

## Job Description

<b>Job Title:</b>	Clinical Psychologist *New Hire Bonus*
<b>Band:</b>	Preceptorship B7
<b>Responsible to:</b>	Modern Matron, (Adult) Fulbourn Hospital Consultant Practitioner Psychologist, In-Patient Pathway
<b>Department:</b>	Psychology
<b>Directorate:</b>	Adult & Specialist Mental Health (ASMH)

## Our Values

	<b>Behaviour</b>	<b>How we will demonstrate this behaviour</b>
<b>Professionalism</b>	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
<b>Respect</b>	We will create positive relationships	By being kind, open and collaborative
<b>Innovation</b>	We are forward thinking, research focused and effective	By using evidence to shape the way we work
<b>Dignity</b>	We will treat you as an individual	By taking the time to hear, listen and understand
<b>Empowerment</b>	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

## Job Purpose

This is a preceptorship opportunity. We are continuing to develop our service and at the moment we are recruiting for a Psychologist at either B7 or B8A. For B7 applicants we are able to offer the opportunity to progress to a B8a (preceptorship), which will be considered after 1-year full-time employment. Under the overall co-ordination of the Consultant Clinical Psychologist and under clinical supervision of the Principal Clinical Psychologist to provide a qualified practitioner psychology service (clinical/counselling/forensic) to clients of our acute inpatient service at Fulbourn Hospital, Cambridge.

- To provide specialist psychological assessment including neuro-psychology assessment, to provide NICE compliant specialist psychological therapy, to provide advice and consultation on clients' psychological care to non-psychologist colleagues and to other non-professional carers.

CPFT is supported by the **HeadtoToe Charity** – visit [www.HeadToToeCharity.org](http://www.HeadToToeCharity.org) for more details



- To be involved in aspects of the training and on-going supervision of psychologists and non-psychologist staff in psychological interventions.
- To be involved with appropriate governance arrangements for all psychological services within the teams.
- To contribute to the initial expert assessment of clients newly referred to the teams.
- To work autonomously within professional guidelines and the overall framework of the teams' policies and procedures.
- To provide advice on methods of evaluating the work of the team including advising on suitable outcomes measures.
- To utilise research skills for audit, policy and service development and research within the area served by the teams.
- To utilise research skills for audit, policy and service development and research within the area served by the team/service.

The post does not have any budgetary responsibilities.

The successful candidate will be working alongside a Principal Clinical Psychologist and a Clinical Psychologist – CRHTT.

## **Key Responsibilities**

### **General**

1. To contribute to the development and promotion of best practice in psychology across the service, 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.
2. To maintain and develop the profile of psychology within the Trust, regionally and nationally as appropriate during all professional contacts with patients, carers, colleagues and the public.
3. To contribute to the reduction of risk in areas of responsibility.
4. 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.
5. To produce psychological reports and notes in a timely manner and to provide management information in line with Trust policies and procedures in a timely manner.
6. To work in accordance with Trust policies and procedures, The BPS Code of Conduct and HCPC Professional Practice Guidelines and to be aware of changes in these. To maintain an up-to-date knowledge of all relevant legislation and local policies and procedures implementing this.

## Working Environment

To work with clients admitted to the Hospital. To work with clients and carers who at times are experiencing high levels of distress and some of whom may become challenging both verbally and physically.

## Key Result Areas: Clinical

1. To provide psychological assessments of clients referred to the 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 client's care.
2. To develop psychological formulations of presenting problems or situations that integrate information from assessments within a coherent framework that draws upon psychological theory and evidence and which incorporates interpersonal, societal, cultural and biological factors.
3. To develop and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the inpatient mental health services.
4. To be responsible for implementing a range of psychological interventions for individuals, carers and groups, within and across teams, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
5. 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, carers or group.
6. To exercise autonomous professional responsibility for the assessment, psychological formulation, treatment and discharge of clients and manage and maintain a caseload in line with service guidelines.
7. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
8. 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.
9. To undertake specialised risk assessment and risk management for individual clients, including forensic clients, and to provide advice to other professions on psychological aspects of risk assessment and risk management in line with Trust and inter-agency policies and procedures.
10. To communicate, in a highly skilled and sensitive manner, to clients, family carers and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care.
11. To monitor and evaluate progress during the course of both uni and multi-disciplinary care, and to provide appropriate reports on this.
12. To produce reports on clients, in a timely manner, that convey the key findings of psychological assessment and formulation and treatment outcome in a way that does justice to the complexity of the problems described, but that are understandable to the recipients of the reports, including clients and referrers.
13. To assist in the management of the team caseload.
14. To work in partnership with other disciplines and to maintain links with statutory and non-statutory and primary care agencies as appropriate.

