

Job Details

Job Title:	Specialist Clinical or Counselling Psychologist
Job Reference Number:	
Band:	Band 8a
Ward / Department:	Norfolk Community Learning Disabilities Team
Directorate / Locality:	Learning Disabilities Service
Essential Qualifications:	<p>Post-Graduate Doctorate in Clinical / Counselling Psychology accredited by the British Psychological Society (BPS) (or its equivalent)</p> <p>Registered as Practitioner Psychologist with the Health & Care Professions Council (HCPC)</p>

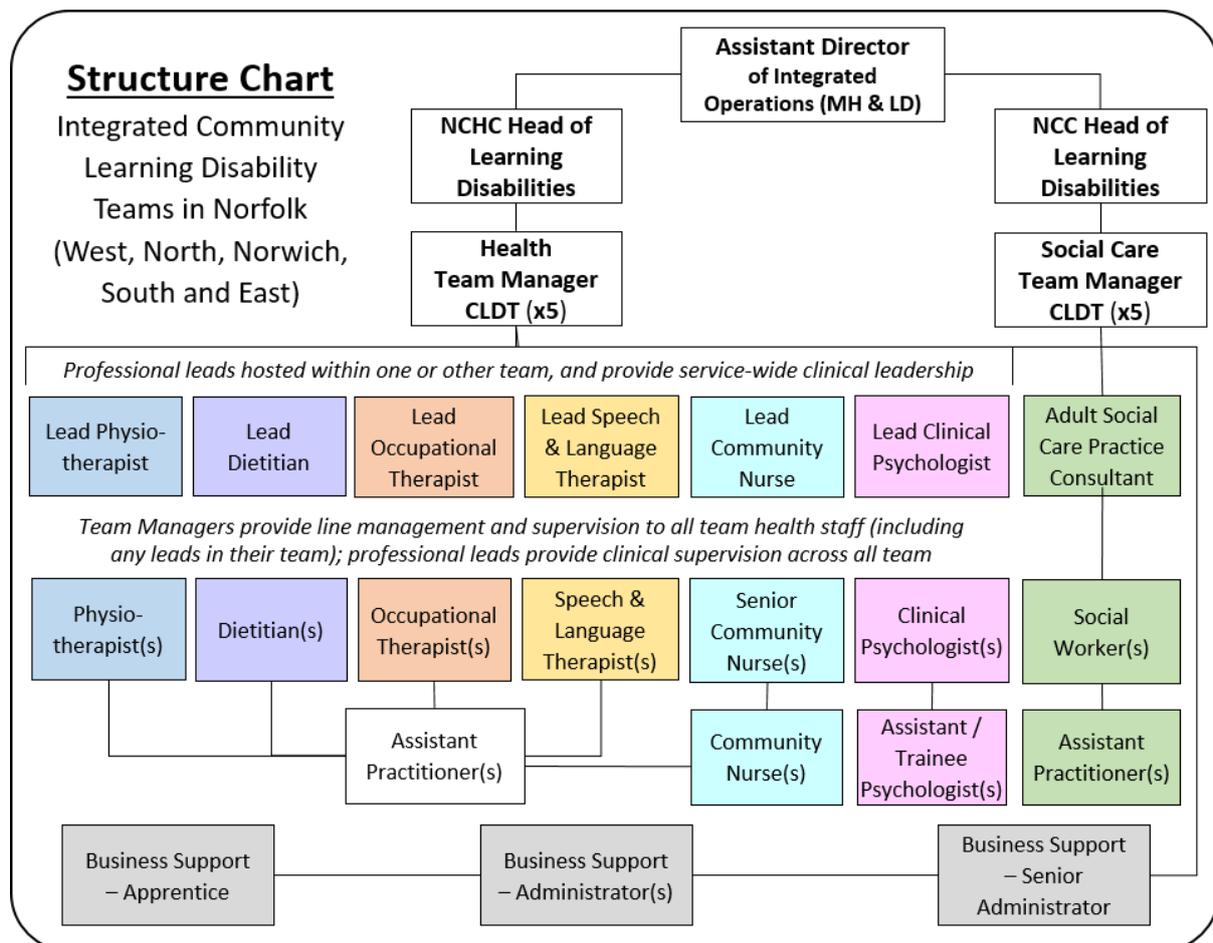
Job Purpose

- To provide a qualified psychological diagnostic and psychotherapeutic service for adults with Learning Disabilities
- To provide specialist psychological assessment, formulation and intervention at the same time as offering advice and consultation on the psychological interventions with regard to Learning Disabilities to non-Psychologist colleagues and to other non-professional carers.
- To advise on service development.
- To lead within the team on matters relating to psychology, cognitive impairment and learning, challenging behaviour and psychological approaches in mental health in children with learning disabilities.
- To work autonomously within professional guidelines and the overall framework of each team's policies and procedures.
- To utilise research skills for audit, policy and service development and research within the area served by the teams.

