

Job Description

Job Title	Practitioner Psychologist - Clinical/Forensic/Counselling
Salary Band	Band 8a
Division/Service Line	Mental Health Inpatients and Targeted Services
Department	Centre for Mental Health & Justice – Next Steps, Harvest Ward – PICU

Job Overview

The Next Steps Service aims to deliver a range of mental health services to people in homelessness. Psychological Services within Next Steps aims to provide assessments and interventions for those presenting with a broad range of vulnerability and complex need relating to their mental and psychological wellbeing. The service hopes to enable the acquisition and maintenance of tenancies, through understanding the service users psychological needs in a complex social and legal context. Assessment and interventions may also assist with referral and engagement into mainstream treatment services.

Harvest Ward Psychiatric Intensive Care Unit has eight beds for service users whose needs exceed the capacity of other acute wards to manage. Harvest has a dedicated, experienced multi-disciplinary team who aim to support service users in the management of challenging behaviours occurring in the context of high levels of experience of symptoms of major mental disorders. The Harvest Ward team aim to provide the highest standard of psychiatric intensive care that minimises the necessary restriction of liberty while maximising health and safety of the patient and the protection of other persons. It aims to provide a service that respects the privacy, dignity, choices and confidentiality of each individual service user, acknowledging their culture, ethnicity, physical ability, gender, sexual orientation, religious beliefs and for the shortest period required.

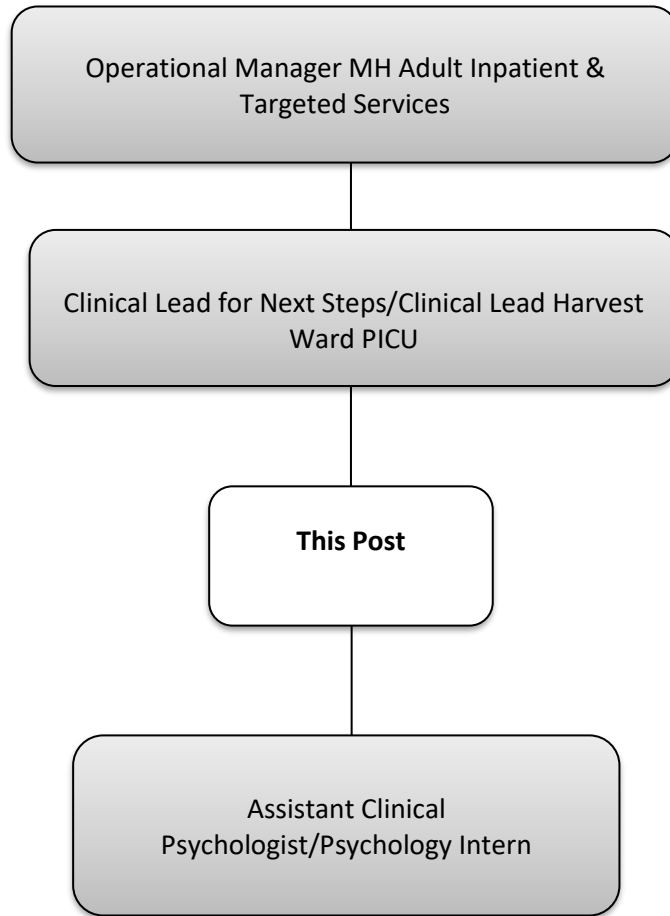
We aim to help the patient achieve their full potential by working collaboratively in a safe and friendly environment and with local services and external agencies. We will work with the patient to construct an individualised care package based on holistic and continuous assessment of their risk reduction, psychological, physical, spiritual and social needs.

Responsibilities across the two service settings:

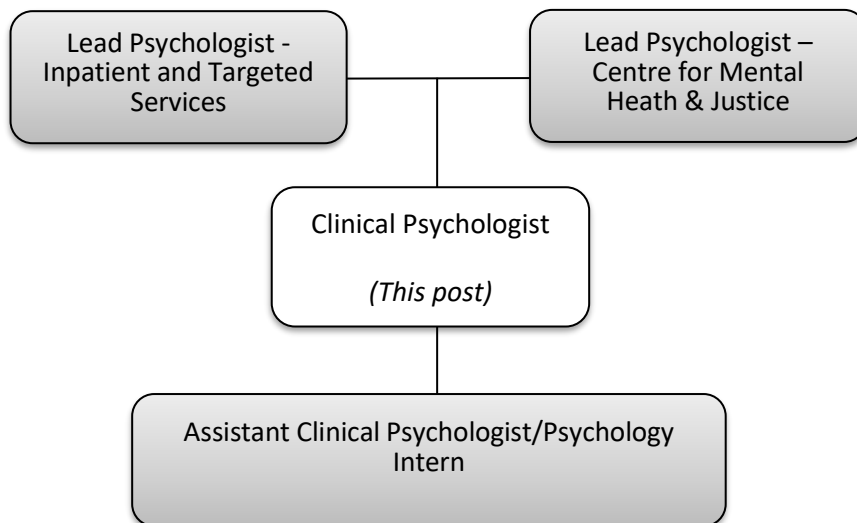
- To be a full member of the ward Multi-disciplinary team and the senior clinical leadership team.
 - To provide a specialist psychological assessment, formulation and intervention service to inpatients, and to offer advice and consultation on psychological care and treatment.
 - To contribute to the development of clinical pathways for inpatients and to collaborate in the planning and implementation of psychological care and treatment for this group of clients. To utilise research skills to monitor, audit, and suggest further developments for, this part of the service.
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- To take a leading role in reducing restrictive interventions and developing a trauma informed approach to each service area, in conjunction with the multi-disciplinary team.
 - To take a leading role in the development of a psychological formulation-led approach to understanding the service user, establishing a shared understanding within the MDT of a service user's presentation, clear goals for their care episode and care progression.
 - To lead on the provision of regular reflective practice sessions with staff, in order to maintain high standards of clinical service delivery and to increase emotional resilience of staff working in a highly stressful context.
 - To provide consultation and advice to colleagues, particularly around assessment, formulation, risk assessment and management of clients.
 - To provide suitable training and on-going supervision to staff of other professions and services using specific psychological models in group or individual work with clients.
 - To participate in the training and supervision of Applied Psychologists, by offering shadowing and supervised clinical practice within the service, and specialist guidance in the treatment of complex presentations.
 - To participate in inpatient service developments, including undertaking relevant training and supervision, as appropriate and in consultation with the Lead Psychologists.
 - The postholder will be responsible for the creation and maintenance of computerised records including Electronic Patient Health Records and the recording of clinical activity data using the same system.
 - The postholder will be required to undertake appropriate audit, research and provide research advice to other staff. To also maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
 - Carry an autonomous specialist caseload of service users, and provide clinical supervision to Psychologist Colleagues, Assistant Psychologists and Trainee Clinical Psychologists and Psychological Therapists where these are in post in the relevant service area.
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Organisational Chart



Professional Chart



Duties and Responsibilities

Communication and Working Relationships

- To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
- To ensure the development and articulation of best practice in psychology within the service area 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.
- To maintain and promulgate the highest standards of clinical record keeping including electronic data entry and recording on RIO, report writing and the responsible exercise of professional self governance in accordance with professional codes of practice of the British Psychological Society, Health Care Professions Council (HCPC) and Trust policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both this specific client group and to the wider mental health arena.
- To act as a full member of the psychology department and contribute as appropriate to its business, representation and professional development.

Clinical Activities

- To provide specialist psychological assessments of clients referred, based upon the appropriate use, interpretation and integration of highly 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 provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to the service user/support system/provider organisations/ criminal justice agency's formulation, diagnosis and treatment plan.
- To provide and further develop skills in the specific assessment and management of service users' risk of self-harm, suicidal intent and harm to others, using recognised measures and clinically informed interpretation to inform care planning, professional decision-making and enhance patient safety.
- To formulate and implement plans for the formal psychological treatment and/or management of a person's problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy.
- To ensure that all team members of the Next Steps and PICU have access to a psychologically based framework for the understanding and care of service users, through the provision of supervision and consultation and the dissemination of psychological knowledge, research and theory.
- To offer highly specialist psychological treatments To use and coordinate a range to therapeutic interventions with complex treatment, (eg cognitive behaviour therapies, dialectical behaviour therapy, systemic approaches) based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families, and groups, within and across teams 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 concerning historical and developmental processes that have shaped the individual, family or group.
- To communicate with clients in a skilled and sensitive manner, highly complex and sensitive information concerning assessment, formulation and treatment plans, often in the context of a hostile or highly emotive atmosphere.
- To monitor and evaluate the progress of clients under their care and during the course of multidisciplinary care.
- *To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.*
- *To manage work that is frequently highly distressing, involving significant offending behaviour, serious mental illness, trauma, and sexual abuse issues.*
- *To maintain up to date knowledge of legislation, national and local policies and issues in relation to Homelessness.*

Management and Personal Development

- To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
- To manage work that is frequently highly distressing, involving significant offending behaviour, serious mental illness, trauma, and sexual abuse issues.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to Homelessness.

