



JOB DESCRIPTION

Oxford Health NHS FT

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Job Title:	Clinical or Counselling Psychologist
Band:	8a
Responsible to:	Clinical Team Manager; Senior Clinical Psychologist
Responsible for:	Exercising autonomous clinical responsibility for the assessment, treatment and discharge of clients Attached doctoral trainee psychologists, assistant psychologists, graduate psychologists Clinical supervision of band 7 psychologists as agreed with manager
Accountable to:	Clinical Team Manager; Senior Clinical Psychologist
Place of work:	The Clockhouse, Abingdon, OX14 5SW
Hours:	Up to 1 wte

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JOB SUMMARY:

To ensure the systematic provision of a high quality specialist psychology service to clients with complex mental health problems including severe, enduring and multiple disorders, and challenging behaviour. To offer consultation and supervision, and support the work of other service staff and psychology clinical team members providing psychologically based care and treatment, according to expertise. To provide training placements for Doctoral Trainee psychologists, a range of qualified and unqualified staff across mental health areas, as agreed. To work autonomously within professional guidelines and the overall framework of the team's policies and procedures. To utilise research skills for audit, and contribute to research and training within the areas served by the teams and service. To be involved in service developments, as appropriate.

WORKING ENVIRONMENT

1. Working as part of the community CAMHS teams, seeing clients individually and in group settings. Working within other settings as required for clinical work e.g. client's own homes, day patient, inpatient and outreach services.
2. The post involves independent travel (driving) between all of the above sites and there maybe potential risk of exposure to aggressive or unpredictable behaviour from clients and carers or family members in distress. The post holder should be guided by the local team lone worker policy and Trust risk policy and their supervisor when undertaking visits.
3. On some occasions the post holder may be required to use their own vehicle to transport clients for attendance at meetings or as part of the therapeutic process.
4. The post holder's office base will be with other team members for clinical work undertaken and they will have access to support from the team secretary.
5. There is a need to use effective and efficient keyboard skills in the recording of clinical information and in communicating with colleagues.

MAIN TASKS, DUTIES AND RESPONSIBILITIES

Clinical

1. To provide specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources. These will include psychological and psychometric 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 make skilled evaluations to formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.

3. To implement a range of highly specialist psychological interventions for individuals, carers, families and groups within and across teams, adjusting and refining psychological formulations, informed by different exploratory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individuals, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans, including communication with the referral agent and others involved in care.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
7. To undertake risk assessment and risk management for individual clients and to provide advice to other professionals on psychological aspects of risk assessment and risk management.
8. To act as care co-ordinator where appropriate, for a case load of patients.
9. To communicate and give feedback 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 the course of both uni-and multi-disciplinary care.
10. To provide advice, guidance and consultation to peer and junior professionals within the service, both individually, and by attendance at team referral and review meetings.
11. To develop and provide a specialist role in relation to clients. This will include the development of treatment programmes to be run jointly with other staff, thus disseminating psychological expertise across the service.
12. To take part in the duty rota for emergency assessments as agreed with the team manager.

Teaching, training and supervision

1. To receive regular clinical, professional, and managerial supervision from a senior psychologist and where appropriate, other senior professional colleagues and line managers as appropriate.
2. To provide post-qualification training (CPD) experiences and contribute to the supervision of recently qualified clinical / counselling and other applied qualified and unqualified psychologists and CBT therapists attached to the service, as appropriate and in consultation with relevant others.
3. To participate in and contribute to post-qualification training for Clinical, Counselling and Applied Psychologists in the Trust, as required, and also to other clinical colleagues. To undertake training and teaching for other qualified and unqualified Health Service Staff, Community Workers, User groups and Volunteers, as required and commensurate with experience.
4. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.

5. To provide advice, consultation training and clinical supervision to staff working with children and families across a range of agencies and settings, where appropriate.

Management, recruitment, policy and service development

1. To contribute to the development, evaluation and monitoring of CAMHS operational policies and services, through the deployment of professional skills in research, service evaluation and audit, in consultation with relevant others.
2. To provide and maintain adequate statistics and records of work as required by the Trust.
3. Exercises delegated responsibility for the safe, appropriate and legitimate use of psychological test material and other equipment deployed in the post holder's area of duty. Advise manager on equipment and resources needed to maintain work undertaken and any shortcomings with these.
4. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainee and qualified junior psychologists.
5. To contribute to the development of CAMHS Psychological Services in discussion with Professional Lead and Service Manager.
6. To represent Psychology and attend relevant meetings and professional activities by agreement with manager.
7. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

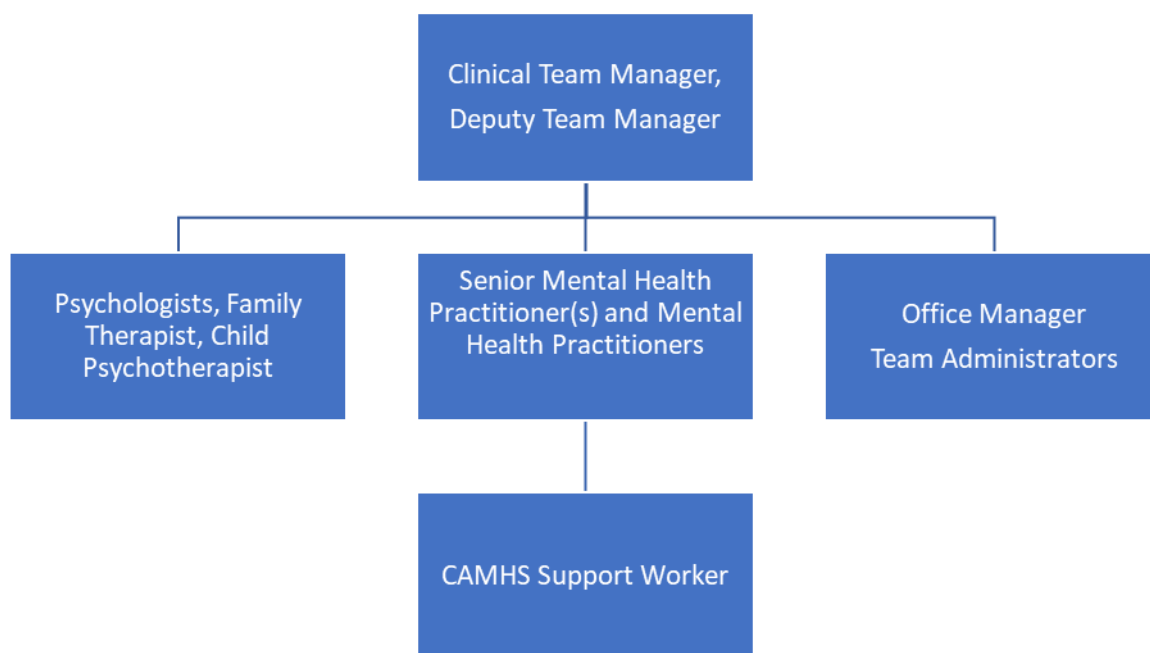
Research and Evaluation

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work with other team members and colleagues under supervision.
2. To undertake appropriate research and provide research advice to other staff undertaking research 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.
4. To participate in research and audit teaching and activity initiated within the team, service and / or professional group.

General and Professional

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 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 psychology and related disciplines.
3. 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.
4. To ensure highest standards of appropriate clinical record keeping are maintained in accordance with the codes of practise of the British Psychological Society and with Trust policies and procedures and to be able to do so in electronic format if required.

STRUCTURE



ADDITIONAL INFORMATION

Health and Safety at Work Act

The post holder is required to take responsible care for the health and safety of him/herself and other persons who may be affected by his/her acts or omissions at work. The post holder is also required to co-operate with the Trust to ensure that statutory and departmental safety regulations are adhered to.

Other duties

The post holder will be required to undertake any other duties according to the needs of the service. This job description is not intended to be an exhaustive list of activities, but rather an outline of the main areas of responsibility. Any reasonable changes will be discussed and agreed with the post holder before any variations to the job description are made.

Travel to other sites

You may be required to travel to other Trust locations. Please complete the travel expenses form; details of allowances can be obtained from the Human Resources Department.

Smoking and Alcohol Statement

The Trust has a 'no smoking' policy and this is not permitted on any Trust premises. Alcohol must not be consumed whilst on duty.

Review

This job description will be reviewed at regular intervals as part of the Trust's individual appraisal mechanism, in consultation with the operational manager and relevant professional lead.

CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to

date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 1998, NHS Confidentiality guidelines (eg. Caldicott, GMC) and any code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Clinical / Counselling Psychologist Band 8a:		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<p>Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</p> <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> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS / HCPC</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups.</p> <p>High-level knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p>
Qualifications – Academic/Skills/Professional	<p>Doctoral level training in clinical / counseling psychology including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS.</p>	<p>Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p>

	<p>Current registration with the HCPC as a Clinical / Counselling Psychologist</p> <p>Formal training in supervision of other psychologists.</p>	
Experience	<p>Experience of working as a qualified clinical / counselling psychologist within CAMHS.</p> <p>Post qualification experience of working with a range of presenting problems including: ASD, depression, anxiety disorders, PTSD, personality issues</p> <p>Experience of teaching and training.</p> <p>Experience of supervision of staff.</p> <p>Experience of supervision of trainee clinical / counselling psychologists.</p> <p>Experience of specialist psychological assessment and treatment of CAMHS clients across the full range of care settings, including outpatient, community, primary care and in patient settings.</p> <p>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 threat of physical abuse.</p> <p>Demonstrate further specialist training/experience through having received a minimum of</p>	<p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of running groups.</p> <p>Experience of running groups</p>

	50 hours clinical supervision in a specific modality, or any other relevant supervised practice experience including case presentations, supported by short courses approved by the Trust Head of Psychology, and assessed at interview.	
Personal Qualities	<p>Ability to work as part of a team and independently</p> <p>Ability to communicate/listen formally and informally, verbally and in writing</p> <p>Confident and articulate</p> <p>Ability to reflect on own practice and willingness to be involved in supervision</p> <p>Flexible and resourceful in coping under pressure and with conflicting demands</p> <p>Time management skills</p>	
Contractual Requirements or Other Requirements	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <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> <p>Ability to travel between bases and within the community as required for the post</p> <p>Car owner / driver</p>	Experience of working within a multicultural framework