

HR Use Only	
Job Ref:	Occ. Code
CHC_GENAC03	G2A

JOB DESCRIPTION

JOB TITLE:	Senior Clinical Psychologist
PAY BAND:	Band 8a
DIVISION:	Community Mental Health Directorate
TEAM/SERVICE:	City CMHT - The Greenfield Centre
BASE:	Greenfields Centre
ACCOUNTABLE TO:	Team Leader
RESPONSIBLE To:	Consultant Psychologist/ Principal Psychologist

Organisational Chart



Key Duties/Responsibilities

To work with an extremely varied case load, working with service users and their families with difficulties ranging across complex trauma, depression, psychosis and challenging behaviour, in line with the post holders experience and competencies.

To work as a key member of the multi-disciplinary team offering advice and joint working where needed. Much of this work will be within the team informing the best service delivery for our service users.

Accountable for own professional practice in the delivery of highly specialist psychological care to service users with highly complex mental health conditions which may include challenging behaviours.

To be compassionate in meeting the needs of service users, their carers and families.

To provide clinical supervision and training to less experienced colleagues within the designated psychology service and to other members of the multidisciplinary team.

To undertake formal research as an integral part of the job and act as field supervisor to doctorate trainees.

To be proactive in continual service improvement within own area.

To promote at all times a positive image of people with mental ill health or learning disabilities.

To promote at all times a positive image of the service and the wider Trust.

TEACHING, TRAINING AND SUPERVISION

Organises own workload on a day to day basis, prioritising work as appropriate.

Allocates work to assistant, trainee and newly qualified psychologists.

Plans individual patient/client care and acts as care co-ordinator/lead practitioner, where appropriate, ensuring the provision of a multidisciplinary care package appropriate for the client's needs. Monitors progress during the course of multidisciplinary interventions.

Provides clinical supervision to less experienced psychology staff and members of the wider multidisciplinary team.

Provides pre and post-qualification teaching of psychology to all members of the multidisciplinary team as appropriate.

Provides clinical placements and contributes to competency assessment for trainee psychologists, ensuring that trainees acquire the necessary skills and experience to contribute effectively to psychological practice.

Professionally oversees the clinical work of assistant, trainee and qualified psychologists (dependent on banding) including work allocation, checking record keeping and quality of care delivered and providing clinical guidance as required.

Participates in the recruitment and selection of assistant, trainee and qualified psychologists as appropriate.

Responsible for ensuring that all staff within the area of responsibility adhere to professional practice guidelines and that mechanisms are in place to ensure that performance standards are met.

GENERIC CLAUSES FOR ALL JOB DESCRIPTIONS

- To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in the Performance and Development Review and to undertake any identified training and development related to the post.
- To undertake statutory and mandatory training as deemed appropriate by the Trust.

- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.

Trust Values:

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

Compassionate

Caring with compassion, it's about how we listen, what we say, what we do.

Approachable

Friendly, welcoming, sharing ideas and being open

Responsible

Taking personal and collective responsibility, being accountable for our actions

Excellent

Striving for the best, for high-quality safe care and continually improving

Health & Safety:

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL accidents must be reported to your manager and in line with the general philosophy of the Trust, you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines

Infection Control:

In accordance with the Health Act (2006), the post holder will actively participate in the prevention and control of infection within the capacity of this role. The Act requires the post holder to attend Infection Control training on induction, regular updates and to take responsibility for the practical application of the training in the course of their work. Infection prevention and control must be included in any personal development plan or appraisal

Risk Management:

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Data Security and Quality:

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

Confidentiality:

Working within the trust you may gain knowledge of confidential matters which may include manual / electronic personal and medical information about patients and staff. Such information must be considered

strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Equality & Diversity:

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

Safeguarding:

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training and follow the relevant Trust's Policies and Practice Guidance.

Codes of Conduct and Accountability:

You are required to comply with Trust codes of conduct and accountability and *(include here relevant codes of conduct dependent on profession i.e. N&M/NHS Managers/Allied Health Profession etc.)* codes of conduct which are relevant to this post.

Registration:

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register in accordance with the requirements of their professional body.

Criminal Records Bureau (CRB)

“REHABILITATION OF OFFENDERS ACT: This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions”. North Staffordshire Combined Healthcare NHS Trust requires an Enhanced Disclosure through the Criminal Records Bureau for this post to ensure suitability for employment.

THE TRUST OPERATES A NO SMOKING POLICY

EMPLOYEE
SIGNATURE:

DATE:

Person Specification – Senior Clinical Psychologist

	Essential	Desirable	Method of assessment
Qualifications	<p>Post-graduate doctoral level training in clinical / counselling 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.</p> <p>Post-doctoral training in one or more additional specialised areas of psychological practice</p> <p>HCPC registration as a clinical/counselling practitioner psychologist</p> <p>Trained in clinical supervision and the supervision of doctoral trainees</p> <p>Evidence of continuing professional development</p>	<p>Registration with BPS</p>	<p>Application form / interview</p>
Experience	<p>Must have experience of:</p> <p>Working as a qualified applied psychologist within the designated service including a wide variety of client groups, across the whole life course and a range of clinical severity across a range of care settings.</p>	<p>Experience of joint working with statutory, voluntary and private sector agencies.</p>	<p>Application form / interview</p>

	<p>Exercising full clinical responsibility for clients' psychological care as a care coordinator within the context of a multidisciplinary team.</p> <p>Teaching, training and clinical supervision and field supervisor for doctoral theses.</p> <p>Research and development</p> <p>Quality and service improvement and evaluation.</p>		
Knowledge and skills	<p>Doctoral level knowledge of:</p> <p>Evidence- based practice relevant to the role</p> <p>Risk assessment and risk management</p> <p>Clinical governance</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Audit and research methodology</p> <p>Social Inclusion agenda</p> <p>Must be able to:</p> <p>Communicate highly complex and highly sensitive information effectively, to a wide range of people</p>		<p>Application form / interview / assessment</p>

	<p>Adapt creatively the evidence base for interventions in mental health for clients with communication difficulties / learning disabilities.</p> <p>Provide effective teaching, training and clinical supervision for the multidisciplinary team.</p> <p>Work effectively as part of a multidisciplinary team and undertake care co-ordination/lead practitioner responsibilities</p> <p>Undertake complex multiagency working and liaise with multiple systems</p> <p>Utilise psychometric tests competently</p> <p>Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours.</p> <p>Utilise appropriate clinical governance mechanisms within own work.</p> <p>Undertake conflict resolution and MAPA training</p>		
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	<p>Demonstrate effective keyboard skills</p> <p>Use multimedia materials for presentations in professional, academic and public settings.</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>		
Other	<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>Ability to travel in accordance with Trust policies and service need.</p> <p>Enhanced DBS is required for this post</p>		Application form / interview