

JOB DESCRIPTION

JOB DETAILS:

Job Title:	Clinical / Counselling Psychologist – Urgent Care Pathway
Band:	Band 8a
Directorate:	Mental Health and Learning Disabilities Service Group
Department:	Inpatient and Urgent Care
Base:	East: Summerlands Hospital Site, Yeovil West: Wellsprings Hospital Site, Taunton
Responsible for:	Provision of a psychology service for people who are admitted to acute adult wards, and who are on the home treatment team caseloads.
Responsible to:	Lead Clinical Psychologist for Inpatient and Urgent Care (East / West)
JD updated:	16 May 2023

Department Core Purpose

Acute inpatient wards provide safe and caring environments in which to provide multidisciplinary assessment and formulation for people with acute mental health difficulties. We provide multidisciplinary therapeutic interventions to support people with their personal recovery journey. We work closely with families, carers and our community teams and partners.

Home Treatment Services are provided to people living in the community who require intensive, daily support and who may otherwise be likely to be admitted to in-patient care. The Teams carry out an assessment to see if it is possible to provide support at home as an alternative to admission, and also enable earlier discharge by providing intensive home support for a short period post discharge. The service provides a 24 hour service and is committed to Triangle of Care principles in delivering safe and effective treatment.

Job Purpose:

Your role in this post will be to:-

- Put people using the service at the centre of everything we do.
- Include all people, without discrimination, over the age of 18, without upper age limit.
- Will work within the urgent care pathway to provide a psychology service for people admitted to the acute adult wards and who are on the home treatment team caseloads with complex comorbid physical and mental health problems.
- Provide specialised psychological assessment and interventions, comprehensive risk assessment for service users.
- Provide clinical supervision, reflective practice, and training for psychology and multidisciplinary team members, and consultation to other teams.
- Take a role in supporting the team to develop skills and competencies in relation to formulation and psychosocial interventions for people with complex mental health presentations and advocate for psychological approaches/interventions.



- Support team members to improve awareness of psychological interventions both through education, supervision and through joint working or interventions as part of a care plan.

Duties and Responsibilities

Communication and Key Working Relationships

Key working relationships:

- Patients and families
- Multidisciplinary and Psychology colleagues
- Ward and Home Treatment Team Managers
- Other Service Managers
- Professional lead for psychology; lead for adult psychology; Psychological Therapy Co-ordinators
- Community Mental Health Services and other community teams.

Planning and Organisation

- To contribute to the strategic planning with the urgent care pathway teams to ensure / promote effective service delivery.
- To participate in / lead service development and quality improvement initiatives.

Analytics

- To interpret and report on complex data sets to do with service evaluation and clinical audit.
- To interpret and implement local and national guidance, where appropriate.

Responsibility for Patient / Client Care, Treatment & Therapy

- Responsible for providing highly specialised psychological assessment and treatment for patients admitted to acute inpatient wards and home treatment teams.
- To liaise with appropriate professionals and to contribute to multi-disciplinary case discussions/planning meetings.
- To work collaboratively and flexibly with the multi professional teams within the urgent care pathway to co-ordinate a coherent bio/psycho/social approach with people presenting with psychological distress.
- Responsible for updating electronic patient record systems and other IT functions.
- To be responsible for own work and interventions with complex presentations and for interpretation of agreed guidelines and policies as an autonomous practitioner.
- Seek consultation appropriately from clinical supervisor and colleagues.



- To formulate and implement plans of psychological treatment or management of peoples' mental health problems, based on an appropriate conceptual frameworks and current evidence-based best practice, taking into account the current NICE guidelines.
- To take substantial professional responsibility and exercise autonomous judgement with regard to your professional practice.
- To actively contribute to or lead the development and implementation of therapeutic interventions for people with serious mental illness.
- To provide psychological knowledge and skills to members of the multi-disciplinary teams to facilitate team and service development.

Policy, Service, Research & Development Responsibility

- To actively contribute to the development and implementation of therapeutic interventions for people with serious mental illness.
- To provide psychological knowledge and skills to members of the multi disciplinary teams to facilitate team and service development.
- To contribute to the strategic planning with the urgent care pathway teams to ensure / promote effective service delivery.
- To work with the urgent care teams in auditing and evaluating specific areas of work, including standard outcome measures.
- To contribute to the development of service improvement and evaluation.
- To support and facilitate R&D activities.
- To initiate and undertake research in topic areas relevant to the work of the service as agreed and appropriate.
- To promote the use of evidence-based interventions with regard to urgent care services as recommended by NICE guidance.
- To participate in and promote clinical governance across urgent care services.
To liaise with other disciplines and agencies, as appropriate, to ensure best practice is shared.

Responsibility for Finance, Equipment & Other Resources

- To use resources appropriately.

Responsibility for Supervision, Leadership & Management

- To lead and professionally supervise less experienced psychology / therapy staff and trainees.
- To contribute to organising and undertaking teaching and training in relevant psychological skills.



- Provide regular reflective practice for the ward and home treatment teams.
- To support placements for trainee staff in line with professional practice.
- To develop a personal professional development plan with the appropriate operational manager and professional lead, to be updated annually, and to participate in the annual review process.
- To support colleagues across secondary care mental health services, as appropriate.

Any Other Specific Tasks Required

- To fully observe the HCPC (2016) Standards of Conduct, Performance and Ethics; BPS (2021) Code of Ethics and Conduct; and BPS (2017) Practice Guidelines (3rd Edn).
- To be aware of and adhere to Trust policies and procedures.
- To maintain a high degree of professionalism at all times, even when working in a highly emotive atmosphere.
- To participate in and promote clinical governance across urgent care services.
- To keep accurate electronic records on patient electronic records system.
- To prioritise workload, in order to achieve goals agreed and reviewed at intervals with the Lead Psychologist.



Department Organisational Chart

Director of Mental Health and
Learning Disabilities

Head of Inpatient and Urgent
Care

Consultant Psychologist,
Clinical Lead for Inpatient and
Urgent Care

8b Psychologist, East of County
(Adult Acute Mental health Wards,
Home Treatment Teams)

8b Psychologist, West of County
(Adult Acute Mental Health Wards,
Home Treatment Teams)

8a Psychologist,
East

Art Psychotherapist,
East

Art Psychotherapist,
West

8a Psychologist,
West

Assistant
Psychologists
(Wards and
HTTs)

Trainee Clinical
Associate
Psychologist, East

Clinical Associate
Psychologist West

Assistant
Psychologists
(Wards and
HTTs)

Developing and delivering a highly specialist service for
service users of the Somerset Partnership NHS
Foundation Trust who have severe and enduring mental
health difficulties.



Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

General Information

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

Confidentiality

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (1998), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

Equality & Diversity

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

Safeguarding

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Risk Management / Health and Safety

Employees must be aware of the responsibilities placed on them for ensuring the safety of our patients, service users, visitors and colleagues under the Trust's Risk Management Strategy and policy and under the Health & Safety at Work Act 1974. All employees are expected to be familiar with and comply with the Trust's risk and health and safety policies and procedures and all other policies and procedures relevant to their role

Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

Clinical Governance

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.



Prevention and Control of Healthcare Associated Infection

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

Policies & Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

Sustainability Clause

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

Review of Job Description

This job description is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken within this new role. Work will vary in detail in the light of changing demands and priorities, and therefore the duties identified will be subject to periodic change/review, in consultation with the post holder. All employees have a responsibility to abide by all Trust Policies.



Person Specification

Requirement	Essential / Desirable	How Assessed
<p><u>PROFESSIONAL REGISTRATION</u></p> <ul style="list-style-type: none"> Active registration with HCPC. 	E	
<p><u>QUALIFICATIONS & TRAINING</u></p> <ul style="list-style-type: none"> Qualified Clinical or Counselling Psychologist (D.Clin.Psy. or equivalent), and eligible for Chartered Clinical Psychologist status with the British Psychological Society. Further training in clinical specialism Further training in at least one (other) psychological therapy. Further training in related area. 	E E D D	
<p><u>KNOWLEDGE</u></p> <ul style="list-style-type: none"> Broad knowledge of specialist services and of services in the NHS where psychology is commonly applied Extensive knowledge of the skills, practice and knowledge base of clinical psychology. Knowledge of the policy context of specialist psychological services within the organisation and of clinical leadership arrangements in mental health services. Knowledge of the role and functions of other agencies and departments. 	E E D D	
<p><u>EXPERIENCE</u></p> <ul style="list-style-type: none"> Experience of working in adult mental health services and working with people with severe and complex mental health needs Experience in clinical specialism Experience of teaching/training, and of clinical supervision of health care professionals. Experience of working with complex trauma and with systems working around people who have experienced trauma. 	E E E E	



