

JOB DESCRIPTION

JOB DETAILS

Job Title:	Clinical Psychologist
Pay Band:	8a
Directorate:	Mental Health and Learning Disabilities
Department:	Specialist CAMHS

ORGANISATIONAL ARRANGEMENTS

Managerial Accountable to:	Head of Specialist CAMHS
Reports to:	Head of Specialist CAMHS
Professionally Responsible to:	Lead for Psychology in Specialist CAMHS
Responsible For:	Assistant Psychologists, Trainee Clinical Psychologists
Organisation chart:	

Director Mental Health & Learning Disability

Professional Lead for Psychology

Head of Service(S-CAMHS & Psychological Therapies)

S-CAMHS Service Delivery Manager

JOB SUMMARY / PURPOSE

To provide a qualified specialist psychology service to clients in the locality and to provide additional assessment and intervention into specialist work within SCAMHS across Hywel Dda.

To provide specialist psychological assessment and therapy to clients and their families, and to offer advice and consultation on clients' psychological care to colleagues within the team and to those within relevant outside agencies.

To work autonomously within professional guidelines and the overall framework of Specialist CAMHS policies and procedures. This will involve being clinically responsible for complex therapeutic and risk management work with clients.

To utilize research skills for audit, policy and service development and research within the area served by the locality team.

To act as a Care Co-ordinator for identified clients in line with the Mental Health (Wales) Measure 2010.

MAIN DUTIES AND RESPONSIBILITIES

Clinical

To provide specialist psychological assessments of clients referred to the locality team based upon the appropriate use, interpretation and integration of complex psychological 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 client's care.

To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health and developmental needs, 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 for individuals, families and groups, within the Locality Team, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.

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.

To provide psychology input into the Learning Disability aspect of the CAMHS service by providing a clinical service and assisting with service development in this area, if required.

To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans, and to monitor progress during the course of both uni and multi-disciplinary care.

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 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 co-ordinator, where appropriate, taking responsibility for initiating planning and review of care plans under the Mental Health Measure, communicating effectively with clients, their carers, referring agents and others involved in the network of care.

To be empathic and work therapeutically amongst relationships which may at times be antagonistic, hostile, or otherwise emotionally charged. To be skilled in effectively communicating complex condition related information to clients who may have difficulty understanding their situation or for whom engagement in treatment is otherwise compromised.

Service Management

To contribute to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.

To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

To manage the workloads of assistant and trainee psychologists, within the framework of the team/service's policies and procedures.

To be involved, as appropriate, in the short-listing and interviewing of assistant psychologists.

Service Improvement

To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.

To undertake appropriate research and provide research advice to other staff undertaking research.

To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

Communications

To regularly provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan. These other professionals will be from within the Specialist CAMHS service, from Hywel Dda and from other external organisations, eg Local Authorities, Substance Misuse Services, Social Services, Voluntary Agencies, Education.

To regularly communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care. This information may be in written and verbal form and will need to be communicated to clients, families and other professionals.

To regularly communicate complex assessments and formulations, involving multiple factors and sources of information, in a skilled and sensitive manner to clients and their families, and this will include the writing of formal reports summarising this information (e.g., formal psychometric assessment reports).

To communicate highly distressing information to clients and their families.

To maintain a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.

Finance and Resources

To be responsible for the safe, secure and appropriate use of psychological tests and ensuring that they are not used by anybody who is not suitably qualified or used inappropriately in any other way.

Personal and People Development and People Management

To contribute to the development and articulation of best practice in psychology across the service by offering supervision/consultation, training and maintaining an active engagement with current developments in the field of psychology and related disciplines.

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 provide professional and clinical supervision to assistant and trainee psychologists and as appropriate, to contribute to the supervision of individual cases for junior qualified psychologists.

To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, as appropriate, and including the construction and delivering of presentations.

