

JOB DESCRIPTION

POST TITLE:	Specialist Clinical Psychologist/Counselling Psychologist/CBT Therapist.
BASE:	Remote Delivery (work from home, N.B. Service Base - Erleigh House, University of Reading).
BAND:	Band 7, full-time.
CONTRACT TYPE:	Fixed-term 1 year.
LINE MANAGER:	Service Lead
PROFESSIONAL ACCOUNTABILITY:	Consultant Lead

OUR VISION AND VALUES

Our **vision** is to **be a great place to get care, a great place to give care.**

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY

An exciting opportunity has arisen to join OpCourage Veterans Mental Health and Wellbeing Service for a 1 year, fixed-term contract. This will be remote delivery of assessment, formulation, and evidence-based psychological therapy.

The post holder will provide assessment and psychological treatment for veterans with complex mental health issues, including Post-Traumatic Stress Disorder (PTSD), depression, anxiety disorders, substance misuse and anger issues.

The post-holder will receive high quality supervision, undertake training in the service's treatment model and will be fully supported to offer evidence-based treatment following NICE guidance. There will be CPD opportunities.

The post holder will work autonomously within professional guidelines.

OpCourage Veterans Mental Health and Wellbeing Service covers the whole west region of Southeast England (Berkshire, Buckinghamshire, Oxfordshire, Hampshire including Isle of Wight). The operational administrative base is in Reading, Berkshire.

The post holder will offer assessment and treatment across the whole region; they will be joining a multi-disciplinary team and there will be other team members working across this region. The post holder will be equipped to work remotely and there are opportunities for flexible working as agreed with the Head of Service. The team come together once monthly for a business meeting, and on other specified occasions as necessary. Whilst the post holder will be welcome to join in person there is no obligation to do so, however you will be expected to join online.

RESPONSIBILITIES

Clinical

1. To provide specialist psychological assessments of clients referred to OpCourage based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological 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 for the formal psychological treatment and/or management of our veterans' mental health issues based upon an appropriate conceptual framework of the client's problems, and employing methods anchored in evidence-based practice.
3. 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 individual's presentation.
4. To exercise autonomous professional responsibility for the assessment and management of clients.
5. To provide specialist psychological advice, guidance and consultation to other professionals around the formulation, diagnosis and treatment of veterans' mental health problems.
6. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
7. To undertake risk assessment and risk management for individual clients and to provide advice to other professionals on the psychological aspects of risk assessment and risk management.
8. To communicate, in a skilled and sensitive manner, information concerning the assessment and formulation of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
9. To use current evidence-based practice, as recommended by NICE guidance, in the treatment of psychological disorders attributable to military experience, including PTSD (such as, trauma-focussed CBT and EMDR).
10. To record all patient activity and clinical sessions on RIO, the Trust's information system.

Teaching, training, and supervision

1. To receive regular clinical and professional supervision from a senior Specialist Psychologist / Psychological Therapist within the service.
2. To provide advice, consultation and training to staff working with military veterans across a range of agencies and settings, where appropriate.

Clinical Governance

1. To actively contribute to clinical governance activities in the service, including CQC and risk procedures.
2. To contribute to keeping CQC and other clinical governance information for the service up to date and to keep the team up to date with clinical governance issues.

Management, recruitment, policy and service development

1. To contribute to the development, evaluation and monitoring of OpCourage through the deployment of professional skills in service management, research, service evaluation and audit.

IT responsibilities

1. To contribute to routine data collection, analysis and audit in the service.
2. To keep all relevant databases up to date, including Trust-based databases such as RiO, as well as service specific databases.

Research and service evaluation

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. To undertake project management, including complex audit and service evaluation with colleagues within the service to help develop service provision.

General Responsibilities

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 Clinical Lead/Deputy Clinical Lead.
2. To contribute to the development and articulation of best practice in psychological therapy 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 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 Association of Behavioural and

Cognitive Psychotherapies / British Psychological Society, as well as 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.

GENERAL

1. This job description is not exhaustive and can be altered in consultation with the post holder.
2. The post-holder may be requested by their line manager to undertake any other duties in order to facilitate the smooth running of the service.
3. The Trust is an equal opportunities employer. The post – holder is at all times expected to carry out their duties in accordance with the Trusts Equal Opportunities Policy.
4. The post – holder is required to take reasonable care of their health and safety through his/her acts or omissions at work, and to co-operate with the Berkshire Healthcare NHS Trust to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, all staff should refer to the associated behavioural framework relating to their role. These are based on the Trust's values, define the behaviours all staff are expected to display and underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

You may be required to work at or from any additional location as may be determined by the Trust from time to time. The Trust also reserves the right from time to time to change your base on a permanent basis to a location determined by it at the time that the change is made.

You may also be required to travel between Trust premises as required for the performance of your duties.

FLEXIBILITY

The Trust reserves the right to amend your job description and/or your duties from time to time. You also agree that you will work with the Trust to deliver the Trust's services, including without limitation, by complying with lawful and reasonable instructions from the Trust by adapting to new ways of working and attending training courses determined by the Trust from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

To attend and contribute to staff meetings and Forums, supervision sessions, training courses, seminars and workshops, to ensure the development and enhancement of current working practices.

To participate in all personal review meetings. To take responsibility for personal and professional development, and for developing the role and the services provided.

DATA PROTECTION ACT

You should be aware of the Data Protection Act and follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

You are required to take responsibility for Health and Safety Risk Assessment and Workplace Inspections, and to take reasonable care for your own health and safety and that of other persons who may be affected by your acts or omissions.

You are also required to co-operate with all staff to ensure that all statutory regulations, policies, Codes of Practice and departmental safety procedures are adhered to, and to attend relevant training programmes.

