

Job Description and Person Specification

Job Title: Clinical/Counselling/Forensic Psychologist - Band 7/8a



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JOB DESCRIPTION

Job Title:	Clinical/Counselling/Forensic Psychologist
Directorate:	Acute Directorate, Acute Psychological Practice
Band:	Band 7
Hours of work:	Full time (37.5 hrs) to part time (minimum of 0.6wte, 22.5 hrs)
Responsible to:	Consultant Clinical Psychologist Acute Psychological Practice
Accountable to:	Directorate Lead, Acute Psychological Practice
Location:	Little Brook Hospital, Dartford, Kent

JOB SUMMARY

To participate in the provision of Psychological Services to clients with mental health difficulties within the localities served by the Trust.

In particular:

- To be responsible for the systematic provision of Specialist Psychological Services to clients with complex, severe and enduring mental health difficulties entering Acute services
- To undertake high quality direct (assessment and therapeutic) and indirect (consultative, advisory and evaluative) specialist psychological interventions in these services taking substantial professional responsibility and exercising autonomous judgement in their professional practice.
- To ensure the clinical effectiveness of own practice and of service functioning by undertaking research and development activities relevant to the service area.

KEY RESULT AREAS

A. CLINICAL

1. To provide specialist psychological assessments to clients on the acute wards based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans of specialist psychological treatment or management of client's mental health problems based on a multi-factorial psychological understanding and current evidence- based best practice.
3. To undertake a range of psychological therapeutic interventions, drawing on a range of psychological models and employing a range of modalities (individual, family and group) adapted and tailored to the needs of the individual and the context and ongoing evaluation of the outcomes of the intervention.
4. To exercise autonomous professional judgement and responsibility for the psychological management of clients on own case load.

5. To be responsible for providing a specialist psychological perspective in the multi-disciplinary assessment of service users and their families.
6. To contribute highly specialist psychological advice to the multi-disciplinary formulation of appropriate therapeutic approaches or intervention plans, and to be involved in, or oversee specialist psychological aspects of their implementation in collaboration with other staff.
7. To undertake psychologically based risk assessment and risk management for relevant clients and provide advice on the psychological aspects of risk to the multi-disciplinary team.
8. To consult with and provide specialist psychological guidance to carers and families of service users.
9. To communicate highly complex and potentially highly contentious information in a highly skilled and sensitive manner, in situations with patients who may be extremely hostile or highly emotional requiring the highest level of communication skills. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress.

B. TEACHING/TRAINING/SUPERVISION/CONSULTATION

1. To teach psychology to other professions and trainees of other professions in the collaboration with other professional tutors and teachers.
2. To be responsible for regularly consulting to and advising colleagues from other professions on psychological assessment and treatment methods as well as in reflective practice sessions.
3. To teach, advise and consult with carers and community groups on psychological elements of mental health problems and their care.
4. To participate in the specialist training of other Psychologists in collaboration with senior psychologists, as appropriate.
5. To provide professional and clinical supervision of assistant/graduate psychologists and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.
6. To receive regular clinical professional supervision from a senior psychologist and, where appropriate, other senior professional colleagues.
7. To carry out duties in relation to local, regional and national initiatives in developing services in the specialist area as opportunities arise.

C. POLICY AND SERVICE DEVELOPMENT

1. To participate in multi-disciplinary meetings concerned with the delivery and development of clinical services and contribute a psychological perspective as appropriate.
2. To contribute as required to the planning and development of the operational policies and service delivery in Acute Services through undertaking agreed project work.
3. To advise service and professional management on areas of service where issues of psychological need should be addressed.
4. To develop and maintain good communication links with the NHS, Social Services and other agencies working in the area of Mental Health

6. To manage the workloads of assistant and graduate psychologists, within the framework of the team/service's policies and procedures.
7. To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate psychologists.

D. EVALUATION/RESEARCH/DEVELOPMENT

1. To remain informed of and critically evaluate current research to support evidence-based practice in own professional work and to contribute this perspective in the multi-disciplinary team.
2. To contribute to project management of complex audit, assisting colleagues to develop service provision.
3. To contribute to the evaluation of the Acute Care group by participating in service-related research and evaluation projects, as agreed with the Head of Specialty.
4. To initiate and conduct psychologically based research relevant to the care of clients with complex, severe and enduring mental health difficulties, as agreed with the Head of Specialty.
5. To provide advice to members of other professions as required on research design and method.
6. To undertake appropriate research and provide research advice to other staff undertaking research.

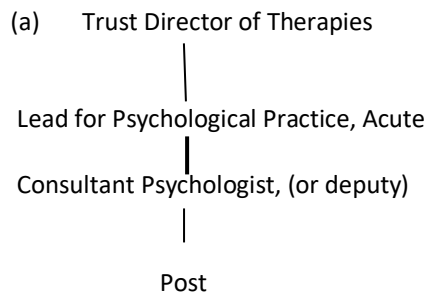
E. PROFESSIONAL/ADMINISTRATIVE

1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional and service manager(s).
2. To work within the Code of Ethics and the relevant professional practice guidelines of the British Psychological Society and the professional guidance framework of the Trust.
3. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical/ counselling psychology and related disciplines.
4. To keep abreast of developments in Psychology, particularly in the field of Mental Health and Psychological Therapy.
5. 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 of the British Psychological Society/HPC and Trust policies and procedures.
6. To be responsible for relevant data collection on work activities, as required.
7. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
8. To work within the framework of the policies and procedures of the Trust.
9. To participate fully in supporting the activities of the Psychology profession within the Trust, including attending relevant meetings.
10. To carry out such other duties as the line manager may reasonably request.

IT RESPONSIBILITIES (other than those used for research)

1. To use computers to write reports and record data, including the use of statistical packages as part of psychological testing, research and assessment when needed. To be able to use research databases and advanced tools for analysis at both quantitative and qualitative levels

F. ORGANISATION AND CONTEXT



(b) Works as a member of the multi-disciplinary team and liaises closely with the Service Manager, Matrons, Consultant Psychiatrists and other Team Members.

(c) Works as a member of Acute Psychological Practice and liaises with other members for co-ordination and support. Seeks professional supervision, support and development from the Psychological Practice Professional Network in the Trust and from Regional Psychological Practice Meetings.

(d) Reports to consultant psychologist (or deputy) through regular individual line management meetings and undertakes annual appraisal/developmental review with them.

PERSON SPECIFICATION

Evidence of suitability in the role will be measured via a mixture of application form, testing and interview
Essential: E Desirable: D

Our values

E	Respect- value people as individuals and treat others as you would like to be treated
E	Open- work in a collaborative, transparent way
E	Accountable- are professional and responsible for our service users
E	Working Together- with all members of the MDT
E	Innovative-find creative ways to run efficient, high quality services
E	Excellence- listen and learn to continually improve our knowledge and ways of working

Education, training and qualifications

E	Good Honours degree in Psychology
E	Doctoral level training in clinical/counselling/forensic psychology, (or its equivalent for those trained outside the UK).
E	Eligibility for Chartered status and membership of the Division of Clinical/Counselling/Forensic Psychology and the BPS
E	Registration with the Health & Care Professions Council (HCPC) as Practitioner Psychologist
E	Eligibility for Chartered Status with the BPS.
D	Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.
D	Breakaway training

Skills and abilities

E	Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in- patient settings.
E	Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
D	Experience of teaching, training and/or supervision
D	Experience of the application of psychology in different cultural contexts.
D	Experience of working with psychosis.
D	Experience of working in an acute care service.

Knowledge and Experience

E	Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.
E	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.
E	Skills in providing consultation to other professional and non-professional groups. Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practised within the clinical fields of psychology.
E	Ability to contain, explore and formulate an understanding of high levels of distress both directly with patients and indirectly via supervision of other staff.
D	Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).
D	High level knowledge of the theory and practice of at least two specialised psychological therapies.
D	Knowledge of legislation in relation to the client group and mental health.

Personal & Other

E	Ability to sit in a constricted position and maintain intense focussed concentration during clinical tasks (i.e. much of the time).
E	Capacity to manage frequent exposure to highly distressing and emotive situations and disclosures.
E	Capacity to tolerate frequent exposure to unpredictable working conditions including demanding, verbally aggressive clients and deal with physical aggression appropriately.
E	Ability to contain and work with organisational stress and ability to 'hold' the stress of others.
E	Ability to work within Professional Guidelines
E	Must be capable of taking substantial professional responsibility and acting autonomously in respect of clinical decisions in their area of specialist practice.

