

JOB DESCRIPTION

JOB TITLE:	CLINICAL PSYCHOLOGIST
BAND:	Band 8a
LOCATION:	West Dorset
ACCOUNTABLE TO:	Head of Learning Disability Services
LINE MANAGER:	LD Psychology Clinical Lead
KEY RELATIONSHIPS:	Adult LD Teams in West Dorset, including Intensive Support Team
HOURS OF WORK:	The post holder may be required to work flexibly to meet the needs of the service.
JOB PURPOSE:	The primary focus of the role will be to provide clinical services (assessment, treatment, consultation to other carers and professionals etc) to adults with Learning Disabilities living in the community in Dorset, and also to assist with supervision and guidance of doctoral trainee clinical psychologists on placement and assistant psychologists.

MAIN DUTIES AND RESPONSIBILITIES:

1. CLINICAL

- 1.1 To be accountable for the direct delivery of a service within Learning Disabilities services and the LD Psychology team.
- 1.2 To communicate highly complex and sensitive information that requires empathy and reassurance in situations where there may be a highly emotive, hostile and antagonistic atmosphere with barriers to understanding. The highest communication and relationship skills are necessary to engage and maintain relationships with clients, families, carers, and other professionals where there are often significant barriers to acceptance and engagement in psychological therapy.
- 1.3 To be responsible for developing highly specialised programmes of care. Judgements need to be made involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options.
- 1.4 To use a range of highly complex assessment materials (including psychometric assessments) to develop complex formulations based upon a

range of theoretical perspectives, which will allow the most effective evidence-based intervention to be applied.

1.5

To deliver a range of highly specialised evidence-based psychological therapies (e.g. Cognitive Behaviour Therapy, Acceptance and Commitment Therapy, Cognitive Analytic Therapy) to adults with a learning disability, including those presenting with severe mental illness, personality disorder and challenging behaviour.

1.6

To lead on and supervise staff in delivering therapy-based groups to adults with a learning disability. Groups will cover a range of problems such as anxiety and anger management, as well as skills teaching.

1.7

To be able to share sensitive information with clients, their carers and other professionals, whose opinion may differ.

1.8

To be experienced and skilled in developing a therapeutic alliance with patients and their families/carers whilst maintaining a professional and ethical standing.

1.9

To take responsibility for planning sessions and reformulate and adjust the treatment in the light of new information.

1.10

To conduct risk assessments, including specialist structured risk assessments (e.g.HCR-20, ARMADILLO), and develop appropriate strategies to minimise risk, even when some information is unavailable.

1.11

To provide highly specialised advice (regarding particular clients with LD/ Autism/ challenging behaviour), clinical consultation and informal supervision to other professions including psychiatrists, paediatricians, GPs, Nurses, social workers, etc.

1.12

To attend and contribute to multi-agency working and conferences in the interests of effective risk management in the community.

1.13

To liaise with identified CLDT and other services in respect to complex transition cases for those with a learning disability.

1.14

To provide psychology input consisting of consultancy (which may include assessments and formulation), supervision and joint working into West Dorset Intensive Support Team (IST).

1.15

To plan and organise ongoing and complex activities, which require the formulation and adjustment of plans. Plan and prioritise own patient workload, including taking full responsibility for organising referrals, managing own waiting list, undertaking regular clinics that may involve seeing back to back patients.

1.16

- To review complex and multi-source information, including psychometric assessments, for the MDT with regards to learning disability diagnosis.
- 1.17 To act as a member of the Learning Disabilities Psychology team, contributing the team's functioning.
 - 1.18 To take part in the development, organisation and delivery of teaching programmes for professionals from health, social services, housing, police and voluntary services and other agencies (e.g. universities).
 - 1.19 To maintain links with the University of Southampton Clinical Psychology training programme as part of supervising trainee clinical psychologists.

2. ADMINISTRATIVE

- 2.1 To plan and prioritise workload whilst coordinating with the multidisciplinary teams and other agencies.
- 2.2 To administer a wide range of highly complex psychometric tests that require the manipulation of materials at a high level of speed and accuracy. These procedures require long periods of highly focussed concentration with narrow margins for error.
- 2.3 The psychologist will be expected to maintain an appropriate level of clinical note-keeping.
- 2.4 The psychologist will write letters, reports, risk assessments etc. to communicate complex clinical issues to referrers and other professionals.

3. HUMAN RESOURCES/WORKFORCE

- 3.1 To act autonomously and independently in day-to-day practice. They will be expected to plan and chair multi-disciplinary/ multi-agency professional and family meetings (e.g. care planning/ discharge planning/case formulation).
- 3.2 To take regular and sole responsibility for the clinical supervision of trainee clinical psychologist and assistant psychologists. One significant aspect of their job will be to supervise, teach, and train and act as a resource to other health care professionals on a regular and ongoing basis, some of who will be above their own level.
- 3.3 To contribute to and participate in clinical psychology selection committees including short-listing and interviews.
- 3.4 The psychologist will observe a personal duty of care in relation to equipment and resources used in the course of their work.

- 3.5 The psychologist will be expected to monitor their own effectiveness with each patient and/or presenting problem, determine whether consultation or ongoing supervision with a colleague and further CPD is required to maintain high standards of clinical work.

4. **RESEARCH & DEVELOPMENT**

- 4.1 To regularly undertake research and development as well as supervise and help organise the research and development projects of assistant and trainee clinical psychologists.
- 4.2 To be responsible for leading on and undertaking clinical audit/outcomes assessment on a regular basis, including evaluation of own work on a regular basis using validated questionnaires and objective measures.
- 4.3 To reflect on own work, reformulate the problem and change treatment approach when necessary.
- 4.4 To gather quantitative and qualitative information at a service level, evaluate the data, and write it up in a way that can be presented and can inform better practice.

5.

POLICY & SERVICE DEVELOPMENT

- 5.1 To contribute to and implement policies for own area and participate in policy and service changes that may impact beyond the scope of current practice.
- 5.2 To make judgements involving complex facts or situations that require the analysis, interpretation and comparison of a range of options.
- 5.3 To plan and organise both ongoing and complex activities that require the formulation and adjustment of plans.
- 5.4 The psychologist will be expected to develop and maintain good relationships with voluntary and carer organisations supporting the client group in the community.
- 5.5 The psychologist will help to identify gaps in service provision, inform service management of such gaps and help to plan ways in which these deficiencies can be met.
- 5.6 To take a lead on service improvement initiatives/projects, which may involve working across services, developing new care pathways and keeping the LD Psychology team informed of such developments.

The psychologist will be involved in formulating departmental policies by attending departmental meetings, speciality groups and have an active role in clinical governance aspects of the department (e.g. presentations to colleagues, etc).

5.7

The psychologist will be involved in anticipating future trends and developments pertinent to healthcare delivery and suggest methods of modernising service delivery taking into account technological innovations, novel treatment or demographic shifts in population structure.

5.8

The psychologist will be expected to participate in multi-agency planning on service development for people with learning disabilities.

5.9

6. INFORMATION / DATA RESPONSIBILITIES

6.1 To have good word processing skills, and be able to use information technology for presentations, accessing the internet for their own information and for the well-being of their clients.

6.2 To maintain all clinical records using the Trust Integrated Electronic Service User Record (IESUR).

6.3 To adhere to NHS Connecting for Health Information Governance requirements.

6.4 The psychologist will be expected to contribute towards the development of the client databases.

7. PROFESSIONAL RESPONSIBILITIES

7.1 To maintain post-qualification training and registration in line with Continuing Professional Development guidelines set down by the BPS and HPC including maintenance of an up-to-date knowledge of clinical psychology as applied to people with learning disability and other relevant professional issues.

7.2 To act independently within appropriate professional guidelines.

7.3 To receive regular highly specialised supervision in common with good practice guidelines.

8. ENVIRONMENTAL

8.1

To be able to sit in a restricted position for a substantial proportion of the working time. For example, when conducting assessments and psychometric testing and therapy.

- 8.2 To be able to concentrate for long periods of time (up to seven hours per day) whilst carrying out intricate clinical assessments and interventions.
- 8.3 To work in a range of settings, and may be exposed frequently to hazards such as verbal and physical aggression and/or other highly distressing or emotional circumstances.
- 8.4 The psychologist will frequently be exposed to highly distressing or emotional information and circumstances involving clients, families, and carers who have multiple and complex needs as well as a wide range of professionals from a number of agencies, with a focus on public protection..
- 8.5 The psychologist, working in the community, will be required to drive between different locations.