

JOB DESCRIPTION

Job evaluation ref number:	
Job Title:	Clinical Psychologist
Reports to (post title):	Clinical Director and Area Manager
Evaluated Banding:	Band 8 (A or B dependent on level of experience and expertise) – up to full time
<p>Role Purpose</p> <p>The post holder will provide leadership for psychological services in prisons where the Trust provides standard mental health and substance misuse services. As such the post holder will also advise the Clinical Director and the Directorate Management Team in provision and development of such services.</p> <p>To provide a comprehensive, specialist psychological service to patients at HMP Fosse Way. A stepped care approach is used incorporating interventions at different levels (e.g. therapeutic milieu), the provision of psycho-education, support and individual as well as group therapies. Key models of therapy include Cognitive-Behavioural Therapy, Dialectical Behavior Therapy, Eye Movement Desensitization and Reprocessing (EMDR), Art therapy etc.</p> <p>The post holder will provide specialist formulation-driven psychological assessment and therapy (Step 4 model) by working autonomously within professional guidelines and the overall framework of the service's policies and procedures.</p> <p>Providing support, education and training for staff are central to the role of the psychologist.</p> <p>Assisting in planning and evaluating the service will also be key components for the Post-holder.</p> <p>To utilise research and audit skills for policy, practice and service development in the Directorate.</p> <p>To hold responsibility for the governance and implementation of the group programmes and to develop evidence-based services and interventions for patients with complex needs.</p> <p>Opportunities for training, supervision and support will be provided to consolidate clinical skills and to develop professional practice.</p>	
<p>Role Context:</p> <p>You will provide a leadership role in developing psychological and talking therapies in all our prisons where the Trust provides mental health and substance misuse services as part of their standard healthcare offer.</p> <p>You will provide a specialist psychological assessment and therapy service to patients presenting with a range of complex needs and presentations, including personality disorders, mental illnesses, intellectual disabilities, and substance misuse.</p>	

The post-holder will be involved in and liaise closely with multidisciplinary clinical teams in the two prisons. They will develop knowledge and skills with respect to assessing and working with trauma and self-injury and more generally with various aspects of psychological care.

The post holder will offer advice and consultation on a patient's psychological care to non-psychologist colleagues, working autonomously within professional guidelines and the Offender Health Directorate policies, procedures, and service priorities.

You will provide group/individual clinical supervision to members of the Integrated Mental Health and Substance misuse teams where appropriate and to provide supervision for Assistant Psychologists and trainee Psychologists on placement in Offender Health. The post holder will participate fully in multidisciplinary clinical teams, often leading them in enhancing psychologically driven discussions, formulations, and treatment plans.

You will develop knowledge and skills in general aspects of clinical psychology and, in particular, the assessment and treatment of patients who experience severe and enduring mental illness and complex trauma, including Personality Disorder.

You will be capable of conducting projects, working largely independently, with only general briefings and working directly to directorate senior managers

Trust Values

All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:

Trust Honesty Respect Compassion Teamwork

Key Accountabilities

Leadership

To provide leadership in development and expansion of psychological therapies in prisons where the Trust provides standard mental health and substance misuse services.

To advise the Clinical Director and the Directorate Management Team in provision of psychological services.

Working Practice

To provide specialist psychological assessments to patients based upon appropriate use and interpretation of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations, and semi-structured interviews. To formulate and implement plans for psychological treatment and management of a patient's mental health and complex trauma, based on an appropriate conceptual framework of the patient's psychological difficulties using appropriate evidence-based interventions.

Performance Measures

To be responsible for providing highly specialised advice and for implementing a range of psychological interventions for individuals and groups of patients, within and across teams, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining several provisional hypotheses.

To exercise autonomous professional responsibility for the assessment and treatment of patients whose problems are managed by psychologically based care plans supporting the patients' transition from prison to the community settings.

To evaluate and make decisions about treatment options. Considering both theoretical and therapeutic models and complex factors concerning historical and developmental processes, across the life span that have shaped the individual's experiences.

To liaise closely with other members of the multidisciplinary team, giving specialist advice on psychological aspects of care, contributing directly to formulation, diagnosis and treatment planning.

To attend and contribute to MDT as required.

To undertake clinical risk assessment and risk management for patients and to provide advice and training to other professions on psychological aspects of risk assessment and management.

To communicate in a skilled, curious, and sensitive manner, information concerning the assessment, formulation and intervention plans and to monitor progress during the course of their multidisciplinary care.

To disseminate knowledge and skills in general aspects of psychological care as well as in specialist areas for those with severe and enduring mental illness and complex trauma, including personality disorder.

To represent the Offender Health Directorate and Psychology on Trust wide and other committees and groups, as agreed with the Area Manager / Lead Psychologist.

To develop networks and contacts to update the policy and practice of psychology, particularly as applied to Integrated Mental Health patients, and to support professional and service development.

Dimensions

Provision and planning of assessment, care and treatment. Direct work with clients. Consultative work with the MDT. Deliver psychology provision for designated establishments as planned. Supervision of assistant psychologist and any trainee clinical psychologists. May occasionally be required to be flexible to meet the needs of the service within the Directorate.

Safeguarding

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.

Disclosure and Barring Services

Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

Infection Control

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.

Equality and Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

Sustainability and Net Zero – Supporting Our Green Plan

The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

Data Quality Statement

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in

consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

Communication

Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to professional colleagues both within and outside the NHS. To develop and maintain good communication links with the NHS, Social Services and other agencies. To communicate, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during both uni- and multi-disciplinary care.

Responsibility for Policy/Service Development

The duties and responsibilities of this post to be undertaken in accordance with policies, procedures and practices of Nottinghamshire Healthcare NHS Foundation Trust and with the Code of Conduct and Guidance on Professional Practice issued by the British Psychological Society. It is the post-holder's responsibility to ensure they keep up to date with these policies and other policy documents.

To support the Lead Psychologist/ Mental health lead in developing effective treatment pathways.

To identify and to advise service managers on those aspects of the service where psychological or organisation matters need addressing.

Responsibility for Financial and Physical Resources

The post holder will exercise their personal duty of care in relation to equipment and resources.

Responsibility for HR

To help manage the workloads of junior psychologists (including Psychological Wellbeing Practitioners) where necessary.

To conduct individual performance reviews of junior staff when appropriate.

To be involved, as appropriate, in the appointment of psychology staff and other members of the MDT.

Responsibility for Information Resources

To maintain the highest standards of clinical and managerial 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 Health Care Professions Council, the British Psychological Society's Division of Clinical Psychology and Trust policies and procedures.

Responsibility for Research and Development

To use theory, evidence-based literature and research to support evidence-based practice in individual work and work with other MDT colleagues.

To contribute to the development, evaluation and monitoring of the services through the development of professional skills in research, service evaluation and audit.

To devise and undertake appropriate research and provide research advice to other staff.

To undertake project management, including complex audit and service evaluation.

Freedom to Act

To exercise autonomous professional responsibility for the psychological assessment, treatment, and discharge of clients in the service, and for the development of the service. They will be accountable for their own actions and their interpretation of local and national policies.

Mental Effort

Frequent intense concentration and the ability to keep multiple perspectives in mind is required both in clinical interactions and in complex report writing.

Emotional Effort

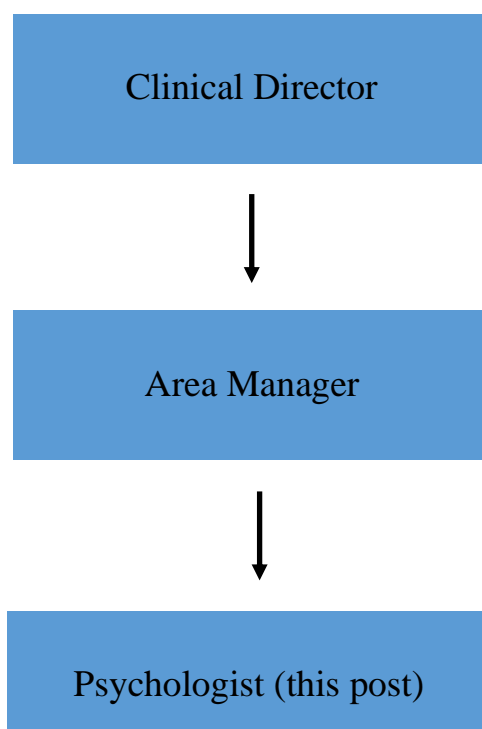
Able to contain and work with organisational stress. Able to 'hold' the stress of others, particularly during situations that involve aggression and risk; and during highly distressing situations such as therapeutic work with abuse or family breakdown.

Working Conditions

Able to plan work which is carried out in a range of situations and sites, and to travel to those sites.

The post-holder will observe and may experience aggressive behavior from patients or carers.

Organisation Chart



Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures

After reviewing the document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

EMPLOYEE SPECIFICATION FOR THE POST OF

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 				Application & Interview Application & Interview
Physical Requirements	Able to sit still for long periods in clinical settings or report writing				
Qualifications - Academic / Craft / Professional	<p>Honours degree in Psychology as accredited by the British Psychological Society (BPS).</p> <p>Doctorate in Clinical or Forensic or Counselling Psychology. Must be able to demonstrate eligibility for chartered status as a Clinical or Forensic or Counselling Psychologist and be registered with the HCPC as a practitioner Psychologist.</p>				
Training	<p>Evidence of CPD</p> <p>evidence of completion of supervision training.</p>		Further specialist training in mental health/IDD		

Attribute	Essential	Weight	Desirable	Weight	How Identified
Experience	<p>Relevant experience developing expertise in clinical/forensic/Counselling psychology practice</p> <p>Experience of working effectively in multidisciplinary settings to devise specialist care programmes</p> <p>Service evaluation</p>		Project or other service development experience		
Knowledge	<p>To have well developed specialist knowledge and skills across a range of aspects of clinical/forensic/Counselling psychology, including IAPT model.</p> <p>An-depth understanding of risk, risk assessment.</p> <p>Advanced knowledge, experience and expertise in at least one specialist area of clinical/forensic/Counselling practice gained through specialist training and supervised practice (e.g. psychotherapy, neuropsychology, risk assessment, Clinical/Forensic supervision).</p> <p>Demonstrates an understanding of a variety of models of formulation and how to convey this to others in an accessible form.</p>		<p>Evidence of research</p> <p>Publication in a peer-reviewed journal.</p> <p>Understanding of risk assessments relating to self-harm and suicide</p>		
Skills	Skills in complex psychological assessment, intervention and management with special relevance				

	<p>to ID, MH and PD (inclusive of trauma informed approaches)</p> <p>Communication of complex and sometimes distressing information to a wide range of audiences</p> <p>Able to engage constructively with people who are highly anxious, depressed, or hostile.</p> <p>Ability to work positively and constructively in a multi-disciplinary team</p> <p>Consultation skill.</p> <p>Supervision and motivation of staff</p> <p>Teaching and training skills</p> <p>Effective skills in word-processing and other clinically relevant computer software</p> <p>Use of psychometric test equipment</p>				
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PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT