

SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Clinical Psychologist

Department: Paediatric Psychology

Responsible to: Lead Consultant Clinical Psychologist for Paediatrics
& Neurodevelopmental Psychology

Accountable to: (as above)

Band: 7

2. JOB PURPOSE

- To provide a qualified clinical psychology service to children, young people and their families referred to physical health services within the Sheffield Children's NHS Foundation Trust.
- To provide psychological assessments and intervention to Sheffield Children's Hospital patients at the same time as offering advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the team's policies and procedures.
- To develop and maintain effective working relationships within the multi-disciplinary team.
- To utilise research skills for audit, policy and service development and research within the area served by the team/service.
- To contribute to training and service improvements while continuing to develop specific skills appropriate for the service area

3. MAIN DUTIES/RESPONSIBILITIES

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 in the context of the family and wider system, 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 standard 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 serving the client group.**
- 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 coordinate, where appropriate, the intervention plans in respect of children and young people, taking responsibility for initiating planning and reviews with the young people, their carers, referring agents and others involved in the network of care.**
- 10. 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.**

Teaching, training, and supervision

To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.

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, as part of an agreed professional development plan up to two sessions per week [pro rata].

To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as

appropriate.

To provide professional and clinical supervision of assistant/graduate psychologists where appropriate.

To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, as appropriate.

To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Management, recruitment, policy and service development

- 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 manage the workloads of assistant and graduate psychologists, where appropriate, within the framework of the team/service's policies and procedures.**
- 4. To be involved, as appropriate, in the short-listing and interviewing of assistant/graduate psychologists.**

Research and service evaluation

- 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 appropriate research and provide research advice to other staff undertaking research.**
- 3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.**

General

- 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 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.

- 4. 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.**
- 5. It is a requirement of the post that the post-holder must maintain registration with the Health and Care Professions Council (HCPC) as a Practitioner Psychologist (or other agreed domain title as appropriate) and to maintain this Registration at all times.**

Note:

- This is not an exhaustive list of duties and responsibilities, and the post-holder may be required to undertake other duties which fall within the grade of the job, in discussion with the line manager.**
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.**
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.**

4. SCOPE AND RANGE

Internal Relationships

External Relationships

5. ORGANISATIONAL POSITION

CWAMH Divisional Leads & SCHFT Trust Leads

Consultant Clinical Psychologist & Paediatric Psychology Team Lead

Principal Clinical Psychologist

Senior Clinical Psychologist

Clinical Psychologist (This Post)

<p>6. JOB DESCRIPTION AGREEMENT</p> <p>Job Holder's Signature:</p> <p>Manager's Signature:</p>	<p>Date:</p> <p>Date:</p>
<p>TRUST VALUES</p> <p>Our Values express what it is like to work in our organisation and our employees should make these a part of everything we do.</p> <p><i>Keeping children, young people and families at the heart of what we do</i></p> <p>Compassion </p> <ul style="list-style-type: none">• We are led by kindness for all – for our patients, their families and our colleagues.• We will show empathy and understanding, treating everyone with dignity and courtesy.• We will respect each other and those we care for <p>Accountability </p> <ul style="list-style-type: none">• We always strive to do the right thing.• We own responsibility for our successes, failures and understand where we need to improve.• We will create a supportive working environment where everyone takes responsibility for their own actions. <p>Respect </p> <ul style="list-style-type: none">• We value differences and treat everyone fairly and consistently.• We will actively tackle inequality and will foster a culture of inclusion. <p>Excellence </p> <ul style="list-style-type: none">• We will seek to improve the way we work and deliver a high-quality standard of care• We will be open to new ideas, through innovation, partnership, research and education locally, nationally and internationally. <p style="text-align: center;">Together we care</p>	

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PERSON SPECIFICATION – Clinical Psychologist (Band 7)

Assessment Criteria	Essential	Desirable	How assessed
Qualifications and Training	<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. • Experience - in addition to a single training placement - of clinical work with children and families with health-care needs. • Registration with HCPC as a Practitioner Psychologist (or other domain title as agreed). 	<ul style="list-style-type: none"> • Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. 	AF In
Experience	<ul style="list-style-type: none"> • Experience of specialist psychological assessment and therapeutic interventions with children and young people, and their families • Experience of working with a wide variety of child mental health and wellbeing problems, across the whole age range, reflecting all levels of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems and verbal and physical abuse. 	<ul style="list-style-type: none"> • Experience of teaching, training and/or supervision. • Experience of the application of clinical psychology in different cultural contexts. • Experience of working with children and young people in a range of clinical settings. • Experience of working with children and families within the area of work specific to this post 	AF In
Knowledge and Skills	<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 	<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, eating disorders, dual diagnoses, people with additional 	AF In

HR Use only
AFC code:

	<p>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.</p> <ul style="list-style-type: none"> • 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. • Some knowledge of legislation in relation to the client group and mental health. 	<p>disabilities etc).</p> <ul style="list-style-type: none"> • High level knowledge of the theory and practice of at least two specialised psychological therapies. • Knowledge of the theory and practice of specialised psychological therapies in children within the post's specific client group. 	
Personal Attributes	<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. • Commitment to multi-disciplinary team working – a team player. 	<ul style="list-style-type: none"> • Experience of working within a multicultural framework. 	AF In
Demonstrates Trust Values	Compassion, Accountability, Respect and Excellence.		In/REF

Key for How Assessed: AF = Application form, In = Interview, P = Presentation, T = Test, REF= Reference