

JOB DESCRIPTION

JOB DETAILS:

Job Title:	Practitioner Psychologist
Band:	7/ 8a Preceptorship
Directorate:	Adult Mental Health and Learning Disabilities
Department:	Perinatal and/ or Maternal Mental Health Service
Base:	Broadway Health Park, Bridgwater
Responsible for:	
Responsible to:	Clinical Team Manger

Job Purpose

The principal purpose of this job is to improve the psychological health and wellbeing of women using the Perinatal and Maternal Mental Health Services.

This will be achieved in this post through undertaking the following areas of responsibility:

- To manage a caseload of patients within the PMHS and/ or MMHS.
- To meet appropriate standards of practice in the quality and timeliness of the service provided. The standards of practice will include meeting the standards defined by the HCPC and British Psychological Society (including the Division of Clinical Psychology)
- To formulate and implement plans for the psychological treatment and/or management of patient's mental health and the presenting problem(s), based upon the appropriate theoretical and conceptual framework of the patient's problems, via the employment of methods based upon evidence-based practice and efficacy.
- To be responsible for implementing a range of psychological interventions for patients, carers, families and groups. Adjusting and refining psychological formulations and drawing upon a range of theoretical perspectives and different explanatory models and maintaining several provisional hypotheses.
- To provide the psychological components of multidisciplinary work, and to lead such interventions when the major components are psychological.
- To provide consultation and advice to relevant significant others, such as partners, in order to improve the psychological health of people using the Service.

- To provide consultation and advice and (where appropriate) clinical supervision to other professionals and agencies that provide services to adults with mental health difficulties.
- To keep adequate clinical records in accordance with local trust policies and procedures.
- To undertake risk assessment and risk management for individual patients and to provide general advice to other professionals on psychological aspects of risk assessment and management, in line with local trust policies and procedures.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under the care and to monitor and evaluate progress during both uni-and multi-disciplinary care.
- Provide individual assessment and therapeutic interventions for cognitive, mental health, emotional and/or behavioural difficulties. Therapy may be one to one sessions, lasting approximately one hour, or group based interventions.
- Assist in psychological assessment, utilising psychological and neuropsychological tests, self-report measures, rating scales, and structured observations. Carry out semi-structured interviews as part of the history taking procedure with the client, family members and other agencies involved with the client.
- Analyse the results of these assessments and develop an appropriate treatment package. Provide this treatment package as appropriate.
- Communicate complex and sensitive information empathically, using language which is appropriate to the client group and considers any special needs.
- Apply the knowledge acquired through further psychological training on psychological theory to therapy. Independently research syndromes and theories relevant to yours and perinatal colleagues' clinical work to supplement knowledge and contribute to clinical assessments, formulations and therapeutic interventions.
- Plan and prioritise work effectively in order to combine a clinical caseload with other commitments.

Date of Job Description: December 2022

Duties and Responsibilities

Communication and Key Working Relationships

KEY RELATIONSHIPS

- Birthing People, babies, and their partners
- Supervisor
- Team Manager
- Professional Lead for Practitioner Psychologists
- Members of the Somerset Partnership Psychology Service
- Liaison with mother and baby unit
- Liaison with other Medical, Nursing and PAMS staff, General Practitioners, Social Workers and other relevant community agencies.

Clients, family and carers: To communicate in a highly skilled and sensitive manner with clients who may have specific difficulties in understanding and/or communicating and who may be hostile, antagonistic or highly emotionally disturbed.

Multidisciplinary team colleagues: To work closely with colleagues in the multi-professional integrated Perinatal and/or Maternal Mental Health service on a day to day basis.

Health & social care staff: To communicate with a wide range of health and social care staff in hospital and in community settings in a highly skilled and sensitive manner, complex and sensitive information concerning the assessment, formulation and treatment plans of clients under the service's care. To provide support & guidance in the application of psychological principles and techniques, and to foster reflective practice.

Senior managers & professional staff: To maintain and build good working relationships with senior professional staff and managers across the Trust. To foster a positive approach to the integrated mental health and wellbeing service and to enable effective negotiation.

Planning and Organisation

Perinatal and/ or Maternal Mental Health Services: To plan and organise own work within the service setting and to contribute to the development and improvement of the provision of psychological services within either service to best meet the organisation's strategy and priorities.

The multidisciplinary service: To provide psychology/therapy knowledge to the multi-professional planning, development and promotion of the Perinatal and/or Maternal Mental Health Service.

Analytics

To provide specialist clinical/counselling psychology/psychological therapy expertise and advice.

