

JOB DESCRIPTION

Oxford Health NHS FT

Job Title:	Principal Clinical Psychologist
Band:	8b
Responsible to:	Locality Lead Consultant Clinical Psychologist
Accountable to:	Qualified clinical/counselling psychologists, other clinical members of the team, Attached doctoral trainees and assistant and/or graduate psychologists, as appropriate
Place of work:	The Whiteleaf Centre, Bierton Road, Aylesbury, Bucks
Hours:	0.6wte 22.5hrs
Author:	John Pimm, Anne Schmidt, Rebecca Mitchell
Creation Date:	1 November 2023
Last Updated:	15/1/2024
Document Ref:	HR\STAFF\JD\8b clinical/counselling psychologist
Version:	1

JOB PURPOSE

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

To ensure the systematic provision of a high quality highly specialist clinical psychology service to adults with Autistic Spectrum Disorder and Attention Deficit Hyperactivity Disorder across Buckinghamshire.
To provide highly specialized psychological assessment and treatment to clients referred to the team.

Within the team, the post holder will lead on agreed aspects of the provision of evidence-based individual and group psychological therapies for the client group and contribute to the leadership of the team.

DUTIES AND RESPONSIBILITIES

Clinical

1. To provide highly specialist psychological assessments of clients referred to the Adult ASD and ADHD Diagnostic and Treatment Service based upon the appropriate use, interpretation and integration of complex data, from a variety of sources including psychological 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, for example the Autism Diagnostic Interview (ADI) and/or Autism Diagnostic Observation Schedule (ADOS).
2. To plan and implement formal psychological treatment and/or management of a client's problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy across the full range of care settings.
3. To implement a range of psychological interventions for individuals, carers, families and groups, 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 taking into account both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To develop, lead and jointly provide post-diagnostic treatment programmes for people with ASD and ADHD who have attended the ASD and ADHD Diagnostic clinics.
6. To be responsible and accountable for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans.
7. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.

9. To ensure that all members of the treating team have access to a psychologically based framework for the understanding and care of clients of the service through provision of advice, consultation and the dissemination of information about psychological research and theory.
10. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
11. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
12. To develop and provide a specialist role in relation to clients, this will include the development of treatment programmes to be run jointly with other staff, thus disseminating psychological expertise across the service.
13. 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 HPC and BPS and Trust policies and procedures

Research and service evaluation

- 1) To provide clinical placements for trainee clinical psychologists ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies
- 2) To receive regular clinical and profession supervision from a senior clinical/counselling psychologist and, where appropriate, other senior professional colleagues.
- 3) To gain additional specialist experience and skills relevant to clinical psychology and the service as agreed with the Clinical Lead for Buckinghamshire PTP.
- 4) To provide professional and clinical supervision of assistant, trainee and qualified Clinical Psychologists
- 5) To provide advice, consultation and clinical supervision to other members of the treating team in the provision of psychologically based interventions to help improve client functioning.
- 6) To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, as appropriate.
- 7) To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
- 8) To maintain and develop skills in the area of professional pre-and post-graduate training and clinical supervision.

Management, recruitment, policy and service development

1. To participate as a senior clinician in the development of a high quality responsive and accessible service including advising both Clinical Lead and Service Managers on those aspects of the service where psychological and/or organisational matters need addressing.
2. To exercise delegated responsibility for managing the psychological resources available to the team whether in the form of qualified and unqualified staff or materials employed in the assessment and treatment of clients.
3. To exercise responsibility for the systematic governance of psychological practise within the delegated area.
4. To manage the workloads of assistant, trainee, and qualified psychologists and other members of the team, within the framework of the team/service's policies and procedures, as appropriate to the postholder's own level of experience.
5. To participate as appropriate in staff recruitment both in the shortlisting process and as a member of interview panels for assistant, trainee and qualified psychologists.
6. To provide a specialist lead within the service for a delegated area of clinical responsibility.
To contribute to training and service development for a designated type of clinical therapeutic activity within the service.
7. To work cooperatively with statutory and non-statutory agencies for client benefit.

General and professional

1. 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 postholder's Clinical Lead and Service Manager (s).
2. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop 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 up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health

STRUCTURE CHART





Oxford Health
NHS Foundation Trust

CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Band: Principal Clinical Psychologist Band 8b <i>The following information must be used when completing this section</i>		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<ul style="list-style-type: none"> • 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, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. • Skills in providing consultation to other professional and non-professional groups. • Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. • Evidence of continuing professional development as recommended by the BPS. <p>Good organisational and time management skills,</p>	<ul style="list-style-type: none"> • Knowledge of the theory and practice of specialised psychological therapies with people with ASD with mental health needs.

	<p>ability to plan and prioritise own workload.</p> <ul style="list-style-type: none"> • Knowledge of legislation in relation to the client group and mental health. 	
<p>Qualifications – Academic/Skills/Professional</p>	<ul style="list-style-type: none"> • Doctoral level training in clinical or Counselling psychology, or its equivalent for those trained prior to 1996, as accredited by the British Psychological Society, including specifically models of psychopathology, clinical psychometrics and neuropsychology two or more distinct psychological therapies and lifespan developmental psychology. • HCPC registration Post-doctoral training in one or more additional specialized areas of psychological practice. • Qualification/training in clinical supervision • Ability to travel between bases as required 	<ul style="list-style-type: none"> • Pre-qualification training and qualifications or experience in research methodology, staff training and/or other fields of applied psychology. • Qualifications/training in use of specialist psychometric assessments for ASD
<p>Further Training or Job Related Aptitude and Skills</p>	<ul style="list-style-type: none"> • 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, complex, highly technical and/or clinically sensitive information to clients, their families, carers 	<ul style="list-style-type: none"> • Knowledge of the theory and practice of specialised psychological therapies with people with ASD with mental health needs.

	<p>and other professional colleagues both within and outside the NHS.</p> <ul style="list-style-type: none"> • Skills in providing consultation to other professional and non-professional groups. • Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. • Evidence of continuing professional development as recommended by the BPS. <p>Good organisational and time management skills, ability to plan and prioritise own workload.</p> <ul style="list-style-type: none"> • Knowledge of legislation in relation to the client group and mental health. 	
Experience	<ul style="list-style-type: none"> • Assessed experience of specialist and highly specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, day services and in-patient settings. • Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and 	<ul style="list-style-type: none"> • Experience of running / co-running groups • Experience of the application of clinical psychology in different cultural contexts <p>Experience of working in the NHS</p>

	<p>distressing problems, verbal abuse and threat of physical abuse</p> <ul style="list-style-type: none"> • Experience of working with people with ASD • Experience of supervising others. • Experience of exercising full clinical responsibility for client's psychological treatment both as a professionally qualified psychologist. • Significant experience of the use and interpretation of psychometric assessments for ASD and ADHD. 	
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • An interest in and positive approach towards working with people with ASD and mental health needs • Ability to work as part of a team and independently. • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. 	<ul style="list-style-type: none"> • Experience of working within a multicultural framework. • Willingness to work flexibly • An awareness of own strengths and limitations

Contractual Requirements or other requirements	Ability to travel between sites and to regional meetings Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults	Current full driving licence and use of a car for work
--	--	--