

## Job Description

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<b>Job Title</b>	Clinical Psychologist
<b>Salary Band</b>	8a
<b>Division/Service Line</b>	Central Division
<b>Department</b>	East Learning Disability Team

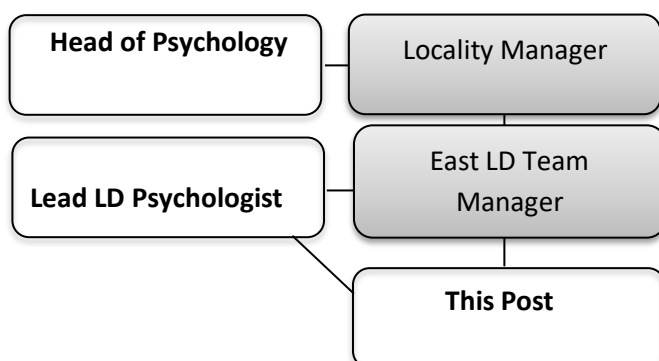
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### Job Overview

To ensure the systematic provision of a high quality specialist clinical psychology service to the East Specialist Health Service for Adults with Learning Disabilities. To support the supervision of other psychologists within the wider Learning Disability team across Cornwall. To play a leading role in the specialist health service for adults with learning disabilities East team in promoting an understanding of all aspects of psychological assessment and therapeutic interventions. To supervise and support the psychological assessment and therapy provided by assistant psychologists, psychologists in training and other clinical members of the East team who provide psychologically based care and treatment. To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/team. To utilise research skills for audit, policy and service development and research. To propose and implement policy changes within the area served by the East team. To provide specialist assessment of adults with complex learning disabilities and communication disorders and difficulties, using specialist assessment tools and psychological inventories. To provide regular specialist psychological advice, guidance, consultation and training to all members of the East learning disabilities team and to private and third sector providers of care for adults with learning disabilities.

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### Organisational Chart



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## Duties and Responsibilities

### *Communication and Working Relationships*

- People with learning disabilities and their care networks
- Other team members of the specialist health service for adults with learning disabilities.
- Other agencies and teams working with adults with learning disabilities.
- Other psychologists and professionals within Adult Mental Health, Primary Care, Social Care and other statutory agencies.

### *Management and Personal Development*

- To receive regular clinical professional supervision from a senior clinical psychologist and where appropriate, other senior professional colleagues.
- To provide clinical placements for trainee clinical psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and to contribute to the assessment and evaluation of such competencies.
- To oversee and monitor supervision provided by other members of the team.
- To provide clinical professional supervision to all assistant psychologists attached to the Learning Disabilities health team (East).
- To provide advice, consultation and training and clinical supervision to all other members of the team for their provision of psychologically based interventions to help improve the wellbeing and functioning of adults with learning disabilities.
- To provide pre- and post-qualification teaching of clinical psychology as appropriate.
- To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.
- To provide advice, consultation and training to staff working with adults with learning disabilities and complex needs across a range of agencies and settings.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both adults with Learning Disabilities and broad mental health issues.

### *Clinical Activities*

- To provide highly specialist psychological assessments of adults with learning disabilities referred to the 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 take into consideration and to assess for differential diagnoses and co-morbid difficulties potentially including attachment insecurity, trauma, mental health difficulties and compromised familial functioning in the context of suspected Neurodevelopmental conditions.
- To joint work with other professionals and integrate highly specialist psychological assessments with the assessments carried out by the other professionals in order that coherent, cohesive, individualised and effective treatment plans are devised.
- To formulate and implement plans for the formal psychological treatment and/or management of a client's difficulties, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy, across the full range of care settings.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams for adults with learning disabilities employed individually and in synthesis, 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 including the range of cognitive and communication needs of the individual with learning disability and the historical and developmental processes that have shaped the individual, family or group.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of adults with learning disabilities whose problems are managed by psychologically based standard care plans.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- To ensure that all members of the Learning Disabilities East team have access to a psychologically based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
- To undertake specialist risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.
- To act as care coordinator, ensuring the provision of a care package appropriate for the clients needs, coordinating the work of others involved with care, taking responsibility for arranging Care Programme Approach reviews as required and communicating effectively with the client, his/her family and all others involved in the network of care, and to monitor progress during the course of multi-disciplinary interventions.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
- To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the Community Team for Adults with Learning Disabilities.