To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

To contribute to the development and maintenance of the highest professional standards of practice and the skills of a reflexive and reflective scientist practitioner, through active participation in internal and external CPD training, clinical supervision/consultation, professional supervision and development programmes, in consultation with the postholder's professional and service manager(s).

To receive regular clinical and professional supervision/consultation from a senior psychologist, as is required by the profession.

To continue to gain wider post-qualification experience of psychology over and above that provided within the principal service area where the post-holder is employed.

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.

Prepares for and takes an active part in the PDR process in accordance with organisation policy in partnership with the reviewer and identifies opportunities to develop own competence/skills in order to achieve objectives.

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To provide professional and clinical supervision to assistant and trainee psychologists and as appropriate, to contribute to the supervision of individual cases for junior qualified psychologists.

To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, as appropriate, and including the construction and delivering of presentations.

To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Information Processing

To maintain comprehensive clinical notes and consultation records as defined in the operational policy and by professional bodies, utilising care files and electronic patient record systems as appropriate.

To utilise electronic patient record data for implementation of audit and service delivery purposes to inform service developments.

To regularly use information technology to communicate with clients and their families and other professionals, in the form of report writing and presentations.

To use information technology for conducting research as required.

Health, Safety and Security

The post-holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the Hywel Dda. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice.

The post-holder has the responsibility for monitoring the progress on action plans in relation to risk, health and safety.

The post-holder has the responsibility for the development of risk profiles within their area of responsibility.

The post-holder has the responsibility for developing systems to monitor performance against agreed performance indicators.

Quality

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 psychology and related disciplines.

To participate with the audit process within own area of speciality and improve service delivery and contribute to local /national audits as required.

To work within the clinical Governance Framework of the Health Board

To supervise, initiate and participate in evidence based clinical interventions which are multi-disciplinary and disseminate findings and implementing changes in practice which may include presenting outcomes to external agencies.

To support others effectively during times of change and work with others to overcome problems and tensions as they arise, and ensure that their own work load is managed effectively.

Equality and Diversity

To ensure that equality and diversity issues are recognised and addressed in accordance with legislation, policies and procedures.

To actively promote equality of opportunity and diversity in the post-holder's own area of responsibility. To go beyond compliance with equality legislation and move towards a situation where there is awareness in the post-holder's area and active commitment to the need to ensure the equality of opportunity and the benefits of diversity.

Effort and Environmental

The post holder will be required to frequently sit or stand in a restricted position for a substantial proportion of the working week, e.g., sitting during therapeutic assessments and interventions of up to 90 minutes; sitting on low chairs at low neuropsychological and other psychological testing equipment, weighing in excess of two kilos, possibly for use in the community.

The post holder will be required to demonstrate manual dexterity skills involving a balance of high accuracy, speed and manipulation, e.g., in the use of neuropsychological and developmental tests and assessments with children and adolescents. They will be required to engage in physical activity involving play with children and their families in a therapeutic setting. They will also be required to input data using a keyboard and to drive a car when working in the community.

The post holder will be required to remain still and concentrate intensely for continuous periods on highly complex information provided by individuals, groups or family interviews, whilst pro-actively responding and actively participating the individual, group or family.

The post holder will be directly exposed to highly emotive information and distressing situations on a regular basis. They will be required to provide therapeutic care to emotionally demanding children, adolescents and families in highly emotive situations. For example, the need to confront and offer psychological interventions when children have been abused, following family breakdown, domestic violence etc.

The post holder may be exposed on a regular basis to aggressive behaviour from children, adolescents and/or parents and other family members, who are often in distress. This may necessitate the provision of panic alarms and personal support systems when working in clinical bases and the provision of HB mobile phones when working in the community (to reflect this level of risk

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and Knowledge	<p>Registration with the HCPC as a Practitioner Psychologist.</p> <p>Doctoral level training in clinical or counselling psychology, including psychopathology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS.</p> <p>Knowledge of psychometrics, appropriate administration and limitations.</p> <p>Post qualification training in at least one area relevant to the post.</p> <p>Additional Specialist training and experience</p>	<p>Post qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p>	Application form

