

## Job Description

Our vision: To support our local communities by excelling in everything we do together.

<b>Job Title:</b>	<b>Principal Clinical Psychologist</b>
<b>Band:</b>	<b>8b</b>
<b>Locality:</b>	<b>Fylde Coast</b>
<b>Service:</b>	<b>Inpatients</b>
<b>Base:</b>	<b>The Harbour</b>
<b>AfC Ref:</b>	
<b>Hours of work:</b>	<b>37.5</b>

### Reporting Arrangements:

**Professionally accountable to:**    **Locality Professional Lead for Psychological Services**

### Job Summary

To be responsible for ensuring the systematic provision of a high quality specialist clinical psychology service to clients within inpatient services in the North locality.

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

- Network Lead for Psychology
- Locality Lead for Psychology
- Relevant operational managers
- Clinical team colleagues
- Other health professionals and members of other agencies responsible for delivering services to the relevant client groups

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## **Department Chart**

Professional Lead for Psychology

Locality Lead for Psychology/  
Consultant Clinical Psychologist

## **Key Responsibilities**

### **Communication and Relationship Skills**

- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- To ensure that all member of the treating team have access to a psychologically based framework for understanding and care of clients of the service through the provisional advice and consultation and the dissemination of psychological research and theory.
- To communicate, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multidisciplinary care.
- To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
- To provide clinical placements for trainee psychologists ensuring that trainees acquire the necessary skills, competences and experience contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competences.
- 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 interventions to help improve clients functioning.
- To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
- 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.

### **Analytical and Judgement Skills**

- To apply a combination of enhanced clinical skills derived from experience and further learning via CPD across the clinical spectrum of assessment, intervention and evaluation
- 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, family or group.

### **Planning and Organisational Skills**

- Autonomous responsibility for planning and organising own workload. Supporting junior staff for whom the postholder has supervisory responsibility

### **Physical Skills**

N/A

### **Patient and Client Care**

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- To provide specialist psychological assessments of clients referred to the nominated team based 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 structured observations and semi-structured interviews with clients, family members and others involved in the clients care.
- To formulate and implement plans for the formal psychological treatment and/or management of a client's problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
- To be responsible for implementing a range of psychological interventions (therapy) for individuals, carers, families and groups, within and across teams, whilst adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
- To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including clients, their carers, referring agents and others involved in the network of care.

### **Responsibility for 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 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.

### **Responsibility for Finance**

N/A

### **Responsibility for Human Resources**

Some responsibility to assist with recruitment of junior psychology staff within local area/service

### **Responsibility for Information Resources**

- To provide appropriate statistical returns as required.

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## Research and 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 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.
- To ensure the development and articulation of best practice in psychology within the service area 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 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.

## Freedom to Act

- To demonstrate a level of autonomy to act as a senior clinician within the specific psychological service area.
- **Other**
- To co-ordinate, in conjunction with the relevant manager, the effective supervision of psychological practice within the designated service.
- 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
- 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.
- 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 highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self governance in

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accordance with professional codes of practice of the British Psychological Society and Trust policies and procedures.

## Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

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 and qualifications in research methodology, staff training and/or other fields of applied psychology.	Certificates
Knowledge	<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>Formal training in supervision of other psychologists</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</p>	Application form & interview

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		specialised psychological therapies and assessment methodologies	
Experience	<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.</p> <p>Experience of teaching, training and supervising.</p> <p>Demonstrable experience of conducting complex audit/research and service evaluation</p>	<p>Substantial experience of contributing a psychological perspective within the context of multidisciplinary care</p> <p>Experience of the application of clinical psychology in different cultural contexts.</p> <p>Experience of selection and recruitment</p> <p>Experience of working as qualified psychologist in an inpatient environment</p>	<p>Interview CV References</p> <p>Assessed at interview</p> <p>Supervision record and references</p>
Skills and Abilities	<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>Interview CV References</p>

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	<p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Keyboard skills sufficient to enter data/write reports</p> <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> <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>		
Work Related Circumstances	<p>Ability to meet minimum travel requirements</p> <p>Able to work in UK</p>	Experience of working within a multicultural framework	

## 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?

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?

<b>MENTAL EFFORT</b>		
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Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?

<b>EMOTIONAL EFFORT</b> Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
<b>WORKING CONDITIONS</b> Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?	

## Our Values & 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><i>We are always learning</i></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><i>We are respectful</i></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>

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<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 & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, 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 & 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 & 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 & 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 Local Safeguarding

Children's Board, Local Safeguarding Adult Board and LSCFT 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 view 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 that have been agreed."
- The Trust places great importance on sustainable development, reducing their 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

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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.

#### Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To 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.
- To uphold the Trust's commitment to health and wellbeing



**We are  
Kind**



**We are  
Respectful**



**We are  
Always  
Learning**



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Team**

**We are**

kind ● a team ● respectful ● always learning

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