

JOB DESCRIPTION

POST TITLE:	Clinical/Counselling Psychologist
BASE:	Wokingham Hospital
BAND:	7
LINE MANAGER:	CIC Clinical Lead
PROFESSIONAL ACCOUNTABILITY:	Principal Clinical Psychologist

OUR VISION AND VALUES

Our Trust's vision is 'To be a great place to get care, a great place to give care'.

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- **Working Together** to develop innovative solutions

JOB SUMMARY

The Children in Care dedicated mental health team has been established to ensure that children who are in care receive quicker access to mental health support. By working in partnership and sharing knowledge, we aim to effectively meet the needs of children and young people in care through providing evidenced based interventions that meet their need.

The postholder must be able to demonstrate both experience of working with and a genuine interest in the health and wellbeing of Children in Care (CiC). Be well organised and have excellent communication and clinical leadership skills and be familiar with the demands and working environments of both Social Care and Health settings.

Within this role you will be offering consultation, assessment, intervention and training within a multi-disciplinary context to children and young people presenting with complex, comorbid or high-risk mental health disorders.

The postholder will support psychology provision within the service, including ensuring clinical effectiveness; evidence based and best practice in delivery of rehabilitation outcomes, ensuring the delivery of the service is aligned to the Trust's core values.

Consultation

Clinicians will be able to provide advice, support and guidance to the social workers, foster carers and education teams supporting a young person's mental health; so that a systemic and trauma informed model of care can be provided

Short term Intervention

Clinicians will provide short-term intervention such as ongoing patient reviews, multi-agency consultation/liaison, and other relevant intervention to support young people and their families. Clinicians will be expected to contribute to, attend and, where appropriate, chair, multi-agency meetings including safeguarding and child protection meetings, to achieve positive outcomes for children and young people. Clinicians will work closely with other CAMHS teams, such as making onward referrals or working alongside them to meet the young person's needs

ROLE FOCUS

1. Clinical Team Role

- a) The post holder will provide advice on assessment; psychological formulation of clinical presentation and risk and make appropriate care plans for ongoing care. This will include assessing mental state, risk, and psychosocial factors, as well as being able to devise a Clinical Formulation from assessment.
- b) The post holder will attend and participate in Multi Disciplinary Team (MDT) reviews and other meetings as required.
- c) The post holder will liaise with professionals from other service delivery teams and with external agencies as required to ensure appropriate clinical care.
- d) The role includes regular audit and evaluation.

2. Individual Clinical Role

- a) The post holder may operate as the Lead Professional and as such be responsible for expert psychological assessment, case formulation and treatment for a designated number of patients.
- b) The post holder as a Psychological Professional will be responsible for the liaison and coordination of psychological care delivered by the wider MDT and the setting of goals and review in collaboration with the patient and significant others.
- c) The post holder will be responsible for making recommendations to the Multidisciplinary team on additional assessment or interventions and skills required from the multidisciplinary team to deliver the plan of care and expected health/social outcomes which are evidenced based and lead to recovery and minimise risk.

- d) The post holder will work in collaboration with other psychologists in the Trust in the provision of services to both patients, their families, and carers.
- e) The post holder will be responsible for contributing to a risk assessment and safety plan when required.

3. Point of Delivery

- a) The post holder will be required to travel to sites across the Trust, particularly the catchment area of East Berkshire and as required to meet the clinical needs of the population and other relevant tasks.

RESPONSIBILITIES

1. Care delivery

- a. To be responsible for effective advice, guidance and consultation to other professionals regarding the delivery of high quality and comprehensive specialist clinical care.
- b. To communicate 'condition' information and advice to service users, carers and professionals, including information about problem formulation, and to find ways of enabling the information to be understood by patients who may be anxious and/or hostile, providing empathy and reassurance
- c. To maintain and develop relationships with other professionals, who may be external to the area of service, service users and their significant others (where appropriate) within area of service/specialism.
- d. To be responsible for the assessment (including risk assessments), formulation, adjustment and recommendations for psychological care, including supporting the work of less experienced staff.
- e. To be responsible for implementing a range of evidence-based psychological interventions, making highly skilled evaluations and decisions about treatment options, taking into account a range of options and factors.
- f. To provide effective analysis of a range of facts and inputs to establish and apply an evidenced based formulation and options of care that can be negotiated with the service users and appropriate judgments made that best improve the opportunity of the service user's recovery and which mitigates risk to themselves or others.
- g. To ensure services are delivered in a manner that is appropriate, relevant and respectful to all community members, recognising the diversity of ethnicity, culture, belief, privilege and capacity of service users and carers
- h. To provide psychological interventions to individuals with multiple presenting problems/ co-morbidity including those who may be hostile and difficult to engage and or consultation to the wider multi agency network.
- i. The post holder is expected to lead by example in adopting the principles of the Care Programme Approach (CPA) and ensure their team works within the framework when assessing, planning and co-ordinating the care and medical treatment that a person requires.

2. Record keeping, Information Collection and Communication

- a. Effectively manage highly complex and sensitive situations and communicate condition related information to service users, other professionals, and external agencies, where there may be barriers to understanding or a hostile and antagonistic working environment.
- b. To be able to communicate reassuringly, finding ways of enabling the information to be understood and providing empathy and reassurance to specialist children and young people groups
- c. Be responsible for communication of decisions with referrers, the multi-disciplinary Team and multi agency and service team leads.
- d. To develop and use materials for presentations in public, professional and academic settings.
- e. To ensure all systems (electronic and hard copy), records, data and information (stored and transferred) are of high quality across the service and will withstand inspection of their effectiveness and appropriateness to support the delivery of safe services.
- f. To support the development and implementation of communication, engagement and involvement strategies that are of benefit to service stakeholders, in particular service users and staff
- g. To ensure communications are clear, understood and channels to communicate are effective for the service to be able to engage, involve and motivate all service stakeholders.