INFECTION CONTROL

The Health and Social Care Act 2008: (code of practice on the prevention and control of infections and related guidance) sets out responsibilities for NHS managers, Heads of departments, Clinical Leads and all staff to ensure patients are cared for in a clean and safe environment. Cleanliness and prudent antimicrobial stewardship (AMS) is essential to ensure that people who use health and social care services receive safe and effective care.

Prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients and to the safety of staff and visitors. As a core element of the trust's clinical governance and risk programmes, all staff are required to be aware of their responsibilities and comply with infection prevention and control policies and guidelines.

CONFIDENTIALITY

Your attention is drawn to the confidential aspects of this post. You must not disclose any information of a confidential nature relating to the Trust or the service that it provides, or in respect of which the Trust owes an obligation of confidence to any service user, client or third party during or after your employment except in the proper course of your employment or as required by law.

You must not remove or copy any documents or tangible items including software which belongs to the Trust or which contain any confidential information from the Trust's premises at any time without proper advanced authorisation. You must return to the Trust upon request and in any event upon the termination of your employment, all documents and tangible items which belong to the Trust or which contain or refer to any confidential information and which are in your possession or under your control.

A breach of confidence could result in dismissal.

You should be aware that regardless of any disciplinary action taken, a breach of confidence could also result in civil action for damages.

CLINICAL GOVERNANCE

The Trust aims to provide the highest standards of care. To further this aim, you are expected to adhere to acceptable working practices as defined in Trust policies and guidelines. You also have a personal responsibility to your team and service to keep up to date and, if you encounter unacceptable practice, to raise any issues through accepted channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

In order to comply with the Asylum and Immigration Act 1996, it is Trust policy to check documentation of all applicants in respect of proper immigration status to work in the UK. Employment will not be offered to any applicant or employee who does not have valid leave to remain in the UK or is subject to conditions which prevent the individual from taking up employment.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Safeguarding of individuals who come into contact with our services, whether a child or young person, person with Learning Disabilities or an older or vulnerable adult, is the responsibility of all employees of Berkshire Healthcare NHS Foundation Trust in whatever capacity they are employed.

SAFEGUARDING CHILDREN

The Trust adheres to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, and all employees have a duty of care and a responsibility to safeguard and promote the welfare of children.

SMOKE FREE

A smoke free policy is in operation and smoking is not permitted on any of the Trust's sites. The policy also applies to all persons travelling in vehicles (including owned and lease cars) whilst on official business. Smoking is not permitted in privately owned vehicles that are parked on Trust grounds, or when transporting services users or visitors on official Trust business. Staff will not be supported by taking additional breaks away from the workplace to smoke off site. Please refer to the Staff Smoke Free policy for further details.

PERSON SPECIFICATION

CATEGORY	ASSESSMENT METHOD		
<p>Education/Qualifications/Training</p> <p>Holder of an HCPC regulated Clinical/Counselling Psychology qualification OR Post graduate certificate in evidence-based psychological treatments and eligible for BABCP accreditation</p> <p>Psychology degree</p> <p>Training in trauma-focused Cognitive Behaviour Therapy</p>	<p>Application Form Essential or Desirable</p> <p align="center">E</p> <p align="center">D</p> <p align="center">E</p>	<p>Interview Essential or Desirable</p>	<p>Selection Tool</p>
<p>Continuous Professional Development</p> <p>Evidence of continuous professional development relevant to the current setting</p>	<p align="center">E</p>		
<p>Previous Experience</p> <p>Evidence of working with people who have experienced common mental health problems, across the lifespan and from different cultures.</p> <p>Evidence of experience of working with adults presenting with complex mental health difficulties.</p> <p>Evidence of experience of working with military personnel or veterans with complex mental health difficulties.</p> <p>Evidence of experience of working with traumatised people including those with PTSD and/or C-PTSD</p>	<p align="center">E</p> <p align="center">E</p> <p align="center">D</p> <p align="center">E</p>		

<p>Experience of other models of trauma-focussed therapy including NET, EMDR and /or compassion-focussed therapy.</p> <p>Experience of running therapeutic groups</p> <p>Experience of designing and disseminating teaching and training</p> <p>Evidence of working with adults with complex psychological and social care needs</p> <p>Evidence of working with military veterans with complex psychological and social care needs</p> <p>Evidence of developing professional relationships with community agencies</p> <p>Experience of working in Primary Care Services</p> <p>Experience of working in the local community</p> <p>Experience of service development, research and service evaluation</p> <p>Evidence of providing specialist consultation and liaison with other services, including non-psychologists, third sector organisations, service users and carers.</p>	<p>D</p>	<p>D</p> <p>D</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>	
<p>1. Knowledge, Skills & Abilities</p> <p>Evidence of specialist skills in treating PTSD and trauma related psychological distress within the NICE guidelines</p> <p>Evidence of knowledge and specialist skills relating to treating common mental health difficulties in military veterans</p> <p>Excellent written communication skills</p>	<p>E</p> <p>E</p>	<p>D</p>	

Received training on assessment/management of risk and carried out risk assessments within scope of practice	E		
Is computer literate	E		
Demonstrates an understanding of common mental health difficulties and social care needs in the military veteran population.		E	
Evidence of specialist skills in evidence-based therapy including tfCBT and ability to evaluate theory and put into practice		E	
Excellent verbal communication skills, including telephone skills		E	
Able to develop good therapeutic relationships with clients		E	
High level of enthusiasm and motivation for working with military veterans		E	
Ability to work within a team and foster good working relationships		E	
Ability to use clinical supervision and personal development positively and effectively		E	
Ability to work under pressure		E	
Regard for others and respect for individual rights of autonomy and confidentiality		E	
Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision		E	
Ability to manage own caseload and time		E	

DATE OF UPDATE: April 2024.