JOB DESCRIPTION

JOB TITLE:	**Principal Psychological Therapist** Psychiatric Liaison Service
BAND:	**8B**
DEPARTMENT:	**Adult Mental Health Psychology**
DIRECTORATE:	**Luton**
REPORTING TO:	**Adult Mental Health Psychology Lead**
ACCOUNTABLE TO:	**Operational Manager Psychiatric Liaison Team** **Adult Mental Health Psychology Lead**
HOURS/SESSIONS	**1.0wte**
DBS LEVEL	**Enhanced**

JOB SUMMARY

This post is responsible for ensuring the systematic provision of specialist psychological input to the Core 24 Psychiatric Liaison Service (PLS). The PLS service provides specialist multidisciplinary assessment and management and signposting for people presenting with complex mental health difficulties attending at Accident and Emergency and in the acute hospital setting. The Principal Psychologist will work as a senior member of the services to provide systematic specialist clinical psychological assessment, formulation, brief interventions, consultation and care planning as part of the multidisciplinary team. Training, support, supervision and formulation with colleagues will form a significant part of the role in order to promote psychologically-informed conceptualisation and intervention across the system, including colleagues in A&E and the acute hospital, and with other community organisations involved in supporting complex service users.

With guidance from the Psychology Lead, the post holder will also liaise closely with psychologists working in other teams to develop and maintain a high standard of professional practice across the service and pathways of psychological care across wider health and care system.

The post holder will utilise research skills for audit, policy, research and quality improvement, and contribute strongly to strategic service development in the CRHT.

KEY RELATIONSHIPS

- PLS managers and colleagues
- Colleagues in Accident & Emergency, Acute Hospital, social care and community organisations
- PLS Assistant Psychologists and trainees
- Adult Mental Health Psychology Lead
- Bedfordshire psychology colleagues across other teams/service areas
- Multidisciplinary colleagues in CMHTs, CRHTs and inpatient units
- Service Users, Carers, People Participation Lead

MAIN DUTIES AND RESPONSIBILITIES

Clinical	- Provide well developed, highly specialist psychological assessments, based on the appropriate use, interpretation and integration of complex data from a variety of sources (including psychological tests, measures/rating scales, Recovery measures and Quality of Life measures, direct and indirect observation and semi-structured interviews with clients, family members and involved others.) - To use the ecological model of formulation to understand with the person their symptoms and behaviours in relation to their experiences and wider social context - Formulate plans for the formal psychological treatment and/or management of mental health problems across a range of care

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	settings at population, systemic and individual levels, based upon a theoretical knowledge base to analyse, interpret and compare highly complex information in order to design specialist programmes of treatment for individuals, groups and families, care systems and populations tailored to individual need.
	• To provide well developed, highly specialist expertise and psychological advice, guidance and consultation to other multidisciplinary professionals contributing directly to service users' formulation, diagnosis and service planning. Ensure that multidisciplinary colleagues have access to a psychologically based framework for understanding the care of service users including the Recovery Approach.
	• To undertake well developed, highly specialist risk assessment and management and to provide highly specialist advice on psychological aspects of risk assessment and management holding in mind the relevant legal frameworks.
	• 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.
	• 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.
	• To be mindful of the needs of individuals and families from a wide range of racial, cultural, sexual, religious and social backgrounds and, with service users and colleagues, co-produce innovative ways of communicating and working across language and cultural barriers.
	• To be responsible for developing working relationships with relevant statutory, voluntary and community groups and organisations. Provide well developed, highly expert consultation about the psychological care of the service user group to external staff and organisations.
	• To be responsible for recording, monitoring and reporting on clinical work and communicating highly 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 making use of Trust provided Electronic Health Record and data analytics systems.
Operational	• To coordinate and oversee appropriate clinical supervision of the team members offering psychological interventions
	• To ensure routine collection of appropriate data and outcomes
	• To continue to work with community and maternity partners and other stakeholders to monitor ongoing and/or unmet service need.
	• To be responsible for providing accurate and timely clinical information as required
	• To make full use of Trust electronic record systems which include Electronic Patient Record Systems, Electronic Staff Record systems (e.g. Appraisal and supervision records) and other Assurance systems such as Incident recording (Datix).
	• Use information technology in line with Trust and NHS information governance requirements, and maintain up to date knowledge of systems and governance requirements.
	• To make full use of available teleconferencing and electronic diary scheduling facilities.
	• Collate and report on information across service area using information systems to a high standard.
	• Prepare and present teaching materials and presentations to a professional level including the use of video conferencing, audio

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	visual packages and data visualisation.
Management and Human Resources and Service Development	• Agree work/caseload levels with assistant director and professional lead, and manage own workload to meet expected activity levels. • Exercise line management and supervision responsibility, delegated where appropriate, for other psychologists, psychological therapists, trainee psychological therapists and assistants in the service and agreed with assistant director and professional lead, where appropriate. • Participate in appraisal and development planning, identifying and agreeing training needs for self and for other staff as required. • Maintain up to date knowledge of relevant legislation, national and local policies and issues in relation to the provision of services. • Take a lead and support service development and quality improvement initiatives within the directorate, in line with directorate priorities and in response to identified local need. • Attend regular psychological therapy meetings to develop and maintain high standards of professional knowledge and practice in services. • Attend multidisciplinary team meetings related to service governance and development as required. • Lead and support HR investigations held under the Complaints, Disciplinary, Competency policies.
Performance and Quality (including research and service evaluation)	• Support systems for evaluation, monitoring and development of the directorate's psychological therapies services to ensure services are delivered in line with Trust policies, national guidance and evidence based practice. • Use skills in undertaking research, audit and evaluation analyse and interpret highly complex data, identifying trends and opportunities for improvement. • Lead, develop and implement service related Quality Improvement and/or academic research or service evaluation projects, and advise/support other staff undertaking research and evaluation activities. Ensure that relevant clinical research, service evaluation and audit are undertaken in accordance with national and local NHS and professional requirements.
Financial and Physical Resources	• Contribute to the responsible management of equipment and resources required for the ongoing provision of a high standard of psychological service to the directorate. • Take delegated responsibility for the management of Service budgets.
Teaching, training and supervision	• Use a theoretical knowledge base and specialist clinical skills to support the psychological skills of others (assistant, trainee and other psychologists and members of other staff groups) via the development and delivery of teaching, training, supervision, support and consultation across the service. • Comply with governance systems in place for the provision and monitoring of clinical and professional supervision of qualified and unqualified psychological practitioners across the directorate. • Ensure practice within relevant guidelines for professional practice (BPS/HCPC/BABCP etc). • Provide well developed and highly skilled consultation, teaching, training and (where agreed) clinical supervision to other multidisciplinary professionals for their provision of psychologically-based interventions for service users. • Ensure the personal development, maintenance and development of the highest professional standards of practice, through active

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	participation in internal and external CPD training and development programmes.

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.

Statement on Employment Policies

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. 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. Disciplinary action will be taken against any member of staff found to be transgressing the Harassment and Bullying Policy.
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 one's ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	As an employee of the Trust the post holder may have access to confidential information. The post holder 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

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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.

To safeguard at all times, the confidentiality of information relating to patients/clients and staff.

Data Protection Act	To maintain the confidentiality of all electronically stored personal data in line with the provision of the Data Protection Act.
Data Protection – Your Data	As part of your employment with East London Foundation Trust, we will need to maintain personal information relating to your work on your personal file. You have a right to request access to your personal file via the Human Resources Department. To carry out as per Data Protection Act responsibilities with regard to the access and Health Records Act 1990.
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.
Clinical Governance	As an employee of the trust you are expected to support the Trust's clinical governance framework for monitoring and improving standards of care. You must do this by:- • taking part in activities for improving quality • identifying and managing risks • maintaining your continuous professional development
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	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

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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. 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.		

PERSON SPECIFICATION

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REPORTING TO:	Adult Mental Health Psychology Lead
ACCOUNTABLE TO:	Operational Manager of Psychiatric Liaison Service Adult Mental Health Psychology Lead

ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTON METHOD (S/I/T)
Education/ Qualification/ Training	Post Graduate Doctoral level training in Clinical or Counselling Psychology or equivalent accredited by the British Psychological Society (BPS). Or Have an NHS Core Profession (Nurse, Allied Health Profession, Medical Doctor, Social Worker) or demonstrable equivalent knowledge, skills and attitudes. and Have completed a minimum of one year of recognised full-time (or equivalent part-time) psychological therapy or counselling training leading to a qualification, certification or accreditation recognised by a relevant professional or regulatory body plus relevant specialist short courses. Or Have completed an equivalent training abroad as recognised by NARIC and written and oral English sufficient for their work Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.	E	S

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	Training specifically including: Models of psychopathology, clinical psychometrics and Neuro-psychology, two or more distinct psychological therapies, three or more supervised clinical placements (including lifespan developmental psychology and mental health specialisms) and research skills. Either: Recognised qualification or training in psychotherapy supervision or Clinical supervision training for doctoral clinical /counselling psychology trainees. Registered with the Health and Care Professions Council (HCPC) Or Registered by a body overseen or accredited by the Professional Standards Authority (PSA)		
Education/ Qualification/ Training	Membership of one or more member colleges of UKCP. Post Qualification Training in a Psychotherapy Modality: e.g. DBT, CFT, EMDR, CBTp, CBT for trauma. Accreditation by one or more of: The British Association of Behavioural and Cognitive Psychotherapies (BABCP); Association for Cognitive Analytic Therapy. British Society of Couple Psychotherapists and Counsellors. Relevant management / leadership training certificate.	D	S
Experience	Assessed experience of working as a qualified Clinical or Counselling or Forensic psychologist at a highly specialist level or assessed experience of working as a qualified psychotherapist, preferably in the NHS or similar public health provider. Experience of working in a community mental health service Demonstrate further specialist experience through CPD including supervised practice supplemented with other activities such as training, self directed study and conferences relevant to the current state of	E	S/I

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the speciality.

Experience of:

Clinical

- The principles and implementation of the CPA process.
- Providing specialist psychological assessment, including cognitive and neurological assessment, and treatment of patients utilising at least two main models as appropriate across the full range of care settings and clinical severity including outpatient, community, primary care and inpatient.
- Working with a wide variety of patient groups across the whole life course and presenting problems which reflect the full range of clinical severity. Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
- Providing teaching, training and clinical supervision.
- Exercising full clinical responsibility for clients' psychological care and treatment within the context of a multidisciplinary care plan.
- The application of psychological principles across multiple environments and populations
- Representing Psychological Therapies within the context of multi-disciplinary care.
- Assessing treatment options where expert opinion differs.
- Providing teaching, training and clinical supervision as required.
- Facilitating groups.
- The use of Patient Reported Experience Measures (PREMs) such as Friends and Family Test
- The use of at least one Recovery measure (e.g. DIALOG, QPR, ReQoL) as part of a Recovery Approach
- Routine use of teleconferencing in 1:1 patient care.
- The use of Cloud based mental health Apps or programs
- Supervision of MDT staff in Recovery Model approaches
- The use of QI or other improvement methodology in clinical settings
- The operational delivery of integrated care pathways
- The application of the Care Act (2015), Mental Capacity Act (2007), Mental Health Act (2007)

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	Operational • Staff management, development and leadership, especially in supervising staff from different backgrounds and trainings. • The full range of complaints, grievances, capability and disciplinary procedures. • Developing policy or services • Recruitment, selection and retention of staff. • Working in a multidisciplinary team. • Partnership working with primary care, secondary care and other agencies • Developing services to respond to Service User needs and a diverse population • Leading audit and research projects • Routine use of teleconferencing (e.g. Skype, zoom, Facetime) in any 1:1 setting and group meetings including for supervision • Routine use of any Electronic Patient Record system such as RiO, EMIS, PARIS, SystmOne, IAPTUS to include patient administration and clinical record management. • The clinical use of databases; informatics systems and data visualisation • Management of teams, • Management of budgets, • Conference planning and management Integrated Care and Community/Population Heath • Co produced clinical care, including goal setting, using a Recovery approach • Community psychology approaches to population mental health • Integrated physical and mental health pathways		
Experience	• The application of psychologically informed interventions in different cultural contexts including working with interpreters. • Developing services and the change process. • Working within a community psychology frame • Partnership working with primary care, secondary care and other agencies. • Experience in developing services to respond to Service User needs and a diverse population. • Leading a minimum of one Investigation Officer process • Mental health issues as a service user or carer • Planning of integrated care and community	D	I

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		psychology approaches to population health		
		• Networking across multiple stakeholders in Health including Acute Care, Social Services, Third sector. • The development of integrated physical and mental health pathways • Work force management, planning and development • Development of services in conjunction with Commissioners, STPs • Procurement and Business Development		
Knowledge		Well developed knowledge of Clinical • The theory and practice of psychological assessment and therapies in relation to treatment of a range of mental health disorders, including SMI, complex mental health and psychosis • Community Psychology Theory, models and practice • Risk assessment practice and procedures. • The application of standardised assessments and outcome measures. • The presentation of complex mental health problems and range of disorders • Experience of the principles and implementation of the CPA process. • Understanding of the presentation of highly complex mental health problems and range of disorders • The value of people participation in the delivery and development of services • Routine Outcome measures including PROMs, PREMs and CROMs • The Recovery Model and Recovery measures (one of DIALOG, QPR or ReQoL and co production of clinical intervention and clinical services • The clinical use of Electronic Patient Records • Cloud based mental health Apps or programs scope and application • The application of the Care Act (2015), Mental Capacity Act (2007), Mental Health Act (2007) • Thorough understanding of other professionals' theoretical perspectives of this client group. Operational • Trust level NHS structures including, clinical governance mechanisms and information governance • Legislation in relation to mental health problems and its implications for both clinical practice and professional management in relation to the client group.	E	S/I

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	- equal opportunities, confidentiality and consent issues - wide range of IT applications, including databases, word processing, presentation software and Teleconferencing tools - National NHS governance structures - the principles and practice of clinical governance, clinical audit and research methodology - Budgeting and NHS financial processes - Clinical informatics and analytics scope and clinical use - The operational use of Electronic Patient Records - Operational management of teams, - Clinical and team level use of clinical informatics and analytics Integrated Care and Community/ Population Health - Integrated care agenda - Approaches to addressing population physical and mental health including Community psychology Knowledge of - the principles and practice of clinical governance, clinical audit and research methodology - Sufficient knowledge of other modalities to engage appropriately with colleagues and their work with service users - Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. - Current mental health legislation and initiatives, including NHS policies and procedures and Health & Safety issues.		
Knowledge	Developed Knowledge of range of psychological therapies Community Psychology Models psychiatric assessment and treatment related disorders such as Eating Disorders, Substance Abuse	D	I
Skills	Well developed skills in ensuring the clinical and operational delivery of: Clinical - Co production of care and treatment with service users and carers - Specialist psychological assessment (cognitive-behavioural, psychodynamic or	E	S/I

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	other), intervention and management frequently requiring sustained and intense concentration.		
	• Respect and appreciation of the knowledge, skills and experience of local and national VCSE.		
	• the use of complex methods of psychological assessment, intervention and management including the use of theoretical models to analyse information and to develop formulations upon which to base choice of treatment with particular reference to Adult Mental Health.		
	• Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills.		
	• the use of research and audit relevant to the evaluation of treatment effectiveness, service evaluation, and compliance with guidance/policy		
	• Well-developed skills in the ability to communicate effectively, orally and in writing, highly complex, highly technical and/or clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues both within and outside the NHS.		
	• Able to contain and work with high levels of distress from clients.		
	• Interpersonally calm and able to defuse difficult, volatile situations.		
	• Able to tolerate ambiguity and to take decisions in situations of incomplete information.		
	• Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice.		
	• negotiating hopeful Recovery goals with service users		
	• working through local community groups and centres		
	• neighbourhood based 'interventions'		
	• using teleconferencing facilities		
	• managing patient records and clinical teams through the use of electronic patient record systems		
	• using PROM and PREM tools, analysing the results and planning interventions at an individual-therapy, group and team level.		
	• Using at least one Recovery measure (e.g. DIALOG, QPR, ReQoL) and co producing recovery goals and plans.		
	• Supervision of MDT staff in use of Recovery measure		
	• Understanding clinical dashboards, analysing		

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the outputs and adapting clinical practice at team level
- Using Cloud based mental health Apps or programs directly or facilitating patient use.
- Leading Reflective practice groups within MDTs
- management of teams,
- management of budgets,
- Conference Planning

Operational

- Ability to create and maintain effective relationships with a range of professionals and services.
- Ability to identify, and employ, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.
- Ability to work independently to maintain agreed caseload and activity levels.
- the use of Information Technology adequate for use of Trust Information systems.
- Excellent interpersonal and communication skills, enabling formation of networks with professionals within the Trust and from other agencies to promote effective team working with clients.
- Able to contain and work with organisational stress.
- Organisation of work.
- Planning and organising skills for caseload management.
- self-management, including time-management.
- Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.
- providing consultation to other professional and non-professional groups.
- Excellent interpersonal and communication skills, enabling formation of networks with professionals within the Trust and from other agencies to promote effective team working with clients.
- using teleconferencing facilities
- management of teams,
- management of budgets,
- Conference Planning
- Motivated towards personal and professional development with a strong CPD record.

Integrated Care and Community/ Population Health

- Working through local community groups and

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	• centre • Neighbourhood based 'interventions' • Offer responsive, co produced, reflexive services with the target population • Provide oversight of informed case formulation • Liaise and convene interagency and service user networks to inform the case management • Provide a psychological perspective within interagency, community settings. • Deliver co produced clinical care and service delivery at population, systemic and individual levels. Ability to: • Demonstrate excellent interpersonal, communication and active listening skills with service users, carers and staff. • Demonstrate respectful and collaborative approach to patients, carers, colleagues, other professional contacts. • Remain in constrained positions for substantial proportions of working time. • Concentrate intensively for substantial periods during patient contact, teaching/supervision sessions, team meetings, preparing written work etc. • Produce high-quality professional reports to specified deadlines and other time constraints. • Manage effectively frequent exposure to highly distressing/emotional circumstances. • Manage effectively verbal aggression and abuse from patients, carers etc and the risk of physical aggression. • Work creatively, co-operatively, reliably and consistently both as an independent practitioner and in multi-disciplinary and team settings.	

S: Shortlising   I: Interview   T: Test

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