

## Job Description

<b>Job Title:</b>	<b>Principal Clinical Psychologist</b>
<b>Band:</b>	<b>8b</b>
<b>Network:</b>	<b>Specialist</b>
<b>Base:</b>	<b>Whitegate Health Centre</b>
<b>AfC Ref:</b>	
<b>Hours of work:</b>	<b>26.25 hours per week</b>

### Reporting Arrangements:

**Reports to:** Nominated Team leader / Operational Manager  
**Responsible to:** Locality Lead for Psychological Services

### Role outline

This senior post holder will be responsible for ensuring delivery of high quality clinical psychology services within a specific geographical area of responsibility. This will include the coordination of psychological resources, allocation of clinical work and monitoring of service performance as well as the direct implementation of agreed system changes and service developments. The post holder will liaise closely with the relevant Consultant Clinical Psychologist and other senior staff within their Business Unit to develop and implement training, supervision and consultation services to a range of colleagues within the Business Unit in line with agreed clinical developments.

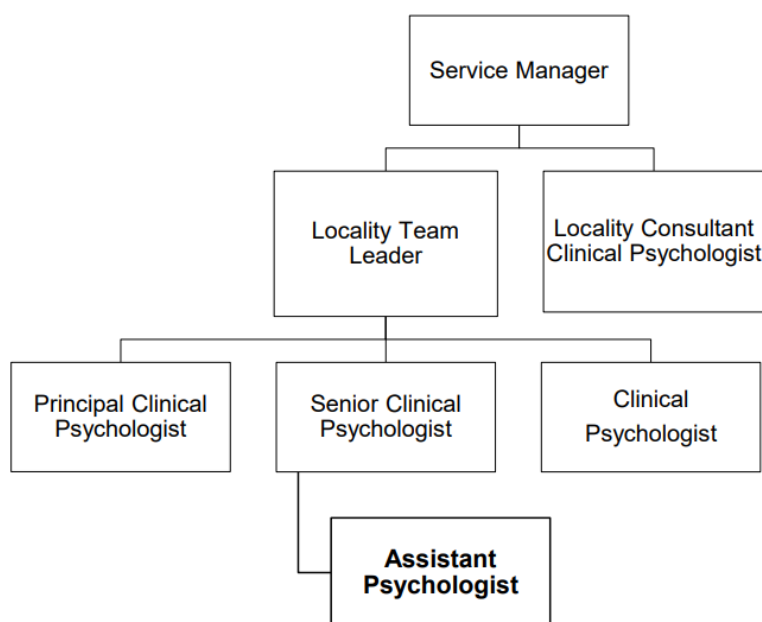
### Job Summary

- To be responsible for ensuring the systematic provision of a high quality specialist clinical psychology service to clients within a designated area of responsibility.
- To supervise and support psychological assessment and therapy provided by other psychologists and other clinical members of the team who provide psychologically based care and treatment.
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the designated area of responsibility.
- To utilise research skills, audit, policy and service development and research and implement policy changes within the areas served by the team/service in agreement with the relevant manager.

### Key Relationships

- Individuals, Families, Referrers and Communities
- Other MDT members
- Education Services
- GPs & Primary Health Care Team
- Social Care
- Other qualified psychologists and therapists
- Managers
- Clinical Leadership Team
- Other Healthcare Professionals
- Voluntary / Independent Sector
- Safeguarding Team
- Trainee Psychologists and Other Learners

### **Department Chart**



### **WORKING CONDITIONS/ENVIRONMENT**

- To work within defined clinical areas, travelling as required to provide a locally accessible service, necessitating the means to transport yourself to other locations.
- Basic keyboard skills are required as is sitting in a constrained position
- Frequent client interviews necessitate maintaining intense concentration and involve frequent exposure to highly distressing circumstances, as well as frequent exposure to verbal aggression and the risk of physical aggression.

### **CLINICAL DUTIES AND RESPONSIBILITIES**

- To provide specialist psychological assessments of clients referred to the child and family psychology service 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 observations and semi-structured interviews with clients, family members and others involved in the client's care.

