

POWYS TEACHING HEALTH BOARD JOB DESCRIPTION

JOB DETAILS:

Job Title:	Clinical/Counselling Psychologist: Adult Mental Health Psychology Services
Pay Band:	8a
Hours of Work and Nature of Contract:	37.5
Division/Directorate:	Adult Psychology Service
Department:	Psychology
Base:	The Parc, Newtown

ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	Head of Psychology and Psychological Therapies Powys Teaching Health Board.
Reports to:	Dr Chris Hartwright
Professionally Responsible to:	Dr Chris Hartwright

Job Summary/Job Purpose:

To provide specialist psychological services for adults of working age with psychological/mental health difficulties.

To provide leadership on psychological knowledge and approaches for the Community Mental Health Teams (CMHTs) in North Powys in collaboration with the Lead for Adult Psychology services.

To carry a specialist clinical psychology caseload of clients of working age referred by local CMHTs, the Local Primary Care Mental Health

Support Service (LPCMHSS), the Crisis Resolution and Home Treatment Team (CRHTT), GPs, and other agencies.

To take an active role in CMHT business, attending CMHT, Referral Hub, and clinical meetings.

To provide clinical supervision for qualified Clinical/Counselling Psychologists in addition to attached Clinical/Counselling Psychologists in training, Assistant Psychologists, Psychology degree graduates and undergraduates, as appropriate.

To provide clinical supervision, consultation, and training as appropriate to CMHT, LPCMHSS and CRHT staff, and professionals from other agencies.

To utilise research skills for audit, policy, and service development, and research within the area served.

DUTIES & RESPONSIBILITIES

Clinical

To provide specialised psychological assessments and evidence-based psychological therapies, drawing on highly developed specialist theoretical and practical knowledge of a wide range of psychological procedures and evidence-based practices.

To work as an independent practitioner and be responsible for a specialist clinical psychology caseload of clients of working age referred by local CMHTs, the Local Primary Care Mental Health Support Service (LPCMHSS), CRHT, GPs, and other agencies.

To make appropriate clinical judgements, formulations, diagnoses and decisions involving complex facts or situations, and which require the analysis, interpretation and comparison of a range of options, and provide the basis for the development of therapeutic interventions.

To communicate diagnoses, highly complex condition-related and highly sensitive or life changing information to clients, relatives, carers and other professionals, where barriers to acceptance and understanding may need to be overcome, and in situations which may be hostile, antagonistic or emotive.

To work in clinical situations that require intense concentration and which involve highly distressing or emotional circumstances or where there is a risk of verbal or physical aggression.

To develop an individualised formulation and care plan to meet each service user's needs, and design and implement an individual, family, or group based specialised treatment intervention as required.

To communicate and liaise with referrers and appropriate colleagues on the progress of assessments and therapeutic interventions with service users.

To engage with relatives, carers and significant others as part of the psychological process, as appropriate.

To prepare reports derived from systematic assessment and therapy for a range of professional groups and other agencies as required. Reports for statutory/legal agencies external to Powys THB will be discussed in supervision before dissemination.

To use, on a regular basis, both routine and specialist computer software e.g. PowerPoint, SPSS, for the preparation of reports, data analysis, etc.

To carry out assessments of risk (e.g. abuse, suicide, self-harm, risk to others). Such assessments can carry considerable responsibility as errors could involve human and financial cost and will be discussed in supervision.

To plan, organise and deliver training in the use of psychological approaches to staff within multidisciplinary teams, as the lead in psychological approaches within the teams.

To maintain and update client records, service user database records, etc. in accordance with Powys THB policies and procedures, and professional guidelines.

To ensure the integrity and proper evaluation of psychological assessments and interventions applied by Trainee and Assistant Psychologists under the post holder's clinical supervision.

In common with all Clinical/Counselling Psychologists, the post holder will be accountable for their own clinical decisions and professional actions, whilst equally obliged to consult appropriately with peers or a clinical supervisor.

To efficiently and effectively plan and monitor own clinical workload, CPD and research activities.

To ensure appropriate data upkeep and use of relevant outcome measures.

To be conversant and compliant with the Mental Health Measure legislative requirements.