#### *Strategic Development, Planning and Organising*

- To participate as a senior clinician in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To exercise delegated responsibility for managing the psychological resources available to a team, whether in the form of unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of patients.
- To exercise responsibility for the systematic governance of psychological practice within the specialist Health Team for Adults with Learning Disabilities (East team)
- To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified clinical psychologists.
- To participate in the evaluation, monitoring and development of the East team's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
- 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 initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families
- 2. To ensure the development and articulation of best practice in psychology within the Learning Disabilities Service and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and

maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.

- Any other duties commensurate with the post holder's band as agreed with their line manager.

#### *Administrative*

- To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external Continuous Professional Development training and development programmes.
- To maintain and promulgate the highest standards of clinical record keeping in the Learning Disabilities Specialist Health Team (East) 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.

#### *IT Systems and Processes*

- To be able to send and receive e-mails, including attachments.
- To be able to use a word processing package competently.
- To be able to use research databases and advanced tools for analysis at both quantitative and qualitative levels.
- To be able to use Information Technology packages to give audit and evaluation presentations and presentations on evidenced based best practice.

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## **Additional Information**

### *Code of Conduct*

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

### *Confidentiality and Data Protection Act*

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

### *Safeguarding Children and Vulnerable Adults*

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

### *Personal Development*

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

### *Risk Management and Health and Safety*

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

### *Infection Prevention and Control*

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

### *Location/Mobility*

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

### *Equal Opportunities*

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

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### *Review of the Job Description*

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

### *Rehabilitation of Offenders Act*

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

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**The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.**

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## Person Specification

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<b>Salary Band</b>	8a
<b>Division/Service Line</b>	Central Division
<b>Department</b>	East Learning Disability Team

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the British Psychological Society (BPS)	✓	
Registration with Health Professions Council as a Practitioner Psychologist (Clinical).	✓	
Postdoctoral CPD &/or training in relevant fields	✓	
Formal training in the supervision of other psychologists	✓	
Additional further training in the use of specific psychometric and/or neuro-psychological assessment tools.		✓
Experience of specialist psychological assessment including those with neuropsychological-complexities, communication difficulties, risk etc	✓	
Experience of working as a qualified clinical psychologist for a minimum of 2 years working with adults in either a clinic or community setting.	✓	
Experience of working with adults with severe emotional/ behavioural difficulties including attachment insecurity, developmental trauma and concurrent mental health difficulties.	✓	
Experience of exercising full clinical responsibility for client's psychological care and treatment, both as a professionally qualified care co-ordinator and also within the context of a multi-disciplinary/agency care plan	✓	
Experience working within multi-disciplinary services within the community	✓	
<i>Skills and Aptitude</i>		
Well developed skills in communicating effectively, orally and in writing, highly technical and clinically sensitive information to clients and families, carers and other professional colleagues.	✓	
Ability to analyse and evaluate assessments and advise on interventions.	✓	

Highly developed skills in providing consultation to other professionals including medical staff and non-professional groups.	✓	
High level skills in providing complex clinical and professional supervision	✓	
<i>Knowledge and abilities</i>		
Experience of teaching, training and/or professional and clinical supervision.	✓	
Evidence of continual professional development as recommended by the BPS and HPC	✓	
Knowledge of SPSS or other statistical software packages		✓
Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies. Including highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups		✓
Familiarity with computing technology including spread sheets and databases		✓
Knowledge of professional issues in psychology and psychological therapies	✓	
Knowledge of contemporary legislation relating to the delivery of mental health and psychological services and its implications for both clinical practice and professional management.	✓	
Knowledge and experience of the application of clinical governance and risk	✓	
<i>Personal Qualities</i>		
Ability to work independently on a day to day basis and use own initiative.	✓	
Ability to contain and work with organisational stress and ability to 'hold' the stress of others	✓	
Able to work as part of a team and ability to engage in a range of professional and non-professional groups in co-operative working	✓	
Good organisational skills.	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CARE" values	✓	
Ability to travel independently where required	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
This role may be deemed as an Information Asset Owner in line with the Trust Information Risk Policy		