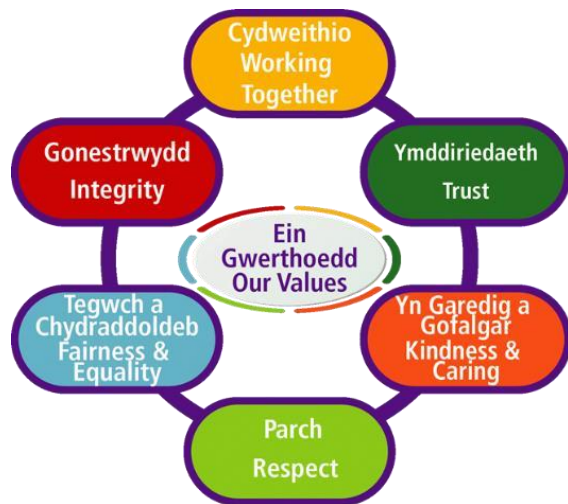




POWYS TEACHING HEALTH BOARD JOB DESCRIPTION

<u>JOB DETAILS</u>	
Job Title:	Senior Clinical/Counselling Psychologist - Older Adult
Pay Band:	8a
Hours of Work and Nature of Contract:	To be completed on recruitment
Service Group:	Mental Health
Department:	Older Adult Clinical Psychology Service
Base:	To be completed on recruitment
<u>ORGANISATIONAL ARRANGEMENTS</u>	
Managerially Accountable to:	Professional Lead Older Adult and Stroke Psychology Service/Consultant Clinical Psychologist
Professionally Accountable to:	Consultant Clinical Psychologist

VALUES & BEHAVIOUR

Our Values and Behaviours are demonstrated through our 'Health Care Strategy' centred on the Needs of the Individual' through Respect, Trust, Integrity, Working Together, Kindness and Caring and Fairness and Equality.

JOB SUMMARY / PURPOSE:

Function as part of the Powys Older Adult Community Mental Health Service (CMHT) serving the population of North Powys.

Provide a psychology service to the North Powys Older Adult Community Mental Health Teams and the inpatient older adult wards. This will include assessment and psychological therapy and specialist neuropsychological assessments. The role will include travel to other clinic/hospital sites in North Powys.

The Older Adult Psychology service is managed and led by an experienced Consultant Clinical Psychologist and the post will build on strong links with the multi-disciplinary teams which includes Psychiatry, Nurse Managers, CPN's, Occupational Therapists, Social Workers, and administrative support staff. Professional support and supervision will be provided by the Consultant. Opportunities for peer support are also available through the Older Adult Psychology speciality and wider psychology network.

Provide a highly specialised psychological service to older adults in the population of North Powys as directed by the Consultant.

Be expected to conduct psychological assessments and deliver evidence based on therapeutic interventions for the full range of referred difficulties accepted by the service. This will consist of face-to-face work with individuals, groups, families, significant others, group work, and consultation work advising staff from other disciplines on the psychological aspects of casework and case management plans.

Responsible for undertaking highly specialised psychological assessments and interventions as part of the multi-professional team.

Work as a member of the multi-disciplinary OACMHT and contributing to the activities and developments of this team.

Provide specialist advice, teaching and training to other professions and carers.

Clinically supervise less experienced Psychologists, Counsellors, Assistant(s), Trainee(s) or other professionals.

Co-ordinate the provision of a specialist service; and contributing to the development of psychological services and participating in OACMHT service planning and development, as directed by the Consultant.

Undertake clinically relevant research, service evaluation and audit as required by the Mental Health Directorate.

Carry out other duties as part of the role and as delegated by the Consultant.

DUTIES & RESPONSIBILITIES

Clinical

Effectively identify and prioritise appropriate referrals for clinical psychology services.

Provide highly specialised psychological assessments based on 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 observation and semi-structured interviews with clients, family member and others involved in the clients' care.

Formulate and implement plans for formal psychological treatment and/or management of a client's physical and associated psychological difficulties, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence, across the full range of care settings served by the CMHT.

Responsible for implementing a range of highly specialised 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 several provisional hypotheses.

Evaluate and make decisions about treatment options taking-into-account both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family, or group.

Provide highly specialist psychological input to delivering integrated care pathways.

Provide highly specialist psychological advice guidance and consultation to other health and social care professionals, contributing to client formulation, diagnosis and treatment plan.

Communicate complex and sensitive information to clients, their relatives/carers, OACMHT staff and referrers in a manner which displays respect for the individual and in language appropriate to the recipient's needs.

Utilise team protocols and exercise responsibility for the systematic governance of psychological practice within specified clinical areas.

Work autonomously to apply relevant clinical, professional, and ethical guidelines to the conduct of therapy, communication, and practice (e.g., BPS/DCP Guidelines, PTHB guidelines, HCPC Guidelines).

Use analytic ability and judgement to integrate across the multiple perspectives which may be held in a CMHT on client and relative's needs and be able to challenge and change assumptions or misconceptions which may impact negatively on client care, rehabilitation outcomes or relationships within the team.

Responsible for all administrative tasks relating to casework including keeping case notes, therapeutic correspondence, CTP documentation and process records, client data base records etc. in line with the Policies and Procedures of the Mental Health Directorate and the Psychology Service.

Undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.

Work autonomously to ensure safe and effective working practice in inpatient and outpatient settings where clients may require specialised equipment to support their interactions with a Clinical Psychologist.

Exposed to highly emotionally charged and/or distressing client and relative/carer disclosures and must be professionally competent and maintain their highly specialist skills in accordance with Good Practice Guidelines.

Have delegated responsibility for ensuring the provision of psychological expertise, advice and support by the post holder and junior psychological service colleagues working in the team, or service area for which they have lead responsibility.

Facilitate the effective and appropriate provision of psychological care by all members of the team or service area for which they have lead responsibility.

Provide expertise and advice to facilitate the effective and appropriate provision of psychological care by all members of the team.

Carry out other duties that the Consultant in Older Adult Psychology may reasonably request.

Teaching and Training

Participate in regular clinical professional supervision from the Consultant Clinical Psychologist and where appropriate, other service professional colleagues, in line with professional guidelines.

Continue professional development in line with British Psychological Society Continuing Professional Development requirements.

Supervise the psychological work of Band 7 Psychologists, staff from other disciplines, undergraduates in Psychology and Psychology Assistants as appropriate.

Provide highly specialised training for staff and carers on a variety of topics. This will require planning, organising and delivering of training for a wide-ranging audience, including CMHT colleagues, hospital staff, community and nursing home staff, and carers.

Provide advice, consultation, and clinical supervision to other members of the multidisciplinary team.

Liaise with other staff and organizations in the provision of education related to psychological aspects of client care in respect of the mental health needs of older adults and their carers.

Research and Evaluation

Take an active part in evaluation and audit as part of clinical governance and/or as directed by the Older Adult Directorate.

Maintain an up-to-date knowledge of relevant research findings as they relate to psychological practice.

Regularly evaluate clinical psychological practice using appropriate outcome measures and to employ, always, a scientist-practitioner approach towards working practice.

Administrative

Work towards objectives set by the Consultant Clinical Psychologist, Head of Psychological Services, and the Mental Health Directorate Management Team.

Responsible for administrative tasks relating to casework including keeping case notes and preparing written reports in line with the policies and procedures of the CMHT, Mental Health Directorate, and PTHB.

Responsible for relevant data collection on work activities and service performance reports, as required, and to maintain a high standard of clinical and audit record keeping.

Manage own diary to ensure competent time management and completion of clinical work, research, professional development and attendance at meetings.

Participate fully in supporting the activities of psychological professions within the Health Board, including attending relevant meetings.

Carry out additional routine administrative tasks that may be required.

Professional Development

Partake regularly in activities related to Continuing Professional Development (CPD) to the standards required for continued HCPC registration.

Receive regular clinical supervision in accordance with good practice guidelines as outlined in the clinical supervision policy.

Meet Line Manager/Professional Lead with a view to constructing, reviewing, and updating a Personal Appraisal Development Plan (PADR).

Work within the Code of Ethics and the relevant professional practice guidelines of the British Psychological Society and the professional guidance framework of PTHB. Work within the framework of the policies and procedures of PTHB.

<u>PERSON SPECIFICATION</u>			
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT

Qualifications and/or Knowledge	<p>Postgraduate Doctorate in Clinical/Counselling Psychology (or its equivalent) as accredited by the British Psychological Society</p> <p>Health and Care Professions Council (HCPC) registration</p> <p>Knowledge of: -</p> <p>Ethical and professional frameworks required for best and safe clinical practice.</p> <p>Relevant legislation, key publications and the local and national agendas regarding older people, and implications for both clinical practice and professional management</p> <p>Theory and practice of specialised psychological therapies for a broad range of complex difficulties (e.g. depression, trauma, dementia, and psychological aspects of physical health problems)</p> <p>Specialist psychological knowledge for working with older people with mental and/or physical health problems and for working with their carers. This knowledge should be at an advanced theoretical and practical level, covering at least the following areas: -</p> <p>Psychometric tests and Neuropsychological assessment</p> <p>Psychosocial assessment</p>	<p>Advanced training in neuropsychology and/or psychotherapy modality (e.g., CBT, Systemic, EMDR) at postgraduate level</p> <p>Knowledge of: -</p> <p>Adaptation of psychological approaches for people with cognitive impairment</p> <p>Psychosis</p> <p>Trauma</p> <p>Personality disorders</p> <p>Dementia</p>	<p>Pre-employment checks</p> <p>Application Form</p>
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ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge cont'd	<p>Psychological formulation of complex client needs and systems.</p> <p>Intervention approaches at individual, system and organisational levels to lessen the impact of psychological distress and improve quality of life</p> <p>Dementia and differential diagnosis</p> <p>Loss, grief & bereavement</p> <p>Risk assessment and management</p> <p>Abuse and neglect</p> <p>Cognitive functioning</p> <p>Adaptive behaviour</p> <p>Emotional problems</p> <p>Ability to provide a psychological perspective on multi-disciplinary care and goal planning.</p> <p>Ability to identify and respond positively to issues of power, diversity and disability.</p> <p>Able to use supervision appropriately to agree and review goals.</p>		
Experience	<p>Experience of working in Clinical Psychology services in the NHS and familiarity with the professional practice of Clinical/Counselling Psychology as specified by the DCP/BPS guidelines</p>	<p>Professional experience in a range of settings</p>	<p>Application Form and Interview</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience cont'd	<p>Experience of providing psychological services to older people in primary or secondary mental health settings</p> <p>Experience of neuropsychological assessment, formulation, and rehabilitation planning</p> <p>Experience of working with complex cases; engaging and working with complex systems; functioning in the face of highly emotive and distressing problems</p> <p>Experience of applied clinical research and service evaluation.</p>	<p>Experience of autonomous working and strategically defining and developing a professional role</p> <p>Service and policy development experience</p> <p>Participation in planning for service user involvement</p> <p>Teaching and training across a range of ability levels</p> <p>Providing clinical supervision</p>	

Aptitude and Abilities	<p>Ability to communicate, both verbally and in writing, highly complex and sensitive information in a highly skilled and effective manner appropriate to a range of abilities, settings, and audiences – including people with significant cognitive impairment and/or communication difficulties</p> <p>Teaching/training skills and ability to utilize a range of presentation methods within public, professional and academic settings.</p> <p>Evidence of Continuing Professional Development as required by the British Psychological Society</p>	<p>Ability to speak. Welsh</p> <p>Experienced in making presentations to and facilitating meetings with non-professionals</p>	Interview Application Form
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ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
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Aptitude and Abilities cont'd	<p>Ability to analyse, integrate, interpret and manage highly complex and sensitive information from a range of sources for the purpose of lessening the impact of psychological distress and challenging behaviour.</p> <p>Ability to plan, organise and manage a wide variety of competing demands and diversity of needs.</p> <p>Ability to sustain intense concentration levels for lengthy periods on a frequent basis in a range of contexts - including assessment and intervention work with individuals and groups, scoring, and analysing psychometric tests and other psychological data, facilitating and/or participating in key meetings.</p> <p>Ability to drive and undertake work throughout Powys; to work in different office settings; to carry and transport boxes and cases of psychometric tests; to manipulate test items with speed and accuracy and to undertake simultaneous activities (like moving test items, working a stopwatch, and recording results)</p> <p>Highly skilled at collaborative working and providing consultation to other professional and nonprofessional groups</p>		
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT

Aptitude and Abilities cont'd	<p>Ability to use word processing, e-mail and databases for management of workload; to undertake literature searches and database reviews for evidence of clinical best practice; to utilise computerised psychometric tests and scoring systems.</p> <p>Capacity to work therapeutically on a one-to-one basis with a person who has cognitive impairment and is experiencing severe psychological distress.</p> <p>Capacity to cope with frequent exposure to highly distressing or highly emotional circumstances (e.g. severe challenging behaviours because of cognitive impairment; disclosure of emotional, physical or other forms of abuse)</p> <p>Capacity to contain and 'hold' the stress of others exposed to highly distressing situations or highly emotional circumstances, including severely challenging behaviours</p>		
Values	Demonstrate PTHB Values		Interview Application Form
Other	<p>Ability to travel to meet the needs of the service.</p> <p>Work within organisational and professional guidelines</p>		Application Form and Interview

GENERAL REQUIREMENTS

Include those relevant to the post requirements.

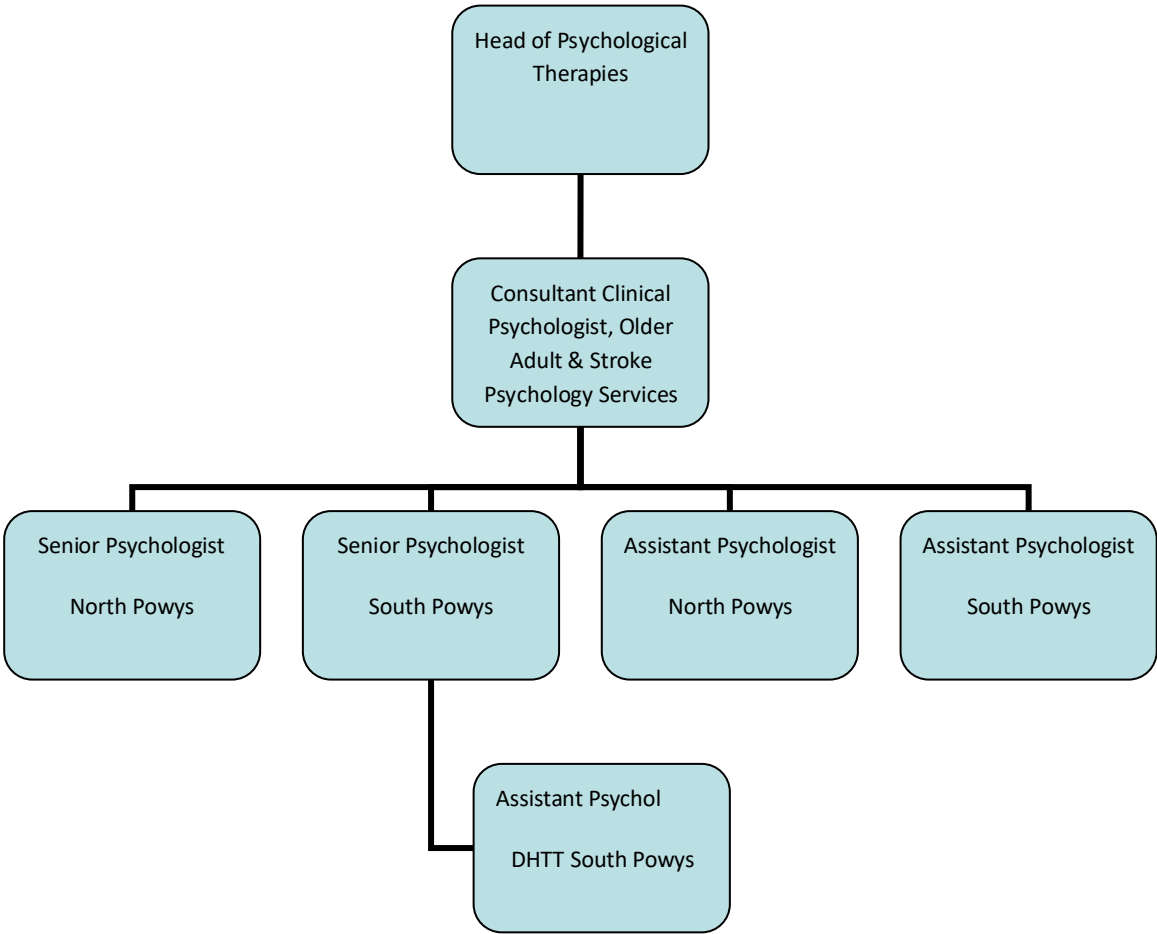
- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with their organization's Compliance Notice under the Welsh Language Standards, as well as any local policies with regards the Welsh language; as well as taking every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.

- **Data Protection:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the General Data Protection Legislation and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation and the HB or Trust Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records, and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB/Trust to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB/Trust is committed to ensuring that no job applicant or employee receives less favourable treatment on any of the above grounds. To this end, the organisation has an Equality Policy, and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have **direct contact** with patients / service users / vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhanced Disclosure Check as part of the HB/Trust's pre-employment check procedure.
- **Safeguarding Children and Adults at Risk:** Powys Teaching Health Board is fully committed to safeguarding people. Employees and workers (including agency and bank workers) are responsible for ensuring they understand what actions to take if they have reasonable cause to suspect that a child or an adult is at risk of harm and mandatory safeguarding training is completed in line with their role specific competencies.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the

content of and consistently observing Health Board/Trust Infection Prevention & Control Policies and Procedures.

- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board/Trust sites, including buildings and grounds, are smoke free.
- **Flexibility Statement:** The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

Organisational Chart



CAJE Reference :Cyfeirnod -: 2018/0010A2

ESR Position Number: Cyf ESR.: 32491785 - Approval Date: Dyddiad Cymeradwyo: 30/01/2024