To carry out specialised psychological and neuropsychological assessments as required, for example, to support ASC diagnoses and MCA assessments.

Service Management, Development & Administration

To notify the Lead for Adult Psychology Services about service needs and priorities in own area, and to implement policy and service changes and developments agreed with the Lead for Adult Psychology Services.

To contribute to the development, evaluation and monitoring of operational policies, procedures and protocols required to support people who access mental health services.

To follow the policies and procedures of the Mental Health Division, Powys Psychology Service and Powys Teaching Health Board.

To be responsible for advising colleagues within related teams on psychological and/or organisational aspects of services, and to participate in the teams' working parties as necessary, as well as to encourage and support the development of multi-disciplinary teamwork within teams.

To provide records and data regarding Adult Mental Health Psychology activity as required by the Lead for Adult Psychology Services or the Operational Manager.

To implement Clinical Governance policies and initiatives as required.

To be responsible for appropriate access to, and safe keeping and maintenance of, Adult Mental Health Psychology Service equipment.

To maintain up to date knowledge of statutory and legislative developments, national and local policies and issues in relation to Adult Mental Health Psychology.

To participate in the recruitment and selection of staff for the multidisciplinary teams as required.

The post holder will work within Powys THB organisational policies and procedures, and within HCPC and BPS professional and ethical guidelines.

Teaching, Training and Clinical Supervision

To be responsible for the training and clinical supervision of attached Assistant Psychologists and Clinical Psychologists in training as required.

To provide supervision, consultation and advice to other staff and agencies on the psychological treatment and management of service users.

To design and deliver training to colleagues from other professions and other agencies on the theory and use of psychological approaches.

To contribute to the training of own profession by providing core or elective placements and teaching sessions for the North and South Wales Clinical Psychology Programmes, as required.

To develop relevant materials for information and for the teaching and training of clients, carers, Clinical Psychology Trainees and professional staff.

Research and Development Activity

To initiate, develop and conduct clinically related audit and research in agreement with the Lead for Adult Psychology Services in Powys.

To be responsible for ongoing assessment, monitoring, and reporting of clinical outcomes in order to evaluate interventions and improve services.

To deploy professional skills in research, service evaluation and audit to help develop and improve services; and to provide research advice to other team staff undertaking these activities.

To liaise with the Research Scrutiny Committee and Ethics Committee regarding specific research proposals.

To utilise theory, evidence-based literature and research to guide evidence-based practice in own work and work with other team members.

To advise and supervise research activities of attached Assistant Psychologists and colleagues from other mental health professions as required.

Professional Development

To ensure own continuing professional development is kept up-to-date, in line with BPS and HCPC recommendations and the Adult Psychology Service CPD Policy.

To meet with the Lead for Adult Psychology Services for the purpose of constructing, reviewing and up-dating a Professional and Development Review.

To meet regularly (at least 90 minutes every fortnight) with an experienced Clinical/ Counselling Psychologist for clinical supervision, in accordance with good practice guidelines.

To keep up-to-date with current developments in Clinical Psychology practice, professional issues, service developments and developments in

strategic thinking.

To keep abreast of policies and procedures relevant to direct case work with adults their families and their carers, etc.

To participate in professional meetings and activities of the Adult Psychology Service as required.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	<ul style="list-style-type: none"> • Good Honours degree in Psychology. • Post-graduate Doctorate degree in Clinical/Counselling Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS. • Eligibility for Chartered status with the BPS. • HCPC registration as a Clinical or Counselling Psychologist. • Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practised within clinical psychology. • Doctoral level knowledge of clinical psychology theory and practice, including neuro-psychological and psychometric assessment and 	<ul style="list-style-type: none"> • Post-doctorate clinical supervision training • Training to undertake Autism Spectrum Condition diagnostic assessments • Specialist training, in for example, research design & methodology; systemic family therapy, EMDR, CAT • Record of publications in peer reviewed or academic or professional journals and/or books. 	Application form and pre employment checks

