

COVENTRY AND WARWICKSHIRE PARTNERSHIP TRUST **PSYCHOLOGICAL SERVICES**

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Clinical Psychologist

BAND: 8a

REPORTS TO: Team Manager (CLDT) and Lead Psychologist

BASE: The Loft (North Warwickshire)

Organisational Values:

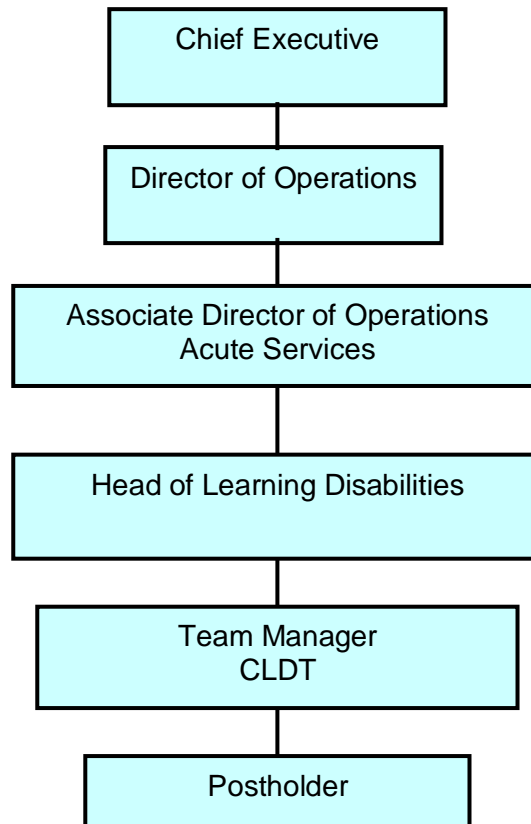


Job Summary

- To ensure the systematic provision of a high quality, specialist Psychological Service to patients of the Community Learning Disability Teams in North Warwickshire.
- To work co-operatively with multi-disciplinary colleagues to achieve service goals.
- To provide psychological assessment and therapy.
- To supervise and support the psychological assessment and therapy provided by other clinicians and more junior Psychologists involved with these services.
- Work autonomously within professional guidelines, exercising full clinical responsibility, and implementing changes where necessary.



Organisational Chart



Main Responsibilities of The Post

- To provide highly specialist psychological assessment and therapy, using complex psychological data gained from a variety of sources.
- To ensure the systematic provision of psychological services, including the responsibility to prioritise work appropriately.
- To communicate assessment results, formulations, outcome data, and other complex and sensitive information orally and in written form in order to support the work of multidisciplinary colleagues.
- To provide specialist psychological advice, guidance, consultation and supervision to other professionals and staff contributing to the formulation, diagnosis, treatment plans and management of clients, both within and outside the Trust.



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Integrity



Collaboration



Compassion

- To contribute to the development of services, reviewing service outcomes, designing and participating in audit, research and clinical governance initiatives, and working cooperatively with colleagues to achieve service goals and maximise service effectiveness. This will involve communication with a wide range of clinical and managerial colleagues, within and outside the Trust.
- To provide supervision to less senior qualified psychology staff, assistant psychologists and volunteers.
- To provide clinical placements to doctoral level trainee psychologists.

Communication

- To provide and receive information which is very sensitive, very complex and often contentious and unwelcome, involving a range of patients, carers, multidisciplinary colleagues, managers and Third Sector colleagues. The setting for communication will often be highly emotive and may be antagonistic, requiring a very high level of interpersonal and communication skill, both verbally and in written communication, explaining, educating and persuading in innovative ways where necessary.
- To attend and contribute to Coventry and Warwickshire psychological services meetings and other MDT and multi agency meetings.
- To make presentations as agreed with line manager.

Analytical and Judgmental Skills / Freedom To Act

- To work autonomously within professional guidelines and overall framework of service policies and procedures and be directly accountable for own professional practice.
- To participate in regular clinical and managerial supervision, working at all times within professional guidelines and adhering to standards set out by the Health Professions Council. To produce Psychological formulations and advice in complex clinical situations, this will require the combination of a range of complex and sometimes contradictory, unclear or conflicting information to make clinical judgements.

