

# PROGRESS *your* CAREER



**Clinical/Counselling Psychologist – Rough Sleepers Mental Health Team: Band 8a**

**Job Description and Person Specification**

### Job Description

**JOB TITLE:** Clinical / Counselling Psychologist – Rough Sleepers Mental Health Team

**BAND:** 8a

**Hours:** 0.50 (5 sessions per week)

**LOCATION:** Mellmead House, Orchard Close, Rodney Road, Wanstead, London E112DH

### RESPONSIBLE TO:

Operationally Redbridge Mental Health and Wellness Team Manager.  
 Professionally Lead for Redbridge Psychological Services  
 Accountable to:  
 Responsible to: Assistant Integrated Care Director

Internal	External
Service Directors Assistant Directors Team Managers Professional and Clinical Leads Community Recovery Services colleagues Ward Staff Home Treatment Team colleagues Acute Care Assessment Team Street Triage Emergency Duty Team Specialist Mental Health Services Psychological Services & Specialist Psychological Services IAPT Service Consultant Psychiatrists Finance Department Human Resources Other relevant departments within NELFT	Outreach Services Hostels Day Services GP's Social Services Acute Trusts Other Mental Health Trusts Advocacy Services Housing Departments / Homeless Persons Unit Police Probation External Health and Social Care Providers. Voluntary Sector Organisations Employment and Educational Agencies Welfare Benefits Probation Services The lists of key contacts are not definitive and will include other individuals and agencies as is relevant in line with service developments.

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

### **Aim of the role:**

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will be an active member of the multi-disciplinary team providing care and support to people who are rough sleepers, especially those whose mental health needs makes it difficult for them to access services.

### **The post holder will achieve this by:**

- Participating in the development and implementation of standards of clinical care high in a community setting and ensuring the psychology service provided is needs led, compliant with national guidance and is viewed positively by service users.
- Supporting the multidisciplinary ward team in their work and in the provision of psychologically informed interventions
- Exercising clinical responsibility for undertaking psychological assessment, psychological treatment and discharge planning of clients in consultation with the ward multi-disciplinary team.
- To assist in the management, supervision, teaching and coordinating of trainee psychologists.
- Actively participate in the development and implementation and delivery of new ways of working, implementing research-based practice in order to promote ongoing care improvement.

### **Key Responsibilities:**

- To ensure the systematic and coordinated provision of high-quality specialist psychological assessment and treatment to clients in the community who are rough sleepers with complex mental health problems.
- To offer clinical supervision to service based on psychological knowledge and skills.
- To offer clinical supervision to other psychological staff in the Rough Sleepers Mental Health Team.
- To support with the management of the Rough Sleepers pathway.

- To utilise research skills for audit, measuring outcomes and contributing to research and training within the areas served by the team and service.
- To be involved in ensuring the coherent operation of the services users care pathway.
- To be involved in service developments, as appropriate.
- To work within professional guidelines and Trust policies and procedures.

## **Clinical Skills**

1. To provide specialist psychological assessment of clients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources.
2. To make skilled evaluations to formulate and implement plans for the treatment and management of service users' mental health difficulties based on a psychological framework and employing research-based evidence.
3. To be responsible for developing a formulation of the service users psychological and mental health difficulties using different theoretical models to maintain a number of provisional hypotheses in reaching such formulation and the treatment plan. To use this formulation in agreeing an effective care plan in collaboration with the service user, their family and wider multidisciplinary team settings.
4. To provide specialist individual, family and group psychological therapies with clinical autonomy drawing on a range of models.
5. To evaluate and make decisions about treatment options taking into account highly complex factors concerning historical, relational and developmental processes that have shaped the service user and their difficulties.
6. To exercise professional responsibility for the assessment, treatment and discharge of service users whose problems are managed by psychological care plans.
7. To work jointly and collaboratively with other team members in order to enhance and develop work with service users by providing highly specialist psychological knowledge and skills.
8. To undertake risk assessment and risk management relevant to individual service users including protective and risk factors present in the network of significant relationships.
9. To provide specialist consultation, advice, and guidance to other professionals at all levels working with groups of any modality or professionals working psychologically with individuals both within the service and in partner agencies. This will include liaison and working with professional networks involving complex issues such as

those involving child protection, deliberate self-harm, violence, trauma and suicide risk.

10. To maintain clinical records and communicate effectively verbally and in writing especially with referrers via written reports.
11. To communicate complex clinical information in a skilled and sensitive manner including assessment, formulation, and treatment plans of service users to monitor progress during the course of multi-disciplinary treatment.
12. To actively work to make accessible and understandable psychology research, theory, formulations, and clinical work to colleagues.

### **Leadership**

1. To participate as an experienced clinician in a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where matters relating to psychological service need addressing.
2. To exercise responsibility for the systematic governance of psychological therapies practice within the area delegated by the line manager.
3. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels as appropriate to experience.
4. To actively promote integrated health professional working internally and externally.
5. To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
6. To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines.
7. To participate in the audit process, linking in with the clinical governance agenda.
8. To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.

### **Administration**

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To ensure accurate recording of actions, maintaining confidentiality at all times
- To take part, and assist, in the planning and administration relating to day to day running of the teams.



## General and Professional

1. 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 programs in accordance with Trust's clinical governance standards and the codes of practice and ethical guidelines of professional registration body.
2. To contribute to the development of best professional practice in psychology by taking part in regular supervision and appraisal and maintaining awareness of current developments in the field.
3. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice.
4. To maintain HCPC registration.
5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific service user group and mental health.

## Training

1. To develop core skills in professional pre and post psychology qualification training and supervision.
2. Provide structured in-house supervision and training to the Rough Sleepers Mental Health Team regarding psychological work with patients, their families and other professional networks.
3. To organise and provide psychology groups in line with research and service and training needs where relevant.
4. To provide clinical supervision as agreed by the Psychology Lead to trainees and newly qualified psychologists in ways that fit with the individual's stage of professional development and are in accordance with standards prescribed by the BPS.
5. To act as a highly specialist Psychologists by providing supervision, consultation and training including academic presentations to the team members and to other agencies.
6. To support and supervise honorary staff in training to work within the specialised modality being offered where appropriate.
7. To ensure own continued professional development and support a culture of lifelong learning in self and others.
8. To undertake own mandatory training.
9. To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.

10. To support new staff and their integration within the team.

## **Research and Service Evaluation**

1. To use theory and research to inform evidence-based practice in work with groups, individuals, and their networks in line with current and best practice.
2. To undertake or participate in relevant clinical research, service evaluation and audit in line with service objectives.
3. To undertake project management including complex audit and service evaluation with colleagues within the service to help develop service provision.

## **Additional Information**

### **Health and Safety**

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

### **Infection Control**

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents

### **Safeguarding Children and Vulnerable Adults**

North East London NHS Foundation Trust (NELFT) is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care. Staff are required to comply with Trust policies on Safeguarding.

### **Standards of Business Conduct & Conflict of Interest**

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where you or a close relative or associate has a controlling interest in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained. As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.

### **Sustainability**

All staff has a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

### **Smoking Policy**

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

### **Codes of Conduct**

NELFT requires the highest standards of personal and professional conduct from all of its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients my first concern and act to protect them from risk.
- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies.
- Be honest and act with integrity.
- Accept responsibility for my own work and the proper performance of the people I manage.
- Show my commitment to working as a team member of working with all my colleagues in the NHS and the wider community.
- Take responsibility for my own and continuous learning and development.

### **Data Protection**

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust Computer systems (e. g RIO and ESR) to ensure that the data entered into these systems is of high data quality and that information is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter.



## **Information Security and Confidentiality**

All employees are required to observe the strictest confidence with regard to any patient/client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees.

You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines

[Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist.

Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.

## **Equality and Diversity**

NELFT is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. NELFT is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all, and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage or civil partnership/same sex marriage, and because of you being pregnant or being on maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users.

## **Key Performance Indicators (KPI) and Objectives**

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

## **Review of this Job Description**

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

### Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

**Date last reviewed:**

**Date to be reviewed:**

**Job evaluation reference number:**

### Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> <li>• Putting people first</li> <li>• Prioritising quality</li> <li>• Being progressive, innovative, and continually improve</li> <li>• Being professional and honest</li> <li>• Promoting what is possible, independence, opportunity, and choice</li> </ul>	✓		Application Form Interview Assessment
Qualifications	Essential	Desirable	Measurement
Doctoral qualification in psychology (clinical or counselling psychology) accredited by the British Psychological Society (BPS)	✓		Application Form
Professional registration with the HCPC	✓		Application Form
Qualification in more than one modality of psychology.		✓	Application Form Interview Assessment
Recognised qualification and training in supervision.		✓	Application Form Interview Assessment
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Pre-interview assessment if required

Experience	Essential	Desirable	Measurement
Substantial, relevant post-qualification clinical experience in mental health work. Experience in the application of standardised assessments and outcome measures	✓		Application Form Interview Assessment
Experience working in community settings		✓	
Experience of offering supervision, teaching, training, and consultation	✓		

Knowledge	Essential	Desirable	Measurement
Advanced knowledge and skills in the use of complex methods of psychological assessment and treatment of individuals, frequently requiring sustained and intense concentration.	✓		Application Form Interview Assessment
Advanced knowledge of and skill in using a wide variety of psychological interventions and the ability to use these appropriately in relation to client need, current mental state and work setting	✓		Application Form Interview Assessment
Knowledge of risk assessment and its importance in acute and crisis settings.	✓		Application Form Interview Assessment
Communication and relationship skills of the highest level where complex formulations need to be developed and explained.	✓		Application Form Interview Assessment

Analytic and judgment skills in processing the great complexity of information arising from psychological interventions requiring assessment and formulation and then prioritising from a range of options while maintaining a therapeutic and effective alliance with service users.	✓		Application Form Interview Assessment
Ability to engaged highly complex thinking and formulation, actively engaging with the emotional impact of the work, processing and integrating these elements to offer consistent and effective clinical supervision to trainees, other psychologists and other professionals or team.	✓		
Ability to combine the complex clinical and technical skills and knowledge with capacity to think about organisational dynamics and interpersonal issues with management tasks in contributing to the improvement of service delivery and development	✓		
Capacity to implement policy and to proactively contribute to their development in the wider service	✓		
Ability to work within a multi-disciplinary team	✓		



Sufficient knowledge of other modalities to engage collaboratively with colleagues and their work with service users	✓		
Masters or Doctoral level knowledge of research methodology consistent with psychodynamic and group analytic practice	✓		
Well-developed skills to communicate effectively, orally and in writing at an highly technical and /or clinically sensitive level to service users and professionals within and outside the NHS in line with confidentiality and safeguarding protocols	✓		
Ability to work with a racially and culturally diverse community in a wide variety of contexts.	✓		
Up-to-date knowledge of relevant legislation, ethical issues and strategic frameworks and their implications for both clinical practice and professional management.	✓		
Ability to work autonomously, setting appropriate goals, in accordance with professional ethics guidelines and Trust policies	✓		
Ability to manage working in situations of multi-level stress, e.g. service user's	✓		

experience of physical, sexual and emotional abuse, organisational transitions			
Ability to move between different levels of context in a single day: e.g. offering a clinical service to very different service user groups experiencing a wide variety of serious difficulties; switching between clinical work, supervision, consultation and teaching	✓		
Ability to commit to continuing professional development	✓		
Knowledge of standardised assessments and outcome measures.	✓		
<b>Professional Capacity</b>	<b>Essential</b>	<b>Desirable</b>	<b>Measurement</b>
Capacity for frequent intense concentration and the capacity to sit in the same position for up to 90 minutes in line with required levels of concentration.	✓		
Capacity to remain emotionally contained, thoughtful and empathic when working with highly distressed service users as a result of e.g. sexual abuse, marital breakdown, bereavement by suicide and in the face of verbal aggression and the risk of physical violence.	✓		

Capacity to remain focussed, collaborative and constructive in the face of organisational stress together with the capacity to help contain the feelings of other colleagues in the organisation.	✓		
Capacity to remain focussed, collaborative and constructive in the face of organisational stress together with the capacity to help contain the feelings of other colleagues in the organisation.	✓		
Must be capable of professional autonomy i.e. holding full case responsibility, being accountable for own professional actions.	✓		
An experience of personal psychology	✓		
Record of publication in peer reviewed journals		✓	
Demonstrated ability to support the development of the profession through participation in professional bodies and activities		✓	

Skills	Essential	Desirable	Measurement
Skills in flexibly planning and organising own working week, prioritising case load, balancing clinical sessions appropriately with other workload	✓		Application Form Interview Assessment

Advanced skills in professional supervision to meet BPS and HCPC requirements.	✓		Application Form Interview Assessment
Ability to use strategic thinking and planning and able to conceptualise at the highest level in order to assist colleagues who are experts in their particular field.	✓		Application Form Interview Assessment
IT skills sufficient to write reports and enter data.	✓		Application Form Interview Assessment
An awareness of NHS Plan, NSF and clinical governance priorities	✓		Application Form Interview Assessment
<b>Other</b>	<b>Essential</b>	<b>Desirable</b>	<b>Measurement</b>
To be able to travel efficiently throughout the area	✓		Application Form Interview
To be aware and demonstrate the Trust Values	✓		Application Form Interview Assessment