	<p>interpretation; and psychological therapies and their application.</p> <ul style="list-style-type: none"> • Familiarity with key strategy documents, policies and procedures and a willingness to develop knowledge of legislation and its implications for both clinical practice and professional management in relation to mental health services. • Evidence of continuing professional development as recommended by the BPS and HCPC • Awareness of a range of therapeutic psychological models and an advanced understanding of at least two. 		
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience	<ul style="list-style-type: none"> • Relevant experience gained through doctorate training of working across a range of client groups that must include Adults, Children and 	<ul style="list-style-type: none"> • Delivering teaching and training • Providing supervision to Clinical/ Counselling Psychologists trained, or in 	Application form and interview

	<p>Families, people with a Learning Disability, and Older Age Adults.</p> <ul style="list-style-type: none"> • Significant experience of working in a mental health setting with a wide variety of client groups, across the whole life course presenting with problems that reflect the full range of clinical severity. • Willingness to develop additional specialist skills through supervision, training or experience. • Willingness to undertake training in supervisory skills. • Beginning to develop advanced levels of clinical expertise in at least one area of clinical practice within the adult mental health field 	<p>training, and/or to Assistant and graduate psychologists.</p> <ul style="list-style-type: none"> • Providing individual or group supervision and consultation to other professional staff groups. • Experience of working within the NHS as a Clinical/Counselling psychologist 	
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Aptitude and Abilities	<ul style="list-style-type: none"> • Ability to use a high level of interpersonal and 	<ul style="list-style-type: none"> • Ability to speak Welsh 	Interview

	<p>communication skills to convey and receive highly complex/sensitive information effectively, requiring empathy and reassurance, in a highly emotive atmosphere.</p> <ul style="list-style-type: none"> • Ability to undertake comprehensive psychological assessments, interpret highly complex material, construct psychological formulations, and develop individualised intervention plans. • Ability to communicate sensitive material verbally and in writing. • Ability to apply at least two models of intervention in a therapeutic situation with a high level of competency. • Skills in the use of complex methods of psychological assessment including cognitive/ neuro-psychological 		
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	<p>assessment frequently requiring sustained and intense concentration.</p> <ul style="list-style-type: none"> • Ability to tolerate any stress and anxiety that may be experienced associated with service users' challenging behaviour, whilst maintaining a high level of professionalism at all times. • Ability to create and maintain effective working relationships. • Ability to work collaboratively in multi-disciplinary settings. • Ability to make clinical and service-related judgements involving complex facts requiring analysis, interpretation and comparison of several options. • Ability to critically evaluate research evidence relating to clinical effectiveness and service development. • Ability to plan and organise a range of clinical 		
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	or service-related activities and programmes. <ul style="list-style-type: none"> • Computer literate with the ability to use standard and specialist software 		
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Other	<ul style="list-style-type: none"> • Must be capable of working within organisational policies • Ability to adhere to BPS and HCPC professional guidelines and be accountable for own professional actions. • Good presentation skills • Willingness to travel between workplaces • Willingness to work flexible hours as required 		Application form and interview

GENERAL REQUIREMENTS

Include those relevant to the post requirements

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Healthcare Support Workers:** Healthcare Support Workers make a valuable and important contribution to the delivery of high quality healthcare. The national Code of Conduct for NHS Wales describes the standards of conduct, behaviour and attitude required of all Healthcare Support Workers employed within NHS Wales. Health Care Support Workers are responsible, and have a duty of care, to ensure their conduct does not fall below the standards detailed in the Code and that no act or omission on their part harms the safety and wellbeing of service users and the public, whilst in their care.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post

holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.

- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with the requirements of their organization's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.
- **Data Protection Act 1998:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the Data Protection Act 1998 and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including Patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB to promote equality for people with protected characteristics, both as an employer and as a

provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB is committed to ensuring that no job applicant or employee receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.

- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have * direct / indirect contact with* patients/service users/ children/vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau *Standard / Enhance Disclosure Check as part of the HB/Trust's pre-employment check procedure. *Delete as appropriate.
The post holder does not require a DBS Disclosure Check. *Delete as appropriate.
- **Safeguarding Children and Vulnerable Adults:** The organisation is committed to safeguarding children and vulnerable adults. All staff must therefore attend Safeguarding Children training and be aware of their responsibility under the Adult Protection Policy.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board Infection Prevention & Control Policies and Procedures.
- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board sites, including buildings and grounds, are smoke free.

Flexibility Statement: The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.