

JOB DESCRIPTION

JOB DETAILS

JOB TITLE:	Principal Clinical Psychologist / Principal Psychological Therapist
JOB REFERENCE NUMBER:	98079
BAND:	8b
WARD/DEPT.	Generic
DIRECTORATE/LOCALITY:	Trust Wide
ESSENTIAL QUALIFICATIONS:	<p>Doctorate level qualification in Clinical Psychology as recognised by the BPS (or equivalent).</p> <p>OR</p> <p>recorded/registered qualification in one of the following - nursing, social work, occupational therapy, arts therapy or a psychological therapy – plus further post graduate level diploma qualification training in CBT and Accredited as a cognitive behavioural psychotherapist by the British Association of Cognitive & Behavioural Psychotherapies (BABCP).</p> <p>Registered as a Practitioner Psychologist with the Health and Care Professions Council (HCPC) where appropriate.</p>

ORGANISATIONAL ARRANGEMENTS

ACCOUNTABLE TO:	Service Manager (Operational) Lead Consultant Psychologist (Professional)
	Consultant Clinical Psychologist / Service

REPORTS TO:

Manager / LIDTS

RESPONSIBLE FOR:

Providing specialist psychological interventions to service users, staff and the organisation.

Support and allocate supervision of qualified and unqualified psychological professions within the Service and wider locality / service

Responsible for psychological professionals on placement.

ROLE SUMMARY

Ensure the systematic provision of high quality specialist psychological services to clients of the relevant service.

Supervise and support the psychological assessment, formulations and therapy provided by other psychological professionals and other clinical members of the team who provide psychologically based care and treatment.

Liaise with other service providers both internal and external to the Trust.

Work autonomously within professional guidelines and within overall strategic framework of NSFT. To exercise responsibility for the systematic governance of psychological practice within the service / team.

Utilise research skills for audit, policy and service development and research.

Contribute to the ongoing development of the service by prioritising and overseeing the ongoing work of projects that require specialist psychological skills and advice. To contribute more generally to organisational and service developments, staff training and support initiatives both within the service, NSFT and to other professional organisations.

Provide teaching and training both internal and external to the Trust.

Be responsible for accurate mental health clustering of all patients on admission, discharge and at review if applicable.

Ensure all mental health clustering information is passed onto other Trust teams or services on transfer of patients if applicable.

Ensure the accuracy and quality of mental health clustering activity within the team if applicable.

DUTIES AND RESPONSIBILITIES

Clinical

Provide comprehensive specialist psychological assessment of complex clients within the service. This includes the appropriate use, interpretation and integration of complex psychological data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with service users, family members and others involved in the service user's care.

Identify the nature, severity and complexity of service users' mental health problems. To advise both service users and members of the team on the appropriate management of those problems, enabling referral to other services where appropriate.

Lead on psychological formulations for clients to inform treatment and management plans.

Undertake risk assessment and risk management for individual service users and to provide advice to other colleagues on psychological aspects of risk assessment and management, including the risk of self-harm.

Provide specialist psychological advice, guidance and consultation to other colleagues contributing directly to a service user's formulation, diagnosis and treatment plan. This will be through the provision of advice and consultation and the dissemination of psychological research and theory.

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, couple or family.

To exercise autonomous professional responsibility for the efficiency of all aspects of the psychological services provided.

Communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of service users. To monitor and evaluate progress during the course of care.

Discharge statutory social care functions as delegated under the Section 75 agreement with Norfolk and Suffolk County Councils for Service Users and Carers on behalf of the organisation.

To provide appropriate health and social care interventions according to service users recovery goals.

To assess health and social care needs as part of an integrated team, and implement / commission packages of care where appropriate.

Teaching & Training

In common with all psychological professions, to receive regular supervision in accordance with good practice guidelines.

Take part in regular internal continuing professional development and participate in CPD, which is linked to appraisal goals.

To provide clinical supervision to psychological professionals as agreed with the Consultant Clinical Psychologist.

To provide placements and clinical supervision (when appropriate) for trainee clinical psychologists and other psychological professionals from the University of East Anglia or other universities, ensuring trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care.

To provide teaching and training and contribute to the development of staff working within the service. To develop appropriate training programmes as appropriate

Management, Recruitment, Policy & Service Development

Responsible for advising both service and professional management on those aspects of the service where psychological and / or organisational matters need addressing.

Contribute to local policy and service development. To prioritise and manage those projects with a focus on psychological skills and approaches.

Manage the workloads of any attached psychological professional, within the framework of the team policies and procedures.

To exercise delegated responsibility for managing the psychological resource in the form of psychological materials employed in the assessment and treatment of service users.

Research & Service Evaluation

Utilise theory, evidence-based literature and research to support evidence-based practice in own work and working with others in the Trust.

Be involved in appropriate research and provide specialist advice to other staff undertaking research.

Participate in the development, evaluation and monitoring of the service through the deployment of professional skills in research, service evaluation and audit.

To undertake personal research as a major job requirement.

ICT Responsibilities

To use information communication technology and computers in day to day work in order to facilitate more effective communication and presentation of information. This includes, word-processing, e-mail communication, electronic care record systems, clinical information sharing, multi-media presentation and teaching

General

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.

To maintain and promote high 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, the British Association of Behavioural and Cognitive Psychotherapies, the Health Professions Council and Trust policies and procedures.

To maintain up to date knowledge of legislation, national and local policies and issues in relation to the specific patient group and mental health

Specific duties

Trust values and behaviours

Our values are positive, respectfully and together. Everything we do for our service users, their loved ones and our colleagues must meet these values. They were first created by 1,300 staff

members, service users and carers all working together, and reflect what we all believe makes a difference to the care we offer and to the way we work with one another.

Our values... Our behaviours... Our future

Working together for better mental health...

Positively...



Be proactive...

Look for solutions, think creatively and focus on what we can do

Take pride...

Always do our best

Take responsibility...

Plan ahead, be realistic and do what we say we will

Support people to set and achieve goals...

And be the best they can

Recognise people...

Their efforts and achievements, and say thank you



Working together
for better mental health

Respectfully...



Value everyone...

Acknowledge people's unique experiences, skills and contribution

Step into other people's shoes...

Notice what's actually happening

Take time to care...

Be welcoming, friendly and support others

Be professional...

Respect people's time and be aware of our impact

Be effective...

Focus on the purpose and keep it as simple as possible

Together...



Involve people...

Make connections and learn from each other

Share...

Knowledge, information and learning

Keep people updated...

With timely, open and honest communication

Have two-way conversations...

Listen and respond

Speak up...

Seek, welcome and give feedback

nsft.nhs.uk

By demonstrating our three signature behaviours and 'living our values' we will develop our Trust, our people, and continue to improve the quality of everything we do.

- Value everyone
- Take time to care
- Step into other people's shoes

REGISTERED HEALTH PROFESSIONAL

All staff that are members of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure that they are familiar with and adhere to these requirements.

SUPERVISORY RESPONSIBILITIES

Equality and Diversity

We live our values. We work positively, respectfully and together with all our colleagues. We understand, appreciate and follow our Equality Policy in line with the Equality Act. We do not discriminate on the grounds of: age, disability, gender re-assignment, marriage and civil partnership (unless eliminating unlawful discrimination), pregnancy and maternity, race – this includes ethnic or national origins, colour or nationality - religion or belief – this includes lack of belief, sex, sexual orientation

We recognise the importance of people's rights and act in accordance with legislation, policies and procedures because we know that:

- acknowledges and recognises people's expressed beliefs, preferences and choices
- respects diversity
- values people as individuals
- promotes equality through our work
- takes into account our own behaviour and its effect on others

RISK MANAGEMENT / HEALTH AND SAFETY

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures as laid down by the Trust. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice.

FLEXIBILITY

You are expected to be flexible in the duties you carry out and the Trust reserves the right to vary your duties from time to time in line with service needs and as commensurate with your Pay Band. You may, therefore, be required, during the course of your employment, to work in a different location and/or to carry out alternative duties consistent with your status, role, knowledge and experience, taking account of any professional registration and/or qualification requirements, and which are commensurate with your Pay Band; this may include a temporary or longer term transfer to work within a different Locality or Service. Arrangements under your Terms and Conditions of Service and Trust policies will apply.