## **Personal Specification**

### **Essential**

- DClinPsy in Psychology. Eligibility for Graduate membership of BPS.
- Post-graduate doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer) as accredited by the BPS and giving eligibility for membership of the Health Care Professionals Council (HCPC), or Post-graduate qualification in Applied Psychology (professional Doctorate, or MSc that has been accepted by the HCPC for purposes of professional registration. This can include Counselling or Forensic/Health Psychology
- The post holder must be registered with HCPC as a Practitioner Psychologist
- The post holder must be eligible for chartered status with the BPS.
- In addition to routine CPD and supervision, has demonstrated a clear commitment to developing a specialist area of expertise through significant training, personal study, experience, and/or research, as evidenced by CPD log, appraised during IPR/PDR process.
- Doctoral level training in clinical/counselling/health psychology, including models of psychopathology, psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS.

## **Experience**

### **Essential**

- Experience of taking full clinical responsibility for clients with a range of mental health problems within the context of multi-disciplinary care, under clinical supervision of a Principal Clinical Psychologist and/or Consultant Clinical Psychologist.
- Experience delivering highly skilled psychological assessments, interventions, follow-up, and data monitoring utilising at least 2 therapeutic models.
- Experience delivering highly skilled psychological assessments, interventions, follow-up, and data monitoring utilising at least 2 therapeutic models.
- Experience of providing supervision to professionals from other disciplines
- Experience of working with a wide variety of client groups and across the full range of clinical severity.
- Ability to show autonomous professional responsibility for the assessment, treatment and discharge of clients and liaising with other professionals as and when necessary.
- Experience designing, conducting and leading on research activities at a doctoral level including service-related research and audits.

### **Desirable**

- Experience of working with adults with complex mental health problems
- Experience of working with Adult Inpatient Mental Health Services.

- Trained in 3 different psychological models and able to in the completion of neuro-psychological assessments.
- Experience of working in an acute care environment.
- Experience of the application of clinical psychology in different cultural contexts
- Experience providing group-based interventions using evidence based psychological approaches
- Experience of teaching and training health professionals in psychological concepts

## **Skills**

### **Essential**

- High level of interpersonal and communication skills enabling written and oral presentation and receipt of complex and sensitive information, to facilitate acceptance, and relate effectively in an emotive and hostile environment.
- Assessment and therapeutic skills related to complex and severe Mental Health Problems.
- Ability to provide consultation to other non-psychology colleagues, and teaching and training skills.
- Skills developed through formal training in supervision of other psychologists.
- Demonstrate further specialist training/experience through having received substantial supervision whilst working as a trainee clinical psychologist. (This would equate to 50 hours of clinical supervision expected to have occurred over a minimum period of 24-36 months.)
- Ability to make judgements in complex clinical situations through assessment, analysis and interpretation of information and deciding on appropriate action from a range of options.
- Ability to plan and organise tasks, activities, or programmes and adapt these to changing needs and circumstances.
- Ability to identify clinical governance issues and contribute to the improvement of standards and practice.
- Ability to complete basic work-related records.
- Specialist assessment and therapeutic skills with a broad range of adult mental health problems.
- Ability to identify, assess, and manage concerns related to safeguarding.
- Awareness of, and ability to assess and manage risk.
- Doctoral level knowledge of research design and methodology.
- Knowledge of current legislation and guidance for clinical practice and professional management in relation to people with adult mental health problems.
- Evidence of continuing professional development as recommended by the B.P.S

**Desirable**

- Ability to process text, set up and use databases and spreadsheets.
- Assessment and therapeutic skills related to Adult Inpatient Acute Mental Health.
- Ability to prioritise complex work demands.
- Specialist assessment skills Acute Mental Health.

**Special requirements****Essential**

- Resilience to, and ability to maintain a high degree of professionalism, in the face of distressing or emotional situations and hostile environments.
- Ability to meet the travel requirements of the post.
- Must be capable of prioritising own work on a day-to-day basis with support of regular supervision and be able to recognise when further advice is required.
- Ability to develop therapeutic relationships with clients.

**Physical Skills**

1. Keyboard skills/Advanced use of IT packages, manipulating data.

**Policy and Service Development Implementation**

1. To contribute to the analysis, development, evaluation and monitoring of the Trust's and team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the in-patient service where psychological and/or organisational matters need addressing.
3. To manage the workloads of assistant psychologists, within the framework of the team/service's policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of assistant psychologists.

**Finance, Equipment and Other Resources**

1. Maintain the safekeeping of Trust property. Any concerns regarding financial misuse must be raised immediately with the Trust Counter Fraud Specialist.
2. Ensure the proper use of the Trust resources, such as stationary, telephone usage photocopying and other consumables used within the course of business. Ensuring minimal waste and cost. Suggest efficiency savings to more senior staff.

## **Human Resources**

1. In common with all clinical psychologists receives regular clinical supervision in accordance with good practice guidelines.
2. To receive regular clinical and professional supervision from a senior clinical psychologist, usually the head of specialty and, where appropriate, other senior professional colleagues in line with BPS guidelines.
3. To continue to gain wider post-qualification experience of clinical psychology in line with BPS policy on CPD.
4. 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.
5. To provide professional and clinical supervision of assistant psychologists, taking clinical responsibility for the supervisee's work.
6. To provide advice, consultation, supervision and training to staff working with the client group across a range of agencies and settings, where appropriate.
7. To undertake, within the Trust's IPR, PDP and Clinical Governance policies, CPD through teaching, clinical supervision, discussions, visits, study days, courses and relevant reading as agreed with professional and line managers.
8. 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 postholder's professional and service manager.

