

PROGRESS *your* CAREER



0-19 Learning Disabilities – Senior Clinical Psychologist Band 8A

Job Description and Person Specification

Job Description

JOB TITLE: 0-19 Learning Difficulties Senior Psychologist

BAND: 8A

RESPONSIBLE TO: CAMHS/EWMHS Clinical Lead

KEY RELATIONSHIPS:

Internal	External
Redbridge CAMHS Team Care Pathway Leads Operational Lead Clinical Lead CAMHS Multi-professional clinicians across NELFT	GPs Social Care Third Sector Acute Hospitals

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will achieve this by:

The post-holder will be a post-graduate qualified psychological practitioner (e.g. clinical psychologist) fully registered with the appropriate professional or regulatory body (e.g. HCPC, ACP, AFT) or a graduate qualified health care professional (e.g. nurse, social worker, occupational therapist), fully registered with the appropriate professional or regulatory body (e.g. NMC) plus an additional post-graduate qualification in Psychological Therapies (e.g. cyp-iapt post graduate diploma in systemic family practice/cognitive behavioural therapy).

The post-holder will provide clinical leadership and specialist treatment and assessment within their professional sphere of expertise. They will be responsible for assessment, treatment and systematic outcome measurement and the extensive clinical supervision of junior clinicians throughout the team.

They will ensure that a high quality, timely, accessible and evidence-based service is available to all service users who need it throughout the team.

The post-holder will establish and maintain excellent working relationships with wider mental health and wellbeing services and ensure adherence to evidence based treatments by all clinical staff across the team.

The post-holder will be directly involved in delivering and supervising a range of therapeutic interventions, which may include parent work, group work, school observations of children, short term input and specialist psychological treatments. They will be responsible for all specialist psychological assessments and treatments within their professional sphere of expertise within.

Key Responsibilities:

1. To provide an efficient, effective and specialist psychological service for children and young people (0-19) year olds with learning disabilities who present with co-morbid moderate to severe emotional, behavioural and mental health problems, their carers/parents and families
2. To provide leadership and support to the wider targeted service team about the management and treatment of children with challenging behaviours.
3. To contribute to multi-disciplinary assessment and treatment of children and adolescents with emotional and mental health problems, their carers/parents and families
4. To undertake a range of highly specialist clinical work, urgent assessment work, parenting support and specialist cases.
5. To provide extensive expert supervision and consultation on CAMHS cases to other multi-disciplinary staff within CAMHS.
6. To contribute to audit and research
7. To actively engage in treatment and outcome monitoring, including the use of normed measures associated with CYP-IAPT
8. To work in clinical practice, making use of supervision, within the overall framework CAMHS and the Trust's policies and procedures
9. To directly line manage, support and supervise the work stream and caseloads of the skill mix working within the 0-19 Learning Disability pathway within CAMHS.

Clinical Skills

1. To act as an autonomous professional fully registered with the appropriate professional or regulatory body (e.g. HCPC, ACP AFT).
2. To use an expert clinical understanding in assessing, jointly with colleagues in the multi-disciplinary team, children, adolescents and their families in order to formulate their strengths and difficulties and to determine the most appropriate treatment plan
3. To work alongside other colleagues within targeted service and in the care pathway in order to provide an in-depth comprehensive assessment of the child's, young person's, and family's functioning where there are complex needs. To clinically lead this process for the Neurodevelopmental care pathway within targeted services.

4. To provide highly specialist therapeutic interventions with due regard to issues of cultural, racial and religious difference and sexual orientation
5. To provide highly specialist clinical assessments and interventions for children and young people (0-19) year olds with learning disabilities who present with co-morbid moderate to severe emotional, behavioural and mental health problems, their carers/parents and families.
6. To undertake specialist observations of children in school settings as part of wider assessments if indicated.
7. To undertake work with parents/carers/networks of referred children and young people
8. To utilise theory, literature and research to support evidence based practice in individual work and work with other members of the team

Leadership

1. To ensure that services are continually monitored, reviewed and adapted to meet changing service user need and identified commissioning requirements.
2. To adhere to systems and practices within the service that deliver against key performance indicators and targets.
3. The post-holder will provide clinical leadership within the sphere of their professional expertise
4. To actively promote integrated health/care professional working internally and externally
5. To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict
6. To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines
7. To participate in the audit process, linking in with the clinical governance agenda
8. To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews
9. They will ensure that a high quality, timely, accessible and evidence-based service is available to all service users who need it and who use it across the team
10. To ensure that there are focus/user groups in place for both young people and their families within this pathway.
11. To be flexible with the borough and team needs

Administration

1. To be computer literate and implement the Trust's IM&T Strategy
2. To ensure accurate recording and updating of patients' records, including risk information, maintaining confidentiality at all times
3. To ensure electronic outcome monitoring is completed for patients' treatment
4. To complete mandatory on-line training associated with the post
5. To take part, and assist, in the planning and administration relating to day to day running of the caseload

Communication

- To have a wide range of knowledge in specialist clinical approaches to communicating and managing patient care.
- To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
- To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
- To participate in the review and development of clinical policies and identify improvements to service provision.
- To provide reports on children and young people for parents, referrers and for other outside agencies, including Social Services and Education Services which describe assessment outcomes in accessible terms and formulate care plans.
- To participate in regular clinical discussions and reviews of cases in treatment with members of the multi-disciplinary team.
- To present cases to network meetings with professional members of other agencies.
- To provide psychological and clinical advice to other professionals working within the team.
- To be responsible for continually monitoring and evaluating risk to/from children and young people in one's own caseload and during supervision/consultation discussions.

Training

1. To contribute to the training experience of trainee therapists and students from other disciplines on placement, as appropriate.
2. To provide extensive and expert clinical supervision as required and extensively within the team.

3. To support new staff and their integration within the team.
4. To be responsible for contributing to the academic and clinical teaching programmes within targeted services.
5. To ensure own continued professional development to maintain 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 managers.
6. To maintain up to date knowledge of legislation, national and local NHS, Social Care and Education policies and issues of relevance to the patient group, particularly safeguarding policies and procedures and NICE guidelines.
7. To undertake mandatory training and workshops.
8. To receive regular clinical and service related supervision from an appropriate professional within NELFT.
9. To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the mental health needs of the local population and related to Trust strategy.

Specific tasks directly related to the post

The post holder will provide regular consultation and specialist psychological assessment for Children and Young people attending Special Schools within Redbridge where concerns are identified and where CYP present with co-morbid moderate to severe emotional, behavioural and mental health problems. They will also provide evidenced based psychological interventions adapted to meet the needs of the child where indicated and possible. This will be based on a clear formulation of the problem which will be shared with the staff and parents where appropriate.

The post holder will work to develop a direct referral pathway with Special Schools in Redbridge to support early identification and intervention and increased access to assessment, for CYP with moderate to severe Learning Difficulties and co-morbid mental health difficulties.

The post holder will provide regular consultation and advice sessions with partners within Special School settings to ensure the emotional wellbeing and mental health needs of the children who attend these schools are prioritised and understood.

The post holder will provide expert advice on the management of challenging behaviour where it impacts on the young person's safety or potential safety of others or has a significant impact on the wellbeing and capacity of the young person to meaningfully engage in their school environment and curriculum.

The post holder will hold and manage a case load both from direct referrals from Special schools as well as from the CAMHS Neurodevelopmental Pathway and work across community CAMHS and Special schools in Redbridge.

The post holder will work collaboratively with local CAMHS Psychiatrists in the community CAMHS team where further diagnostic assessment is required and support the implementation of any mental health care plans for CYP within Special School settings.

The post holder will contribute to the EHCP and SEN annual review plans where required.

Additional Information

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Putting people first Prioritising quality Being progressive, innovative, and continually improve Being professional and honest Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Doctoral degree in Clinical Psychology. Eligible for registration HCPC. Additional training in a specific therapeutic modality such as CBT, Family Therapy, VIG, mentalisation based therapies and other areas of applied psychology.	✓		Certificate of training Registration number

Experience	Essential	Desirable	Measurement
Experience of specialist assessment and intervention with children and young people with a range of disabilities.	✓		Application Form Interview
Extensive experience of working			
with children and adolescents with co-morbid difficulties and special needs. (i.e. combination of organic and emotional deficits, such as autistic spectrum disorders and trauma).			
Extensive experience of working therapeutically with parents/carers/families of children and young people with complex mental health problems			
Experience of working within a CAMHS setting.			
Experience of conducting child neuropsychological assessments.			
Experience of conducting specialist assessments of autistic spectrum disorders. Extensive experience of providing specialist individual interventions with a			

<p>wide variety of children and young people, from 0 to 19 years olds with Learning Disabilities presenting problems including those at the most severe end of the spectrum.</p> <p>Experience of initiating, organising and planning inter-agency meetings aimed at setting in place a treatment package tailored to the individual needs of a child/young person.</p> <p>Experience of providing professional teaching and training for other professionals working with the client group within the service and within related agencies.</p> <p>Experience of engaging with children/young people and their families from a diverse range of cultural groups.</p>	✓		

Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities NSF and clinical governance priorities	✓		Application Form Interview Assessment
Specialist knowledge in the area of child development and developmental disorders.	✓		Application Form Interview
High level knowledge of the theory and practice of short term and long term clinical interventions in EWMHS			
Knowledge of legislation in relation to children and adolescents and safeguarding procedures and policies.			
Knowledge of NHS, Social Care and Education structures, national policies and frameworks, evidence based practice including NICE guidelines.			
Knowledge of risk management and ability to monitor and assess risk and act accordingly to ensure safety.	✓	✓	
Knowledge of research methodology and outcome research methodology and outcome research design and ability to critically interpret research findings.			
Knowledge of electronic record systems, ie Rio			

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Skills	Essential	Desirable	Measurement
Basic awareness of IT and IT skills	✓		Application Form Interview
<p>Ability to communicate clearly and effectively highly complex and sensitive matters to patients, which give rise to psychological distress.</p> <p>Highly developed ability to integrate complex clinical information into a coherent formulation.</p> <p>Specialist skill in the ability to communicate effectively, verbally 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 organisation.</p> <p>Capacity to work alone, involving colleagues and manager as relevant</p> <p>Capacity to write clear records and observe</p>	✓		

<p>policies, procedures and guidelines.</p> <p>Ability to plan and organise own workload and time.</p> <p>Ability to use outcome monitoring across all clinical work.</p>			
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Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview
To be aware and demonstrate the Trust Values	✓		Application Form Interview
To be able to travel efficiently throughout the area	✓		Application Form Interview
<p>To be able to work within the Professional Code of Conduct and Ethics.</p> <p>To be able to work autonomously within the overall framework of the Trust's policies and procedures.</p> <p>Able to form good working relationships with others in multi-disciplinary and inter-agency settings.</p>	✓		Application Form Interview
Evidence of personal resilience and aptitude for dealing with challenging, potentially	✓		

distressing and highly emotional clinical work.			
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