

# PROGRESS *your* CAREER



## Community Psychologist Mental Health and Wellness Team

**Band 7 to 8a preceptorship**

**Job Description and Person Specification**

# Job Description

**JOB TITLE:** Community Psychologist (Senior Clinical / Counselling Psychologist)

**BAND:** Band 7 - 8a

**RESPONSIBLE TO:** Dr Eleanor Shoultz, Community Psychology and Trauma Informed Care Lead, B&D

**KEY RELATIONSHIPS:**

Internal	External
Mental Health and Wellness Team locality colleagues Care pathway leads Operational and clinical leads for the MHWTs Community psychology post holders in other boroughs. Other NEL services and directorates i.e. ARD Deputy Directors of Psychological Professions	GP Collaborative Care Housing and Benefit agency colleagues Talking Therapy Services Social Services – Local Borough of Barking & Dagenham colleagues Non-statutory organisations: local voluntary, community, social enterprise sector providers Locality Leads in B&D B&D Collective

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

**Aim of the role:**

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust’s Values in their day to day work. These are the 5P’s:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

**The post holder will achieve this by:**

The post holder will be a clinical / counselling psychologist who will be joining the community psychology provision within Barking and Dagenham. They will have an inward and outward facing role. Providing some psychological provision to Mental Health and Wellness Teams working alongside Peer Support Workers and Clinical Associate Psychologists. Whilst the outward facing aspect of the role will focus on developing projects with Voluntary Community and Third sector organisations.

## Key Responsibilities:

- Delivery of evidence based psychological interventions for identified service users in the Neighbourhood team.
- Support the network team in the provision of psychologically informed care for this population.
- Work as part of the team and other secondary care psychological therapists to support and develop robust care pathways for this client group
- Provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis, and treatment plan.

## Clinical Skills

- To provide interventions in a manner that is consistent with evidence-based practice.
- Implement a range of highly specialist psychological interventions for individuals, carers, families and groups, within and across teams drawing upon different explanatory models in order to develop specialised programmes of care.
- To provide psychological intervention to service users and their families under the care of the team.
- Provide highly developed specialist psychological assessments of adult service-users with mental health difficulties based upon the appropriate use, interpretation and integration of highly complex, sensitive and data; from a variety of sources including psychological 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.
- Undertake risk assessment and risk management for relevant individual clients and provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management.
- Devise and facilitate plans for the formal psychological treatment and/or management of a client's difficulties 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.
- To provide specialist diagnostic psychometric and cognitive testing where appropriate
- Make highly skilled evaluations and decisions about a range of 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.
- To involve service users and their carers in planning and delivery of care.
- To act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Trust guidelines and protocols.
- To be responsible, and accountable, for service delivery to clients/patients.
- To be able to initiate referrals to other health professional specialist services and agencies.
- To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence and quality of life.
- To ensure practice is supported by research, evidence based practice, literature and peer review.

## **Leadership**

- Work alongside service users and carers/relatives to continually work towards improving and maintaining high standards.
- To initiate and develop new ideas and methods in consultation with the Neighbourhood team.
- Participate in research, audit reviews and other initiatives in accordance to Clinical Governance.
- Actively contribute to the development and review of policies and procedures based upon best practice.
- To provide clinical skills to the multi-disciplinary team in the processing and assessment of referrals in line with agreed policy and further take part in any subsequent care programme carried out by this Team.
- To work within a multi-disciplinary framework, promoting the principles of the Team.
- To actively seek user feedback and ensure that such feedback is used to enhance and develop service delivery.
- To actively participate in the setting of quality standards, including auditing, monitoring and reviewing treatment interventions and outcomes.
- To assist in the development and implementation of service policies and procedures.
- To support the team in understanding and valuing others' roles and contributions. To enable others to contribute effectively, acknowledging the nature of and context of their work, sharing and taking account own and others' knowledge and skills, and differences in working and professional practice.
- Provide supervision to more junior psychological therapists and other staff developing their therapeutic skills. To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
- To actively promote integrated health professional working internally and externally.
- To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
- To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines.
- To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.

## **Administration**

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
- To take part, and assist, in the planning and administration relating to day to day running of the caseload.

## **Communication**

- Ensure that all members of the clinical team have access to a psychologically based framework for the understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.

- Provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- Build effective relationships with service users and carers.
- Ensure that relatives and carers of service users, where appropriate, have a good understanding of the condition of the service user and feel able to communicate effectively with the clinical area to answer any queries or concerns.
- Provide effective liaison between Services.
- To respect other disciplines' viewpoints and perspectives.
- To initiate and maintain communication with service users, carers, relatives, GPs, other professionals and agencies as appropriate.
- To work in partnership with referring agency to develop joint care plans.
- To be responsible for communicating complex clinical information to a variety of recipients (e.g. families and other professionals), both verbally and in writing.

## **Training**

- Ensure that own knowledge and skills are constantly updated.
- Actively participate in clinical supervision.
- Be aware of the KSF outline for the post and develop and maintain a portfolio of evidence for KSF review meetings.
- Achieve and demonstrate agreed standards of personal and professional development within the agreed time scale.
- Attend mandatory training as required.
- To undertake a role in supporting the learning and development of multi-disciplinary colleagues on the ward and in the Home Treatment Team
- Take trainee psychologists on placement as required
- To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
- To support new staff and their integration within the team.
- To support training as part of the role including changes to professional development and implementation of new policies and guidelines.

## **Specific tasks directly related to the post**

- To actively identify full range of needs pertaining to equality and diversity issues that may arise for service users and their carers.
- Ensure equality and diversity issues are reflected in the course of clinical practice and in carrying out all other duties pertaining to the post.
- To be aware of any religious/cultural needs of service users and ensure this is reflected in the care that is provided.
- To treat service users, relatives and carers with dignity and respect at all times.
- To act in a way which facilitates service users rights to make their own decisions and also recognise their responsibilities
- Ensure that service users are aware of the support available to them to aid their recovery.

### Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

### Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

### Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

**Other Duties** There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

**Date last reviewed:** approved historically

**Date to be reviewed:**

**Job evaluation reference number:** Insert job evaluation reference number if post has been through the job evaluation process

### Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> <li>Putting people first</li> <li>Prioritising quality</li> <li>Being progressive, innovative, and continually improve</li> <li>Being professional and honest</li> <li>Promoting what is possible, independence, opportunity, and choice</li> </ul>	✓		Application Form Interview

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or	✓		Application Form

equivalent standard of literacy and numeracy			Interview
Post-graduate qualification in psychology or a psychological therapy (e.g. clinical or counselling psychology, psychotherapy) accredited by the British Psychological Society (BPS)	✓		Application Form Interview
Professional registration with the appropriate body: HCPC	✓		Application Form Interview
Post graduate qualification		✓	Application Form Interview

Experience	Essential	Desirable	Measurement
Experience of specialist psychological assessment and treatment of clients presenting with complex and enduring mental health problems in community and secondary care psychological services.	✓		Application Form Interview
Extensive post qualification experience in the delivery of evidence	✓		Application Form Interview

based interventions with clients presenting with complex mood, anxiety and personality based difficulties including trauma.			
Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the 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 Form Interview
Experience of multi-disciplinary team working	✓		Application Form Interview
Experience of running groups	✓		Application Form Interview
Experience of supervising staff on group work	✓		Application Form Interview

<b>Knowledge</b>	<b>Essential</b>	<b>Desirable</b>	<b>Measurement</b>
An awareness of NHS priorities and plan, NSF and clinical governance priorities	✓		Application Form Interview
Expert knowledge of the theory and	✓		Application Form Interview

practice of specialized psychological and evidence-based therapies in clients presenting with SMI i.e. psychosis, complex mood, anxiety and personality based difficulties, trauma and their families and carers			
Evidence of continuing professional development as recommended by the BPS	✓		Application Form Interview
Well-developed knowledge of the theory and practice of specialised psychological assessment	✓		Application Form Interview
Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.	✓		Application Form Interview
Knowledge of legislation in relation to the client group and mental health	✓		Application Form Interview
Knowledge of the issues facing MDTs working in	✓		Application Form Interview

NHS secondary care services with this client group			
Understanding of principles community psychology and underpinning framework	✓		Application Form Interview

Skills	Essential	Desirable	Measurement
Highly developed skills in the engagement and delivery of therapy to clients presenting with complex difficulties and their families	✓		Application Form Interview
Interpersonal skills to work effectively in multi-disciplinary teams	✓		Application Form Interview
Skills in providing clinical supervision to psychological therapists and MDT staff	✓		Application Form Interview
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	✓		Application Form Interview

highly emotive material and challenging behaviour.			
Skills in providing consultation to other professional and non-professional groups	✓		Application Form Interview
Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.	✓		Application Form Interview
Basic awareness of IT and IT skills	✓		Application Form Interview

Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview
To be aware and demonstrate the Trust Values	✓		Application Form Interview