- To formulate and implement plans for psychological therapy and/or management of the child and/or parent's mental health based upon a comprehensive conceptualisation of the presenting difficulties, employing methods based upon evidence of efficacy whilst maintaining a flexible approach in considering what will best meet the individual's needs. The post holder will work across a range of settings including, children's centres, health centres, hospitals, and client's homes.
- To be responsible for implementing a range of psychological interventions for children, families, carers and groups, within and across teams employed individually and in synthesis, modifying and refining psychological formulations in light of new information, drawing upon a range of explanatory theoretical backgrounds/models and upholding a number of provisional hypotheses.
- To evaluate and make decisions about treatment options, taking into account both theoretical models and highly complex factors concerning historical and developmental processes that have affected the child, young person, family or group.
- To manage own caseload, exercising autonomous professional responsibility for the assessment, treatment and discharge of clients whose difficulties are managed within a psychological framework, undertaking regular communication with the referral agent and others involved in the young person's care.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to the children, young people, family and carer's formulations, diagnosis and intervention plans.
- To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients within the child and family service, across all settings and agencies providing services to children, young people and their families.
- To undertake initial risk assessment/screening for children, young people and their families and to provide advice and guidance to other professions on psychological aspects of risk assessment and risk management.
- To communicate in a highly skilled and sensitive manner both orally and in writing, information concerning the assessment, formulation and treatment plans of children, young people and families under their care and to monitor progress during the course of uni-disciplinary and multi-disciplinary care.
- To demonstrate awareness of potential communication difficulties and/or cultural considerations and, where appropriate, adapt professional practice accordingly, involving identification of, and effective liaison with, appropriate support services (e.g. advocacy, family support, translators).
- To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

## **TEACHING, TRAINING AND SUPERVISION**

- To co-ordinate in conjunction with the relevant manager, the effective supervision of psychological practice within the designated service.
- To provide clinical placement for trainees clinical and/or counselling as psychologist ensuring that trainees acquire the necessary skills, competencies and experience contributing effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.
- To provide post qualification training and clinical professional supervision to other qualified applied psychologists attached to the team, where appropriate.

- To provide the advice consultation and training and clinical supervision to other members of the MDT for their provision of psychologically based intervention to help improve clients functioning.
- To organise, co-ordinate and provide agreed post qualification teaching.
- To continue to develop skills in the area of professional pre and post graduate training under clinical supervision
- To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
- In common with all Clinical Psychologists, to receive regular clinical professional supervision from an appropriately experienced/ more senior clinical psychologist and, where appropriate, other senior professional colleagues.

### **Professional Management, Recruitment, Policy and Service Development**

- To participate as a senior clinician in the development of high quality, responsive and accessible services including advising both operational and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To exercise responsibility for co-ordinating psychological resources available to the team in the form of additional qualified and unqualified graduate psychology staff or in the form of psychological materials employed in the assessment and treatment of patients.
- To exercise in collaboration with the relevant manager, responsibility for the systematic governance of psychological practice within the nominated service or team
- To participate as appropriate in staff recruitment both in the short-listing process and as a member of interview panels for assistants, trainees and qualified clinical psychologists/psychological practitioners and other staff within the designated service area
- To initiate and implement, in conjunction with relevant managers, service developments and projects within the sector/service.
- To be responsible for developing policies and procedures for Children and Young People's Psychological Services.
- To be an authorised signatory for expense sheets and psychological resources.
- To take the psychological practitioner lead as senior clinician, in the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skill and research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality multi-disciplinary care.

### **Research and Service Evaluation**

- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- To undertake appropriate research and provide research advice to other staff undertaking research.
- To initiate and implement project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve service provision.

### **IT Responsibilities (other than those for research)**

- To provide monthly clinical activity data.
- To provide appropriate statistical returns as required.

### **General**

- To work in line with, and contribute to ensuring the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
- To ensure the development and articulation of best practice in psychology within the service and contribute across the service by exercising 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.
- To ensure 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.
- To contribute with other senior professional colleagues and network/locality professional lead for psychology services to the development and articulation of best practice in psychology across the network.
- To ensure that all psychologists within the service/sector maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

## Person Specification

Description	Essential	Desirable	Assessment
Education/qualifications	Doctoral level training in clinical psychology or equivalent for those who trained prior to 1996, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS.	Pre-qualification training / qualifications in research methodology and/or other fields of applied psychology	Application form Interview Certificates Registration
Experience	<p>A minimum of 4 years experience of working as a qualified clinical psychologist.</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 the threat of physical abuse.</p> <p>Experience of exercising full clinical responsibility for client's psychological care and treatment both as a professionally qualified care co-ordinator and also within the context of multidisciplinary care plan. Experience of teaching, training and supervising.</p>	<p>Well developed 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).</p> <p>Well developed knowledge of theory and practice of highly specialised psychological therapies and assessment methodologies</p>	Application form Interview Reference