Organisational Arrangements

Accountable To:	Psychology Lead Learning Disabilities (clinical) Health Team Manager (management)
Reports To:	Health Team Manager
Responsible For:	Assistant Psychologists Doctoral Trainee Clinical Psychologists

Structure Chart



Main Duties & Responsibilities

Clinical

1. To provide specialist psychological assessment and diagnosis of adults with learning disabilities referred to the service 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 the adult with a learning disability, their family, carers and other involved people.
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 be able to develop and implement a range of psychological interventions for adults with learning disabilities, their families and carers, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options considering both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the adult with a learning disability, their family or carers.
5. To produce reports in a timely manner, that convey the key findings of psychological assessment, 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, and referrers. The post demands periods of concentrated effort both mental (therapy and verbal mediation and written communication) and physical (administration of psychometric assessment, therapy and report writing).
6. To manage the workloads of Assistant Psychologists and Trainee Clinical Psychologists, within the framework of the service's policies and procedures.

Professional

7. To exercise autonomous professional responsibility for the assessment, treatment and discharge of service users, and manage and maintain a caseload in line with service guidelines.
8. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to a shared formulation, diagnosis and treatment options.
9. To promote psychologically based frameworks of understanding and care to the benefit of the service users, across all settings and agencies serving the client group.
10. To communicate, in a highly skilled and sensitive manner, to service user's information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care.

11. To assist in the management of the team caseload with regard to prioritising cases in terms of appropriateness, urgency and risk.
12. To work in partnership with other disciplines and to maintain links with statutory and non-statutory and primary care agencies as appropriate.
13. To gain additional specialist experience and skills relevant to clinical psychology and/or the service (as agreed with the Lead Psychologist) in line with HCPC policy on CPD.
14. To maintain skills and knowledge of child and adult protection procedures from the Local Safeguarding Board.
15. 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. To organise and deliver teaching and training to clients, carers and others as appropriate.
16. To provide professional and clinical supervision of Assistant Psychologists and to act as placement supervisor for Doctoral Clinical Trainee Psychologists, taking clinical responsibility for the supervisee's work.
17. To be able contribute to the pre and post-qualification teaching of Clinical Psychologists and other Applied Psychologists, as appropriate.
18. To undertake, within NCH&C's PDP and Clinical Governance policies, CPD through teaching, clinical supervision, discussions, visits, study days, courses and relevant reading as agreed with Lead Psychologist and Health Team Manager.
19. 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 post holder's professional and service manager(s).
20. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
21. To undertake appropriate research including, where appropriate, making ethics and/or funding applications.
22. To undertake service orientated and clinically relevant research as agreed by NCH&C and Lead Psychologist.
23. 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.
24. To prepare research reports for dissemination in peer-reviewed journals or at local or national conferences, as appropriate.

25. 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.
26. To maintain and develop the profile of psychology within the Trust, regionally and nationally as appropriate during all professional contacts with families, carers, colleagues and the public.
27. To maintain up to date knowledge of legislation, national and local policies and issues in relation to adults with learning disabilities, mental health/learning disability.
28. To work in accordance with Trust policies and procedures, The BPS Code of Conduct and DCP 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.

Supplementary Information

Please indicate in the boxes whether the post holder will be expected to work in or be directly exposed to the following factors:

FREEDOM TO ACT

YES NO

1.	Does the post holder generally work without close supervision?	X	
2.	Does the post holder work without direct access to a manager?	X	
3.	Does the post holder work without access to a manager by telephone?		X
4.	Is the post holder the lead specialist in their field?		X

Each YES response requires completion in the 'Further Information' Section

How often on average does the post holder give guidance and advice to others?

Daily:

X

Weekly:

Other frequency (please comment)

How often is the post holder's work checked / monitored / assessed?

Daily:

Weekly:

Other frequency (please comment)

Monthly

PHYSICAL EFFORT

	YES	NO		YES	NO
1. Working in uncomfortable conditions		X	9. Standing / sitting with limited scope for movement	X	
2. Working in physically cramped conditions		X	10. Kneeling, crouching, twisting, bending, stretching		X
3. Making repetitive movements	X		11. Walking for long periods		X
4. Lifting weights / equipment without mechanical aid		X	12. Heavy duty cleaning		X
5. Climbing or crawling		X	13. Pushing / pulling trolleys or similar equipment		X
6. Manipulating objects		X	14. Working at heights		X
7. Manual Digging		X	15. Controlled restraint ie in post requiring training/certification		X
8. Running		X	16. Moving patients		X

Each YES response requires completion in the 'Further Information' Section

MENTAL EFFORT

	YES	NO		YES	NO
1. Carry out formal student / trainee assessments	X		8. Prepare detailed reports	X	
2. Carry out clinical / social care interventions	X		9. Check documents	X	
3. Analyse statistics	X		10. Drive a vehicle	X	
4. Operate equipment / machinery	X		11. Perform calculations	X	
5. Give evidence in court / tribunal / formal hearings	X		12. Make clinical diagnoses	X	
6. Attending meetings (if yes, describe role in 'Further Info')	X		13. Carry out non-clinical fault finding	X	
7. Carry out screening tests / microscope work	X				

Each YES response requires completion in the 'Further Information' Section

EMOTIONAL EFFORT

	YES	NO
1. Processing (e.g. typing / transmitting) news of highly distressing events	X	
2. Giving unwelcome news to patients / clients / carers / staff	X	
3. Caring for the terminally ill	X	
4. Dealing with difficult situations / circumstances	X	
5. Designated to provide emotional support to front line staff	X	
6. Communicating life-changing events	X	
7. Dealing with people with challenging behaviour	X	
8. Attending scenes of accidents		X

Each YES response requires completion in the 'Further Information' Section

WORKING CONDITIONS

	YES	NO		YES	NO
1. Inclement Weather	X		11. Humidity		X
2. Extreme Temperatures		X	12. Contaminated equipment / work area		X
3. Unpleasant Smells	X		13. Driving / Being Driven (normal conditions)	X	
4. Noxious Fumes		X	14. Driving / Being Driven (emergency conditions)		X
5. Excessive noise / vibration		X	15. Fleas / Lice / Infestation		X
6. Continuous use of VDU equipment	X		16. Dangerous Chemicals - Substances in Containers		X
7. Unpleasant Substances		X	17. Dangerous Chemicals - Substances (uncontained)		X
8. Infectious Material		X	18. Exposure to verbal aggression (little/no support)	X	

9. Body fluids, Faeces / Vomit	<input checked="" type="checkbox"/>	19. Exposure to physical aggression (little/no support)	<input checked="" type="checkbox"/>
10. Dust / Dirt	<input checked="" type="checkbox"/>		

Each YES answer requires completion in the 'Further Information' Section

FURTHER INFORMATION

Please enter details of YES responses

Element (e.g. Mental Effort)	Ref No	Details of frequency & intensity
Freedom to Act	1	Works independently daily with complex cases
	2	Works independently daily with complex cases
Physical Effort	3	VDU (keyboard/mouse) use for long periods each day
	9	Sitting at desk for long periods each day
Mental Effort	1	Weekly supervision to Assistant Psychologists plus supplementary clinical contact throughout the week.
	2, 5, 8	Role involves holding a clinical caseload of complex cases
	3, 9, 11	Role involves regular audit, research and data analysis activities on a weekly basis
	4, 10	Daily use of IT and telephony equipment and driving to visits and other work sites
	12	Role requires the clinician to make or contribute to clinical diagnosis
	6	Meetings... daily
	7	Screening assessments (neuropsychological assessments)
	8, 13	Datix/RCA/debriefs
Emotional Effort	1, 2, 4, 6, 7	Roles involves daily case responsibility for a complex caseload including those with challenging behaviour, giving and processing

		unwelcome, life-changing and sometimes distressing news in a range of formats and a range of complex situations and circumstances
	3	Working at times with people on an end of life pathway as part of complex caseload
	5	Providing support on an ad hoc and more regular basis with front-line clinical staff as part of COVID
Working Conditions	1, 13	Community based work so will involve daily driving and occasional exposure to inclement weather
	6	Daily VDU use for long periods of time
	3	Occasional need to visit clients' homes where standards of hygiene are poor
	18, 19	Ongoing work with clients with challenging behaviour who may resort to verbal or rarely physical aggression at times

Manager responsible for completion of this document

	Name:	
Member of Staff to whom this document relates:		
Date Completed:		
Review Date:		

Post Holder's Signature

Manager's Signature

Date Job Description Agreed

DISTRIBUTION: One copy to member of staff, one copy to personal file.

Please ensure Job Description is agreed and signed by both manager and employee