



## JOB DESCRIPTION

### 1. General information

JOB TITLE:	Specialist Clinical/ Counselling Psychologist
GRADE:	Band 7
DIRECTORATE	Adult Community Mental Health Services
RESPONSIBLE TO: (Line Manager)	Operationally- Psychosis Psychology Lead/ Team Manager
ACCOUNTABLE TO:	Professionally- Head of Psychological Therapies, via Principal Clinical Psychologist/ Psychological Therapist
BASE:	Erith Centre, Park Crescent, Erith DA8 3EE

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

*"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."*

Ify Okocha  
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

## 2. Overview of the Post

We are seeking to recruit a Specialist Clinical/ Counselling Psychologist. The successful candidate will join the psychological therapies team within the Bexley ICMP Team, and will be offering specialised psychological assessment and intervention to service users referred to the Oxleas psychosis pathway, consistent with NICE approved treatments. The post holder will offer advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers.

The ICMP Teams offer treatment pathways for psychosis and mood disorders. The post holder will design and deliver treatments including individual, group and family work.

There will be a strong emphasis on promoting recovery and social inclusion and strengthening links with resources in the local area, with the aim of enabling people to take charge of their own recovery whilst continuing to maintain their wellbeing.

The Oxleas Psychosis Pathway Includes the Early Intervention Team (EIP) and Intense Case Management for Psychosis Team (ICMP). It is a borough wide service and both teams are based at the Erith Center. They consist of a multidisciplinary team of professionals, including consultant psychiatrists, specialist adult mental health nurses, clinical/counselling psychologists, CBT therapists, employment support workers, lived experience practitioners and occupational therapists. We offer a community service for working age adults with severe and complex mental health difficulties. The team has close links with other services, including third sector organizations. We work collaboratively with other services. Oxleas has a strong tradition in promoting psychological therapies and embraces multi-modal formulation-based approaches. Personal therapeutic interests and specialty development are actively encouraged and supported. This can be via formal training as well as established specialist supervision forums which are provided across the Trust.

There will be the opportunity to develop specialist competencies in evidence-based models (eg CBT, EMDR and Family Intervention) for individual and group therapy.

### 3. Key Task and Responsibilities

#### Management responsibilities

- To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and graduate psychologists.
- To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- To advise both service and professional management on those aspects of the service where psychological and/or organizational matters need addressing.
- To manage the workloads of assistant and graduate/ trainee clinical psychologists, within the framework of the team/service's policies and procedures.
- Leading initiatives to support and develop the service eg contributing to the facilitation of away days or supervising non-psychological therapy staff in developing psychological skills.

#### Clinical

- To provide specialist psychological assessments of clients referred to the ICMP Mental Health Service based upon the appropriate use, interpretation, and integration of complex psychological data from a variety of sources including psychological and neuropsychological tests, 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 formulate and implement 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, across the full range of care settings.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- 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 exercise autonomous professional responsibility for the assessment, treatment, and discharge of clients whose problems are managed by psychologically based care plans.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and

treatment plan.

- To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies.
- To undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and risk management.
- 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 the course of both uni- and multi-disciplinary care.

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

- To receive regular clinical supervision from an appropriately qualified clinician in accordance with professional registration requirements.
- To continue to gain wider post-qualification experience of clinical psychology over and above that provided within the principal service area where the post-holder is employed.
- To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate.
- To provide professional and clinical supervision of assistant/graduate psychologists and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.
- To provide pre- and post-qualification teaching of relevant healthcare staff, as appropriate.

### **Research**

- To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
- To undertake audit as appropriate.
- To undertake research as appropriate within the service, Directorate or multi-centred research across Trusts and to supervise research and audit projects.
- To utilise theory, literature and research to support evidence based practice in individual work and work with other members of the service, Directorate and the Trust.
- To initiate, implement and contribute to the evaluation, monitoring and development of the service, including complex audit and service evaluation, with colleagues within and across the service, to help develop and improve services to clients and their families.
- To contribute to the development, implementation, evaluation and monitoring

of the Directorate's and Trust's operational policies and services.

## Communication

- To maintain registration with the Health Professions Council as a Clinical/ Counselling Psychologist, or with the British Association for Behavioural & Cognitive Psychotherapists.
- 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 professional and service manager(s).
- To contribute to the development and articulation of best practice in psychology 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.
- 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 & Care Professions Council and Trust policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and to mental health.
- To competently utilise Microsoft packages including Word, Excel and Power point in order to produce professional clinical and training materials for use as part of normal clinical responsibilities.

## IT Responsibilities

- To be proficient in the use of IT for email, intranet, recording and monitoring purposes. To be familiar with word processing, database and statistical packages, and to use such packages for complex data analysis as necessary. To use appropriate computer software to develop and create clinical or other service-related report of documents.

### ***To be noted:***

- This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

**Terms and Conditions**

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

**Confidentiality**

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

**Risk Management**

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

**Infection Control**

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

**Equality, Diversity and Human Rights**

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

**Health & Safety**

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

**Professional and NHS Codes of Conduct**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

**Safeguarding**

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

**Financial Management and Control of Resources**

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

**Customer Care**

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

**Personal/Professional Development Planning/Mandatory Training**

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

**Sustainability**

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

**No Smoking**

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

### 3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

**Note:**

**Please attach an organisational chart alongside, a person specification, and Job Description.**