Experience	<p>Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in-patient settings.</p> <p>Experience of specialist psychological assessment (post qualification) incorporating psychometrics and cognitive assessment</p> <p>Experience of working with children and young people.</p> <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.</p> <p>Post qualification experience of working with children and young people and/or mental health.</p>	<p>Post qualification experience of working with children and young people.</p> <p>Experience of teaching, training and supervision.</p> <p>Experience of the application of clinical psychology in different cultural contexts.</p>	Application form and interview.
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Language Skills		<p>Welsh Speaker (Level 1)</p> <p><i>Full details around the expectations associated with level 1 may be found at the bottom of this page</i></p>	Application form and interview
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Aptitude and Abilities	<p>High level knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Ability to conduct psychometric assessment and draw appropriate and relevant conclusions.</p> <p>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.</p> <p>Ability to provide clinical supervision to others.</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 work autonomously within the requirements of the post.</p> <p>Ability to work as part of a team.</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>Knowledge of the theory and practice of specialised psychological therapies and assessment in specific difficult to treat groups or complex presentations (eg mental health and learning disability, substance misuse).</p> <p>Knowledge of legislation in relation to the client group and mental health.</p>	<p>Interview</p>
Values	<p>Ability to embrace the following personal values and behaviours on a daily basis -</p> <ul style="list-style-type: none"> • Dignity, Respect and Fairness • Integrity, Openness and Honesty 		

	<ul style="list-style-type: none"> • Caring, Kindness and Compassion <p>Ability to demonstrate a commitment to our organisational values -</p> <ul style="list-style-type: none"> • Working together to be the best we can be • Striving to develop and deliver excellent services • Putting people at the heart of everything we do 		
Other	<p>Ability to travel between sites in a timely manner</p> <p>Flexible approach to needs of the service which may include weekend or evening working hours.</p>	Academic publications.	

Level 1 Welsh

(Please note that for this particular post level 1 in spoken Welsh is desirable but not essential)

Listening/Speaking: Pronounce Welsh words, place names, department names, etc. Greet and understand a greeting. Use basic every day words and phrases, e.g. thank you, please, excuse me, etc. Understand / pass on simple verbal requests of a routine / familiar / predictable kind using simple language, e.g. 'May I speak to...'. State simple requests and follow up with extra questions / requests in a limited way.

Reading/Understanding: Understand simple key words and sentences on familiar / predictable matters relating to own job area, e.g. on signs, in letters.

Writing: Fill in simple forms, note down simple information, e.g. date and venue of a meeting, Welsh address, etc

GENERIC STATEMENTS

REGISTERED HEALTH PROFESSIONAL

All staff who are members of a regulatory body must comply with standards of professional practice/conduct. It is the postholder's responsibility to ensure they are both familiar with and adhere to these requirements.

COMPETENCE

The post holder is required to participate in the Hywel Dda PDR process and work towards meeting identified development needs. The postholder is required to demonstrate ongoing continuous professional development. At no time should the postholder work outside their defined level of competence. If the postholder has concerns regarding this they should immediately discuss this with their Manager/Supervisor/Consultant. The postholder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

OUR VALUES

Hywel Dda University Health Board is a values driven organisation. The post holder is expected to uphold our values of dignity, respect, fairness, integrity, honesty, openness and caring, kindness & compassion underpin a behaviour framework which are supported by our organisational values of

- Putting people at the heart of everything we do
- Working together to be the best we can be
- Striving to deliver & develop excellent services

TEAM BRIEF

The post holder is required to actively participate in Hywel Dda Team Briefing in order to aid communication within the Health Board. Managers and supervisors will regularly deliver the Team Brief verbally to their own staff teams by means of a Core Brief and additional departmental information.

RISK MANAGEMENT/HEALTH & SAFETY

The postholder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the Hywel Dda. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice. The postholder has the responsibility for monitoring the progress on action plans in relation to risk, health and safety. The postholder has the responsibility for the development of risk profiles and a risk register within their area of responsibility. The postholder has the responsibility for developing systems to monitor performance against agreed performance indicators.

HARRASSMENT & BULLYING

The HB condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias. All staff is requested to report any form of harassment and bullying to their line manager or to any Director of the HB.

RECORDS MANAGEMENT

The postholder has the responsibility for timely and accurate record keeping and where appropriate in accordance with professional guidelines. The postholder has the responsibility for the creation and maintenance of records in accordance with Hywel Dda policy and the data protection act.

FLEXIBILITY STATEMENT

The developing and rapidly changing nature of the organisation will require considerable flexibility from the post holder. This job description indicates the main functions and responsibilities for the post and is not intended to be a fully inclusive list and the duties and responsibilities specified in this job description are subject to change as the needs of the HB evolve. On agreement with the post holder, this job description will be amended, as necessary, in the event of future organisational and professional changes and/or personal development.

CONFIDENTIALITY

All staff may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and /or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.

EQUAL OPPORTUNITIES

Hywel Dda University Health Board is committed to ensuring that, as far as is reasonably practicable, the way we provide services to the public and the way we treat our staff, patients and others reflects their individual needs and that individuals or groups will not face discrimination, harassment or victimisation, or be treated less favourably on the basis of sex, pregnancy and maternity, gender reassignment, disability, race, age, sexual orientation, religion and belief, family circumstances including marriage and civil partnership. To this end, the UHB has an Equality and Diversity Policy and Equality Impact Assessment Policy and Procedure and it is for each employee to contribute to enacting these policies.

OUTSIDE EMPLOYMENT/OUTSIDE INTERESTS

Any other work or outside interests must not conflict with the duties and responsibilities of your attendance for work as an employee of the HB.

ENVIRONMENTAL

The Hywel Dda Health Board is committed to its environmental responsibilities. The Board recognizes that its activities, including energy consumption, waste generation, transportation emissions, water use and resource consumption, have a significant impact on the environment. As an integral part of its commitment to ensure high quality patient care, all staff have a responsibility to adhere to environmental policy and procedure at both an organisational level and within their own area of work to ensure legal compliance. Staff will do their utmost to minimize the environmental impacts of Health Board activities and services, and seek to continually improve operations to minimize their environmental effects. Staff should take note of relevant communications and attend mandatory training when required.

SMOKE FREE POLICY

All Health Board sites and premises and grounds are designated as smoke free areas. This policy applies to all staff, contractors/service providers, patients*, visitors and the public.

SAFEGUARDING ADULTS AND CHILDREN

Every employee of the Health Board, whatever their job, role, profession, status or place of work, paid or voluntary, has a responsibility for Safeguarding both adults and children. Staff must:

- Understand the nature of abuse and how children and adults might be at risk of harm and neglect.
- Understand their own safeguarding responsibilities and what actions they may need to take.
- Know where they can access local policies and procedures in relation to Safeguarding Children and Safeguarding Adults.
- Report allegations or suspicions of abuse to their line manager, including suspicions about a colleague or manager, irrespective of their status, profession or authority. This includes whistle-blowing
- Know how to make a Safeguarding referral to Social Services and/or the Police for both adults and children to report allegations or if they have concerns.
- Know what services, advice and support are available locally to vulnerable children and adults and how to access help needed.

INFECTION CONTROL

"The document Commitment to Purpose: Eliminating Preventable Healthcare Associated Infection: A Framework of actions for healthcare organisations in Wales stipulates that all staff must understand their responsibility and accountability for Infection Prevention & Control and the Health Board must be assured of this on an ongoing basis". IP&C is the personal and individual responsibility of all Health Board staff. All staff have a responsibility to protect and safeguard patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing, Health Board Infection Prevention & Control Policies and procedures; and best practice guidance in order to maintain high standards of Infection Prevention & control.

GENERAL

The postholder needs to ensure they are familiar with their terms and conditions of service.