3. Leadership, Development & Supervision

- a. To apply up to date professional and other knowledge to ensure any options of care for Individuals is evidenced based and informed by theoretical and practical learning and experience.
- b. Supervise junior staff, undertaking annual appraisals, personal development plans (PDPs) and proactively supporting the development review cycle, the progression of personal performance and achievement of objectives, including career aspirations within the Trust
- c. Contribute to clinical supervision or attend supervision training and provide clinical and professional guidance to less experienced professionals/staff as appropriate across the service,
- d. To develop and facilitate, with other members of the service, clinical groups, training sessions and workshops as appropriate.
- e. Contribute to improving the practice and delivery of psychology to individuals/groups/committees across the system.
- f. Promote and maintain links across the system to help co-ordinate the provision of effective clinical care
- g. Be aware of and keep up to date with research and advances in psychological therapies.
- h. Attend clinical/managerial supervision on a regular basis according to professional standards and as agreed with Manager.
- i. Keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- j. Participate in service improvement by highlighting issues and implementing changes in practice.

- k. To consistently plan and manage resource requirements within own area of specialism, ensuring the needs of the children and young people and their families are met and levels of clinical and quality standards are achieved

4. Research and Service Evaluation

- l. To utilise theory, evidence-based literature and research to ensure evidence-based practice in individual work, as a supervisor and in work with other team members.
- m. To undertake and participate in Clinical Audits and research as necessary for own area of specialism

5. Professional & Trust Policies

- n. The post holder must comply with all national, statutory, legislative, professional and local Policies.
- o. The post holder will contribute to implementing policies and protocols for service and will proactively contribute to policy, protocol and service improvement projects that impact on own service area as well as other professions.

6. Management Responsibility

- a. To ensure services are delivered in an area of specialism that meets the quality and clinical effectiveness standards; to participate in measuring service user and staff satisfaction.
- b. Responsible for the maintenance of Trust and Local Policies
- c. To undertake investigations relating to service, users, staff and/or 'serious untoward incidents' (SUI's).

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work, and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

The Health and Social Care Act 2008: (code of practice on the prevention and control of infections and related guidance) sets out responsibilities for NHS managers, Heads of departments, Clinical Leads and all staff to ensure patients are cared for in a clean and safe environment. Cleanliness and prudent antimicrobial stewardship (AMS) is essential to ensure that people who use health and social care services receive safe and effective care.

Prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients and to the safety of staff and visitors. As a core element of the trust's clinical governance and risk programmes, all staff are required to be aware of their responsibilities and comply with infection prevention and control policies and guidelines.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust, or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

SMOKE FREE

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

PERSON SPECIFICATION

CATEGORY	ASSESSMENT METHOD		
	Application Form Essential or Desirable	Interview Essential or Desirable	Selection Tool
<p>Education/Qualifications/Training</p> <p>Post graduate doctoral qualification in clinical / counselling psychology (or equivalent)</p> <p>Registered and accredited with Health and Care Professions Council (HCPC)</p> <p>Eligible for graduate membership of BPS (British Psychology Society) and for Chartered Clinical/Counselling Psychology status and membership of the Division of Clinical/Counselling Psychology as a result of training in models of psychopathology, clinical psychometrics and neuropsychology and at least two psychological therapies and lifespan developmental psychology</p> <p>Clinical supervision training for psychology trainees</p> <p>Evidence of post-doctoral specialist training in at least two areas of psychological practice directly related to the clinical requirements and specialism of this post</p>	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>		
<p>Previous Experience</p>			

<p>Significant post-qualifying experience of undertaking comprehensive assessment of mental health needs, developing care plans and offering appropriate support based on psychological formulation of presenting difficulties</p>	E	E	
<p>Experience of hard-to-reach diverse community groups and individuals with emerging complex needs, dual diagnoses, people with additional disabilities and safeguarding.</p>	E	E	
<p>Will have experience of applying professional expertise in multidisciplinary teams /multi-agency environments.</p>	D	D	
<p>Experience of teaching and professional/clinical supervision, as well as experience of developing and leading on the delivery of training programmes and supervision</p>	D	D	
<p>Knowledge, Skills & Abilities</p>			
<p>Knowledge and skill to assess acute mental health crisis, and deliberate self-harm at Getting Risk/Tier 3 levels</p>	E	E	
<p>Demonstrates up to date knowledge of legislation and National strategies and requirements for CAMHS</p>	E	E	
<p>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p>	E	E	
<p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p>	E	E	
<p>Skills in providing consultation to other professional and non-professional groups.</p>	E	E	

<p>Ability to take clinical responsibility for patient care and treatment.</p> <p>Ability to work to timescales and comfortably cope in pressurised situations, applying practical problem solving skills in everyday and complex situations</p>	E	E	
<p>Ability to work autonomously and effectively in a team, reprioritising work and that of others work to reflect changing needs.</p>	E	E	
<p>Evidence of continuing professional development as recommended by the BPS.</p>	E	E	
<p>Competent IT skills and the ability to navigate around various systems and software packages (such as RiO outlook, databases, MS office and the internet</p>	E		
<p>Additional Requirements</p>			
<p>Able to work flexibly around working patterns, as required (within and outside of office hours) and the ability to travel independently between locations to fulfil the requirements of the position.</p>	E	E	
<p>Able to maintain professional boundaries and conduct.</p>	E	E	

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