

## JOB DESCRIPTION

### JOB DETAILS:

Job Title:	Principal Clinical Psychologist Wessex House (CAMHS)
Band:	Band 8b
Directorate:	Mental Health and Learning Disabilities
Department:	CAMHS Inpatient Ward
Base:	Wessex House, Bridgwater
Responsible for:	Provision of to care service users
Responsible to:	Ward Operational Service Manager
JD updated:	April 2024

### Department Core Purpose

The post holder will contribute to the delivery of a high quality, comprehensive inpatient psychiatric service for young people experiencing high levels of distress and risk to themselves or to others than cannot be safely managed with a community provision. The service also offers support to the families and referring agencies supporting these young people.

### Job Purpose:

The post holder will contribute to the senior leadership of the adolescent psychiatric ward and the inpatient therapeutic programme run as part of the inpatient multi-disciplinary team.

This highly specialised service provides comprehensive evidence-based assessment and treatment, encompassing both the mental and physical health needs for this patient group. The post holder will have oversight of referrals and admissions to the ward, alongside the other members of the senior leadership team. They will be responsible for delivering a compassionate, trauma informed, psychologically informed approach in collaboration with the dedicated multi-disciplinary team and in line with key performance indicators. Supporting the inpatient team in the provision of a comprehensive approach to assessment and intervention is an essential part of the role. The post holder will play in key role in supporting and developing the multi-disciplinary team approach to supporting young people within a psychologically informed environment. In addition, direct clinical work and supervision will be an important part of this role.

The post holder will work autonomously within professional guidelines and exercise responsibility for the systematic governance of practice whilst utilising research skills for audit, policy and service development. They will contribute to policy changes within



the areas supported by the service and assess the needs of service users, suggesting areas for further development.

## **Duties and Responsibilities**

### **Communication and Key Working Relationships**

Internal:

- Service Users, families and carers
- Ward Multidisciplinary team
- Head of Specialist CAMHS Psychology
- Operational Service Manager
- Heads of Mental Health & LD Directorate & Heads of CAMHS
- Members of range of CAMHS teams including inpatient and community teams

External (to include a range of local, regional and national teams supporting young people admitted to the ward):

- Clinical Commissioners (NHS England, The South-West Provider Collaborative)
- Children's Social Care Teams
- Voluntary and private sector care organisations providing services for children and young people
- Referrers from localities external to Somerset.
- Statutory agencies external to Somerset.
- Psychology and MDT colleagues from mental health wards (both regional and national).
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of multi-disciplinary care.
- Frequent exposure to highly distressing or highly emotional circumstances, for example self harm, suicidal behaviours and aggressive behaviours, Eating Disorders, trauma and abuse histories and psychosis.
- Feedback identified training needs to Operational Service Manager to inform training strategy for the service.

### **Planning and Organisation**

- To formulate and implement and monitor plans for the 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, within an inpatient setting.



- To provide psychological knowledge and skills to members of the inpatient team and to other teams in contact with this client group.
- To contribute to multi-disciplinary strategic planning of the inpatient service, to promote and ensure effective service delivery
- To attend clinical psychology service and clinical governance meetings, as appropriate

#### **Responsibility for Patient / Client Care, Treatment & Therapy**

- To provide highly specialist psychological assessments based upon the appropriate use, interpretation and integration of complex psychological data from a variety of sources including psychological and neuropsychological tests, personality and risk assessment, 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
- To evaluate and make 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
- To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan
- To ensure that all members of the multi-disciplinary team have access to a specialist psychologically based framework for understanding and care of service users, through the provision of advice and consultation and the dissemination of specialist psychological research and theory

#### **Policy, Service, Research & Development Responsibility**

- Ensure adherence to Safeguarding Children policy and be responsible for implementation of, and ensuring strict adherence to a multi-disciplinary, integrated approach to safeguarding agendas and overall care and safety of young persons in highly emotional and sensitive environments.
- Practice within the statutory code of professional practice and conduct for the profession, and maintain appropriate level of registration.
- To provide core and specialist 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.



- To follow Trust policies
- To be registered as a chartered psychologist or be eligible to do so.
- Registration with the Health & Care Professions Council.
- To develop a personal professional development plan to be updated annually, and to participate in the annual review process.
- To develop a job plan, based on the assessed requirements for service provision. Specific key areas for development will be prioritised and agreed within the job plan
- To fully observe the Health & Care Professions Council and BPS Code of Conduct and DCP Professional Practice Guidelines.
- Fulfilling duties of a weekly timetable.
- 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 the professional codes of practice of the Health Professions Council, the British Psychological Society and Trust policies and procedures
- To receive regular clinical and management supervision in an agreed and appropriate format.

#### **Responsibility for Supervision, Leadership & Management**

- To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the multi-disciplinary team
- To offer a consultancy service to the Enhanced Outreach Team, local community mental health teams and other agencies and teams, with regard to appropriate referral and treatment options.
- To liaise with appropriate professionals, and to contribute to multi-disciplinary case discussions/planning meetings
- To be responsible for own work and interventions with highly complex presentations as an autonomous practitioner, and to seek consultation appropriately from supervisor and colleagues
- To support and coordinate the therapeutic interventions for service users with the multi-disciplinary team



- To provide advice, consultation, supervision and training to staff working with the client group across a range of agencies and settings, where appropriate
- Responding to identified needs in the staff team for training and teaching in psychological/specialist skills as agreed within the job plan.

To provide post-qualification training (CPD) and clinical professional supervision to clinicians as appropriate and agreed within the annual job plan

To provide pre- and post-qualification teaching of clinical psychology as appropriate

To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision

To contribute to team leadership and to work with senior colleagues to help develop and improve the service.

To encourage a culture of evidence-based practice in all parts of the service

To utilise theory, evidence-based literature and research to support evidence-based practice in service delivery, individual work and work with other clinicians

To undertake appropriate research and provide research advice to other staff undertaking research

#### **Information Resources & Administrative Duties**

- To undertake risk assessment and guide risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management
- To provide a direct specialist service for service users with a range of presentations and difficulties.
- To write reports summarising complex information to guide clinical professionals
- To contribute the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes
- To contribute to the development of best practice in assessment and treatment within the service area and contribute across the service by exercising 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



### **Any Other Specific Tasks Required**

- To undertake any other duties at a comparable level of responsibility as may be allocated or deemed appropriate by your line manager.

### Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

### General Information

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

### Confidentiality

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (1998), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

### Equality & Diversity

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

### Safeguarding

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

### Risk Management / Health and Safety

Employees must be aware of the responsibilities placed on them for ensuring the safety of our patients, service users, visitors and colleagues under the Trust's Risk Management Strategy and policy and under the Health & Safety at Work Act 1974. All employees are expected to be familiar with and comply with the Trust's risk and health and safety policies and procedures and all other policies and procedures relevant to their role.

### Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with



regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

### Clinical Governance

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.

### **Prevention and Control of Healthcare Associated Infection**

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

### **Policies & 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 or external website or via your manager.

### **Sustainability Clause**

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

### **Review of Job Description**

This job description is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken within this new role. Work will vary in detail in the light of changing demands and priorities, and therefore the duties identified will be subject to periodic change/review, in consultation with the post holder. All employees have a responsibility to abide by all Trust Policies.



## Person Specification

Requirement	Essential / Desirable	How Assessed
<b><u>PROFESSIONAL REGISTRATION</u></b>		
Doctoral Clinical Psychology qualification or equivalent as accredited by the BPS	E	Application
Eligible for Chartered Clinical Psychologist status	E	Application
Registration with the Health & Care Professions Council	E	Application
Completion of clinical supervision training (short course) to supervise doctoral Trainees.	E	Application & Interview
<b><u>QUALIFICATIONS &amp; TRAINING</u></b>		
Relevant specialist CPD qualification (Diploma/ Masters etc.)	D	Application & Interview
Management training/ qualification Clinical supervision training (long course or further study).	D	Application & Interview
<b><u>KNOWLEDGE &amp; EXPERIENCE</u></b>		
Experience of working with children, young people and families who present with the full range of clinical severity including child protection and maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.	E	Application & Interview
Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.	E	Application & Interview
Experience of working with clients with high risk presentations within CAMHS settings, such as self-harm, suicidal thoughts and actions and harm to others	E	Application & Interview
Experience of working in multidisciplinary teams.	E	Application & Interview
Experience of teaching, training and/or professional and clinical supervision	E	Application & Interview
Experience of supporting junior qualified and non-qualified staff members.	E	Application & Interview
Relevant post-qualification training in work with young people presenting with risk behaviours.	D	Application & Interview
Experience of working within CAMHS inpatient environment	D	Application & Interview



Experience of working across service settings and agencies	D	Application & Interview
Experience of Service Development/Project Work	D	Application & Interview
<b><u>SKILLS &amp; ABILITIES</u></b>		
Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.	E	Application & Interview
Psychological/ neuropsychological assessment and formulation skills	E	Application & Interview
Knowledge of specialist therapeutic interventions with young people presenting with significant risk to themselves and their families within CAMHS.	E	Application, Interview
Doctorate level knowledge of research design and data analysis	E	Application, Interview
Evidence of continuing professional development as recommended by the BPS and HCPC	E	Application, Interview
Effective communication with colleagues at all levels within the organisation	E	Application & Interview
Compassionate - Exceptional interpersonal skills with the ability to communicate effectively with staff, patients, carers and relatives (as appropriate) remaining sensitive and empathetic.	E	Application & Interview
Listens to others' views respecting and valuing individual needs.	E	Application & Interview
Professional and patient focussed approach with inspirational skills, acting as a role model to colleagues and junior staff members.	E	Application & Interview
Excellent organisational skills, ability to manage own time and plan timed activities.	E	Application
Ability to recognise and manage challenging situations in a calm and professional manner.	E	Application & Interview
Able to take instruction and direction and work effectively as part of a team.	E	Application & Interview
Ability to record and retrieve information on paper/electronic records as appropriate.	E	Application
High standards of written communication skills with the ability to use email and internet.	E	Application



Highly developed knowledge of the theory and practice of specialised psychological assessments and therapies for use with young people with high risk presentations	D	Application & Interview
Record of publications in peer-reviewed, academic or professional journals or books	D	Application
Self-awareness and emotional reliance	E	Application & Interview
Skills in clinical supervision	E	Application & Interview
Consultancy skills to other professions/ agencies	E	Application & Interview
Frequent exposure to highly distressing or highly emotional circumstances	E	Application & Interview
Compassionate - Open minded, treats colleagues, patients, carers and relatives with dignity and respect.	E	Application & Interview
Intuitive and caring nature.	E	Interview
Act in a ways that support equality and diversity.	E	Application & Interview
To be able to demonstrate an awareness and responsibility whilst recognising the impact frequent exposure to distressing circumstances has on care and compassion.	E	Interview
Flexible and adaptable to meet the needs of the patients.	E	Application & Interview
Open minded, treats colleagues, patients, carers and relatives with compassion, dignity and respect	E	Application & Interview
Effective team player with good communication and liaison skills	E	Application & Interview
Active commitment to children and young people's participation in their own care and treatment, and promotion of their wider involvement in the service	E	Application & Interview
<b>PLANNING &amp; ORGANISING SKILLS</b>		
Well organised with good administration skills	E	Application
Empathy/engagement skills with the client group, families, carers and colleagues	E	Application & Interview
Ability to make clinical decisions around complex and emotive issues related to young people and their families/carers	E	Application & Interview
Ability to cope with workload pressure and prioritise workload.	E	Application & Interview



Ability to contain and work with stress in others Ability to work independently	E E	Application & Interview Application & Interview
<b>PHYSICAL SKILLS</b>  Ability to sit in a restricted position for long periods of time maintaining continuous, intense concentration, in working with young people and their families	E	Application
<b>OTHER</b> <ul style="list-style-type: none"> <li>Willingness to use technology to improve standards of care and support to our patients</li> <li>Must be a car driver with a valid driving licence of have access to transport with appropriate business insurance</li> </ul>	E E	Application Application
<b>SUPPORTING BEHAVIOURS</b>  To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values. <ul style="list-style-type: none"> <li>Kindness</li> <li>Respect</li> <li>Teamwork</li> </ul>		

#### SUPPLEMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions	√		Occasional physical intervention, occasional outside work in inclement conditions
Working in physically cramped conditions		√	
Lifting weights, equipment or patients with mechanical aids		√	
Lifting or weights / equipment without mechanical aids	√		Occasional physical intervention
Moving patients without mechanical aids	√		Occasional physical intervention
Making repetitive movements	√		Occasional physical intervention
Climbing or crawling		√	
Manipulating objects		√	
Manual digging		√	
Running		√	



Standing / sitting with limited scope for movements for long periods of time	√		During extended meetings, to complete report writing
Kneeling, crouching, twisting, bending or stretching	√		Occasional physical intervention
Standing / walking for substantial periods of time		√	
Heavy duty cleaning		√	
Pushing / pulling trolleys or similar		√	
Working at heights		√	
Restraint ie: jobs requiring training / certification in physical interventions	√		Occasional physical intervention
<b>Mental Effort</b>	<b>Yes</b>	<b>No</b>	<b>If yes - Specify details here - including duration and frequency</b>
Interruptions and the requirement to change from one task to another ( give examples)	√		Differing individual tasks requiring multitasking
Carry out formal student / trainee assessments	√		Support trainee clinical psychologists during child/specialist placements
Carry out clinical / social care interventions	√		
Analyse statistics	√		
Operate equipment / machinery			
Give evidence in a court / tribunal / formal hearings	√		To contribute to mental Health Review Tribunals.
Attend meetings (describe role)	√		MDT and Care Plan review Meetings, Mental Health Review Tribunals.
Carry out screening tests / microscope work		√	
Prepare detailed reports	√		to complete report writing, contribute to Reviews, Handovers, Reflective Practice , CPAs, Clinical Formulations, training/teaching (knowledge dissemination), Mental Health Review Tribunals
Check documents		√	
Drive a vehicle	√		Unit Car (Desirable)
Carry out calculations		√	
Carry out clinical diagnosis	√		As per role and training
Carry out non-clinical fault finding		√	



Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (eg: typing / transmitting) news of highly distressing events	√		to complete report writing, contribute to Reviews, Handovers, Reflective Practice , CPAs, Clinical Formulations, training/teaching (knowledge dissemination) Mental Health Review Tribunals
Giving unwelcome news to patients / clients / carers / staff	√		to complete report writing, contribute to Reviews, Handovers, Reflective Practice , CPAs, Clinical Formulations, Mental Health Review Tribunals
Caring for the terminally ill		√	
Dealing with difficult situations / circumstances	√		Close work with behaviors of concern and acute mental illness
Designated to provide emotional support to front line staff		√	
Communicating life changing events		√	
Dealing with people with challenging behaviour	√		Close work with behaviors of concern and acute mental illness
Arriving at the scene of a serious incident	√		Witnessing, observing, preventing (supporting team) to support young people presenting with risk behaviours/self-injury, including ligatures and cutting
<b>Working conditions – does this post involve working in any of the following:</b>	<b>Yes</b>	<b>No</b>	<b>If yes - Specify details here - including duration and frequency</b>
Inclement weather		√	
Excessive temperatures		√	
Unpleasant smells or odours	√		Occasional close proximity working with individuals who may struggle to maintain social personal cleanliness
Noxious fumes		√	
Excessive noise &/or vibration		√	
Use of VDU more or less continuously		√	
Unpleasant substances / non household waste	√		Potential body fluids
Infectious Material / Foul linen	√		potentially
Body fluids, faeces, vomit		√	
Dust / Dirt		√	
Humidity		√	
Contaminated equipment or work areas		√	
Driving / being driven in <b>Normal</b> situations	√		Occasional
Driving / being driven in <b>Emergency</b> situations		√	
Fleas or Lice	√		potentially



Exposure to dangerous chemicals / substances in / not in containers		√	
Exposure to Aggressive Verbal behaviour	√		Close work with challenging behaviors and acute mental health difficulties, distressed and emotional presentations.
Exposure to Aggressive Physical behaviour	√		Close work with challenging behaviors and acute mental illness, distress and emotional presentations. Use of de-escalation, PMVA and personal safety responses

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

### Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			