## **Information Resources and Administrative Duties**

1. To use a computer as necessary for clinical work, including literature searches, word processing, developing and maintaining training packs and information leaflets, inputting data, emailing, report writing and other tasks as necessary for the efficient running of the service and/or training needs.
2. To use statistical and other software (spreadsheets, word processing, graphics etc) for the analysis and presentation of clinical and research data.

## **Research and Development**

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. To undertake appropriate research including, where appropriate, making ethics and/or funding applications.
3. To undertake service orientated and clinically relevant research as agreed by the Trust, Area Director and Professional Psychology Lead.
4. To provide advice to other professionals as required on research design and methodology including complex audit and clinical and service evaluation to help develop service provision.

## **Freedom to Act**

1. Prioritise own tasks, exercising a degree of independence, initiative and judgement. Assess situations, identify and resolve potential problems within own skill set. Refer and seek guidance on issues outside of post holder's level of competency or authority to line manager.

## **Training & Development**

- To participate in regular supervision in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.

## **Quality & Patient Safety**

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

## **General**

1. To contribute to the development and promotion of best practice in psychology across the service, 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.
2. To maintain and develop the profile of psychology within the Trust, regionally and nationally as appropriate during all professional contacts with patients, carers, colleagues and the public.
3. To contribute to the reduction of risk in areas of responsibility.
4. 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.
5. To produce psychological reports and notes in a timely manner and to provide management information in line with Trust policies and procedures in a timely manner.
6. To work in accordance with Trust policies and procedures, The BPS Code of Conduct and HCPC Professional Practice Guidelines and to be aware of changes in these. To maintain an up-to-date knowledge of all relevant legislation and local policies and procedures implementing this.



## Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore, all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

### To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

## Person Specification

<b>Job Title:</b>	Clinical Psychologist *New Hire Bonus*
<b>Band:</b>	Preceptorship B7
<b>Responsible to:</b>	Modern Matron, (Adult) Fulbourn Hospital Consultant Practitioner Psychologist, In-Patient Pathway
<b>Department:</b>	Psychology

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> <li>• Doctoral level training in clinical psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS, or a HCPC Statement of Equivalence.</li> </ul>	<ul style="list-style-type: none"> <li>• Chartered Clinical Psychologist</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of specialist psychological assessment, formulation and treatment of clients across the full range of care settings, including outpatient, community, and in-patient settings.</li> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching, training and/or supervision.</li> <li>• Experience of working within a multicultural framework.</li> <li>• Experience of dealing with situations where clients are verbally and physically aggressive.</li> </ul>

CPFT is supported by the **HeadtoToe Charity** – visit [www.HeadToToeCharity.org](http://www.HeadToToeCharity.org) for more details



	<p>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"> <li>• Experience of the application of clinical psychology in different contexts.</li> </ul>	
Knowledge and Skills	<ul style="list-style-type: none"> <li>• Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills.</li> <li>• Skills in individual and group work and in programme planning.</li> <li>• Planning and organising skills for caseload management.</li> <li>• Skills in self-management, including time-management.</li> <li>• Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues both within and outside the NHS.</li> <li>• Good understanding of other professionals' theoretical perspectives of this client group.</li> <li>• Ability to identify and employ mechanisms of clinical governance, including regular</li> </ul>	<ul style="list-style-type: none"> <li>• 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).</li> <li>• High level knowledge of the theory and practice of at least two specialised psychological therapies.</li> <li>• The skills to adapt psychological therapies to acutely mentally ill and personality disordered clients.</li> </ul>

	<p>supervision, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <ul style="list-style-type: none"> <li>• Knowledge of legislation in relation to the client group and its implications for both clinical practice and professional management in relation to the client group. Eg. MHA (1983)</li> <li>• Skills in providing consultation to other professional and non-professional groups.</li> <li>• Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</li> <li>• Advanced keyboard skills.</li> </ul>	
Personal	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills, enabling formation of networks with professionals within the Trust and from other agencies to promote effective teamworking with clients.</li> <li>• Able to contain and work with high levels of distress from clients.</li> <li>• Able to contain and work with organisational stress.</li> <li>• Interpersonally calm and able to defuse difficult, volatile situations.</li> <li>• Able to tolerate ambiguity and to take decisions in</li> </ul>	

	<p>situations of incomplete information.</p> <ul style="list-style-type: none"> <li>• Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice.</li> <li>• Good organisational skills</li> <li>• Motivated towards personal and professional development with a strong CPD record.</li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</li> <li>• Able to tolerate prolonged periods of sitting.</li> </ul>	

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.