Job Description

Job Title:	Senior Clinical/Counselling/Forensic Psychologist
Directorate:	Acute Directorate, Acute Psychological Practice
Band:	Band 8a
Hours of work:	Full time (37.5 hrs) to part time (minimum of 0.6wte, 22.5 hrs)
Responsible to:	Consultant Clinical Psychologist Acute Psychological Practice
Accountable to:	Directorate Lead, Acute Psychological Practice
Location:	Little Brook Hospital, Dartford, Kent

JOB SUMMARY

To participate in the provision of Psychological Services to clients with mental health difficulties within the localities served by the Trust.

In particular:

- To be responsible for the systematic provision of Specialist Clinical Psychology Services to clients with complex, severe and enduring mental health difficulties entering Acute services
- To undertake high quality direct (assessment and therapeutic) and indirect (consultative, advisory and evaluative) specialist psychology interventions in these services taking substantial professional responsibility and exercising autonomous judgement in their professional practice.
- To ensure the clinical effectiveness of own practice and of service functioning by undertaking research and development activities relevant to the service area.
- To be regularly responsible for providing training placements for trainee clinical/counselling psychologists in this specialism.

KEY RESULT AREA

A. CLINICAL

1. To provide specialist psychological assessment of clients with complex, severe and enduring mental health difficulties referred to acute services, utilising information from a broad range of structured psychometric and semi-structured clinical methodologies and integrating it into a psychological formulation of the client and the psychosocial environment, drawing on a range of psychological theoretical perspectives.
2. To formulate and implement plans of specialist psychological treatment or management of client's mental health problems based on a multi-factorial psychological understanding and current evidence- based best practice.
3. To undertake a range of psychological therapeutic interventions, drawing on a range of psychological models and employing a range of modalities (individual, family and group) adapted and tailored to the needs of the individual and the context and the ongoing evaluation of the outcomes of the intervention.
4. To be responsible for the implementation of the Personality Disorder Pathway work (DBT informed groups, complex psychological formulation and family work) on the acute wards and to work closely and

collaboratively with community colleagues to enable the smooth transition of these patients back to the community.

5. To be responsible for the implementation of the pathways for the full range of mental health presentations including psychosis to ensure that the needs of all patients are adequately met.
6. To be responsible for providing a specialist psychological perspective in the multi-disciplinary assessment of service users and their families.
7. To contribute specialist psychological advice to the multi-disciplinary formulation of appropriate therapeutic approaches or intervention plans, and to be involved in, or oversee specialist psychological aspects of their implementation in collaboration with other staff. This will include offering case discussion/reflective practice sessions weekly on the wards.
8. To undertake psychologically based risk assessment and risk management for relevant clients and provide advice on the psychological aspects of risk to the multi-disciplinary team.
7. To consult with and provide specialist psychological guidance to carers and families of service users. This includes family intervention work, actively engaging with families and carers in the care plans and joined up decision making.
8. To take substantial professional responsibility and exercise autonomous judgement with regard to professional practice.

B. TEACHING/TRAINING/SUPERVISION/CONSULTATION

1. To regularly provide clinical training placements for Trainee Clinical Psychologists from appropriate courses, undertaking clinical supervision, teaching on placement, organising and monitoring workload and assessing clinical competence.
2. To contribute to the specialist training of other psychologists.
3. To teach psychology to other professions and trainees of other professions in collaboration with other professional tutors and teachers.
4. To be responsible for regularly consulting to and advising colleagues from other professions on psychological assessment and treatment methods.
5. To teach, advise and consult with carers and community groups on psychological elements of mental health problems and their care.
6. To provide regular clinical supervision particularly in relation to the psychological aspects of care to other staff working within Acute Services, as appropriate.
7. To provide clinical and management supervision to Band 7 psychologists and trainee and clinical supervision to assistant psychologists in the Acute service.
8. To have operational oversight and day-to-day operational responsibility for the delivery of a broad and robust menu of NICE evidenced therapeutic interventions on the ward, to include, group, family, psychological formulation and case discussion/reflective practice.
9. To provide specialist consultation and training to Social Services and non-statutory organisations involved in the care of clients with acute mental health difficulties.