Planning and Organisational Skills



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Compassion

- The postholder will prioritise their own work, and that of any attached assistants and less senior qualified staff.
- They will plan, organise and re-organise complex activities to meet long and short term clinical and managerial goals and to take account of changes in priorities, and will adjust work programmes to fit changes in the urgency of the clinical work which arise.
- They will contribute to service planning collaboratively with colleagues as required.

Physical Skills

- The postholder will use well developed keyboard and driving skills routinely and frequently.
- They will need to be MAPA trained in order to carry out clinical work appropriately and safely.

Responsibility for Patients / Clients

- To provide highly specialist assessment and interventions, developing highly specialised programmes of care. To provide specialist psychological advice and guidance to other professionals, contributing to diagnoses and influencing treatment and care programmes.

Policy and Service Responsibilities

- The postholder will implement policy and service changes, will consider and comment on policies, and proposals and may propose policy and service changes.

Responsibility for Resources

- To take responsibility for resources and equipment associated with the post, advising managerial and secretarial colleagues on any difficulties or shortages in a timely manner.

Responsibility for Staff



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Compassion

- The postholder will provide supervision and training for less senior qualified psychological services staff, trainees, assistants and other professionals facilitating psychological interventions.
- To provide teaching, supervision and training, as required, for example, contributing to the doctoral training course and to other professional, multidisciplinary, or community training initiatives.
- The postholder will allocate work to staff they supervise.

Responsibility for Information

- To use computer and statistical packages, as required, to record, analyse, and to communicate information. To produce reports using statistical analyses and/or diagrams and charts on occasion.

Research and Development

- To regularly contribute research and audit skills to the multidisciplinary teams, advising on methodology, and providing supervision as required. To carry out audit and research projects. To use skills to share relevant research findings with colleagues, advising on any methodological issues involved.

Physical Effort

- They will be required to sit still with limited movement for approximately three hours a day in hour long sessions.
- They will make repetitive movements once or twice a session (10 sessions in a week) for 10-15 minutes each time.
- They will input at a keyboard once or twice a session for at least 10-15 minutes each time.

Mental Effort

The pattern of work is often unpredictable in nature. Clinical crises must be responded to. Urgent meetings and initiatives will require a prompt response. Short and changing deadlines will need to be met.



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Compassion

Intense concentration is required in order to

- Develop, analyse, revise and comment on complex documents
- Focus on the needs of complex and possibly, risky patients on a 1-to-1 basis and in groups in a way that creates the climate required for change whilst managing risks
- Contribute actively to meetings including highly formal meetings such as Mental Health Review Tribunals.

The postholder will be required to analyse statistics and carry out calculations at least weekly for up to an hour at a time.

They will check documents frequently at least three times a day for 15 minute periods.

They will undertake psychological and neuropsychological assessments using interviews and formal tests at least weekly for up to three hours.

They will write lengthy reports containing complex information and psychological theory for up to two hours at a time at least three times a week.

All of the above tasks are subject to interruptions which will require the postholder to change what they are doing and attend to a different task.

Emotional Effort

The postholder will be required to carry out the following tasks involving emotional effort

- Giving unwelcome news to patients / clients / carers / staff on at least a weekly basis.
- Processing (e.g. typing) news of highly distressing events (such as details of abuse) monthly
- Providing a service for angry or distressed patients / clients on a daily basis.
- Providing care or therapy to emotionally demanding patients / carers on a daily basis.
- Communicating life changing events to patients / clients weekly.



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- Working with people with challenging behaviour on a daily basis
- Communicating with colleagues' information about which there is disagreement or a range of opinion several times a week.

Working Conditions

The postholder will be required to

- Drive in normal situations most days
- Work in conditions with the strong possibility of experiencing directly or witnessing verbal aggression on average 2-3 times per week.
- Work in conditions with the strong possibility of experiencing directly or witnessing physical aggression on average twice a month.

Other Duties

1. The postholder will be required to use a computer, either a stand alone or as part of a networked system, and will be responsible for the quality of information and its timeliness.
2. The Trust embraces the principles of Improving Working Lives and all staff will be required to adhere to the standards laid down in this initiative.
3. The postholder will be required to take part in regular managerial and clinical supervision, and have an annual performance appraisal, where this job description will be reviewed, and objectives set.
4. The Trust has a No Smoking Policy that prohibits any smoking whilst at work.
5. The postholder is required follow and adhere to professional standards and guidelines and to the Trust's Health and Safety Policies and instructions and be to be responsible for their own and others health and safety in the work place.
6. The postholder is expected to contribute to the creation of a working environment where everyone feels respected, valued and treated with dignity.
7. Safeguarding Children and Adults.

All Trust staff have a responsibility to ensure the safeguarding of children, young people and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults Boards' policies and



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procedures and to inter-agency guidance as identified in the Trust's Safeguarding Policies and Procedures.

This Job Description is not exhaustive and may be amended in consultation with the postholder. It should be reviewed whenever major changes have been agreed to the post and should be reviewed as part of the annual appraisal process to ensure it remains an accurate reflection of the duties and responsibilities undertaken by the postholder.

Safeguarding Children and Adults

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Confidentiality

Personal information and many of the duties of this post are of a confidential nature and disciplinary action will be taken if confidential information is divulged to inappropriate persons.

Data Protection Act

All staff are reminded of their duties and responsibilities as employees under the Data Protection Act 1984 and in particular to ensure that Personal Data is not negligently or unlawfully handled or disclosed to unauthorised persons.

Infection Control

As an employee of Coventry and Warwickshire Partnership Trust you are responsible for protecting yourself and others against the risk of acquiring a Healthcare Associated Infection. All staff, clinical or non-clinical are expected to comply with infection control policies and procedures. You will attend the mandatory infection control training and updates as required by the Trust.

Environmental Issues

The Trust is committed to reducing its impact on the environment by preventing pollution, continually improving its environmental performance which increases the wellbeing of staff and patients. As a member of staff you are expected to adhere to policies to assist the Trust in meeting its environmental and sustainability targets.



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Postholder's Signature:

Date:

Postholder's Name

Managers Signature:

Date:

Manager's Name:

Person Specification

Clinical Psychologist	HOW MEASURED? A (Application form)	WEIGHTING 1 - Low
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		I (Interview) R (References)	2 - Medium 3 - High
Coventry and Warwickshire Partnership Trust Values	Demonstrable ability to meet the Trust Values		
	 Respect  Excellence  Integrity  Collaboration  Compassion	A/I	3
		A/I	3
		A/I	3
		A/I	3



QUALIFICATIONS	Registration with the HPC in Clinical Psychology	A	3
EXPERIENCE	<p>Experience of working with adults</p> <p>Experience of working with a range of clients, presenting a range of clinical severity and maintenance of professionalism in challenging circumstances.</p> <p>Experience of tailoring psychological assessment and intervention to individual needs.</p> <p>Experience of Supervision of others</p> <p>Experience of working in CLDT's</p> <p>Experience of team working</p> <p>Experience in providing consultancy to colleagues</p> <p>Postgraduate experience / training and skills in supervision including the supervision of doctoral trainees</p>	<p>A</p> <p>A I R</p> <p>A I</p> <p>A I</p> <p>A I R</p> <p>A I</p> <p>A I</p> <p>A I</p>	<p>3</p> <p>3</p> <p>3</p> <p>2</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>
KNOWLEDGE AND SKILLS	<p>Knowledge of the theory and practice of highly specialist psychological assessment methods and therapeutic approaches in relation to the client group.</p> <p>Skills in applying this knowledge.</p> <p>Well developed communication skills, suitable to the specialty.</p> <p>Knowledge of legislation in relation to the client group.</p> <p>Evidence of continuing professional development.</p> <p>Knowledge of research and audit methodology suitable to the job.</p>	<p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>A</p> <p>A I</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>
PERSONAL ATTRIBUTES (Demonstrable)	<p>Commitment to working with people who display high levels of challenging behaviour and people with learning disabilities</p> <p>Keen to participate in the development of a new style of service.</p> <p>Committed to working as part of a multi-disciplinary team and with other members with the Psychological Services.</p>	<p>I</p> <p>A I</p> <p>A I</p>	<p>3</p> <p>3</p> <p>3</p>



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<p>OTHER (Please specify)</p>	<p>Requirement to travel throughout the area covered by the Trust's services. Requirement to work flexibly Willing and able to work within treatment pathways / policies / inpatient and community settings Willing to undertake CRB check at Enhanced level</p>	<p>A I I I A I</p>	<p>3 3 3 3</p>
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