	Demonstrable experience of conducting complex audit/research and service evaluation		
Knowledge	<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>Knowledge of legislation, and its implications in relation to the client group and mental health.</p> <p>Evidence of continuing professional development as recommended by the BPS by completion of CPD log demonstrating a minimum of 40 hours per year.</p>	<p>Well developed 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).</p> <p>Well developed knowledge of theory and practice of highly specialised psychological therapies and assessment methodologies</p>	<p>Application form</p> <p>Interview</p> <p>Reference</p>



	<p>Formal training in supervision of other psychologists</p> <p>Keyboard skills sufficient to enter data/write reports</p>		
Personal	<p>Ability to sustain intense levels of concentration responding and participating as required.</p> <p>Ability to self reflect and use clinical supervision appropriately.</p> <p>Ability to cope and deal with highly distressing emotional circumstances.</p> <p>Ability to cope with unpleasant working conditions.</p>		Interview References
Other	<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 identify and provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours</p>	Experience of working within a multicultural framework.	Application form Interview Reference



## Effort factors

<b>PHYSICAL EFFORT</b> What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Limited. Transportation of cognitive tests.	Infrequent	To car/ DV	Within Trust guidance on manual handling weights	No

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes	Every shift	Varies depending on duties (admin versus clinical sessions)	Sitting for therapy sessions (1 hour)/ admin

<b>MENTAL EFFORT</b> Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
All clinical duties, particularly therapy sessions. Leading complex case forums where appropriate.	daily	Extended periods
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Home visits	occasionally	1 hour plus travel

<b>EMOTIONAL EFFORT</b> Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Working with patients and/or parents demonstrating high levels of distress	Both	Daily

<b>WORKING CONDITIONS</b> Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?
Home visits	Occasionally

## Our values and behaviours

The values and behaviours represent what we, as an organisation and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with and reinforces, these values:

Values	Behaviors we expect
<b>We are always learning</b>	<ul style="list-style-type: none"> <li>✓ We seek our opportunities to learn so we are supported to reach our potential</li> <li>✓ We set high standards and are open to change and improvement</li> <li>✓ We value appraisals, supervision and learning opportunities</li> <li>✓ We speak up if we are concerned about safety and focus on opportunities to improve</li> </ul>
<b>We are respectful</b>	<ul style="list-style-type: none"> <li>✓ We are open and honest, ensuring people receive information in ways they can understand</li> <li>✓ We seek, value and support diverse perspectives, views and experiences</li> <li>✓ We put service users and carers at the heart of everything we do, proactively seeking feedback</li> <li>✓ We take pride in our work and take responsibility for our actions</li> </ul>
<b>We are kind</b>	<ul style="list-style-type: none"> <li>✓ We are approachable and show compassion</li> <li>✓ We actively listen to what people need and proactively offer our support</li> <li>✓ We pay attention to our own wellbeing and the wellbeing of others</li> <li>✓ We celebrate success and provide feedback that is sincere and genuine</li> </ul>
<b>We are a team</b>	<ul style="list-style-type: none"> <li>✓ We take personal and team accountability to deliver the highest standards of care</li> <li>✓ We work in active partnership with service users and carers</li> <li>✓ We actively build trusting relationships and take time to celebrate success</li> <li>✓ We work in collaboration with our partners to enable joined up care</li> </ul>

## Special conditions:

As a member of staff you have:

- Legal duties and responsibilities under health and safety legislation, plus a general duty to work safely and not to put others at risk, including colleagues, service users and visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health and safety. The Whistle-Blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire and South Cumbria NHS Foundation Trust staff employed within all environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire and South Cumbria NHS Foundation Trust staff employed within clinical environments have contact with children, vulnerable adults, service users and their families must

familiarise themselves and be aware of their responsibilities and adhere to the local safeguarding

children's board, local safeguarding adult board and Lancashire and South Cumbria NHS Foundation Trust procedures for safeguarding and protecting children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data; both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to disciplinary action being taken.
- The Trust views its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of information governance and to complete the mandated training modules which have been agreed.
- The Trust places great importance on sustainable development, reducing its carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.
- All staff and contractors must follow Trust policies and procedures relating to infection prevention and control (IPC) including the Dress Code Policy. All staff have a duty of care in following best practice which is fundamental to IPC, which includes maintaining a clean and safe environment at all times. It is an expectation that Trust staff at all levels make IPC a priority as they perform their roles.

Promoting equality and reducing inequalities:

- You should understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- You should create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- You should uphold the Trust's commitment to health and wellbeing.



**We are  
Kind**



**We are  
Respectful**



**We are  
Always  
Learning**



**We are a  
Team**