

JOB DESCRIPTION

JOB TITLE:	Principal Clinical or Counselling Psychologist
BAND:	8b
DEPARTMENT:	South Beds Adult CMHTs
DIRECTORATE:	Bedfordshire
REPORTING TO:	Psychology Lead – Adult Mental Health, Bedfordshire
ACCOUNTABLE TO:	Psychology Lead – Adult Mental Health, Bedfordshire

JOB SUMMARY

The post holder will ensure the systematic provision of a high-quality comprehensive specialist psychological service to the service users of the Community Mental Health Teams. They will provide senior clinical and strategic input into these services. The post holder will directly provide highly specialist psychological assessments, formulations and therapies, specialist risk assessments and advice on risk management, and the provision of psychological advice and consultation to others involved in service user care. The post holder will also supervise and support other psychologists and psychological therapists in their area, with governance responsibility for agreeing case and workload levels, managing pathways and systems of monitoring quality of practice. They may also be required to undertake disciplinary, capability or sickness processes as necessary. The post holder will utilise research skills for audit, policy, research and quality improvement, and contribute strongly to strategic service development as a senior psychologist.

Key Responsibilities

Clinical

1. Provide highly developed specialist psychological assessments, based on the appropriate use, interpretation and integration of complex data from a variety of sources (including psychological/neuropsychological tests, measures/rating scales, direct and indirect observation and semi-structured interviews with clients, family members and involved others.
2. Formulate plans for the formal psychological treatment and/or management of mental health problems in adults of working age across a range of care settings, based upon a broad theoretical knowledge base to analyse, interpret and compare complex information in order to design specialist programmes of treatment for individuals, groups and families tailored to individual need.
3. To be responsible for implementing a broad range of evidence-based specialist psychological treatments and mental health interventions which require the formulation and modification of plans and strategies as practice and experience demands. This will require the adjustment and refinement of complex formulations which draw on different explanatory models, and the maintenance of a number of provisional hypotheses.
4. To provide expertise and specialist psychological advice, guidance and consultation to other multidisciplinary professionals contributing directly to service users' formulation, diagnosis and treatment planning.

5. To ensure that multidisciplinary colleagues have access to a psychologically based framework for understanding the care of service users.
6. To undertake risk assessment and management and to provide specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management.
7. To be responsible for providing and receiving highly complex, sensitive, distressing and emotional information in relation to health issues where there are often barriers to acceptance.
8. To spend sustained amounts of time with service users who may be aggressive and hostile, who may have poor communication skills and self-care and special physical and/or mental needs.
9. To be mindful of the needs of individuals and families from a wide range of racial, cultural, sexual, religious and social backgrounds and to develop with colleagues innovative ways of communicating and working across language and cultural barriers.
10. To be responsible for developing and maintaining knowledge of local resources and developing working relationships with relevant statutory, voluntary and community groups and organisations. Provide expert consultation about the psychological care of the service user group to external staff and organisations.
11. To be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients, e.g. service users, families and carers, other professionals, formal panels and statutory and voluntary organisations, orally, in writing and/or electronically.

Teaching, Training and Supervision

1. To provide post-qualification training (CPD) and clinical professional supervision to qualified psychologists attached to the team.
2. Provide specialist consultation, training and (where agreed) clinical supervision to other multidisciplinary professionals for their provision of psychologically-based interventions for service users.
3. Provide specialist placements for trainee psychologists and other psychological therapists in training, ensuring they are provided with necessarily clinical and research/evaluation skills and experience to develop competent practice, and contributing to the assessment and evaluation of those competencies.
4. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
5. Develop and deliver, jointly with other clinical psychologists where necessary, teaching events for clinical psychology Doctoral training programmes.
6. Ensure the development, maintenance and development of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
7. In line with professional practice guidelines and HCPC registration requirements, take part in regular professional supervision and appraisal.

Human Resources, Recruitment, Policy and Service Development

1. To participate in the planning and development of a high quality, responsive and accessible CMHT service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
2. To supervise the work of qualified and unqualified psychologist as required, ensuring realistic and effective job plans are in place.
3. To lead and conduct the Appraisals and Personal Development Reviews of the qualified and non-qualified psychologists within the team, jointly with Operational Managers.
4. To receive regular clinical, professional and managerial supervision in line with good practice guidelines and engage in the Appraisal Process with the Consultant Clinical Psychologist.
5. To exercise responsibility for the systematic governance of psychological practice within the teams of responsibility.
6. To be involved in recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified clinical psychologists.
7. To work in a coordinated and co-operative way with other psychologists employed within local services and the wider psychology services in the Trust. This will involve participation in the effective development and organisation of the Trust's Psychology Services by attendance at meetings as required
8. To regularly liaise with Operational Managers and Consultant Clinical Psychologist regarding the functioning of the Psychologists in relation to meeting the service's needs, targets and standards and addressing service changes.

Research and Service Evaluation

1. To exercise responsibility for coordinating and maintaining data collection and for proposing and implementing audits designed to improve our understanding and effectiveness of psychological services delivered to service users.
2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To monitor and review the effectiveness of the clinical work undertaken either personally or jointly with other members of the multi-disciplinary team to ensure that it reflects the best available evidence for practice
4. To participate in data collection, audit and clinical research designed to improve the understanding and effectiveness of services delivered to service users. This will be agreed with the Trust according to clinical governance guidelines and in agreement with the post-holder's service and professional managers
5. To initiate project management, including audit, evaluation and quality improvement, with colleagues within the service to help develop service provision.

6. To ensure the incorporation of psychological frameworks into the evaluation, monitoring and development of the team's operational policies, through the use of professional skills in research, service evaluation and audit.
7. To disseminate research from work that the post-holder has been involved in a way that will benefit the services provided by the Trust. This will include feedback from any training opportunities that the post-holder has been able to attend as part of their employment with the Trust

Information Technology

1. Provide accurate and timely clinical information as required and input into Trust electronic record systems. Ensure other psychologists met required standards for recording.
2. Use information technology in line with Trust and NHS information governance requirements, and maintain up to date knowledge of systems and governance requirements.
3. Collate and report on information across service area using information systems to a high standard.
4. Prepare teaching materials and presentations to a professional level.

JOB DESCRIPTION AGREEMENT	
This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the post-holder.	

<u>Statement on Employment Policies</u>	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs. For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.
Dealing With Harassment/ Bullying In The Workplace	The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.

	<p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours is not permitted.
Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
General Data Protection Regulation (GDPR)	<p>To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.
Service User and Carer Involvement	ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.
Personal Development	Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.
Quality Improvement	The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.
Professional Standards	To maintain standards as set by professional regulatory bodies as appropriate.
Conflict of Interests	You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.
Risk Management	Risk Management involves the culture, processes and structures that

	are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.
Personal and Professional Development/Investors in People	The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.
Infection Control	<p>Infection Control is everyone'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 control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

PERSON SPECIFICATION

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DIRECTORATE:	Bedfordshire
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ACCOUNTABLE TO:	Psychology Lead – Adult Mental Health, Bedfordshire

Attributes	ESSENTIAL	DESIRABLE
Education/Training/Qualification	<p>Doctorate in Clinical Psychology or equivalence and able to demonstrate eligibility for BPS CPsychol (Chartered Psychologist)</p> <p>HCPC registration as a Practitioner Psychologist</p> <p>Training in clinical supervision for doctoral clinical psychology trainees.</p>	<p>Post-doctoral training in one or more relevant specialist areas of psychological practice.</p> <p>Leadership Training</p> <p>Quality Improvement Training</p>
Experience	<p>Substantial experience of working as a qualified Clinical Psychologist including substantial post-qualification experience working in a multi-disciplinary team for adults with severe and enduring mental health problems.</p> <p>Well-developed experience of assessment, formulation and treatment with people (and families/carers) with complex & chronic mental health problems.</p> <p>Experience in working within at least two therapy modalities (CBT and one other).</p> <p>Experience of the application of psychology in different cultural contexts, including working with interpreters.</p> <p>Research and audit experience.</p> <p>Experience of representing psychology within the context of multi-disciplinary</p>	<p>Experience managing other staff</p>

	<p>care.</p> <p>Experience of developing and delivering specialist training programmes.</p> <p>Experience of supervising professional and clinical practice of qualified and unqualified staff</p> <p>Experience of liaison and joint work with other statutory agencies, including crisis management.</p> <p>Identification of need and development of services to meet need.</p>	
Knowledge & Skills	<p>Highly developed knowledge of the theory and practice of at least two specialised psychological therapies with adult clients with psychosis and complex mental health needs, which should include CBT and one other.</p> <p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult-to-treat groups (e.g. complex needs, self-harm, dual diagnosis, and persons with additional disabilities etc).</p> <p>Communication & Relationship skills: Able to provide & receive highly complex, sensitive or contentious information in a highly emotive and sometimes hostile atmosphere, in a range of relationships and settings. Able to use highly specialist skills of empathy to overcome barriers to understanding and acceptance.</p> <p>Analytical & judgemental skills: Able to draw upon a broad theoretical knowledge base in the analysis of highly complex facts or situations to arrive at appropriate formulations. Able to compare and select from a range of treatment options, based on formulation.</p> <p>Planning and organisational skills: Able to plan, organise and prioritise own workload.</p>	<p>Able to innovate on the basis of theoretical knowledge.</p> <p>Training in Behavioural Family Therapy or other Family Intervention</p>

	<p>Ability to work creatively, co-operatively, reliably and consistently as an independent practitioner, as a mentor and supervisor, and in multi-disciplinary and team settings.</p> <p>Physical skills: Competence in advanced IT packages including keyboard skills.</p> <p>Information resources: Able to record and report on as required clinical information. Competent in use of basic IT packages – word processing, excel, e-mail and internet.</p> <p>Research & Guidance: Doctoral level knowledge of research design and methodology, including complex multivariate data analysis.</p> <p>Up to date knowledge of psychological research and national guidance relevant to patient group</p> <p>Knowledge of legislation and its implications for clinical practice with this client group.</p> <p>Cultural awareness: Ability to provide a culturally-competent and non-stigmatising service including an awareness of the potential impact of discrimination and disadvantage on mental health.</p> <p>Flexibility: Able to be flexible and adapt approach according to need. Able to innovate on the basis of theoretical knowledge</p> <p>Information resources: Competent use of other IT packages e.g. PowerPoint, Excel and Access.</p>	
Other	<p>Enthusiasm for a broad range of psychological phenomena, and an interest in models of service delivery.</p> <p>Able to contain and work with organisational stress and able to hold</p>	

	<p>the stress of others.</p> <p>Physical effort: Able to sit in constrained positions for a substantial proportion of working time.</p> <p>Mental effort: Able to concentrate intensely for a substantial proportion of working time, during client contact, teaching/supervision sessions, team meetings, preparing written work etc.</p> <p>Emotional effort: Able to manage effectively frequent exposure to highly distressing/highly emotional circumstances and exposure to traumatic circumstances.</p> <p>Working conditions: Able to manage effectively verbal aggression from service users, families, etc and the risk of physical aggression.</p> <p>Values: Respectful approach to service users, families, carers, colleagues and other professionals. Willing to negotiate and can handle confrontation effectively and professionally.</p> <p>Able to articulate the value added by psychological interventions within the context of multi-disciplinary mental health services.</p>	
Other	<p>Able to work to professional guidelines.</p> <p>Must be capable of accountability for own work, of autonomous clinical practice, of being guided by precedent and of working towards defined results.</p>	