

JOB DESCRIPTION

1. General information

JOB TITLE: Specialist Clinical Psychologist

GRADE: 7

DIRECTORATE: Children and Young People/CAMHS

HOURS OF WORK: 37.5

RESPONSIBLE TO: Team Manager

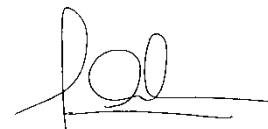
ACCOUNTABLE TO: Lead Psychologist (for the service area)

BASE: Bromley Children and Adolescent Services, Stepping Stones House, 38
Masons Hill, Bromley, BR2 9JG

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."



Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

To provide a qualified specialist clinical psychology service to clients across all sectors of care, providing specialist psychological assessment and therapy, offering advice and consultation on clients' psychological care to non-psychologist colleagues and to other non-professional carers, working within the overall framework of the team's policies and procedures. The post holder will work as a part of the multi-disciplinary team which has close links with a wide range of agencies.

3. Key Task and Responsibilities

1. To contribute to the development and maintenance of 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 manager(s).
2. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop 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.
3. To maintain up to date knowledge of legislation, national and local policies, and issues in relation to both the specific client group and mental health

Management responsibilities

1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To help manage the workloads of assistant psychologists, within the framework of the team/service's policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of assistant psychologists/graduate psychology staff.
5. To be involved in service development projects as agreed by the professional lead.

Leadership

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues, as well as line management from the identified line manager.
2. To continue to gain wider post-qualification experience of clinical psychology over and above that provided within the principal service area where the post-holder is employed.
3. To develop skills in professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate.
4. To provide professional and clinical supervision of assistant/graduate psychology staff and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.
5. To contribute to the pre- and post-qualification teaching of relevant healthcare staff, as appropriate.
6. To contribute to external and internal training programmes.

Clinical

1. To provide specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.

5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically-based care plans.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis, and treatment plan.
7. To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans including clients, their carers, referring agents and others involved the network of care.

Research

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. To undertake research as appropriate within the service, Directorate, or multi-centred research across Trusts and to supervise research and audit projects.
3. To initiate, implement and contribute to the evaluation, monitoring and development of the service, including complex audit and service evaluation, with colleagues within and across the service, to help develop and improve services to clients and their families.
4. To contribute to the evaluation, monitoring and development of the multi-disciplinary team.
5. To contribute to the development, implementation, evaluation and monitoring of the Directorate's and Trust's operational policies and services.

Communication

1. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation, and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
2. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional

codes of practice of the British Psychological Society and Trust policies and procedures.

3. To be able to form good working relationships with others in a multidisciplinary setting.

On Call/Unsocial Hours

This post does not require on call or unsocial working hours.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description.

PERSON SPECIFICATION

JOB TITLE: Specialist Clinical Psychologist

DEPARTMENT: Children and Young People/CAMHS

GRADE: 7

Education/Qualifications	How measured
<p>Essential</p> <ul style="list-style-type: none"> • Doctoral level training in clinical psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS. • Registration with the HPC. <p>Desirable</p> <ul style="list-style-type: none"> • Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. 	Application
<p>Experience</p> <p>Essential</p> <ul style="list-style-type: none"> • Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings. • Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. 	Application/Interview

Desirable <ul style="list-style-type: none"> • Experience of teaching, training and/or supervision. • Experience of the application of clinical psychology in different cultural contexts. 	
Skills/Abilities/Knowledge	
Essential <ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration. • Well-developed skills in the ability to communicate effectively, orally 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 NHS. • Skills in providing consultation to other professional and non-professional groups. • Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. Desirable <ul style="list-style-type: none"> • Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g., personality disorder, dual diagnoses, people with additional disabilities etc). • High level knowledge of the theory and practice of at least two specialised psychological therapies. • Knowledge of legislation in relation to the client group and mental health. 	Application/Interview
Effort and Environment	

Essential <ul style="list-style-type: none"> • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. Desirable <ul style="list-style-type: none"> • Personal experience of mental health problems. • Experience of working within a multicultural framework. 	Application/Interview
Other Requirements No other requirements	N/A

NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name