

Job Description

Job title:	Clinical Psychologist
Band:	Band 7
Locality:	Central and West
Service:	Community Mental Health Team
Base:	Chorley Health Centre
AfC Ref:	
Hours of work:	

Reporting arrangements:

Professionally accountable to: Nominated Operational Manager(s) & Locality Professional Lead for Psychological Services

Job summary

1. To provide a Clinical Psychology Service to patients of the West Lancashire Community Mental Health Teams including the provision of specialist psychological assessment and therapy, working within the policies, procedures and protocols applicable to the service.
2. To offer advice and consultation on patients' psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the services policies and procedures. To develop skills in consultancy by consulting informally to multi-disciplinary team colleagues under supervision. To participate to an extent commensurate with the level of knowledge, skills and experience of a newly or recently qualified Clinical Psychologist, in formal systems of consultancy within the nominated team(s). [As a band 7 therapist you are not expected to be responsible for a formal system of psychological consultancy within your team(s), but are expected to contribute to and learn from the operation of such of system, in collaboration with more senior professional colleagues].
3. To utilise research skills for audit, policy and service development and research within the area in which the postholder works.

Key relationships

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

Department chart

Professional Lead for Psychology

Locality Lead for Psychology

Consultant Clinical Psychologist

Principal Clinical Psychologist

Senior Clinical Psychologist

Clinical Psychologist

Key responsibilities

Communication and relationship skills

1. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to patients' formulation, diagnosis and treatment plan.
2. To undertake other appropriate tasks to support the wider team's work as agreed with line manager and professional manager/ lead. To monitor the impact of such work on caseload and workload and communicate any associated risks to patient care to your operational and/or professional managers
3. To communicate, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of patients under your care and to monitor progress during the course of both uni- and multidisciplinary care.
4. To contribute to professional and clinical supervision of trainee and Assistant/Graduate Psychologists and, as appropriate, to contribute to the supervision of individual cases for Trainee Clinical Psychologists.
5. Provide supervision around pieces of psychologically informed case work to care coordinators.
6. To provide advice, consultation and training to staff working with the patient group across a range of agencies and settings, where and as appropriate.

Analytical and judgmental skills

1. To formulate and implement plans for the formal psychological treatment and/or management of patients' problems, based upon an appropriate conceptual framework of those problems, and employing methods based upon evidence of efficacy, across the full range of care settings. To enhance the team's delivery of psychological care via input at team meetings.
2. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family or group.

Planning and organisational skills

1. Manage own caseload of clients and plan psychological interventions to be delivered to clients.
2. Manage own diary and organise proportion of time spent on relevant aspects of role as per job plan.

Patient/ client care

1. To provide specialist psychological assessments of patients referred to the nominated team(s) based upon the appropriate use, interpretation and integration of complex data from a variety of

sources potentially including psychological and neuropsychological tests, self report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients, family members, colleagues and others involved in the patients care.

2. To be responsible for implementing psychological interventions (therapy) for individuals, carers, families and groups, whilst adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
3. To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients whose problems are managed by psychologically based care plans.
4. To contribute directly and indirectly to a psychological based framework of understanding and care to the benefit of all patients of the service, across all settings and agencies serving the patient group.
5. To undertake risk assessment and risk management for individual patients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
6. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including patients, their carers, referring agents and others involved in the network of care.

Responsibilities for policy and service development

1. To contribute to the development, evaluation and monitoring of the operational policy, procedures and protocols for the team(s) in which you work.
2. To advise both operational and professional management on those aspects of the team/service where psychological and/or organisational matters need addressing.
3. To contribute to the management of the workloads of appropriate staff, within the framework of the team/service's policies and procedures.
4. To be involved, as appropriate, in the selection and recruitment of assistant/graduate psychologists.

