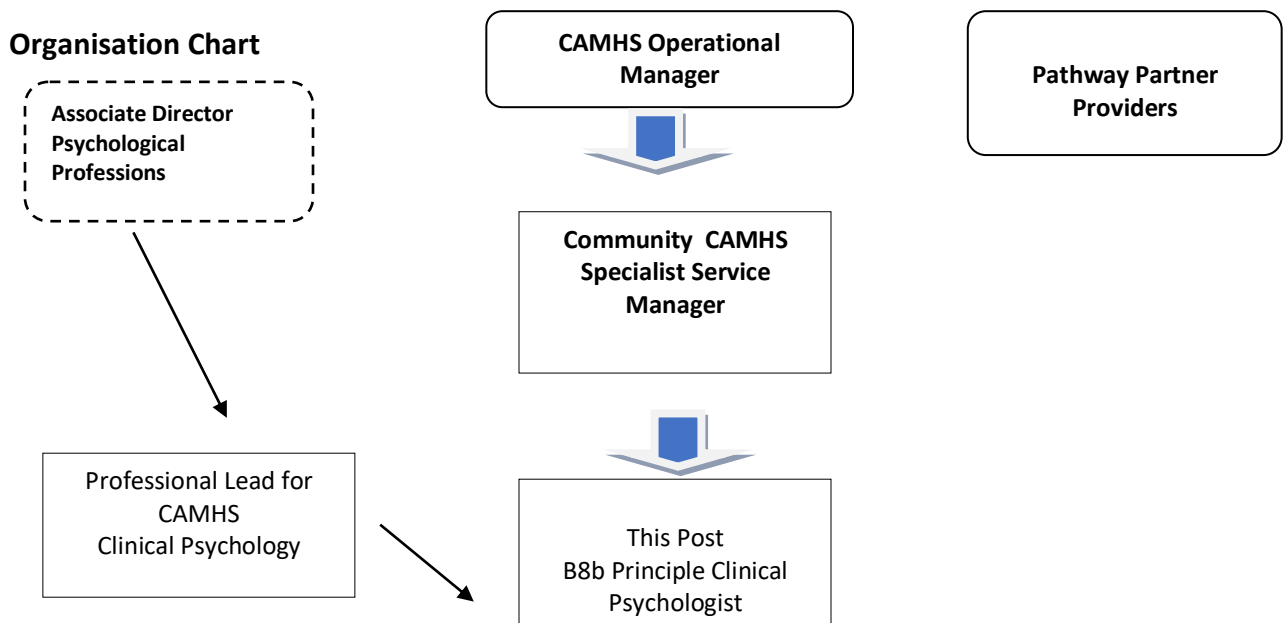


<ol style="list-style-type: none"> <li>3. To undertake and collaborate in appropriate audit within the service.</li> <li>4. To provide research advice, supervision and support to other staff undertaking research, service evaluation or audit.</li> <li>5. Support specific research and development projects, relevant to specialist MDT assessment provision.</li> </ol>
<b>Freedom to Act</b>
<ol style="list-style-type: none"> <li>1. The post holder's work will be supported through regular managerial and clinical supervision arrangements.</li> <li>2. The post holder will have access to guidance and support from the Professional Lead and CAMHS senior management team.</li> <li>3. Demonstrate the ability to determine when advice or guidance from senior staff is required, and to seek this.</li> <li>4. The post holder is responsible for the management of their assessment work ensuring assessments are completed in accordance with the NICE guidance and local standards.</li> <li>5. Work within policies and procedures of the Trust, and within the professional standards set out by the British Psychological Society and the Health &amp; Care Professions Council (HCPC) and Trust standards within their work.</li> </ol>
<b>Physical Effort</b>
<ol style="list-style-type: none"> <li>1. Keyboard skills for record keeping &amp; report writing.</li> <li>2. Light physical effort frequently required e.g. carrying case files and psychometric test equipment</li> <li>3. Sitting in a constrained position for assessment/ consultation sessions.</li> <li>4. Driving to and from clinics, meetings and visits to clients within home or residential settings.</li> </ol>
<b>Mental Effort</b>
<ol style="list-style-type: none"> <li>1. Intense and sustained concentration frequently required in the use of complex methods of psychological assessment, intervention and management.</li> <li>2. The frequent writing of complex and detailed psychological reports and neuropsychological assessments.</li> </ol>
<b>Emotional Effort</b>
<ol style="list-style-type: none"> <li>1. Frequently deals with highly distressing psychological issues (e.g. self-harm/suicidal behaviours, child sexual abuse, family breakdown, serious mental illness, perpetrators of abuse and bereavement, chronic degenerative illness).</li> </ol>

### Working Conditions

1. There is some exposure to risks of verbal and physical aggression.
2. Regular driving required daily, including home visits and satellite clinics

### Organisation Chart




### Our Promise to You

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work

	
Signatures	
After reviewing - please sign to confirm agreement	
Post holder:  Line Manager:  Next level Manager:	Date:  Date:  Date: