
JOB DESCRIPTION

DATE : 19/01/2023
REF NO: 00400

JOB DETAILS:

JOB TITLE: Principal Psychologist

BAND: 8b

HOURS: 16.5 hours per week

DEPARTMENT: Health in Justice (Inclusion)

LOCATION: Yorkshire Prison Cluster – HMP Leeds

REPORTS TO: Senior Cluster Manager/Deputy Head of Operations

ACCOUNTABLE TO: Professional Lead for Psychology, Inclusion

RESPONSIBLE FOR: Provision of a systematic psychological service within the Yorkshire prison cluster

Psychological leadership and development, as agreed, regarding prison mental health services (to include learning disability and neurodevelopmental services) and substance use services within the specified clinical service

Responsibility for development of specific areas of psychological knowledge across wider Inclusion services

WORKING RELATIONSHIPS:

INTERNAL: Head of Operations, Head of Quality & Governance, Inclusion Professional Lead for Psychology, and other Professional/Clinical Leads, Regional managers, Cluster managers, Team managers, multi-disciplinary team members, HMPPS staff, other interfacing teams

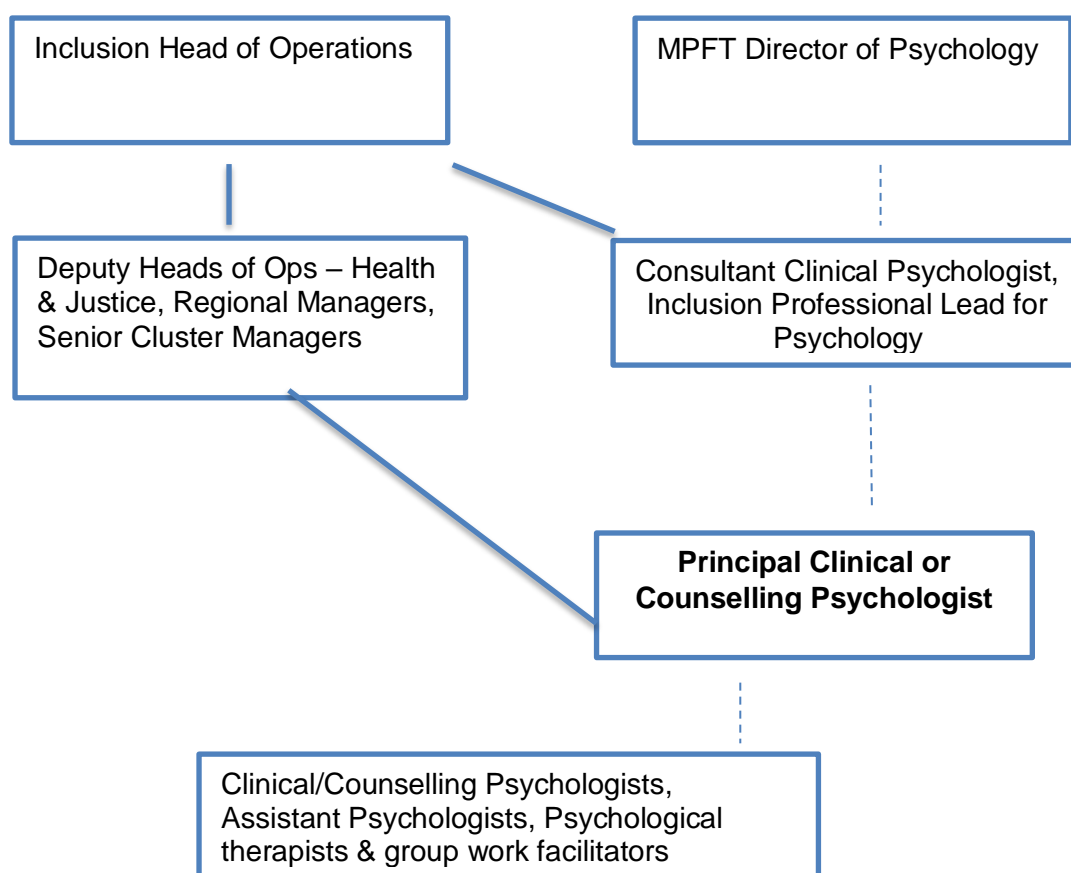
EXTERNAL: Service Users, carers, partner organisations and other external agencies including psychology professional training courses

JOB PURPOSE:

- Responsible for the provision of a psychology service to young people and adults in prison with mental health difficulties, learning disability or neurodevelopmental difficulties. This is to incorporate complex assessments leading to psychological formulations of distress; recommendations for treatment options and evaluation of interventions
 - As a senior clinician with specialist post-qualification training, the post holder will take responsibility for development of a specific area of psychological knowledge within the Inclusion psychology team. This may include leading or contributing to training, supervision and governance aspects of the specific therapeutic model or approach.
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- To supervise and support the psychological assessment and therapy provided by other psychologists and other clinical members of the team who provide psychologically informed 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 and audit skills to guide service development

ORGANISATIONAL STRUCTURE:



Key: _____ Operational management - - - - - Professional accountability

KEY DUTIES AND RESPONSIBILITIES:

Clinical Responsibilities

- To provide a clinical psychology service to patients, with moderate to severe mental health problems, seen within the prison mental health pathway within the areas of agreed responsibility
- To work with clients alone as necessary, or to work jointly with others depending on the relevant risk assessment

- To provide expert psychological assessment, formulation and therapy to an exceptionally high standard to patients with a range of mental health problems
- To be responsible for implementing a range of psychological interventions for individuals and groups, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses
- To liaise with relevant professionals within prison, inpatient and community settings, co-ordinating the delivery of psychology services for young people and adults within the prison localities where services are provided
- To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the multi-disciplinary team
- To contribute to the development of both the psychology and the wider multi-disciplinary teams through dissemination of psychological knowledge and theory
- Receive regular clinical supervision in accordance with good practice guidelines. To undertake further training and updating of psychological skills and knowledge to ensure the appropriate provision of a high quality psychology service.
- To be responsible for supervising the work of psychology trainees on placement, junior practitioner psychologists, assistant psychologists and group work facilitators employed within the department
- To undertake 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 adhere to the code of ethics of the relevant professional body (e.g. British Psychological Society), and the employing NHS Trust as well as to the registration requirements as a practitioner psychologist with the Health & Care Professions Council

Systems and Equipment

- Responsible for maintaining accurate and comprehensive patient/client records using SystmOne in accordance with the Trust and professional record keeping standards
- Writes reports and letters for other members of the multidisciplinary team and external parties regarding patient/client related matters
- May use software packages for statistical analysis.
- To be responsible for personal health and safety within the workplace. To be aware of health and safety issues for others within the work context also. This will reflect some

physical factors including time sitting in constrained positions with clients, formal utilisation of test equipment, driving, and use of environments which may be sub-optimal. Working conditions will include some regular exposure to hazards including aggression and high levels of affect

- The above will incorporate utilisation of a range of general skills including driving, high level keyboard and computer skills for interpretation and collection of material and high level computer and presentation skills for training and communication.

Decisions and Judgements

- To make highly specialist clinical decisions and clinical judgements about patient/client care
- To give psychologically effective and professionally proficient advice and guidance within clinical area of responsibility and as appropriate across the prisons, particularly relating to clinical governance and professional standards
- To manage a specialist caseload autonomously. To make difficult decisions about priorities and clinical issues
- To exercise delegated responsibility for managing the psychological resources available to a team, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of patients.

Relationships

- Communicates in a way which recognises difference and ensures that people feel included and their individual communication needs are met
- Communicates highly complex, highly sensitive and highly contentious information to clients during the course of psychological therapy where the atmosphere may be highly emotive, there may be barriers to understanding or the client may react in an antagonistic or hostile manner
- Shares information relating to psychological assessment and formulation with clients, carers and families in a responsive, empathic manner, taking into consideration the possible complexities of the family's circumstances and the highly sensitive nature of the information
- Communicates effectively with all professionals involved in the client's care including all members of the multidisciplinary team, other prison colleagues/staff, general practitioners, Social Services, education providers, voluntary agencies, user/carer groups etc, to maximise the quality of service delivered to clients and their families and carers

- To work collaboratively with other Practitioner Psychologists (as well as Operations managers and Professional Lead for Psychology) within Inclusion

Responsibility for Research and Development

- To take the psychology lead, as a senior clinician, 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.
- As a significant requirement of the post, to contribute to methods of evaluating psychology activities and service provision, promoting the scientist practitioner model.
- Contribute to the development and execution of relevant research including supervision for and advice to professional colleagues.
- To project manage complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

Responsibility for Policy/ Service Development

- Plans individual patient/client care and where appropriate supports co-ordination of care within the multidisciplinary team and external agencies.
- Works in association with senior psychologists in the service to provide the head of specialty and others advice on the development of psychology services within the areas of responsibility. To assist the head of speciality and other senior staff in the development of psychology services within the agreed areas of responsibility.
- Responsible for identifying and proposing changes to policies and procedures which may impact on multidisciplinary teams across the cluster.
- Responsible for identifying and proposing strategic service improvements which may impact on multidisciplinary teams across the cluster.

Personal Responsibilities

- Comply with the terms of the contract of employment, the Staff Compact and the Trust's Statement of Values and Behaviours
- Be aware of, comply with and keep up to date with all Trust Policies and Procedures and other communications relevant to the role.

- Maintain registration with the Health & Care Professions Council as a practitioner psychologist and comply with the relevant code of conduct and standards of professional practice.
- Fully participate in management, clinical and professional supervision sessions relevant to the role, as required by the Trust.
- Fully participate in annual appraisal and appraisal reviews.
- Maintain up to date knowledge and competency in the skills required to perform safely and effectively in the role. Undertake relevant training (including statutory and mandatory training) and be responsible for personal development agreed with the line manager and in line with the requirements of the AFC Knowledge and Skills Framework.

Physical demands of the job

- To concentrate for long periods, work where necessary in isolation from other staff.
 - To be able to travel across the geographical area of the division as necessary.
 - The post holder will be required to engage in frequent intense concentration relevant to complex clinical issues and with highly distressing clinical material. This will also involve some exposure to aggression or other unpleasant conditions within which the post holder will be expected to maintain the highest levels of expert judgement and application of complex skills.
 - Frequent exposure to highly distressing or highly emotional circumstances.
 - The post holder may be required to undertake duties not specified in the job description, but which are commensurate with the role and/or band as required by service need.
 - The post holder may be required to work in locations other than those specified in the job description as required by service need.
 - The post holder may be required to work flexible hours as required by service need.
 - There may be a requirement to change the job description in light of developing service needs.
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JOB STATEMENT:**Infection Control**

Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.

Learning and Development

As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.

Health and Safety

As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.

Constitution, Competence and Capability

As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.

Dignity at Work Statement

Inclusion and Midlands Partnership NHS Foundation Trust are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

Safeguarding Children and Vulnerable Adults

All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE:	Principal Psychologist
DEPARTMENT:	Inclusion
BAND:	8b

*Assessed by: A = Application I = Interview R = References

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
Post-graduate doctoral level training in clinical / counselling / forensic psychology (or its equivalent prior to 1996) as accredited by the BPS, including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology	A	Membership of the British Psychological Society or Association of Clinical Psychologists (as appropriate to professional training)	A
		Specialist training in trauma focused psychological therapy	A/I
		Accreditation with the BABCP as a Cognitive Behavioural Psychotherapist	A
Post doctoral training in one or more additional specialised areas of psychological practice or therapy	A	Formal training/qualification in supervision of other psychologists (e.g. BPS Supervision Skills course)	A
HCPC registration as a practitioner (clinical/counselling/forensic) psychologist	A		
EXPERIENCE			
Must have substantial experience of: Working as a qualified practitioner psychologist at a highly specialist level.	A/I	Prior experience of working in prison/forensic services	A/I

Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity, including maintaining a high degree of professionalism in the face of highly emotive and distressing difficulties	A/I		
Experience of exercising full clinical responsibility for clients' psychological care and treatment, within the context of a multidisciplinary care plan.	A/I		
Experience of teaching, training and/or professional and clinical supervision.	A/I		
Experience in clinical supervision and the supervision of doctoral trainees	A/I		
SKILLS, KNOWLEDGE & ABILITIES			
Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.	A/I		
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.	I		
Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.	A/I		
Knowledge of legislation in relation to the client group and mental health.	A/I		
Evidence of continuing professional development as required by the HCPC.	A/I		
Skills in providing consultation to other professional and non-professional groups.	A/I		

<p>PERSONAL ATTRIBUTES</p> <p>Ability to identify provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>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.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p>	<p>Personal lived-experience of mental health issues and use of mental health services</p>	<p>A/I</p>
<p>Able to work in accordance with the Trust Values and Behaviours.</p> <p>Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances</p> <p>Able to work flexibly and co-operatively as part of a team</p> <p>Able to use own initiative and make decisions independently</p> <p>Committed to continual quality and service improvement</p> <p>Self aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision</p> <p>Enthusiasm for a broad range of psychological phenomena, theories and application.</p> <p>Other Requirements</p>			

Ability to travel independently in accordance with Trust policies and service need.

This post is subject to the Disclosure and Barring Service to identify any relevant criminal background.

Ability to demonstrate the positive application of our behaviours.		<ul style="list-style-type: none"> • Respectful • Honest and Trustworthy • Caring and Compassionate • Taking the time to talk and listen • Working together and leading by example 	

JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE