

Job Description

Post:	Clinical Psychologist
Band:	7
Location/Base:	Humphrey House, Bury
Responsible to:	Principal Clinical Psychologist / Clinical Lead and Team Manager Secondary Care Psychological Therapies - Bury
Main Contacts:	Internal and external contacts

Job Summary

To provide a qualified specialist clinical psychology service for people referred to the secondary care community care pathway.

Managing own clinical caseload, the post holder will offer direct assessments, formulation and psychological interventions both to individuals.

Supported by colleagues, a key function of the role will be contributing to the multidisciplinary work within the CMHT's, through consultation, training, supervision, and co-working.

Work closely with all MDT staff to support the development of individual care planning and promote psychological thinking.

Propose and implement evidence-based practice, utilising skills for audit and service evaluation purposes and contributing to service developments within the team.

Main Duties and Responsibilities

- To provide specialist psychological assessments 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 service users and carers.
- To formulate and implement a range of psychological interventions for individuals, which are grounded upon an appraisal of evidence-based therapeutic options. This will involve clinical work requiring intense concentration over prolonged periods and also working frequently with highly distressed service users.
- To evaluate and make decisions about intervention options taking into account both theoretical and therapeutic models and factors concerning historical and developmental processes that have shaped the individual, family or group.

- To exercise autonomous professional responsibility for the assessment, treatment and discharge of service users whose problems are managed by psychologically-based standard care plans.
- To contribute to the provision of specialist psychological support, consultation and guidance to other Secondary Care professionals (e.g. CMHT including assessment team, active care coordination team, recovery and wellbeing team).
- To contribute to risk assessment and risk management for individual service users through their care co-coordinators and to provide general advice to other professionals on psychological aspects of risk assessment and management.
- To communicate and receive highly complex and contentious information in a skilled and sensitive manner, in the course of psychological assessment and therapy.
- To contribute to the delivery of training and support to facilitate the effective and appropriate provision of psychological care by all members of the teams.
- To develop and maintain knowledge of local resources and relationships with relevant statutory, voluntary and community groups and organisations.
- To be responsible for communicating across language and cultural barriers, with clients, their carers', and appropriate others, using interpreters where necessary.

Teaching, Training and Supervision

- To coordinate and supervise the work of any assistant psychologists employed by the team, and offer supervision to other healthcare staff as required.
- To contribute to the provision of teaching, training and clinical supervision for other members of MDTs in their delivery of psychologically-based interventions to help improve service users' functioning.
- Where appropriate, to provide pre and post – qualification teaching of clinical psychology.
- To develop skills in the area of professional pre and post – graduate clinical supervision.
- To participate in regular clinical supervision and line management supervision, in accordance with professional codes of practice (e.g. BPS, HCPC) and Trust policies and procedures, in order to continue to develop clinical skills and experience, identify key CPD activities, and attend to an individual job plan.

Management and Recruitment

- To contribute to the appropriate use of the psychological resources available to a team, whether in the form unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of patients.
- To contribute to the systematic governance of psychological practice within the service / team.
- To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant and trainee clinical psychologists.

Policy and Service Development

- To participate in the development of a high quality, responsive and accessible service including advising both service and professional managers on those aspects of the service where psychological and/or organisational matters need addressing.
- To identify areas of need and propose innovative responses to address unmet needs in own area or those of wider services, in consultation with the team and the team manager.

Research and Service Evaluation

- To participate in the evaluation, monitoring and development of the 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 routinely theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
- To undertake appropriate research, provide research advice to other staff undertaking research, and provide electronic data entry and analysis.

To undertake project management, including audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families. This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process.

General Duties of all post holders

- To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.
- To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.
- To be aware of and work towards the Trusts strategic goals.

Standards of Business Conduct

- The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.
- The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.
- The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.
- The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.

- The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manner.
- All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders' responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

Equality and Diversity and Equal Opportunities

- The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.
- The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.
- The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.

Safeguarding

- Appointments to regulated and controlled activities require an enhanced DBS disclosure.
- All staff have a responsibility to promote the welfare of any child, young person or vulnerable adult they come into contact with and in cases where there are safeguarding concerns, to act upon them and protect the individual from harm.
- All staff should refer any safeguarding issues to their manager and escalate accordingly in line with the Trust Child and Adult Safeguarding Policies.
- All staff should familiarise themselves with the NICE Guidelines "when to suspect child maltreatment 2009."

Professional and Personal Development

- The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.
- The post holder will be involved in a formal IPDR/KSF review with their manager at least every 12 months. Once performance / training objectives have been set, the staff member's progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
- The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Confidentiality and Information Governance

- Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to

patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.

- All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.
- The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.
- The post holder must work to the requirements of data protection laws as applicable to the UK, which includes the General Data Protection Regulations (GDPR).

Health and Safety at Work

- The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.
- The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.
- The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.
- All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Infection Control

- Infection Prevention and Control is the responsibility of all Trust staff.
- All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.