RECORDS MANAGEMENT

The post holder has responsibility for timely and accurate record keeping where appropriate and in line with professional guidelines.

The post holder has responsibility for the creation, maintenance and storage of records in accordance with Trust policy, including email documents and regarding the Data Protection Act, The Freedom of Information Act and other relevant statutory requirements. Training will be provided in appropriate information management for the post.

INFORMATION TECHNOLOGY

The post holder is expected to have a reasonable level of competence and confidence in using IT systems (e.g. Outlook, Word, clinical or other record systems) relevant to the role.

SUSTAINABILITY

Carbon reduction and sustainable development are issues that impact on the lives of everyone and it is expected that all staff will commit to the principles of carbon reducing behaviours and sustainable development to ensure that resources are used efficiently, our carbon footprint is reduced and health services continue to improve.

SAFEGUARDING

Clinical*

NSFT expects all practitioners to act in accordance with statutory and local policies regarding recognition, reporting, information sharing, record keeping and joint working in relation to the Safeguarding of Children and Adults as outlined in the Children Act 1989/2004, Working Together to Safeguard and Promote the Welfare of Vulnerable Children 2018 and the Care Act 2014.

OR

Non-Clinical*

The NSFT expects that all staff will maintain statutory and local compliance to competency-based training in relation to Safeguarding Children and Adults as outlined in Children Act 1989/2004, Working Together to Safeguard and Promote the Welfare of Vulnerable Children 2010 and No Secrets 2002.

WORKING WITH FAMILIES OF SERVICE USERS

Ensure that (practitioners / clinicians etc.) when working with service users consider the effects and impact of their mental health and risk behaviours on their families, and provide appropriate support, advice and education for all family members. The needs of children and young people within the household/family should be given special consideration in line with Social Care Institute for Excellence's guidance "Think Child, Think Parent, Think Family" and must always be the priority for NSFT staff across all roles and services.

CONFIDENTIALITY

The post holder is required to maintain confidentiality of information in accordance with professional and Trust policy. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of their duties.

This job description is an outline and account of the main duties required to carry out the post. It will be reviewed periodically to reflect changes and developments in service requirements. The post holder is advised that they have a responsibility to ensure they are familiar with their Terms and Conditions of Service detailed in the Contract of Employment.

INFECTION PREVENTION

NSFT expects all staff to act in accordance with statutory requirements regarding infection prevention as outlined in the Health & Social Care Act 2008, Code of Practice on the prevention and control of infection 2015. NSFT staff are responsible for protecting themselves and others against infection risks and complying with infection control policies and procedures.

Signed:.....Manager

Signed:.....Post Holder

PERSON SPECIFICATION

The person specification should set out the qualifications, experience, skills and knowledge, personal attributes, interests and other attributes necessary for the post holder to perform the job to a satisfactory level.

JOB TITLE

Principal Clinical Psychologist / psychological therapist – 8b

	ESSENTIAL Without which the post holder could not be appointed	DESIRABLE Extra qualities that can be used to choose between candidates with all essential criteria	METHOD OF ASSESSMENT
QUALIFICATIONS	<p>Post-graduate doctoral level training in clinical psychology, or its equivalent, including eligibility for chartered status with the BPS</p> <p>Further post-qualification, post-graduate training in one or more additional specialised areas of psychological practice</p> <p>Registered as a Practitioner Psychologist with the Health Care Professions Council (HCPC)</p> <p>OR</p> <p>a recorded/registered qualification in one of the following - nursing, social work, occupational therapy, arts therapy or a psychological</p>	<p>Evidence of CPD in one or more additional specialised areas of psychological practice</p>	Certificates

	therapy – plus further post graduate level diploma qualification training in CBT and Accredited as a cognitive behavioural psychotherapist by the British Association of Cognitive & Behavioural Psychotherapies (BABCP).		
EXPERIENCE	<p>Specialist complex psychological assessment and treatment of people with a wide range of mental health problems, of varying severity and complexity.</p> <p>Relevant experience in service area.</p> <p>Application of psychology/psychological therapies in different cultural contexts.</p> <p>Extensive experience of working as a qualified/accredited clinical psychologist / psychological therapist and evidence of specialist knowledge gained through practice and ongoing training</p> <p>Experience of working with a wide variety of client groups and presenting problems including maintaining a high degree of professionalism in</p>	<p>Working in the relevant service to support specialist knowledge</p> <p>Representing psychology/psychological therapies within MDT setting (clinical and organisational contexts).</p> <p>Experience of clinical work in a setting relevant to the post.</p>	Application Form / Interview / References