Responsibilities for finance

1. Submitting own travel and training expenses

Responsibility for information resources

1. To study, learn and utilise whichever clinical and other information-collection systems may be used currently or adopted in future within the team(s) to which you contribute.
2. To provide clinical activity data as required regarding your work within the designated team(s).
3. To provide appropriate statistical returns as required

Research and development

2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To undertake appropriate research and provide research advice to other staff undertaking research.
4. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

Freedom to act

Responsible and accountable for own clinical practice

- **Other**

1. In common with all Clinical Psychologists, to receive regular clinical supervision from an appropriately experienced/ more senior therapist and, where appropriate, other senior professional colleagues.
2. To continue to gain wider post qualification experience of therapy over and above that provided within the principal service area where the postholder is employed.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and consultation.
4. To contribute to appropriate pre and post qualification training.
5. To work in line with the agreed standards of professional practice, through active participation in internal and external CPD training and development programmes, following agreement with the post holder's professional and team manager(s).
6. To contribute to the development and articulation of best practice in psychological therapy 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 psychology and related disciplines.
7. 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 and Trust policies and procedures.
8. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific patient group and mental health. To collaborate with team managers and professional managers to ensure your own working practices comply with legislation in ways that are as supportive to patients and their carers as possible.
9. To autonomously plan and deliver clinical psychology interventions to clients

The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

Person Specification

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 and current registration as a Practitioner Psychologist with the HCPC.	Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.	Application/Interview
Knowledge	Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.	Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with	Application/Interview

		<p>additional disabilities etc).</p> <p>Knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Knowledge of legislation in relation to the patient group and mental health.</p>	
Experience	<p>Experience of specialist psychological assessment and treatment of patients across a range of care settings.</p> <p>Experience of working with a wide variety of patient 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 teaching, training and/or supervising</p> <p>Experience of the application of psychology in different cultural contexts</p> <p>Experience of working within a CMHT.</p>	Application/Interview

Personal	<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 patients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Keyboard skills sufficient to enter data/write reports</p>		Application/Interview
Other	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and</p>	<p>Experience of working within a multicultural framework.</p>	Application/Interview

	<p>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>Able to meet the travel requirements of the role.</p> <p>Able to work in UK Experience of working within a multicultural framework.</p>		
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EFFORT FACTORS

PHYSICAL EFFORT What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Limited. Transportation of cognitive tests.	infrequent	To car/ DV	Varied. Within Trust guidance on manual handling weights	NO

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
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Yes No	Every shift Weekly Monthly Less Often	Varies depending on duties (admin versus clinical sessions)	Sitting for therapy sessions (1 hour)/ admin
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MENTAL EFFORT Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
All clinical duties, particularly therapy sessions	DAILY	Extended periods
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Home visits	Less often	1 hour each visit plus travel

EMOTIONAL EFFORT Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Working with patients demonstrating high levels of distress	both	Daily, possible multiple times per day

WORKING CONDITIONS Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?
Potentially – home visits	Less often

Our values and 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
We are always learning	<ul style="list-style-type: none"> ✓ We seek our opportunities to learn so we are supported to reach our potential ✓ We set high standards and are open to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
We are respectful	<ul style="list-style-type: none"> ✓ We are open and honest, ensuring people receive information in ways they can understand ✓ We seek, value and support diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do, proactively seeking feedback ✓ We take pride in our work and take responsibility for our actions
We are kind	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and proactively offer our support

	<ul style="list-style-type: none"> ✓ We pay attention to our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is sincere and genuine
We are a team	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and take time to celebrate success ✓ We work in collaboration with our partners to enable joined up care

Special conditions:

As a member of staff you have:

- Legal duties and responsibilities under health and safety legislation, plus a general duty to work safely and not to put others at risk, including colleagues, service users and 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 and 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 and 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 and 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 the local safeguarding

children's board, local safeguarding adult board and Lancashire and South Cumbria NHS Foundation Trust 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 views 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 which have been agreed.
- The Trust places great importance on sustainable development, reducing its 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 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.

- All staff and contractors must follow Trust policies and procedures relating to infection prevention and control (IPC) including the Dress Code Policy. All staff have a duty of care in following best practice which is fundamental to IPC, which includes maintaining a clean and safe environment at all times. It is an expectation that Trust staff at all levels make IPC a priority as they perform their roles.

Promoting equality and reducing inequalities:

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



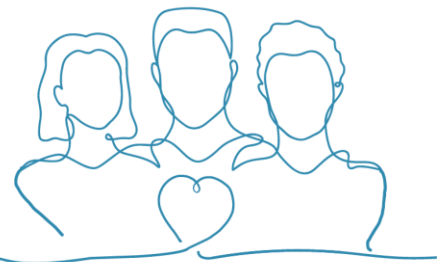
**We are
Kind**



**We are
Respectful**



**We are
Always
Learning**



**We are a
Team**