

## JOB DESCRIPTION

<b>JOB TITLE:</b>	Highly Specialist Clinical Psychologist or Counselling Psychologist
<b>BAND:</b>	8a (Agenda for Change)
<b>DEPARTMENT:</b>	Locality Psychology: Isle of Dogs Neighbourhood Team.
<b>DIRECTORATE:</b>	Tower Hamlets
<b>REPORTING TO:</b>	Locality Lead Psychologist
<b>ACCOUNTABLE TO:</b>	Operationally accountable to the Team Manager and Clinical Lead. Professionally accountable to Head of Psychology, via professional supervisor.

### JOB SUMMARY

- To deliver the systematic provision of a high quality specialist clinical / counselling psychology service to the Isle of Dogs Neighbourhood Team.
- To act as Lead Psychologist for the Isle of Dogs Neighbourhood Team.
- The Isle of Dogs Neighbourhood Team psychologist will be responsible for the day-to-day management of psychological provision to the team. To identify areas for development or challenges and work closely with the clinical leads, operational manager and senior psychologists for community to implement and address these.
- To promote and support psychosocial interventions through assessment, care planning, consultation and supervision in collaboration with each team.
- To assist the Operational Lead and Lead Psychologists with the implementation of the community transformation programme. To develop closer links with community partners and develop innovative ways of delivering trauma-informed psychological interventions in ways that meet the needs of the community in Tower Hamlets.
- To provide specialist advice to the teams and voluntary sector agencies concerning the assessment, treatment and management of the client group accessing team.
- To propose and implement policy changes within the area served by the team in collaboration with Service and Professional management.

### KEY RESPONSIBILITIES

#### Direct

- Provide specialist psychological assessments of service users of the locality service, when care is managed under CPA. This is to be based upon the appropriate use, interpretation and integration of complex psychological data from a variety of quantitative and qualitative sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and assessments with service users and others involved in their care. This can include the interpretation and explanation of the results of cognitive and neuropsychological tests in the context of the service user's circumstances and current difficulties and the communication of these findings to those involved in the network of care and in care planning.
- To provide clinical supervision and line management for a Band 7 psychologist for their community and (where necessary) inpatient work.
- To provide some indirect inpatient work where necessary, including reflective practice, debriefs and consultation.
- Be responsible for the formulation and implementation of a broad range of specialist psychological treatment and/or management of service users' mental health problems, based upon an appropriate conceptual framework of those problems derived from a broad theoretical knowledge of psychology, and employing methods based upon evidence of proven efficacy, across the full range of care settings.

- Be responsible for implementing a range of specialist psychological interventions for individual service users, carers and groups, employed singly and in combination, adjusting and refining psychological formulations as practice and experience demand, and drawing upon different explanatory models to maintain a number of provisional hypotheses.
- Evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical, development and cultural processes and systems, which have shaped the individual, family or group.
- Be responsible for providing and receiving highly complex, sensitive, distressing and emotional information in relation to mental and physical health issues, where there are often difficulties in terms of acceptance or understanding.
- Communicate across language and cultural barriers, including working for sustained periods of time by communicating with service users, carers or groups through professional interpreters or advocates
- Spend sustained amounts of time with individuals who may be aggressive and hostile to themselves or others, who may have poor communication and/or self-care skills and special physical and/or mental needs.
- Be responsible for recording, monitoring and reporting on clinical work and communicating, in a skilled and sensitive manner, complex clinical information (including assessment, formulation, treatment plans and progress) to a variety of recipients (e.g. service users, carers, other professionals, formal panels, statutory and voluntary organisations) orally, in writing and electronically.
- Undertake risk assessment and risk management for individual service users as appropriate.
- Act as a primary point of contact for a small number of service users, who do not require specific psychological intervention/therapy, but whose overall care would benefit from psychological perspective.

#### Indirect

- Provide specialist psychological advice, supervision, guidance and consultation to other professionals contributing directly to the formulation and treatment plans of individual service users; including advice on psychological aspects of risk assessment and risk management and in the use of objective/standardised measures.
- Employ a broad theoretical knowledge of psychology and specialist clinical skills to develop and support the psychological skills of others (including assistant, and trainee psychologists, and members of other staff groups) through the development and delivery of teaching, training and supervision programmes.
- Ensure that all members of the multidisciplinary team have access to a psychologically-based framework for the understanding and care of service users referred to the service, through the provision of advice and consultation and the dissemination of psychological research and theory. This includes ensuring that a psychological perspective is provided in a wide range of settings where service user care is discussed, planned and organised.
- Ensure the provision of advice, consultation, training and clinical supervision to other members of the team and staff working within the specialism across a range settings, including CPA meetings, ward rounds, case discussions, team meetings, particularly in terms of the provision of psychologically-based interventions, as agreed with the management team.
- Be responsible for the systematic governance of psychological practice within the designated Assessment Brief Treatment and Recovery Team/ward.
- Provide clinical placements for trainee clinical/counselling psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care, and participate in the assessment and evaluation of such competencies.
- Develop and deliver teaching events for clinical/counselling psychology Doctoral training programmes
- Maintain and develop skills in the area of professional pre - and post- qualification teaching, training and clinical supervision.
- Ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and

- development programmes.
- In common with all clinical/counselling psychologists, receive regular clinical supervision from an appropriately qualified clinician, in accordance with professional registration requirements.
  - Ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular clinical and professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical/counselling psychology and related disciplines, for example attendance at psychology discipline meetings and BPS Special Interest groups as appropriate.
  - Maintain and promulgate the highest standard of clinical record-keeping including electronic data-entry and recording, report-writing and be responsible for the exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, Health Professions Council and Trust policies and procedures
  - Maintain up-to-date knowledge of local resources and service/professional links, legislation, national and local policies and issues in relation to both the specific service and mental health generally.
  - Use and maintain knowledge and understanding of the work and approaches of other key disciplines, professions and agencies involved in the care and management network, including medication and physical health issues, employment, social, educational and criminal justice systems
  - Within trust and national guidelines contribute to the development and operationalising of policies and procedures pertaining to inpatient activities, e.g. risk assessment, close observation and provide support and guidance for the teams as they carry out these activities.

MAIN DUTIES AND RESPONSIBILITIES	
Patient Care	<ul style="list-style-type: none"> <li>• To operate as an integrated member of the Neighbourhood Mental Health Team (henceforth referred to as “the team”) placing the service user at the centre of service planning and delivery.</li> <li>• To bring a psychological perspective to the work of the team. To develop and support the psychosocial work of other staff through teaching, training, reflective practice, supervision and consultation.</li> <li>• To promote and facilitate psychological capability within the team and to promote psychosocial interventions within the teams.</li> <li>• To provide specialist advice to the teams and voluntary sector agencies concerning the assessment, treatment and management of service users accessing the team.</li> </ul>
Clinical	<ul style="list-style-type: none"> <li>• To be responsible and accountable for the direct provision of an autonomous and systematic specialist clinical service, including specialised assessments and the development and delivery of specialised programmes of care in the team.</li> <li>• To provide psychosocial assessment, formulation and interventions to service users.</li> </ul>
Administration	<ul style="list-style-type: none"> <li>• Maintain and promulgate the highest standard of clinical record-keeping including electronic data-entry and recording, report-writing and be responsible for the exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, Health Professions Council and Trust policies and procedures</li> <li>• Maintain up-to-date knowledge of local resources and service/professional links, legislation, national and local policies and issues in relation to both the specific service and mental health generally.</li> <li>• Use and maintain knowledge and understanding of the work and approaches of other key disciplines, professions and agencies involved in the care and management network, including medication and physical health issues, employment, social, educational and</li> </ul>



	criminal justice systems
Management	<ul style="list-style-type: none"> <li>• Provide professional and clinical supervision to qualified psychologists, assistant psychologists and Clinical Associates in Psychology within the team.</li> <li>• Provide clinical placement for trainee clinical/counselling psychologist</li> </ul>
Human Resources	<ul style="list-style-type: none"> <li>• Participate in the appraisal and job planning of psychologists and other team members as appropriate</li> <li>• Participate in staff recruitment, both in the short-listing process, and as a member of selection panels for assistant, trainee and qualified psychologist posts.</li> </ul>
Performance and Quality	<ul style="list-style-type: none"> <li>• To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the team.</li> <li>• To utilise research skills for audit, policy and service development and research.</li> <li>• Participate in CPD and other developmental activities, keeping up to date with relevant psychological research and national guidance (DoH, NICE etc).</li> <li>• Follow defined practices and procedures under the management and co-ordination of a senior psychologist.</li> </ul>

**JOB DESCRIPTION AGREEMENT**

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the post-holder.



<b>Statement on Employment Policies</b>	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
<b>Health and Safety</b>	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
<b>Equal Opportunities</b>	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
<b>Dealing With Harassment/ Bullying In The Workplace</b>	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
<b>No Smoking</b>	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
<b>Alcohol</b>	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
<b>Confidentiality</b>	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&amp;T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
	To maintain the confidentiality of all personal data processed by the



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<b>General Data Protection Regulation (GDPR)</b>	<p>organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People &amp; Culture Department.</p>
<b>Safeguarding</b>	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
<b>Service User and Carer Involvement</b>	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
<b>Personal Development</b>	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
<b>Quality Improvement</b>	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
<b>Professional Standards</b>	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
<b>Conflict of Interests</b>	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
<b>Risk Management</b>	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
<b>Personal and Professional Development/Investors in People</b>	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
<b>Infection Control</b>	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

**PERSON SPECIFICATION**

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<b>DIRECTORATE:</b>	Tower Hamlets
<b>REPORTING TO:</b>	Highly Specialist Clinical Psychologist
<b>ACCOUNTABLE TO:</b>	Operationally accountable to the Team Manager and Clinical Lead. Professionally accountable to Head of Psychology, via professional supervisor.

ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTON METHOD (S/I/T)
<b>Education/ Qualification/ Training</b>	Doctorate in Clinical Psychology or equivalence (statement of equivalence (or its equivalent for those trained prior to 1996)) and able to demonstrate eligibility for BPS CPsychol (Chartered Psychologist) Or Doctorate in Counselling Psychology and able to demonstrate eligibility for BPS CPsychol (Chartered Psychologist)	E	S
	HCPC registration	E	S
	BPS accredited degree in psychology or equivalent	E	S
	Clinical supervision training for doctoral psychology trainees	D	S
	Further training in a therapeutic modality relevant to severe and enduring mental health	D	S
	Additional relevant clinical and/or managerial knowledge and skills acquired through formal training, long or short courses, formal supervision (individual and/or group), structured self-study or experience (or a combination of these) to an appropriate level approved by the Head of	E	S



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	Psychology and demonstrated by certification, documented supervision logs, management appraisal documentation and/or assessment at interview.		
<b>Experience</b>	Experience of working as a specialist clinical or counselling psychologist in including relevant experience working in a multi-disciplinary team for adults with severe and enduring mental health problems.	E	S
	Experience of working with a wide variety of service user groups across the whole life course and presenting with the full range of clinical severity. Experience of planning and exercising full clinical responsibility for service users' psychological care and treatment within the context of a multidisciplinary care plan.	E	S/I
	Experience of teaching, training and/or professional and clinical supervision.	E	S/I
	Experience of work in a multi-cultural setting, including working with interpreters.	E	S/I
	Experience of developing and delivering specialist training programmes	D	S/I
	Experience of with acutely unwell service users	D	S/I
	Experience of representing psychology within the context of multi-disciplinary care.	D	S/I
	Experience of the application of psychology in different cultural contexts.	D	S/I

<b>Knowledge and Skills</b>	Highly-developed skills in the use of complex methods of psychological assessment, intervention and management, including the use of theoretical models to analyse information and to develop formulations upon which to base choice of treatment.	E	S/I
	Highly-developed skills in the effective communication of highly technical and/or clinically sensitive information to a wide variety of recipients in a range of settings within and outside the NHS, including the ability to produce comprehensive and coherent letters, reports and associated documentation.	E	S/I
	Highly-developed communication skills at overcoming barriers to understanding and acceptance.	E	S/I
	Skills in working in multidisciplinary settings.	E	S/I
	Skills in providing advice and consultation to other professional and non-professional groups.	E	S/I
	Working knowledge of the practices and approaches of other key disciplines, professions and agencies involved in the care and management network, including medical, employment, social, educational and criminal justice systems.	E	S/I
	Doctoral-level knowledge of research design and methodology, including complex, multivariate data analysis as practised within the field of clinical psychology.	E	S/I
	Knowledge of legislation in relation mental health.	E	S/I
	Evidence of CPD as recommended by BPS.	E	S
Competence in advanced IT packages including	E	S	

	<p>keyboard skills.</p> <p>Ability to provide a culturally-competent and non-stigmatising service including an awareness of the potential impact of discrimination and disadvantage on mental health.</p> <p>Ability to support and co-ordinate the work of psychology colleagues within the team/service.</p> <p>Ability to co-ordinate the recording and reporting of clinical information as required.</p> <p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult-to-treat groups (e.g. complex needs, self-harm, personality disorder psychosis, dual diagnosis, persons with additional disabilities etc).</p> <p>Highly-developed knowledge of the theory and practice of at least two specialised psychological therapies – preferably CBT and one other.</p> <p>Knowledge of the academic literature of the specialism.</p>	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p>	<p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p>
Other	<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 behaviours.</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 develop and use complex multi-media materials for presentations in public, professional and academic settings.</p>	<p>E</p> <p>E</p> <p>E</p>	<p>S/I</p> <p>S/I</p> <p>S/I</p>

	Ability to contain and work with organisational stress and able to contain the stress of others.	E	S/I
	Ability to remain in constrained positions for substantial proportion of working time.	E	S/I
	Ability to concentrate intensively for substantial periods of time during service user contact, teaching/supervision sessions, team meetings, preparing written work etc.	E	S/I
	Ability to produce high quality professional results to specified deadlines and other time constraints.	E	S/I
	Ability to manage effectively frequent exposure to highly distressing/emotional circumstances.	E	S/I
	Ability to manage effectively verbal aggression and abuse from service users, carers etc, and the risk of physical aggression.	E	S/I
	Ability to work creatively, co-operatively, reliably and consistently as an independent practitioner, as a mentor and supervisor, and in multi-disciplinary and team settings.	E	S/I
	Demonstrably respectful approach to service users, carers, colleagues, other professionals and professional contacts. Willingness to negotiate and ability to handle confrontation effectively and professionally.	E	S/I

S: Shortlisting I: Interview T: Test