C. POLICY AND SERVICE DEVELOPMENT

1. To participate in multi-disciplinary meetings concerned with the delivery as well as development of clinical services contributing to the development of a psychological perspective as appropriate.
2. To contribute as required to the planning and development of the operational policies and service delivery in Acute Services through undertaking agreed project work.
3. To identify appropriate developments in the services provided to address identified need and make recommendations to the Head of Specialty and Service Managers and take responsibility for implementing such developments as agreed.
4. To develop and maintain good communication links with the NHS, Social Services and other agencies working in the area of Acute Mental Health.

D. EVALUATION/ RESEARCH/DEVELOPMENT

1. To remain informed of and critically evaluate current research to support evidence-based practice in own professional work and to contribute this perspective in the multi-disciplinary team.
2. To contribute to project management of complex audit, assisting colleagues to develop service provision.
3. To contribute to the evaluation of the Acute Services by participating in service-related research and evaluation projects, as agreed with the Head of Specialty.
4. To initiate and conduct psychologically based research relevant to the care of clients with complex, severe and enduring mental health difficulties, as agreed with the Head of Specialty.
5. To provide advice to members of other professions as required on research design and method.

E. PROFESSIONAL/ADMINISTRATIVE

1. To participate in regular clinical supervision and to negotiate further specialist supervision, development and training with the Head of Speciality, fulfilling the CPD requirement of the BPS.
2. To work within the Code of Ethics and the relevant professional practice guidelines of the British Psychological Society/HPC and the professional guidance framework of the Trust.
3. To work within the framework of the policies and procedures of the Trust.
4. To be responsible for relevant data collection on work activities, as required, and to maintain a high standard of clinical record keeping.
5. To participate fully in supporting the activities of the Psychology profession within the Trust, including attending relevant meetings.
6. To keep abreast of developments in psychological practice, particularly in the field of Mental Health and Psychological Therapy.
7. To carry out such other duties as the line manager may reasonably request.

F. ORGANISATION AND CONTEXT

- (a) Director of Therapies

Lead for Acute Psychological Practice

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Consultant psychologist, Acute Psychological Practice (or deputy)

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POST

- (b) Works as a member of the multi-disciplinary team and liaises closely with the Service Manager, Matrons, Consultant Psychiatrists and other Team Members.
- (c) Works as a member of Acute Psychological Practice and liaises with other members for co-ordination and support. Seeks professional supervision, support and development from the Psychological Practice Professional Network in the Trust and from Regional Psychological Practice Meetings.
- (d) Reports to consultant psychologist (or deputy) through regular individual line management meetings and undertakes annual appraisal/developmental review with them.

PERSON SPECIFICATION

Evidence of suitability in the role will be measured via a mixture of application form, testing and interview
Essential: E Desirable: D

Our values

E	Respect- value people as individuals and treat others as you would like to be treated
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E	Working Together- with all members of the MDT
E	Innovative-find creative ways to run efficient, high quality services
E	Excellence- listen and learn to continually improve our knowledge and ways of working

Education, training and qualifications

E	Good Honours degree in Psychology
E	Post-graduate doctoral level training in Clinical/Counselling/Forensic Psychology (or its equivalent for those trained outside of the United Kingdom)
E	Eligibility for Chartered status and membership of the Division of Clinical/Counselling Psychology and the BPS
E	Registration with the Health & Care Professions Council (HCPC) as Practitioner Psychologist
E	Post-doctoral training and recorded CPD experience and/or further qualifications in one or more additional specialised areas of psychological practice
D	Formal training in supervision of other psychologists
D	Breakaway training

Skills and abilities

E	Skills in the use of complex methods of psychological assessment, intervention and management.
E	Well developed skills in the ability to communicate effectively, orally and in writing, technical and clinically sensitive information to clients, their carers, and other professionals.
E	Skills in providing consultation to other professional and non-professional groups. Skills and experience in supervision of assistant/trainees and Band 7 psychologists.
E	Ability to identify, provide and promote appropriate means of support to carers and staff exposed to distressing situations and challenging behaviours.
D	Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.
E	Evidence of skilled and productive multidisciplinary team working
E	Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, including verbal abuse.
E	Evidence of specialised psychological therapeutic skills as used in complex cases within acute psychology settings
E	Ability to administer accurately and speedily, complex psychometric text materials.

Knowledge and Experience

E	Assessed experience of working as a qualified clinical psychologist at speciality level
E	Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity.
E	Experience of representing psychology within the context of multidisciplinary care
D	Experience of the application of psychology in different cultural contexts and of working in a multicultural framework

D	Experience of presenting psychology to multidisciplinary audiences
D	Experience of teaching or training
D	Experience and expertise in acute mental health
D	Experience in working with families and doing family therapy
E	Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.
E	Evidence of continuing professional development as recommended by the BPS.
E	Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health.

Personal & Other

E	Ability to sit in a constricted position and maintain intense focussed concentration during clinical tasks (i.e. much of the time).
E	Capacity to manage frequent exposure to highly distressing and emotive situations and disclosures.
E	Capacity to tolerate frequent exposure to unpredictable working conditions including demanding, verbally aggressive clients and deal with physical aggression appropriately.
E	Ability to contain and work with organisational stress and ability to 'hold' the stress of others.
E	Ability to work within Professional Guidelines
E	Must be capable of taking substantial professional responsibility and acting autonomously in respect of clinical decisions in the area of specialist practice.

To be noted:

- **?** This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
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- **?** This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
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- **?** The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

STANDARDS OF BUSINESS CONDUCT:

The post holder will be required to comply with the Trust's Standing Orders and Standing Financial Instructions and at all times, deal honestly with the Trust, with colleagues and all those who have dealings with the Trust including patients, relatives and suppliers.

HEALTH AND SAFETY:

The post holder will be required to observe local Health and Safety arrangements and take reasonable care of him/herself and persons that may be affected by his/her work.

SAFEGUARDING:

All staff have a duty to identify, report and record incidents of potential or actual abuse. This statement applies whether the victim is an adult or child. All queries will be addressed by the Trust Safeguarding Team.

PERFORMANCE REVIEW:

This job description will be used as a basis for individual performance review between the post holder and the Manager.

The job description covers only the key result areas, and as such does not intend to provide a comprehensive list of objectives. Specific objectives will be reviewed each April, and may develop to meet the changing needs of the service.

The post holder will need to take due account, in the way they achieve the key result areas of Trust policies and procedures.

The Trust aims to maintain the goodwill and confidence of its own staff service and users and the general public. To assist in achieving the objective it is essential that at all times, employees carry out their duties in a courteous and sympathetic manner.

The post holder will carry out their duties in accordance with the Trust Equal Opportunities Policy respecting the differing backgrounds of colleagues and clients.

CONTINUOUS IMPROVEMENT:

The Kent and Medway NHS and Social Care Partnership Trust has adopted a strategy for Continuous Improvement and all members of staff employed by the Trust are expected to play an active role in development and improving services to the benefit of patients.

THE TRUST'S MISSION STATEMENT:

To put patients first by providing community based high quality and responsive healthcare services, delivered by well trained and supported staff who work with relatives, carers and other agencies in the best interests of patients.

STATEMENT OF THE TRUST'S AIMS AND VALUES:

- To remain patient focused at all times by providing high quality and responsive healthcare services in hospitals and the community.
- To work closely with patients, their families, carer groups, local communities and other organisations ensuring care is co-ordinated.
- To respect and develop every member of staff by encouraging and supporting them in their personal and professional development and by valuing their input through recognition and individual reviews.
- To be innovative and proactive by encouraging staff to initiate new ideas in working practices and ensuring a process and continuous improvement in the way services are provided.
- To provide best practice and value-for-money by reviewing and evaluating services and sharing information internally and externally.

CONFIDENTIALITY:

The Kent and Medway NHS and Social Care Partnership Trust employees are required to ensure that information about patients is safeguarded to maintain confidentiality and is kept securely in accordance with NHS requirements of 1999. (The Caldicott Committee's Report on the review of patient-identifiable information 1997, & HSC/1999/012). This means that patient information can only be passed to someone else if it contributes to the provision of care or the effective management of health care services within the Trust.

JOB DESCRIPTION AGREEMENT:

Job Holder's Signature:

Date:

Manager's Signature:

Date: