

COVENTRY AND WARWICKSHIRE PARTNERSHIP TRUST
PSYCHOLOGICAL SERVICES

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Senior Clinical/Forensic Psychologist

BAND: 8a

REPORTS TO: Lead Psychologist, Secure Services, Brooklands Hospital

BASE: Psychological Services, Brooklands Hospital

Organisational Values:



Job Summary

To ensure the systematic provision of a high quality, highly specialist Psychological Service to patients within the Acute Psychological Service, in the Urgent Care, Treatment, Rehab & PICU or Older Adult Pathways, as directed by the Lead Psychologist. The postholder may be expected to work in any area of the Trust if required.

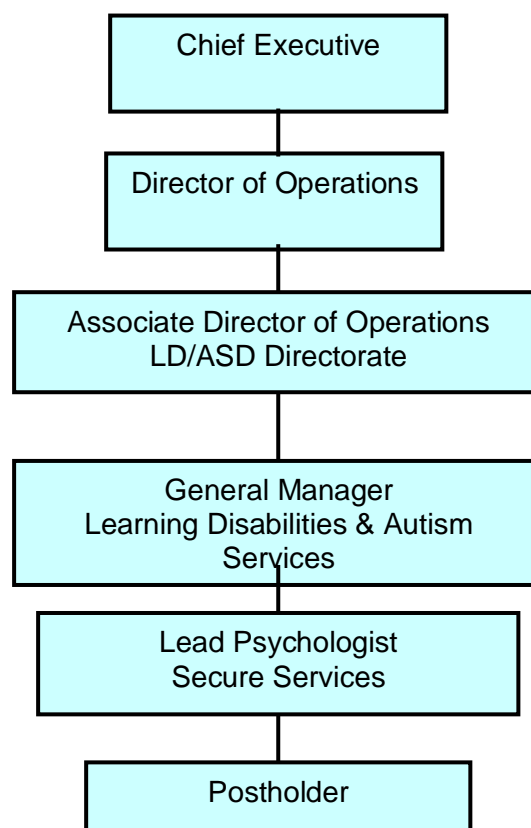


To work co-operatively with multi-disciplinary colleagues to achieve service goals. To provide specialist psychological assessment, formulation and intervention directly and indirectly.

To supervise and support the psychological assessment and therapy provided by other clinicians involved with these services, working autonomously within professional guidelines, exercising full clinical responsibility, and implementing changes where necessary.

To clinically supervise, manage the workload and support the work of less senior psychological service staff allocated to him / her.

Organisational Chart



Main Responsibilities of The Post

- To provide highly specialist psychological assessment and intervention, using complex psychological data, gained from a variety of sources.
- To ensure the systematic provision of psychological services, including the responsibility to prioritise work appropriately.



- To communicate assessment results, formulations, outcome data, and other complex and sensitive information orally and in written form in order to support the work of multidisciplinary colleagues.
- To provide specialist psychological advice, guidance, consultation and supervision to other professionals and staff contributing to the formulation, care, treatment plans and management of clients' difficulties, both within and outside the Trust.
- To contribute to the development of services, reviewing service outcomes, designing and participating in audit, research and clinical governance initiatives, and working cooperatively with colleagues to achieve service goals and maximise service effectiveness. This will involve communication with a wide range of clinical and managerial colleagues, within and outside the Trust.
- To provide supervision to less senior qualified psychology staff, assistant psychologists, volunteers and other colleagues.
- To provide clinical placements to doctoral level trainee psychologists.

Communication

- To provide and receive information which is very sensitive, very complex and often contentious and unwelcome, involving a range of patients, carers, multidisciplinary colleagues, managers and Third Sector colleagues. The setting for communication will often be highly emotive and may be antagonistic, requiring a very high level of interpersonal and communication skill, both verbally and in written communication, explaining, educating and persuading in innovative ways where necessary.
- To attend and contribute to Coventry and Warwickshire Acute Psychological Services meetings, Pathway meetings and other MDT and multi agency meetings.
- To make presentations as agreed with line manager.

Analytical and Judgmental Skills / Freedom To Act

- To work autonomously within professional guidelines and overall framework of service policies and procedures and be directly accountable for own professional practice.
- To participate in regular clinical and managerial supervision, working at all times within professional guidelines and adhering to standards set out by the Health and Care Professions Council. To produce psychological formulations and advice in complex clinical situations: this will require the combination of a range of



complex and sometimes contradictory, unclear or conflicting information to make clinical judgements.

Planning and Organisational Skills

- The postholder will prioritise their own work and that of any attached assistants and less senior qualified staff.
- They will plan, organise and re-organise complex activities to meet long and short term clinical and managerial goals and to take account of changes in priorities, and will adjust work programmes to fit changes in the urgency of the clinical work which arise.
- They will contribute to service planning collaboratively with colleagues as required.

Physical Skills

- The postholder will use well developed keyboard and driving skills routinely and frequently.
- They will need to be MAPA trained in order to carry out clinical work appropriately and safely.

Responsibility for Patients / Clients

- To provide highly specialist assessment and interventions, developing highly specialised programmes of care, as relevant to the Acute Psychological Services offer. To provide specialist psychological advice and guidance to other professionals, contributing to decision-making and influencing treatment and care programmes.

Policy and Service Responsibilities

- The postholder will implement policy and service changes, will consider and comment on policies and proposals, and may propose policy and service changes.

Responsibility for Resources

- To take responsibility for resources and equipment associated with the post, advising managerial and secretarial colleagues on any difficulties or shortages in a timely manner.



Respect



Excellence



Integrity



Collaboration



Compassion

Responsibility for Staff

- The postholder will provide supervision and training for less senior qualified psychological services staff, trainees, assistants and other professionals facilitating psychological treatment groups, as appropriate.
- To provide teaching, supervision and training, as required, for example, contributing to the doctoral training course and to other professional, multidisciplinary, or community training initiatives.
- The postholder will allocate work to staff they supervise.
- The postholder may take part in recruitment and appraisal of staff.

Responsibility for Information

- To use computer and statistical packages, as required, to record, analyse, and to communicate information. To produce reports using statistical analyses and/or diagrams and charts on occasion.

Research and Development

- To regularly contribute research and audit skills to the multidisciplinary teams, advising on methodology, and providing supervision as required.
- To carry out audit, service evaluation and research projects.
- To use skills to share relevant research findings with colleagues, advising on any methodological issues involved, and to influence service delivery as indicated, or as a result of these findings.

Physical Effort

- There will be requirements to sit still with limited movement for significant periods of time in meetings or in sessions (approximately three-four hours, up to an hour at a time).
- Postholders will make repetitive movements once or twice a session (10 sessions in a week for 1.0wte) for at least 10-15 minutes each time.
- Postholders will input at a keyboard once or twice a session for at least 10-15 minutes each time. Daily use of computers will be needed for email, literature searches, producing reports or presentations, as necessary.

Mental Effort



The pattern of work is often unpredictable in nature. Clinical crises must be responded to in a timely manner and as appropriate to the situation. Urgent meetings and initiatives will require a prompt response. Short and changing deadlines will need to be met.

Intense concentration is required in order to:

- Develop, analyse, revise and comment on complex documents.
- Focus on the needs of people presenting with complex difficulties and engaging in unsafe behaviours, on a 1-to-1 basis and in groups, in a way that creates the climate required for change whilst managing safety effectively.
- Contribute actively to meetings including highly formal meetings such as Mental Health Review Tribunals.

The postholder will be required to analyse statistics and carry out calculations, as required.

They will check documents frequently as needed (on average, at least three times a day for a minimum of 15 minutes at a time).

They will undertake psychological and neuropsychological assessments using interviews and formal tests as clinically indicated.

They will write lengthy reports containing complex information and psychological theory as clinically indicated.

All of the above tasks are subject to interruptions which will require the postholder to change what they are doing and attend to a different task.

Emotional Effort

The postholder will be required to carry out the following tasks involving emotional effort:

- Giving unwelcome news to patients/clients/carers/staff on at least a weekly basis.
- Regularly processing news of highly distressing events (such as details of abuse).
- Providing a service for people who may be angry or highly distressed on a daily basis.



- Providing care or therapy to people who are emotionally demanding on a daily basis.
- Communicating life changing events to people.
- Working with people with challenging behaviour on a daily basis.
- Communicating with colleagues information about which there is disagreement or a range of opinion, several times a week.

Working Conditions

The postholder will be required to:

- Drive in normal situations most days.
- Work in conditions with the strong possibility of experiencing directly or witnessing verbal aggression (on average 2-3 times per week).
- Work in conditions with the strong possibility of experiencing directly or witnessing physical aggression.

Other Duties

1. The postholder will be required to use a computer, either a stand alone or as part of a networked system, and will be responsible for the quality of information and its timeliness.
2. The Trust embraces the principles of Improving Working Lives and all staff will be required to adhere to the standards laid down in this initiative.
3. The postholder will be required to take part in regular managerial and clinical supervision, and have an annual performance appraisal, where this job description will be reviewed, and objectives set.
4. The Trust has a No Smoking Policy that prohibits any smoking whilst at work.
5. The postholder is required to follow and adhere to professional standards and guidelines and to the Trust's Health and Safety Policies and instructions and be responsible for their own and others' health and safety in the work place.
6. The postholder is expected to contribute to the creation of a working environment where everyone feels respected, valued, and treated with dignity.
7. Safeguarding Children and Adults.



Respect



Excellence



Integrity



Collaboration



Compassion

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults boards' policies and procedures and inter-agency guidance as identified in the Trust's Safeguarding policies and procedures.

Confidentiality

Personal information and many of the duties of this post are of a confidential nature and disciplinary action will be taken if confidential information is divulged to inappropriate persons.

Data Protection Act

All staff are reminded of their duties and responsibilities as employees under the General Data Protection Regulations (2018) and in particular to ensure that Personal Data is not negligently or unlawfully handled or disclosed to unauthorised persons.

Infection Control

As an employee of Coventry and Warwickshire Partnership Trust you are responsible for protecting yourself and others against the risk of acquiring a Healthcare Associated Infection. All staff, clinical or non-clinical, are expected to comply with infection control policies and procedures. You will attend the mandatory infection control training and updates as required by the Trust.

Environmental Issues

The Trust is committed to reducing its impact on the environment by preventing pollution, continually improving its environmental performance which increases the wellbeing of staff and patients. As a member of staff you are expected to adhere to policies to assist the Trust in meeting its environmental and sustainability targets.

This Job Description is not exhaustive and may be amended in consultation with the postholder. It should be reviewed whenever major changes have been agreed to the post and should be reviewed as part of the annual appraisal process to ensure it remains an accurate reflection of the duties and responsibilities undertaken by the postholder.

Postholder's Signature:

Date:

Postholder's Name:








Managers Signature:

Date:

Manager's Name:

Person Specification

JOB TITLE: Senior Clinical Psychologist/Senior Counselling Psychologist– Band 8a

		HOW MEASURED? A (Application form) I (Interview) R (References)	WEIGHTING 1 - Low 2 - Medium 3 - High
Coventry and Warwickshire Partnership Trust Values	Demonstrable ability to meet the Trust Values  Respect  Excellence  Integrity  Collaboration  Compassion	A/I A/I A/I A/I	3 3 3 3



QUALIFICATIONS	<p>Doctoral level training in Clinical Psychology or Doctoral level training in Counselling Psychology and</p> <p>Full registration with the HCPC as a Practitioner Psychologist</p>	A	3
EXPERIENCE	<p>Experience of working with adults across the lifespan.</p> <p>Experience of working psychologically with a range of people presenting with a range of difficulties who are very distressed and who may be engaging in unsafe behaviours.</p> <p>Maintenance of professionalism in highly emotive and challenging circumstances.</p> <p>Experience of tailoring psychological assessment, formulation and intervention to individual needs, drawing on a range of psychological models as indicated.</p> <p>Experience of utilising psychological assessment tools appropriate to client group.</p> <p>Experience of psychological supervision of others.</p> <p>Experience of working in Acute mental health settings.</p> <p>Experience of multi-disciplinary team working.</p> <p>Experience in providing consultancy to colleagues and in provision of group supervision / case formulation.</p>	<p>A</p> <p>A I R</p> <p>A I</p> <p>A I R</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>2</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>
KNOWLEDGE AND SKILLS	<p>Knowledge of the theory and practice of highly specialist psychological assessment methods and therapeutic approaches in relation to the client group.</p> <p>Skills in applying this knowledge.</p> <p>Well developed communication skills, suitable to the specialty.</p> <p>Knowledge of legislation in relation to the client group and the legal context of inpatient crisis/urgent mental health services.</p> <p>Evidence of continuing professional development.</p> <p>Knowledge of research and audit methodology suitable to the job.</p>	<p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>A</p> <p>A I</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>



Respect



Excellence



Integrity



Collaboration



Compassion

<p>PERSONAL ATTRIBUTES (Demonstrable)</p>	<p>Commitment to working with people who have complex, acute mental health difficulties and who may experience concurrent physical health problems</p> <p>Committed to working as part of a multi-disciplinary team and with other members of the Acute and wider Trust Psychological Services.</p> <p>Able to work creatively, flexibly, reliably and consistently both independently and within teams and broader services.</p>	<p>I</p> <p>A I</p> <p>A I R</p>	<p>3</p> <p>3</p> <p>3</p>
<p>OTHER (Please specify)</p>	<p>Requirement to travel throughout the area covered by the Trust's services.</p> <p>Requirement to work flexibly.</p> <p>Willing and able to work within treatment pathways / policies / inpatient and community settings.</p> <p>Willing to undertake DBS check at Enhanced level.</p>	<p>A I</p> <p>I</p> <p>I</p> <p>A I</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p>



Respect



Excellence



Integrity



Collaboration



Compassion