

DERBYSHIRE HEALTHCARE NHS FOUNDATION TRUST

Division of Psychology & Psychological Therapies

JOB DESCRIPTION

JOB TITLE :	Principal Clinical Psychologist
ACCOUNTABLE TO:	Consultant Clinical Psychologist-Lead for Acute Care psychology/psychological therapies
REPORTING TO:	Consultant Clinical Psychologist-Lead for Acute Care psychology/psychological therapies.
BASE:	Hartington Unit
HOURS:	0.9 WTE (33.75 hours)
GRADE:	8b
RESPONSIBLE FOR:	Attached Doctoral trainees and assistant or graduate psychologists. Other qualified psychologists in agreement with professional line manager
LIAISES WITH:	Other members of the Multi-Disciplinary Team including the Service Manager, Clinical Psychologists within the Trust, other services and teams within the local area.

JOB SUMMARY:

To ensure the systematic provision of a highly specialist clinical psychology service for patients admitted to the Hartington Unit. To provide highly specialist psychological assessments, formulations and interventions whilst offering clinical leadership, advice, and consultation on psychological aspects of service users overall care package. To provide specific consultation and supervision to other MDT colleagues and staff in related services in providing effective and appropriate care including psychological interventions. To contribute to service developments, within acute care and the wider Trust, in particular Trauma Informed Care and related Transformation of Services. To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service. To utilise research skills for outcome measurement, audit, policy and service development and research. To offer management support and to propose and implement policy changes within the service.

To use the highest quality of psychological evidence and clinical accountability to inform and enable best practice.

KEY RESULT AREAS

1 Clinical

- a) To be responsible for the provision of a highly specialist clinical psychology service to service users within the Hartington Unit, who have mental health problems and associated complex needs who require extensive support to manage their experiences, including associated risks. This will include people with dual diagnosis, and people detained under the Mental Health Act.
- b) To undertake highly complex psychological assessments 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 service users, family members and those involved in the service user's care.
- c) To formulate and implement plans for the formal psychological treatment and/or management of a service user's psychological difficulties, based upon an appropriate conceptual framework of the service user's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
- d) To be responsible for implementing and leading a range of highly specialised psychological interventions in conjunction with the multi-disciplinary team, as part of the service user's care plan and rehabilitation programme adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- e) 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. Decisions will be reached in creative and flexible ways that maximise service user and team engagement.
- f) To exercise autonomous professional responsibility for the assessment, treatment and discharge of service users whose problems are managed by psychologically based standard care plans.
- g) To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to service users' formulation and treatment plan.
- h) To ensure that all members of the care team have access to a psychologically based framework for understanding of service user's, through the provision of advice and consultation and the dissemination of psychological research and theory.
- i) To undertake risk assessment and risk management for individual service users and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- j) To attend, as a Senior Clinician, regular clinical review meetings in each service and contribute to the Multidisciplinary planning and delivery of care, as well as the complex risk panel. To chair these meetings as appropriate and as agreed with Senior Clinical colleagues and managers.

- k) To work closely with the team to develop a shared understanding of a person's difficulties and design appropriate interventions based on up to date evidence base.
- l) To monitor and evaluate progress during the course of both Uni and Multi-disciplinary interventions.
- m) To communicate orally and in writing, to referrers and others involved in the service user's network of care in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of service users. Information will be shared on a need to know basis and in accordance with the situation and persons involved. This may involve situations where information of a difficult or emotive nature needs to be imparted to individuals or carers.
- n) To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the care team.

2 Teaching, training and supervision

- a) To receive regular clinical and professional supervision from a senior clinical psychologist.
- b) To maintain a high level of clinical expertise and competence.
- c) To demonstrate continued professional development through development of knowledge and skills and to remain up to date with professional practice.
- d) To maintain and develop skills in the area of professional pre and post graduate training and clinical supervision
- e) To provide professional and clinical supervision of qualified psychologists, trainee and assistant clinical psychologists as well as psychology support staff.
- f) To contribute to the pre- qualification doctoral training and supervision of clinical psychology, as appropriate.
- g) To provide advice, consultation, training and supervision to other members of the team for their provision of psychologically based interventions to help improve service users functioning.
- h) To work with the Hartington Unit service managers, as a senior clinician, in considering the overall training, development and support needs of the team, where appropriate, providing interventions which contribute to meeting these needs such as group supervision.
- i) To be cognisant with procedures and methods of working with other agencies and to remain up to date on legislation guidance and best practice relating to the service user group.
- j) To provide advice, consultation and training to staff working with the service user across a range of agencies and settings as appropriate.

- k) To provide clinical placements to doctoral level trainee clinical psychologists ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health and to contribute to the assessment and evaluation of such competencies.
- l) To provide post qualification training (CPD) and clinical professional supervision to qualified psychologists attached to the team or in other relevant services as agreed with professional line manager.

3 Policy and service development

- a) To be responsible for the development and implementation of referral protocols, and guidelines, relevant to the delivery of psychological services to patients within the Hartington Unit.
- b) To contribute to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- c) To participate as a senior clinician in the development of a high quality responsive and accessible service advising both the service and professional management on those aspects of the service where psychological and/or organisational matters need addressing
- d) To oversee the development of staff working across teams to provide a psychologically informed care plan and to propose policy changes in relation to psychological interventions within teams.
- e) To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- f) To attend service and business meetings within the service as required and appropriate.
- g) To exercise responsibility for the systematic governance of psychological practice within the service
- h) To exercise delegated responsibility for managing the psychological resources available to the team, whether in the form of additional qualified or unqualified staff, or in the form of psychological materials employed in the assessment and treatment of service users.
- i) To attend Division of Psychology & Psychological Therapies meetings as required to maintain professional network and contribute to development of the service.

4 Human Resources

- a) To manage the workloads and supervise the work of assistant clinical psychologists, psychology support staff, within the framework of the team/service's policies and procedures.

- b) To provide placements and clinical supervision to Doctoral Trainee Clinical Psychologists and to evaluate Trainees' performance in line with University and HCPC and BPS regulations.
- c) To participate as appropriate in all stages of recruitment for psychology staff and senior clinical members of the staff team
- d) To be involved in the induction of new staff as required

5 Information Technology:

- a) To collect, record, maintain and provide data and statistics, including clinical information, in accordance with Trust and National requirements and policy, and comply with appropriate monitoring and review processes as required.
- b) To use computer software to record and create reports, documents and visual aids and charts for therapeutic programmes

6 Research and service evaluation

- a) To contribute to the monitoring and development of the teams operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of care
- b) To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- c) To design and undertake high quality research in areas appropriate to the needs of people with mental health problems and associated complex needs, using qualitative or quantitative measures.
- d) To provide research advice to other staff undertaking research, including providing support and assistance to Assistant and Trainee Clinical Psychologists undertaking doctoral research, single case evaluations and small scale research projects.
- e) To undertake project management, including complex audit and service evaluation, together with colleagues within the service, to help develop service provision.

7. General

- a) 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 manager.
- b) 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.

- c) 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, Health and care Professions Council and Trust policies and procedures.
- d) To maintain up to date knowledge of legislation, national and local policies and issues in relation to learning disabilities, mental health problems and/or challenging behaviour and forensic issues.

8. Infection Control

- a) All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control, and ensure that they comply with them in fulfilling their role.

9. Information Governance

- a) Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.
- b) All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.
- c) Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.
- d) All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.
- e) Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them
- e) Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

10. Values:

As an employee of Derbyshire Healthcare NHS Foundation Trust you are required to adhere to the Trust's overriding value of putting 'patients at the heart of everything we do'. In recognising both the values expressed in the NHS constitution and the Trust values you will

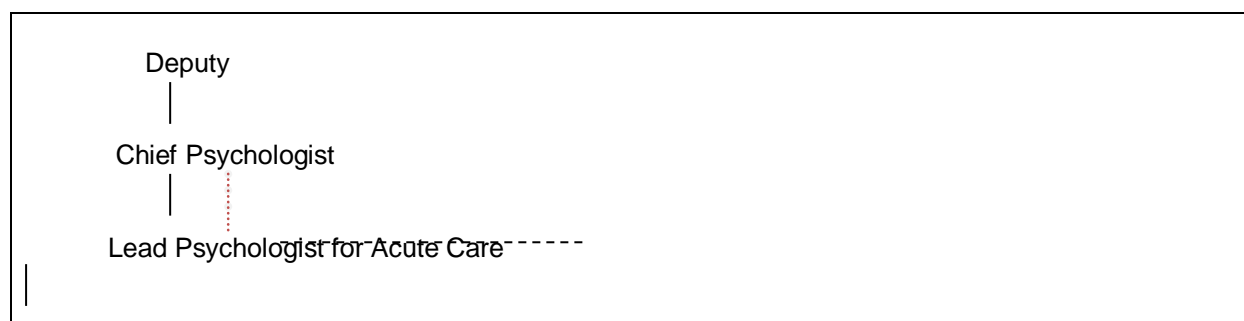
- Take pride in the Trust, show loyalty and commitment
- Build and maintain trust in all our relationships
- Treat everybody with respect, recognise people's difference
- Value everybody, listen to others and respond accordingly
- Be positive, honourable and honest but also sensitive
- Be respectful, welcoming, polite and courteous
- Put quality at the centre of all we do
- Educate and develop ourselves to perform to the highest of standards

11. Safeguarding- The action we take to promote the welfare of children and vulnerable adults and protect them from harm

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

12.. Organisational Chart



To be noted:

- **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 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.**