To provide assessments; to develop specialist psychological formulations and plans for psychological treatment; and to implement specialist psychological interventions for individuals, couples, families and groups. Experience of both individual and couple/family/group approaches is required.

To support the Professional Lead, Perinatal and/ or Maternal Mental Health Service Managers, by undertaking service development and redesign projects and coordinating the resulting work within the team.

Responsibility for Patient / Client Care, Treatment & Therapy

Assessment & intervention: To provide expert psychological assessments; develop specialist psychological formulations and plans for psychological treatment and implement specialist psychological interventions for individuals, couples, families and groups. To make skilled evaluations about the management of risk. To demonstrate awareness of diversity issues.

Consultation & Guidance: To provide advice, guidance and consultation on psychological aspects of client care to colleagues, other service providers, patients, supporters and families.

Policy, Service, Research & Development Responsibility

The post holder is accountable for their own professional actions, acting within Trust policies and procedures and Professional Practice Guidelines.

Policy & service: To support policy changes and service development within the Perinatal and/ or Maternal Mental Health Service and the Trust.

Research: To utilise theory, evidence-based literature and research to support evidence-based practice in individual work within the Perinatal and/ or Maternal Mental Health Service.

Development: To support project work including specific areas of audit, research or service evaluation.

As a clinician to be responsible for collecting clinical practice and outcome data that contributes to building practice-based evidence and service evaluation. To participate in service audits and relevant research projects.

Responsibility for Finance, Equipment & Other Resources

Responsible for monitoring stock levels and alerting administrative staff if any materials, questionnaires are running low; are no longer fit for purpose and assisting with making orders as appropriate.

Responsibility for Supervision, Leadership & Management

Leadership & supervision: To supervise the work of assistants, trainees and/or colleagues in the service.

To support placements for trainee staff in line with professional guidelines.

To sit on relevant committees/projects/working groups of the Trust as required.

To represent the Perinatal or Maternal Mental Health Service across the County in relationships with other agencies and care providers, and to provide advice and leadership in respect of psychological aspects of the needs of adults with mental health difficulties.

Teaching and Training: To support the Continuing Professional Development of more junior colleagues working in the Service.

To provide educational inputs to other professionals and to the staff of other agencies as required in the interests of adults with mental health difficulties.

To disseminate clinical expertise within Perinatal and/or Maternal Mental Health Service in working with People with complex presentations.

Information Resources & Administrative Duties

To maintain accurate records, compliant with Trust Practice Standards.

To be responsible for using an email account to generate, monitor, and respond to the e-mail traffic by which the Trust conducts much of its internal communication.

Any Other Specific Tasks Required

To work autonomously within clinical professional guidelines and exercise responsibility for the governance of psychological practice within the locality/specialty. Interpretation of professional and Trust guidelines, and implementing policies in conjunction with peers, Head of Profession and General Manager.

To provide specialist clinical/counselling psychology/psychological therapy expertise and advice/guidance and consultation on psychological aspects of client care to clients, colleagues, other service providers, supporters and families.

To ensure all clinical care and treatment provided is carried out under appropriate supervision and leadership.

To ensure continuous updating of skills and techniques relevant to the clinical work.

Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

General Information

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

Confidentiality

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (1998), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

Equality & Diversity

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

Safeguarding

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Risk Management / Health and Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974, ensure that agreed safety procedures are carried out and maintain a safe environment for employees, patients and visitors.

Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

Clinical Governance

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.

Prevention and Control of Healthcare Associated Infection

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

Smoking

The Trust operates a 'non-smoking' policy. Employees are not permitted to smoke anywhere within the premises of the Trust or when outside on official business.

Policies & Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

Sustainability Clause

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

Person Specification

This is a specification of the Qualifications, Skills, Experience, Knowledge, Personal Attributes and Other Requirements which are required to effectively carry out the duties and responsibilities of the post (as outlined in the Job Description).

Requirement	Essential / Desirable	How Assessed
<p><u>BEHAVIOURS ALIGNED WITH TRUST VALUES</u></p> <ul style="list-style-type: none"> • Outstanding care • Listening and leading • Working together 	<p>E E E</p>	<p>Interview & Application form</p>
<p><u>QUALIFICATIONS & TRAINING</u> <u>Evidence of Qualifications required</u></p> <p>Qualified Clinical or Counselling Psychologist (D.Clin.Psychol. or equivalent), eligible for Chartered Clinical or Counselling Psychologist Status with the British Psychological Society and Registered with HCPC</p> <p>Further training or experience in Perinatal Mental Health/ related area</p> <p>Further training in at least one (other) psychological therapy, e.g. cognitive analytic psychotherapy, EMDR dialectical behaviour therapy.</p>	<p>E D D</p>	<p>Application Form</p>
<p><u>KNOWLEDGE</u></p> <p>Psychosocial/ neuropsychological assessment and formulation skills and knowledge.</p> <p>Theoretical knowledge in consultation models of working and experience of consultancy work in multi-professional settings.</p> <p>Knowledge of legislation and its implication for clinical practice and professional management including complex vulnerable adult issues.</p> <p>Understanding of Health Service Policies and Procedures. Ability to working to professional guidelines.</p>	<p>E E E E</p>	<p>Interview & Application form</p>

<p>Use of judgement and analytical skills in interpreting overall health service policy and strategy in order to establish goals and standards.</p> <p>Doctorate level knowledge of research design and data analysis.</p>	<p>E</p>	
<p><u>EXPERIENCE</u></p> <p>Experience of work across service settings and agencies and participation in working parties.</p> <p>Experience of applying therapeutic approaches to the work with people with complex mental health presentations</p> <p>Experience of conducting clinical audit</p> <p>Experience of teaching, training and/ or providing consultation to health professionals</p> <p>Experience of working with women with complex mental health difficulties</p> <p>Experience of working with Dyads or Triads or systemically or parent-baby relationships</p> <p>Experience of working from a community psychology approach</p> <p>Supervision provision experience.</p>	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>	<p>Interview & Application form</p>
<p><u>SKILLS & ABILITIES</u></p> <p>Compassionate - interpersonal skills with the ability to communicate effectively with patients, carers and relatives remaining sensitive and empathetic.</p> <p>Professional and patient focussed approach with inspirational skills, acting as a role model to colleagues and junior staff members.</p> <p>Able work effectively as part of a team.</p> <p>To be able to demonstrate an awareness and responsibility whilst recognising the impact frequent exposure to distressing circumstances has on care and compassion.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Interview & Application form</p>

<p>Ability to inspire hope, support recovery and make a difference.</p> <p>Act in a way that promotes equality and diversity.</p>	<p>E</p> <p>E</p>	
<p>COMMUNICATION SKILLS</p> <p>Evidence of a good standard of Literacy / English language skills</p> <p>Listens to others' views respecting and valuing individual patient needs.</p> <p>High standards of written communication skills with the ability to use email and internet, work effectively with electronic patient records</p> <p>Ability to function with a wide range of professionals and stakeholders in a complex multi-agency context.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Interview & Application form</p>
<p>PLANNING & ORGANISING SKILLS</p> <p>Ability to make clinical decisions about complex and emotive issues.</p> <p>Excellent organisational skills, ability to manage own time and plan timed activities for staff and patients.</p>	<p>E</p> <p>E</p>	<p>Interview & Application form</p>
<p>PHYSICAL SKILLS</p> <p>Ability to work accurately and within a restricted position for a substantial proportion of the working time.</p> <p>Ability to undertake PMVA training to required level for role.</p>	<p>E</p> <p>E</p>	<p>Interview & Application form</p>
<p>OTHER</p> <p>Willingness to use technology to improve standards of care and support to our patients</p> <p>Must be a car driver with a valid driving licence or have access to transport with appropriate business</p>	<p>E</p> <p>E</p>	<p>Interview & Application form</p>

insurance in order to travel throughout the Trust, to meet the needs of the service.		
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SUPPORTING BEHAVIOURS

To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values/standards and reflect these as their behaviours:

Outstanding Care:

- We treat everyone with dignity, kindness and respect.
- We involve patients, relatives, carers and colleagues in decision-making.
- I ensure that my actions contribute to outstanding care regardless of my role.
- I admit mistakes, apologise and learn from them.
- I champion the health, safety and wellbeing of patients, relatives, carers and colleagues.
- I speak up when others cannot.

Listening and Leading:

- I lead with empathy, taking responsibility for how my emotions and actions affect others.
- I inspire others to embrace change, encouraging them to see their part in the bigger picture.
- I strive to be the best I can be.
- I value the opinions and contributions of colleagues, patients and others.
- I encourage innovation and am open to new ideas.
- I listen with interest and take action if I am able.

Working Together:

- I collaborate with others to achieve shared goals.
- I communicate clearly and appropriately.
- We work together to overcome challenges.
- I ask for help and always assist those in need.
- I thank colleagues for their contributions and celebrate shared successes.
- I use resources effectively, treating every £ as if it were my own.

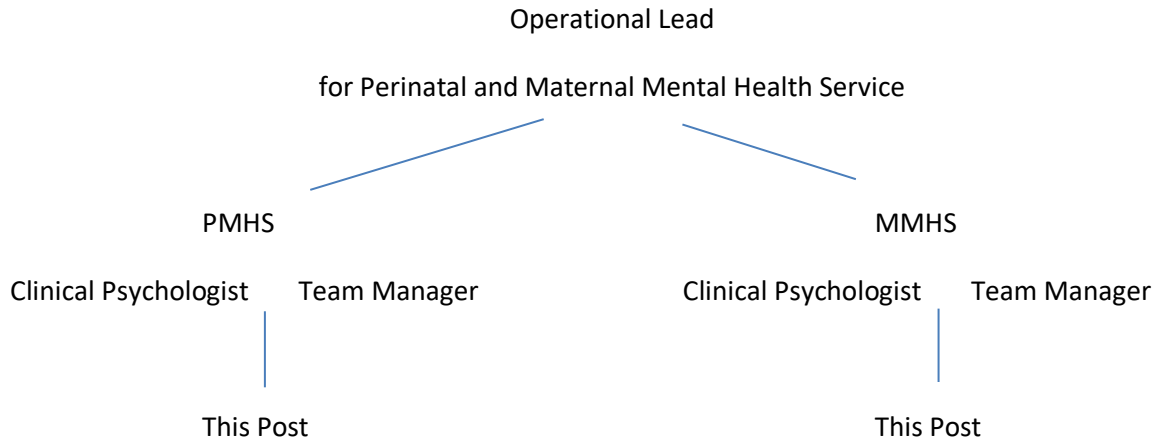
SUPPLIMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions	X		
Working in physically cramped conditions		X	
Lifting weights, equipment or patients with mechanical aids		X	
Lifting or weights / equipment without mechanical aids		X	
Moving patients without mechanical aids		X	
Making repetitive movements		X	
Climbing or crawling		X	
Manipulating objects		X	
Manual digging		X	
Running		X	
Standing / sitting with limited scope for movements for long periods of time	X		This post requires the use of computer networks which will entail sitting in a restricted position for long periods so care must be taken to observe Trust guidelines on the use of VDUs and keyboards.
Kneeling, crouching, twisting, bending or stretching		X	
Standing / walking for substantial periods of time		X	
Heavy duty cleaning		X	
Pushing / pulling trolleys or similar		X	
Working at heights		X	
Restraint ie: jobs requiring training / certification in physical interventions	X		PMVA
Mental Effort	Yes	No	If yes - Specify details here - including duration and frequency
Interruptions and the requirement to change from one task to another (give examples)	X		Working with a caseload within in the team may mean there are conflicting demands. Including working in the office on the computer and taking phone calls.
Carry out formal student / trainee assessments	X		

Carry out clinical / social care interventions	X		
Analyse statistics	X		
Operate equipment / machinery		X	
Give evidence in a court / tribunal / formal hearings	X		
Attend meetings (describe role)	X		
Carry out screening tests / microscope work		X	
Prepare detailed reports	X		
Check documents	X		
Drive a vehicle	X		
Carry out calculations	X		
Carry out clinical diagnosis	X		Prolonged /intense concentration with completing assessments.
Carry out non-clinical fault finding		X	
Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (eg: typing / transmitting) news of highly distressing events	X		
Giving unwelcome news to patients / clients / carers / staff	X		
Caring for the terminally ill	X		
Dealing with difficult situations / circumstances	X		Deals with challenging family situations e.g. child abuse,Includel depressed, bereaved and anxious patients
Designated to provide emotional support to front line staff	X		
Communicating life changing events	X		
Dealing with people with challenging behaviour	X		
Arriving at the scene of a serious incident		X	
Working conditions – does this post involve working in any of the following:	Yes	No	If yes - Specify details here - including duration and frequency
Inclement weather		X	
Excessive temperatures		X	
Unpleasant smells or odours		X	
Noxious fumes		X	
Excessive noise &/or vibration		X	

Use of VDU more or less continuously	X		
Unpleasant substances / non household waste		x	
Infectious Material / Foul linen		X	
Body fluids, faeces, vomit		X	
Dust / Dirt		X	
Humidity		X	
Contaminated equipment or work areas		X	
Driving / being driven in Normal situations	X		
Driving / being driven in Emergency situations		X	
Fleas or Lice		X	
Exposure to dangerous chemicals / substances in / not in containers		X	
Exposure to Aggressive Verbal behaviour	X		
Exposure to Aggressive Physical behaviour	X		

Department Organisational Chart



Department Core Purpose

The core purpose of this department is to improve the psychological wellbeing of birthing people, babies and their support system, in line with the national developments.

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			