

JOB DESCRIPTION

Section 1	
JOB TITLE:	Clinical Psychologist
PAY BAND:	Band 7/8a (2-year preceptorship available for Band 7)
Section 2	
LOCALITY/DEPT:	Tier 4 CHEDS, Ancora House (CYP Eating Disorders)
ACCOUNTABLE TO:	Team Manager - CHEDS
REPORTS TO:	Head of Clinical Service
RESPONSIBLE FOR:	Attached Trainee and/or Assistant Psychologist
JOB SUMMARY:	<p>The post holder will work alongside two Clinical Psychologists, and other multidisciplinary team members to assess, formulate and treat young people with eating disorders. There is a requirement in our service to work with both young people and parents and opportunity to work with complex cases and co morbidities in the community and inpatient setting. The post holder will be apart of a multi disciplinary team and working towards reducing / preventing admissions in a tier 4 unit / paediatric setting.</p> <p>The post holder will be involved in service development e.g. day service. Along with a range of group work, involving Parent Group, Multi Family Therapy Group, RO-DBT, Body Image and DBT-coping skills. We provide consultation to the eating disorder community teams and other services on a regular basis.</p> <p>The post holder will work within Ancora House in Chester. Ancora House is a Tier 4 CAMHS service, specialising in the treatment of young people, aged 13-18, who present with a range of severe, complex and enduring mental health problems, or acute risk management. Ancora House (30 beds) comprises 2 wards, Indigo and Coral ward, including assessment and acute treatment beds and occasionally planned treatment beds. Within the tier 4 service there is also a assessment and outreach teach who work with CAMHS.</p>
LIAISES WITH:	Other team members and agencies responsible for clients' care; cross divisional colleagues.
Section 3	
<u>KEY RESPONSIBILITIES:</u>	
General	
1. To provide a high quality clinical psychology service to clients.	
Clinical	
1. To provide highly specialist psychological assessments of referred clients with eating difficulties and/or severe, complex or enduring mental health needs; based on the appropriate use, interpretation, and integration of complex psychological data from a variety of sources including psychological tests and 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. To determine with colleagues and communicate sensitively to client and families/carers when admission is inappropriate. To refer client to other services/agencies as required. To ensure the needs of client, families/carers are met, in conjunction with the referrer.

2. To formulate and implement plans, in collaboration with the client and their carers, for formal psychological interventions, based upon a psychological conceptual framework of the client's problems, and employing methods based upon evidence. To include both groups and individual treatment options.
3. To be responsible for implementing a range of psychological interventions for individuals and groups, such as cognitive behaviour therapy (CBT); providing psychological formulations, drawing upon different explanatory models, and maintaining a number of provisional hypotheses.
4. To provide dedicated psychological input undertaking the clinical activities outlined above in addition to working jointly with team members and providing specialist psychological advice and guidance, supervision and consultation as requested. To contribute directly to client care. To manage own workload and provide expertise, advice and support to ensure the appropriate provision of psychological care by all team members, and/or appropriate referral to other psychological services.
5. To evaluate and make decisions about intervention options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
6. To organise own caseload and to exercise autonomous professional responsibility for the assessment, therapy or intervention process.
7. To undertake role of Care Coordinator for clients if required and develop care plans for the management of such clients, in collaboration with the multi-disciplinary team.
8. To also provide emergency assessments if required - necessitating driving to homes or hospitals in the region to assess the client and family.
9. To provide specialist psychological advice, guidance and consultation to other professionals as requested, and to be part of a multi-disciplinary team that provides a consultancy service to other professionals in the care and management of adolescents.
10. To support the application of psychological models and approaches to the understanding of care and clients, through the provision of advice and consultation and the dissemination of psychological research and theory.
11. To undertake risk assessment and risk management for individual clients in accordance with local guidance. To advise other professionals on psychological aspects of risk assessment and management.
12. To communicate to families and carers, in a skilled and sensitive manner, information concerning the assessment, formulation, and treatment plan of clients under their care. To work with families and the wider care systems.
13. To monitor and evaluate progress during the course of both individual and multi-disciplinary care.
14. To undertake psychometric assessments of clients as appropriate; and provide relevant associated reports.

Teaching, Training and Supervision

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To maintain and further develop skills in the area of professional postgraduate teaching, training and supervision and to provide supervision to other staff's psychological work as

appropriate. This may involve lectures, workshops or input within a clinical setting.

3. To provide professional and clinical supervision of trainee, assistant clinical and newly-qualified clinical psychologists and other qualified practitioners as appropriate.
4. To provide core and specialist clinical placements for Doctorate of Clinical Psychology trainees as required (when Band 8a).
5. To contribute to the pre and post-qualification teaching of clinical and/or counselling psychology as appropriate.
6. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Management, Recruitment, Policy and Service Development

1. To contribute as required to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To represent the service, as required, in multi-professional meetings.
3. To advise both service and professional management on those aspects of services where psychological and/or organisational matters need addressing.
4. To manage the workloads of assistant and trainee clinical psychologists, within the framework of the team/service's policies and procedures.
5. To be involved, as appropriate, in the short listing and interviewing of assistant and newly-qualified psychologists, and other staff, as required.
6. To contribute to developing specialist therapeutic provision within the service.

Research and Service Evaluation

1. To utilise theory, evidence-based literature and research to support evidence-based practice.
2. To undertake appropriate research and provide research advice to other staff undertaking research.
3. To supervise Doctorate Clinical Psychology trainee research dissertations as required.
4. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
5. To monitor outcomes and output of the Clinical Psychology provision

Professional/Administrative

1. To ensure the development maintenance and dissemination 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 clinical psychology across the service, taking part in regular professional supervision and appraisal and maintaining an active engagement with current evidence-based developments in the field of clinical psychology and related disciplines.
3. 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 and Trust policies and procedures.
4. 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.

5. To work within the Code of Ethics and the relevant professional practice guidelines of the BPS and Division of Clinical Psychology and the professional guidance framework of the Trust.
6. To maintain registration with the Health and Care Professions Council (HCPC).

Section 4

1. HEALTH AND SAFETY

All staff have a general duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

2. INFECTION PREVENTION AND CONTROL

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies, and make every effort to maintain high standards of infection prevention at all times in accordance with The Health and Social Care Act 2008: code of practice on the prevention and control of infections and related guidance (2015). All staff employed by Cheshire and Wirral Partnership NHS Foundation Trust, and any contracted staff have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas, between each service user contact and after any clinical or cleaning task.
- Relevant staff members must attend an annual face to face training session or complete the e learning session provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to others have a duty to contact the IPCT and Occupational Health.

3. EQUALITY AND DIVERSITY

To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge, and skills.

4. COMPETENCY OF HEALTH PROFESSIONALS

To maintain professional registration (as appropriate) and to act in accordance with professional codes of practice and guidelines. To follow Trust policies and procedures and maintain up to date skills and knowledge through participation in Continuing Professional Development.

5. STAFF INVOLVEMENT - INDIVIDUAL RIGHTS & RESPONSIBILITIES

To work in partnership to achieve service objectives and promote a culture of working together through good communications, openness, and honesty.

6. SAFEGUARDING

Everyone within CWP has a responsibility for, and is committed to, safeguarding, and promoting the welfare of children, young people, and vulnerable adults and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

7. SUPERVISION

To take responsibility for personal development by accessing appropriate supervision and personal development as per CWP supervision policy.

Section 5

PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
Qualifications	<ul style="list-style-type: none"> • Doctoral level qualification in Clinical Psychology, specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS and required by HCPC (or equivalent level approved by BPS/ HCPC) • HCPC registration and maintenance of registration • Expertise and/or training in Clinical Supervision for doctorate level trainees (for band 8a) as may supervise trainee Clinical Psychologists 	<ul style="list-style-type: none"> • Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology • Post-doctoral training in a specialised area of psychological practice 	<ul style="list-style-type: none"> • Application and interview
Knowledge and Expertise	<ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration • 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. • Ability to function independently as a Psychologist within a team • Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practised within the clinical fields of psychology • Evidence of continuing professional development as recommended by the BPS and Health and Care Professions Council (HCPC). • Specialist knowledge and expertise in relation to a particular speciality as demonstrated by 	<ul style="list-style-type: none"> • Experience or special interest in Austistic Spectrum Continuum (ASC), and/or Neuropsychology • Experience in Cognitive Behaviour therapy • Experience in practice of a specialist • Knowledge of legislation in relation to the client group and mental health 	<ul style="list-style-type: none"> • Application and interview

Section 5

PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
	<p>post-doctoral training (band 8a). This may take the form of a continuous training course or a number of short courses or evidence of workplace training via specialist supervision</p> <ul style="list-style-type: none"> • Ability to use this specialist knowledge for service development as well as in a clinical capacity 		
Experience	<ul style="list-style-type: none"> • Minimum two years' experience post qualification (for band 8a) of specialist psychological assessment and intervention with clients across a range of care settings, including outpatient, community, primary care and in-patient settings • 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 and verbal and physical abuse • Experience of working as a qualified clinical psychologist (for band 8a) with full responsibility for clients' psychological care, individually and as part of a multi-professional care plan • Experience of administering and interpreting neuropsychological tests to the required age group • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings 	<ul style="list-style-type: none"> • Post qualification experience of working with adolescents • Experience of teaching, training and/or supervision • Experience of the application of clinical psychology in different cultural contexts • Experience of service users and carer involvement in services • Previous experience of working in multi-disciplinary teams 	<ul style="list-style-type: none"> • Application and interview
Analytical and judgemental skills	<ul style="list-style-type: none"> • Ability to identify and employ mechanisms of clinical governance as appropriate, to 		<ul style="list-style-type: none"> • Application and interview

Section 5**PERSON SPECIFICATION**

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
	support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour <ul style="list-style-type: none"> • Ability to assess and manage risks and make complex judgements about risk issues • Able to adjust clinical practice to respond to the diversity of service users 		
Personal skills	<ul style="list-style-type: none"> • Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours. Has demonstrated self-awareness and appropriate self-care skills • Team player • Ability to work autonomously both within the Service and in other multi-professional settings 	<ul style="list-style-type: none"> • Personal experience of coping with life stressors 	<ul style="list-style-type: none"> • Application and interview

To be completed by HR

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Jurisdiction of JD:					