

Job Description

Title: Clinical / Counselling Psychologist, Child and Adolescent Mental Health Services (CAMHS)

Band: 7

Service: CAMHS - East and North Herts Strategic Business Unit

Operationally

Accountable to: Community CAMHS Manager for quadrant

Professionally

Accountable to: Professional Lead Psychological Services (CAMHS) via Consultant Lead Clinical Psychology

Professionally

Accountable for: Trainee Clinical/Counselling psychologists on placement and Assistant Psychologists within the quadrant

Hertfordshire Partnerships University NHS Foundation Trust

- Hertfordshire Partnership University NHS Foundation Trust (HPFT) is an exceptional organisation with big ambitions, our aim is to be the leading provider of mental health and specialist learning disability services in the country.
- With a workforce of around 3,500 people and an annual income of some £330million this year, the Trust provides integrated health and social care services through a network of community and inpatient settings, serving diverse communities across Buckinghamshire, Essex, Hertfordshire and Norfolk. As a university NHS foundation trust, HPFT continues to develop strong links with the University of Hertfordshire, providing excellent learning and development opportunities, as well as strengthening our clinical research capability.
- Whilst it is a challenging period for the NHS, there has never been a more exciting time to join HPFT following our CQC rating of Outstanding awarded to us in April 2019.

Our Services

We provide mental health and social care services - including Adults of Working Age, Older Adults, Children and Adolescents and Specialist Learning Disabilities services.

The Trust works in close partnership with Hertfordshire County Council and also with other NHS organisations to promote and support mental health in the community. We also provide specialist learning disability services in Norfolk and North Essex.

The Trust provides:

- Community Services including local teams for mental health.
- Acute and Rehabilitation Services including inpatient services and crisis team.

- Specialist Services such as mental health services for older people, eating disorders, and our mother and baby unit.
- Learning Disability and Forensic Services.

Our Mission

“We support people to live their lives to their full potential by enabling them to keep mentally and physically well.”

Everything we do is aimed at providing consistently high quality, joined up care, support and treatment that:

- Empowers individuals to manage their mental and physical wellbeing.
- Keeps people safe from avoidable harm.
- Is effective and ensures the very best clinical and individual recovery outcomes.
- Provides the best possible experience.

Our Vision

Our conversations with service users, carers, staff, commissioners and the wider communities we serve have informed a simple but ambitious vision:

“Delivering great care, achieving great outcomes - together”.

We will achieve our vision by:

- Putting the people who need our care, support, and treatment at the heart of everything we do – always.
- Consistently achieving the outcomes that matter to the individuals who use our services, and their families and carers, by working in partnership with them and others who support them.
- Providing the very best experience of joined-up care in line with what service users and carers have told us makes ‘Great Care’.

Great Together

Great Together, our Trust strategy for 2023 – 2028, has been developed and co-produced with our service users, carers, staff, partners and local communities and gives us a clear roadmap to achieve our vision of great care and great outcomes.

Great Together places service users and carers at the centre of what we do; commits us to addressing inequalities and achieving equity; focuses on developing our people and creating a vibrant learning organisation whilst working in strong partnerships to deliver high quality care.



Values and Behaviours

Our values and behaviours have been developed by over 800 service users, carers and members of staff. They describe how we aim to be with service users, carers and each other. By living our values, we will deliver our ambition to be a leading provider for everyone we work with.

	<i>we are...</i>	<i>you feel...</i>
Our Values	Welcoming	✔ Valued as an individual
	Kind	✔ Cared for
	Positive	✔ Supported and included
	Respectful	✔ Listened to and heard
	Professional	✔ Safe and confident

Our values set the tone for:

- The way we plan and make decisions.
- The way we behave with service users and each other.
- The kind of colleagues we recruit.
- The way we induct, appraise, and develop our staff.

Job Summary and Job Responsibilities:

- To ensure the systematic provision of a specialist clinical / counselling psychology service to clients of the Tier 3 Specialist CAMHS quadrant multi-disciplinary team, across all sectors of care, within the context of the principles of CAPA (The Choice and Partnership Approach) and CYP-IAPT, providing both Core work (as defined by CAPA) and also contributing to Specific/Specialist work (as defined by CAPA) including contributing to provision of a specific model of evidence-based therapeutic intervention across the CAMHS clinics (for example Specialist provision of Systemic Therapy, Child Psychotherapy, CBT, IPT)
- To provide specialist psychological assessment and therapy at the same time as offering advice and consultation on clients' psychological care to non-psychologist colleagues, professionals from other agencies and to other non-professional carers
- The post-holder will offer Core and Specialist/Specific work (according to CAPA definitions) within the quadrant, and Specialist/Specific work as part of a CAMHS-wide therapeutic team as appropriate
- To work effectively as a fully integrated member of the multi-disciplinary team, including taking an active part in MDT meetings
- To provide clinical/professional supervision to pre-qualified psychologists within the quadrant MDT
- To work autonomously within professional practice guidelines and Trust policies and procedures
- To propose and implement policy and service development, undertake research, service evaluation and audit for own team/service and to contribute to the training of clinical/counselling psychologists and others

All staff should comply with the Trust's Anti-Discriminatory Statement, Employee Charter, Trust Policies and Procedures, Code of Conduct and Equality and Diversity.

Working Relationships and Communication Requirements of the Job

Working relationships

- To have good working relationships with multi-disciplinary colleagues
- To maintain close working relationships with psychology colleagues and other psychological therapists both locally and CAMHS-wide
- To promote and maintain good working relationships with colleagues in all areas of quadrant as appropriate

- To promote and maintain good working relationships with clients, their families, carers and other external agencies
- To have good working relationships within HPFT

Liaises with:

Professional Lead for Psychological Services (CAMHS)

Consultant Lead Clinical Psychology and other Consultant Leads in CAMHS

Community CAMHS Managers

Local 8A or 8B Clinical / Counselling Psychologist

Social Workers

Other Managers and Clinical Staff

Other Psychological Services staff within HPFT

Communication requirements

- To communicate effectively and skilfully with a wide range of people in a formal and informal manner and in verbal and written format consistent with their level of understanding, culture, and background to explore complex issues and make complex decisions
- To communicate skilfully, tactfully and sensitively highly complex and sensitive information with clients and carers, taking into account sensitive cultural barriers to communication, concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care
- To communicate effectively and skilfully with other professionals in the quadrant, other colleagues within or outside the Trust, statutory and non-statutory agencies/partners relevant to the client's care and management (including for the purposes of safeguarding and liaison)

Clinical Responsibility

- To provide specialist psychological assessments of clients referred to the quadrant MDT, 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
- To formulate and implement plans for the formal psychological treatment and/or management of a client's complex mental health 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 including CBT for individuals, carers, families and groups, employed individually and in synthesis, co-working with other team members/disciplines as

appropriate, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses

- To make skilled evaluations and 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. This evidence-based approach includes monitoring outcomes, modifying and adapting interventions drawn from a range of theoretical models
- To exercise autonomous professional responsibility within HCPC guidelines for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans, ensuring appropriate assessment, formulation and interventions, communicating with referrers and others involved with the care on a regular basis
- To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan, facilitating the effective and appropriate provision of psychological care by all members of the teams to the client
- 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
- To provide specialist expertise and psychological support to clients, their carers and staff working with the clients
- 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, ensuring provision of a care package appropriate for the client's needs, taking responsibility for initiating planning and review of the client's care, including the child/adolescent, their family/carers, referring agents and others involved in the network of care To maintain the highest standards of clinical record keeping and report writing, according to professional and Trust guidelines, including electronic data entry and recording To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision

Teaching, training and supervision

- To provide clinical/professional supervision to assistant psychologists and trainee clinical psychologists within the quadrant MDT and across quadrants as necessary and as agreed with appropriate operational managers and professional/consultant leads
- To provide clinical supervision to other disciplines within the quadrant MDT as agreed with Operational Managers and Professional Lead for Psychological Services (CAMHS)
- To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate
- To receive regular individual clinical/professional supervision from a consultant or more senior clinical/counselling psychologist, clinical supervision from other senior professional colleagues as appropriate and participate in regular peer supervision within the quadrant MDT

- To provide supervision on other CAMHS team member's psychological work as appropriate
- To participate in teaching/training and other CPD activities within the quadrant MDT and Hertfordshire CAMHS psychology group

Leadership and Staff Management Responsibility

- To receive regular clinical professional supervision from a consultant or more senior clinical/counselling psychologist, clinical supervision from other senior professional colleagues as appropriate and participate in regular peer supervision within the quadrant
- 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 appropriate operational manager and professional leads
- To participate in relevant special interest groups within the profession across the Trust and nationally as appropriate, to keep up with current developments
- To contribute to the development and articulation of best practice in psychology 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/counselling psychology and related disciplines
- To contribute to the development of knowledge and skills base within the quadrant MDT by maintaining an active awareness of current developments in psychology and national policy developments in the area of specialist CAMHS and by implementing knowledge gained
- To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate
- To be involved, as appropriate, in the short-listing and interviewing of assistant / graduate psychologists, as required
- To manage the workloads of assistant and trainee clinical psychologists, as appropriate, within the framework of the service policies and procedures
- To undergo and maintain up-to-date Trust mandatory training requirements
- To examine independently and critically all aspects of work to ensure they comply with the British Psychological Society's and HCPC's Ethics and Code of Conduct, and Trust policies and procedures
- 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 Psychological Society and Trust policies and procedures

Financial responsibility

- To ensure that resources are appropriately and efficiently utilised within the service
- To check equipment and report equipment failures to line management as appropriate
- To work within HPFT financial policies, procedures, and budgets

Service Development and Improvement

- To contribute to service development projects within own service area and other relevant agencies as required. This can involve contributing to the development, evaluation and monitoring of the service operational policies or other organizational issues, by initiating and using one's professional skills in research, service evaluation and audit
- To contribute to the development and improvement of the service through taking a lead role on appropriate projects
- To liaise with other agencies and service providers in relation to the provision of psychological services and service developments, as agreed with the appropriate operational manager and Professional Leads
- To identify any aspects of the service which need to be improved and to advise both service and professional management on appropriate changes
- To contribute to the consultation and engagement of service users in planning and developing services
- To participate in clinical governance initiatives as agreed by the Trust and service clinical governance committees
- 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. This includes up to date knowledge of current developments in professional and clinical practice
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and to provide advice and supervision to other staff towards the same
- To contribute to the development of services through initiating, undertaking and supervising service evaluation and audit. This includes the development of outcome measurement, assessment/implementation and assisting other staff in the implementation of same
- To propose and initiate audit projects and to participate in service improvement based on the findings. This can also involve undertaking project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision
- To undertake appropriate research and provide research advice to other staff undertaking research
- To disseminate research and service evaluation findings through presentations and published articles

Analytical and Judgmental Skills

- To provide specialist psychological assessments of clients referred to the teams, 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
- To formulate and implement plans for the formal psychological treatment and/or management of a client's complex mental health 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 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. This evidence-based approach includes monitoring outcomes, modifying and adapting interventions drawn from a range of theoretical models

- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and to provide advice and supervision to other staff towards the same

Planning and Organisational Skills

- To manage own case load exercising appropriate clinical and organizational judgment so as to ensure high standards in the provision of care
- To plan, organize, time manage and prioritise own workload and personal administration delivering a specialist psychologist service within an agreed job plan
- To organize and plan highly complex activities such as service development including research and audit, as well as training and ongoing professional development for other colleagues
- To liaise and consult with other professionals in the NHS and other agencies and organizations
- To plan and deliver treatment interventions in line with Best Practice and local and National Guidelines

Physical Working Conditions and Environment

- To be prepared to travel between sites on a regular basis
- To be prepared to work in a variety of locations across the County
- To be prepared to sometimes work in unpleasant or unusual working environments
- To be able to work in situation where physical risk from aggression is a threat

Information Resources

- To maintain high standards of record-keeping primarily using the Trust's electronic patient record system in line with Trust policies and procedures
- To record and monitor statistical data relevant to service provision and development as required. This is carried out in order to provide statistical data for research and audit, but may also be for service development and monitoring purposes
- To ensure the confidentiality and security of patient information and patient records according to Trust policies and the Data Protection Act 1984, and its subsequent amendments, at all times
- 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 Psychological Society, Health Professions Council and the Trust policies and procedures
- To be familiar with and to produce learning materials using different electronic tools eg power point presentations

Additional Information: Knowledge and Skills Framework

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

Approved outlines are available on the HPFT e-ksf local library

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

Health and Safety

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

Infection Control

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Equality and Diversity

Hertfordshire Partnership Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users and carers and ensuring a supportive environment free from harassment. Because of this Hertfordshire Partnership Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

Confidentiality

All staff must be aware of the Data Protection Act 1984, and its subsequent amendments, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and the individual may be prosecuted.

Standards of Business Conduct and Conflicts of Interest

The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of staff to ensure that they do not abuse their official position for personal gain or seek to advantage or further private business or other interests in the course of their official duties. Staff should be informing their line manager if they are working for any other organisation to ensure that this Trust complies with the Working Time Regulations.

Information and Records Management

The postholder must be competent in using IT and have the relevant skills to carry out the activities required for the post.

To comply with the Data Protection Act 1998, Freedom of Information Act 2000 and Department of Health Code of Confidentiality in line with Trust procedures.

To adhere to the Trust's policies on records management including creation, use, storing and retention and disposal of records.

Adhere to the Trust's Corporate Identity (using the standard templates – available on www.hpt.nhs.uk).

Safeguarding Adults and Children

The Trust is committed to ensuring adults and children are protected and come to no harm from abuse. All employees have a responsibility to be aware of national and local policies, their individual responsibilities with regards to the protection and safeguarding of both adults and children, and must adhere to them at all times.

Organisational Change

As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

Review:

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post holder.

PERSON SPECIFICATION

Job Title: Clinical / Counselling Psychologist Band 7

Department: CAMHS

Date last reviewed: 1/12/2020

CRITERIA	ESSENTIAL	DESIRABLE
Knowledge, Training and Experience:		
<ul style="list-style-type: none"> • Post-graduate doctorate in clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, or fully completed training as a Counselling Psychologist • Full registration with Health Professions Council under the Clinical or Counselling modality • Chartered status with the British Psychological Society • Related academic qualifications to masters or doctorate level • Post-doctoral training in one or more additional specialised areas of psychological practice • Experience of independent administration and interpretation in cognitive assessment • Experience of research, service development and audit • Substantial pre-qualification clinical experience under supervision to enable the post holder to take full clinical responsibility for their caseload 	<ul style="list-style-type: none"> <li style="text-align: center;">✓ 	<ul style="list-style-type: none"> <li style="text-align: center;">✓ <li style="text-align: center;">✓
Areas of Experience and Knowledge:		
<ul style="list-style-type: none"> • Experience of working with moderate to severe mental health problems with a wide range of client groups 	<ul style="list-style-type: none"> <li style="text-align: center;">✓ 	

<p>across the whole life course with 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>	✓	
<ul style="list-style-type: none"> • Experience of exercising full clinical responsibility for client's psychological care and treatment both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan 	✓	
<ul style="list-style-type: none"> • Experience working within a multi-disciplinary team and inter-agency collaboration 	✓	
<p>Doctoral level knowledge of clinical/counselling psychology including highly developed knowledge of developmental psychology, models of psychopathology, clinical psychometrics, child and adolescent mental ✓</p>	✓	
<ul style="list-style-type: none"> • and a range of therapeutic models • Doctoral level knowledge of research design and methodology 	✓	
<ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment intervention and management with clients with complex problems, including specialised psychological interventions for difficult to treat groups (eg multiple mental health and/or physical health problems) 	✓	
<ul style="list-style-type: none"> • Ability to demonstrate an area of special interest/skill and experience in an evidence based therapeutic intervention 	✓	
<ul style="list-style-type: none"> • Evidence of continuing professional development as recommended by the BPS and HCPC 	✓	
<ul style="list-style-type: none"> • Well-developed skills in the ability to communicate effectively and well, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS 	✓	

<ul style="list-style-type: none"> • Skills in providing consultation to other professional and non-professional groups • Able to plan own workload; and coordinate with other relevant staff in the delivery of clinical service • Able to work at a high level of professional autonomy and responsibility, in a collaborative multi-disciplinary Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical / counseling psychology • Knowledge of relevant legislation and its implications for clinical practice in relation to children/adolescents • Skills in providing consultation to other professional and non-professional groups • Experience of working within a multi-cultural framework • Experience of having published in either peer reviewed academic or professional journals and/or books • Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups within CAMHS • Good presentation and teaching skills and ability to use multi-media materials for formal presentations to large groups • Familiarity with computing technology, including keyboard skills, and use of word-processing, e-mail, and internet software • Experience and knowledge of CAPA and CYP-IAPT 	<ul style="list-style-type: none"> ✓ 	<ul style="list-style-type: none"> ✓ ✓
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Communication Skills		
<ul style="list-style-type: none"> • Ability to work and communicate highly sensitive, contentious information effectively in a highly emotive or hostile atmosphere, and to overcome barriers to acceptance/psychological resistance to potentially threatening information • Ability to work with children and young people whose behaviour is personally challenging • Ability to establish and maintain professional relationships and boundaries with young people • Ability to provide a therapeutic environment which contributes to young people's healthy development • Ability to think clearly and express self • Ability to assess reports and clinical information and provide clear and concise information tailored for different audiences 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
Analytical Skills		
<ul style="list-style-type: none"> • Able to prioritise work, to operate a waiting list, meet short deadlines and an unpredictable work pattern which requires regular revision of plans • 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 behavior 	<p>✓</p> <p>✓</p>	
Physical Skills		
<ul style="list-style-type: none"> • Car driver (unless you have a disability as defined by the Disability Discrimination Act 1995) • Ability to move equipment (including case files, self-help materials, audio-visual equipment) between office base and other work settings 	<p>✓</p> <p>✓</p>	
Physical Effort		
<ul style="list-style-type: none"> • Ability to sit in constrained position for client therapy and for computer work 	<p>✓</p>	

Mental Effort		
<ul style="list-style-type: none"> • Ability to manage periods of prolonged concentration in client sessions and during computing tasks • Ability to work towards goals agreed at Individual Appraisal with the Service Manager • Able to sustain the intense concentration necessary for client assessment and formulation, group and individual therapy sessions, interviews 	<p>✓</p> <p>✓</p> <p>✓</p>	
Emotional Effort		
<ul style="list-style-type: none"> • Regular requirement to deal with distressing or emotionally charged situations 	<p>✓</p>	

NB: ALL INDICATORS SHOULD BE SUPPORTED BY APPROPRIATE EVIDENCE WHICH IS CLEAR AND CHECKABLE AT INTERVIEW

