

JOB DESCRIPTION

JOB TITLE:	Highly Specialist Clinical/Counselling Psychologist	
DIVISION:	Women and Children	
SALARY BAND:	AFC Band 8A	
RESPONSIBLE TO:	Dr Kate Pryce, Lead Clinical Psychologist, Eating Disorders CAMHS; Royal Free London NHS Foundation Trust	
ACCOUNTABLE TO:	Dr Kate Pryce, Lead Clinical Psychologist, Eating Disorders CAMHS; Royal Free London NHS Foundation Trust	
HOURS PER WEEK:	22.5 hours/week (0.6 wte) Permanent	
LOCATION:	Queen Mary's House, Royal Free Hospital, Hampstead	
MANAGES:	Directly:	Trainee Clinical Psychologists and Qualified Clinical/Counselling Psychologists
	Indirectly:	N/A
JOB SUMMARY: <p>The Royal Free CAMHS Eating Disorder Service provides multidisciplinary care for young people diagnosed with eating disorders and their families. We offer community treatment in our outpatient service and in our intensive service, and work closely with local paediatric wards to manage brief medical admissions. We also work closely with our partner agencies such as local CAMHS, social care, education, health and inpatient services.</p> <p>Our main intervention models are family-based therapy for anorexia and bulimia, and CBT for eating disorders. Psychologists within the team also provide psychological interventions for co-existing difficulties such as anxiety, low mood, low self-esteem, perfectionism and emotion dysregulation.</p> <p>The key tasks of the position are:</p> <ul style="list-style-type: none"> - To provide highly specialist psychological assessment and treatment to our patients and their families as part of a multidisciplinary team - To contribute to the collection and analysis of outcome data and to utilise research skills for audit and research purposes as required - To supervise qualified and trainee clinical psychologists, and assistant psychologists as required, and to supervise other practitioners (e.g. therapeutic care workers, specialist clinical nurse practitioners) as agreed. 		

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- To contribute to service development as appropriate
- To offer advice and consultation on patients' psychological care to non-psychologist colleagues, contributing to the development of psychological formulations and individual treatment plans.
- To practice autonomously within professional guidelines and within the overall framework of the services' policies and procedures.

MAIN DUTIES AND RESPONSIBILITIES

Royal Free World Class Values

The post holder will offer World Class Care to service users, staff, colleagues, clients and patients alike so that everyone at the Royal Free can feel:

- **Welcome** all of the time • Confident because we are clearly **communicating**
- **Respected** and cared for • **Reassured** that they are always in safe hands

1. CLINICAL RESPONSIBILITIES

1. To work together with other members of the child and adolescent eating disorders team (psychiatrists, psychotherapists, family therapists, nurses, and dieticians) to provide family and individual psychological interventions, which are integrated within the overall MDT treatment approach, to collaboratively work together to support patients in their recovery and to achieve their goals (involving information sharing, joint working, and attendance at MDT reviews).
2. To provide expertise and specialist psychological advice, guidance and consultation to other professionals and to assist in the formulation, diagnosis and treatment plans of patients.
3. To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation and treatment plans of patients.
4. To provide expertise and advice to facilitate the effective and appropriate provision of psychological care by all staff involved in patient care and support.
5. To liaise with relevant health, education and social care staff, from a range of agencies, in relation to care provision of patients.
6. To ensure the development and maintenance of the highest personal 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 manager(s).
7. To receive regular clinical professional supervision

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2. RESPONSIBILITY FOR PATIENTS

1. To provide specialist psychological assessment to patients referred using interview, formal psychometric and other assessment methods as appropriate.
2. To formulate and devise psychological treatment and management plans for referred patients and to provide psychological treatment on an individual basis, using a range of specialist psychological interventions.
3. To work clinically with patients across different settings (outpatient and the eating disorder intensive service), and work closely with relevant health professionals involved in their care.
4. Undertake risk assessment and risk management for individual clients. To liaise as required with other relevant professionals and agencies in relation to risk issues.
5. Exercise autonomous professional responsibility for assessment, formulation and intervention for patients receiving psychological care, and sharing of clinical information as appropriate with relevant professionals to ensure effective and individualised treatment planning.

3. RESPONSIBILITY FOR POLICY AND SERVICE DEVELOPMENT

- 1 To contribute to the development and articulation of effective practice in psychology, by exercising 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.
- 2 To utilise theory, evidence-based literature and research to support evidence based practice in individual work, work with other team members and for service development.

4. RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES

- 1 To use physical resources appropriately and effectively, and in accordance with relevant Trust procedures and policies.
- 2 To use relevant statistical data to monitor and manage non-attendance and cancellations of appointments.
- 3 To utilise national guidelines, evidence-based - and other relevant literature, reflection and supervision to develop and maintain effective and efficient clinical practice.

5. RESPONSIBILITY FOR LEADING AND MANAGING

- 1 To provide clinical supervision for trainee clinical psychologists, ensuring the trainees acquire the necessary skills, competencies and experience to contribute effectively to health care, and to contribute to the assessment and evaluation of such competencies.
- 2 To provide supervision to qualified clinical psychologists and unqualified clinical psychologists as appropriate.
- 3 To provide advice, consultation, training and supervision, where appropriate, to other health and education staff working with the client group.
- 4 To contribute to the pre- and post-qualification teaching of clinical and/or other applied psychologists, as appropriate.

6. RESPONSIBILITY FOR INFORMATION RESOURCES

- 1 To maintain the highest standards of clinical record keeping and report writing in accordance with professional codes of practice of the British Psychological Society, HCPC and Trust policies.
- 2 To contribute to the collection and analysis of outcome data for both individual and group interventions and to contribute to service evaluation.
- 3 To maintain up to date knowledge of legislation, national and local policies and issues of relevance to the service and patient group.

7. RESPONSIBILITY FOR RESEARCH AND DEVELOPMENT

- 1 To participate fully and implement standards devised from the Trust's clinical and research governance activity.
- 2 To undertake appropriate research and provide research advice to other staff undertaking research.
- 3 To undertake project management, including audit and service evaluation, with colleagues within the service to help develop and evaluate service provision.

GENERAL RESPONSIBILITIES

Infection Control

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control policies and procedures and the Health Act (2006) Code of Practice for the prevention and control healthcare associated infections and make every effort to maintain high standards of infection control at all times thereby reducing the risk of Healthcare Associated infections.

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It is the duty of every member of staff to take personal responsibility for the prevention and control of infection, as laid down in the Trust's policies and procedures which reflect the statutory requirements of the Hygiene Code.

- To work in close collaboration with the Infection Control Team.
- To ensure that monitoring of clinical practice is undertaken at the agreed frequency.
- To ensure that the ward environments are cleaned and maintained to the highest standards; ensuring that shortfalls are rectified, or escalate as necessary.
- To ensure that all relevant monitoring data and issues are provided to the Directorate's Governance structures.
- To ensure that all staff are released to attend infection control-related educational sessions and staff with specialist roles, e.g. link practitioners, are released to undertake their duties.

Health and Safety at Work

The post holder is required to:

- Take reasonable care for the health and safety of himself/herself and other persons who may be affected by their actions or omissions at work.
- Co-operate with the employer in ensuring that all statutory and other requirements are complied with.

Confidentiality & Data Protection

The post holder has a responsibility to comply with the Data Protection Act 1998 and maintain confidentiality of staff, patients and Trust business.

If you are required to process information, you should do so in a fair and lawful way, ensuring accuracy is maintained. You should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose.

You should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary.)

Conflict of Interest

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The Trust is responsible for ensuring that the services for patients in its care meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position, to gain or benefit themselves, their family or friends.

Equality and Diversity

The Trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the Trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Vulnerable Groups

- To carry out responsibilities in such a way as to minimise risk of harm to children, young people and vulnerable adults and to promote their welfare in accordance with the Children Act 2004, Working Together to Safeguard Children (2006) and No Secrets guidance (DH 2000).
- To demonstrate an understanding of and adhere to the trust's child protection policies.

No Smoking

The Trust implemented a No Smoking Policy, which applies to all staff. Staff contravening this policy will be subject to disciplinary procedures.

Standards of dress

All staff are expected to abide by the Trust's guidance on standards of dress.

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and may therefore be amended in consultation with the post holder.

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