Strategic Development, Planning and Organising

- In collaboration with the Consultant Psychologist, Head of Adult Mental Health, and clinical lead to take responsibility for the development of a high quality, responsive and accessible service including advising both service and professional management on aspects of the service where psychological and/or organisational matters need addressing.
- To exercise responsibility for the systematic governance of psychological practice within the service/team.
- According to assessed need, to progress the development and implementation of a specialist psychology service that may impact upon other professionals and service areas.
- To manage the workloads of any psychology assistants and newly qualified psychologists within the framework of the team/service's policies and procedures.
- To be involved, as appropriate, in the short-listing and interviewing of psychology assistants.
- To undertake and offer advice on the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit, ensuring incorporation of psychological frameworks to inform the 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 and supervision to other staff undertaking research.
- To undertake 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.

IT Systems and Processes

- To be responsible for the timely inputting of clinical and activity data to the Trust's computerised patient record system, RIO, including Care Plans and Risk Assessments.
- To maintain keyboard skills and general computer literacy skills to an appropriate standard, or above.
- 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.
- To use a variety of multimedia formats and related programmes to produce very high-quality reports and presentations, teaching on the work of the Centre for Mental Health and Justice and PICU to a range of stake holders.

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.

Review of the Job Description

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

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.

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.

Person Specification

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Salary Band	Band 8a
Division/Service Line	Mental Health Inpatients and Targeted Services
Department	Centre for Mental Health & Justice – Next Steps, Harvest Ward – PICU

Role Requirement	Essential	Desirable
<i>Education/Qualifications and Relevant Experience</i>		
Post-graduate doctoral level training in clinical, forensic or counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the British Psychological Society (BPS).	✓	
Registered as a Practitioner Psychologist with the Health Care Professions Council (HCPC).	✓	
Post-doctoral training in one or more additional specialised areas of psychological practice, including training in supervision skills.	✓	
Clinical supervision training.		✓
Relevant prior experience of working as a qualified applied psychologist in adult mental health or an associated client group where the experience gained is relevant and transferable.	✓	
Experience of working with a wide variety of client groups, presenting with the full range of clinical severity across a range of care settings including outpatient, community, primary care, in-patient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems and verbal and physical abuse.	✓	
Experience of exercising full clinical responsibility for clients' psychological care and treatment within the context of a multidisciplinary care plan.	✓	
Experience of teaching, training and clinical supervision.	✓	
Experience of working autonomously within the professional guidelines of the British Psychological Society, the Division of Clinical Psychology and the Health Care Professions Council (HCPC)	✓	
	Essential	Desirable

Role Requirement		
<i>Education/Qualifications and Relevant Experience (continued)</i>		
Experience of assessing and treating clients across the full range of care settings.	✓	
Experience of representing psychology within the context of multi-disciplinary care.	✓	
<i>Skills and Aptitude</i>		
Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.	✓	
Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.	✓	
Ability to analyse highly complex information in which expert opinion may differ to allow the formulation of an appropriate treatment plan.	✓	
Skills in the ability to organise on-going and complex activities including managing own caseload	✓	
Skills in providing consultation to other professional and non-professional groups.	✓	
Knowledge of key legislation in relation to mental health and learning disabilities, with particular reference to those most relevant to Adult Mental Health	✓	
Evidence of continuing professional development as recommended by the British Psychological Society (BPS) and required to maintain HCPC professional registration	✓	
Well-developed knowledge of the theory and practice of specialised psychological therapies.	✓	
Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.	✓	
High level knowledge of the theory and practice of at least two specialised psychological therapies.	✓	
Role Requirement	Essential	Desirable
<i>Other</i>		
Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.	✓	
Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.	✓	
Demonstrates evidence of Trust "CHOICE" 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		