	<p>the face of highly emotive and distressing problems</p> <p>Teaching, training and delivering clinical supervision.</p>		
SKILLS	<p>Reasonable confidence and competence in using IT systems (e.g. Outlook, Word, clinical or other record systems) relevant to the role.</p>		<p>Application Form / Interview / References</p>
KNOWLEDGE	<p>Well-developed knowledge of the theory and practice of specialised psychological therapies in difficult to treat groups (e.g. personality disorder, dual diagnosis, people with additional disabilities etc.)</p> <p>Practitioner level knowledge of at least two models of psychological therapy</p> <p>Providing consultation to other professional and non-professional groups</p> <p>Evidence of continuing professional development as recommended by the BPS/BABCP.</p> <p>Legislation and its</p>		<p>Application Form / Interview / References</p>

	<p>implication for clinical practice and the appropriate management of people presenting with mental health problems</p> <p>Creating and delivering presentations and training programmes in line with specialist knowledge.</p>		
OTHER (Please specify)	<p>Commitment to continuing professional development, to partnership working and to reflective clinical practice</p> <p>Capacity to exercise careful clinical judgement whilst having the ability to work with and to hold the stress of others in the work setting</p> <p>Able to identify, and employ appropriate clinical governance mechanisms for the support and maintenance of clinical practice</p> <p>Ability to travel independently</p>	<p>Experience of working within a multicultural framework.</p> <p>Experience of providing specific support intervention and strategy for staff.</p>	Application Form / Interview / Document Check

VALUES (APPLICABLE TO ALL POSTS)	Positively...	Respectfully...	Together...	METHOD OF ASSESSMENT
	Look for solutions, think creatively and focus on what we can do	Acknowledge people's unique experiences, skills and contribution	Make connections and learn from each other	Application and Interview
	Take pride... Always do our best	Step into other people's shoes... Notice what's actually happening	Share... Knowledge, information and learning	
	Take responsibility... Plan ahead, be realistic and do what we say we will	Take time to care... Be welcoming, friendly and support others	Keep people updated... With timely, open and honest communication	
	Support people to set and achieve goals... And be the best they can	Be professional... Respect people's time and be aware of our impact	Have two-way conversations... Listen and respond	
	Recognise people... Their efforts and achievements, and say thank you	Be effective... Focus on the purpose and keep it as simple as possible	Speak up... Seek, welcome and give feedback	

FURTHER INFORMATION

Please enter here details of frequency and intensity of each element

Element

(e.g. mental effort)	Details of frequency and intensity
Working conditions	
Inclement weather	
Extreme Temperatures	
Unpleasant smells	
Noxious Fumes	
Excessive noise/vibration	
Continuous use of VDU equipment	Daily, regular use of computer and VDU for long periods, e.g. report writing, e-mail, work preparation, R&D activity
Unpleasant substances	
Infectious material	
Body Fluids, Faeces/Vomit	
Dust/Dirt	
Humidity	
Contaminated equipment/work area	
Driving/Being Driven (normal conditions)	
Driving/Being Driven (emergency conditions)	
Fleas/Lice/Infestation	
Dangerous Chemicals – Substances in containers	
Dangerous Chemicals – Substances (uncontained)	
Exposure to verbal aggression (little/no support)	Work with challenging behaviours (involves permanent risk of verbal & physical aggression). In 1:1 or group sessions, direct, & immediate support minimal and alarm is raised by psychologist/psychological therapist.
Exposure to physical aggression (little/no support)	Work with challenging behaviours (involves permanent risk of verbal & physical aggression). In 1:1 or group sessions, direct, & immediate support minimal and alarm is raised by psychologist/psychological therapist.
Physical effort	
Working in uncomfortable conditions	
Working in physically cramped conditions	
Making repetitive movements	
Lifting weights/equipment without mechanical aid	
Climbing or crawling	
Manipulating objects	
Manual Digging	
Running	
Standing/sitting with limited scope for movement	

Kneeling, crouching, twisting, bending, stretching	
Walking for long periods	
Heavy duty cleaning	
Pushing/pulling trolleys or similar equipment	
Working at heights	
Controlled restraint i.e. in post requiring training/certification	May be required to complete full prevention & management of aggression course and annual refresher (full physical intervention training). May be required to use physical intervention on wards if required, as part of clinical team.

Emotional effort	
Processing (e.g. typing/transmitting) news of highly distressing events	Reports, service user contact & case discussion routinely involves areas such as serious mental illness, self-harm & suicide, violence (including homicide), trauma & traumatic stress, abuse (child & adult), sex offending, risk assessment, bereavement
Giving unwelcome news to patients / clients / carers / staff	Regular discussion of service user restrictions, security issues, traumatic events, service user difficulties, which has significant potential for conflict
Caring for the terminally ill	
Dealing with difficult situations/circumstances	Regular exposure to critical incidents, e.g. patient traumas, episodes of emotional distress, violent incidents, self-harm
Designated to provide emotional support to front line staff	Constant provision of support & supervision to staff (all disciplines). Also provide post-incident support, critical incident stress management & debriefing for staff in Service, Trust, wider NHS & other agencies
Communicating life-changing events	Contact with service users, staff & carers life events, e.g. family rejection, abuse, MHA detention & restrictions, illness disability
Dealing with people with challenging behaviour	Daily contact with challenging behaviour (aggression, self-harm, illness chronicity, psychological & behavioural problems) in service user. Challenges also from within staff group & organisation
Attending scenes of accidents	

Mental effort	
Carry out formal student/trainee assessments	Frequent requirement for intense concentration in activities Assessment of trainee psychological professionals & their work
Carry out clinical/social care interventions	Responsible for psychological interventions for

	service users / carers
Analyse statistics	Analysis of statistics as part of R&D activities, literature reviews & reading
Operate equipment/machinery	
Give evidence in court/tribunal/formal hearings	Presents specialist opinion & evidence to CPA Reviews, MRHTs, inter-agency case conferences (child protection, risk to community) and in court context
Attending meetings (if yes, describe role in "Further Information")	Attend many intra- & inter-agency meetings, clinical & organisational issues
Carry out screening tests/microscope work	Carry out highly specialist & complex psychometric assessments
Prepare detailed reports	Responsible for specialist written reports to CPA Reviews, MRHTs, inter-agency case conferences (child protection, risk to community) and in court
Check documents	Checks case note / clinical material, formal policy & protocol documents
Drive a vehicle	
Perform calculations	Calculations required for statistical & numerical analysis aspect of R&D activity, including supervision & advice for other staff
Make clinical diagnoses	
Carry out non-clinical fault finding	Use of clinical diagnosis & case formulation on a daily basis, may involve direct contact with service user, or as part of staff supervision and advice

Freedom to act	
Does the post holder generally work without close supervision	Is self-directed and follows occupational & professional practice guidelines, on daily basis. Uses Lead Consultant Clinical Psychologist as reference guidance point where necessary
Does the post holder work without direct access to a manager	No direct access to manager if engaged in work away from main service site.
Does the post holder work without access to a manager by telephone	
Is the post holder the lead specialist in their field	

How often on average does the post holder give guidance and advice to others?

Daily: Weekly:

Other frequency (please comment)

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How often is the post holder's work checked/monitored/assessed?

Daily:	<input type="text"/>	Weekly:	<input type="text"/>
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Other frequency (please comment)

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Manager responsible for completion of this document

Name:

Member of Staff to whom this document relates:

Date Completed:

Review Date:

DISTRIBUTION: One copy to member of staff, one copy to personal file.
Please ensure Job Description is agreed and signed by both manager and employee