<ul style="list-style-type: none"> • Experience of neuropsychological assessment and awareness of impact of neuropsychological symptoms on presentation. • Experience in undertaking leadership roles within clinical psychology services in the NHS and in contributing to the development, implementation and evaluation of strategies and clinical policies in multi-disciplinary and multi-agency contexts. 	<p>D</p> <p>D</p>	
<p><u>SKILLS & ABILITIES</u></p> <ul style="list-style-type: none"> • Excellent verbal, nonverbal and written communication skills. • Strong leadership qualities, resilience and ability to handle ambiguity and uncertainty. • Skills in managing conflict, negotiation, and achieving consensus in complex situations in the pursuit of agreed strategic aims. • IT skills • Ability to contain and work with stress and harrowing situations. • Ability to make clinical decisions around complex emotive issues. • Ability to maintain intense concentration for complex interaction with patients. 	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p>	
<p>COMMUNICATION SKILLS</p> <ul style="list-style-type: none"> • Evidence of a good standard of Literacy / English language skills. 	<p>E</p>	
<p>PHYSICAL SKILLS</p> <ul style="list-style-type: none"> • Ability to sit in constrained positions for extended periods. • Physical dexterity required for manipulation of psychometric assessment materials and basic keyboard skills. 	<p>E</p> <p>E</p>	
<p>OTHER</p> <ul style="list-style-type: none"> • Willingness to use technology to improve standards of care and support to our patients 	<p>E</p> <p>E</p>	



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| <ul style="list-style-type: none">• Must be a car driver with a valid driving license or have access to transport with appropriate business travel insurance in order to travel throughout the Trust, to meet the needs of the service. | | |
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SUPPORTING BEHAVIOURS

To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values.

- Kindness
- Respect
- Teamwork



SUPPLIMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions		N	
Working in physically cramped conditions		N	
Lifting weights, equipment or patients with mechanical aids		N	
Lifting or weights / equipment without mechanical aids		N	
Moving patients without mechanical aids		N	
Making repetitive movements		N	
Climbing or crawling		N	
Manipulating objects		N	
Manual digging		N	
Running		N	
Standing / sitting with limited scope for movements for long periods of time	Y		
Kneeling, crouching, twisting, bending or stretching		N	
Standing / walking for substantial periods of time		N	
Heavy duty cleaning		N	
Pushing / pulling trolleys or similar		N	
Working at heights		N	
Restraint ie: jobs requiring training / certification in physical interventions		N	
Mental Effort	Yes	No	If yes - Specify details here - including duration and frequency
Interruptions and the requirement to change from one task to another (give examples)	✓		May need to stop to respond to request for advice whilst involved in another task
Carry out formal student / trainee assessments	✓		
Carry out clinical / social care interventions	✓		
Analyse statistics	✓		



Operate equipment / machinery		✓	
Give evidence in a court / tribunal / formal hearings	✓		Possible but unlikely
Attend meetings (describe role)	✓		
Carry out screening tests / microscope work		✓	
Prepare detailed reports	✓		Occasionally
Check documents	✓		
Drive a vehicle		✓	Personal vehicle only
Carry out calculations	✓		Possible
Carry out clinical diagnosis	✓		
Carry out non-clinical fault finding		✓	
Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (eg: typing / transmitting) news of highly distressing events	✓		
Giving unwelcome news to patients / clients / carers / staff	✓		
Caring for the terminally ill	✓		Possible, but unlikely
Dealing with difficult situations / circumstances	✓		
Designated to provide emotional support to front line staff	✓		
Communicating life changing events	✓		
Dealing with people with challenging behaviour	✓		
Arriving at the scene of a serious incident		✓	
Working conditions – does this post involve working in any of the following:	Yes	No	If yes - Specify details here - including duration and frequency
Inclement weather		✓	
Excessive temperatures		✓	
Unpleasant smells or odours		✓	
Noxious fumes		✓	
Excessive noise &/or vibration		✓	
Use of VDU more or less continuously		✓	



Unpleasant substances / non household waste		✓	
Infectious Material / Foul linen		✓	
Body fluids, faeces, vomit		✓	
Dust / Dirt		✓	
Humidity		✓	
Contaminated equipment or work areas		✓	
Driving / being driven in Normal situations	✓		Occasional home visits
Driving / being driven in Emergency situations		✓	
Fleas or Lice		✓	
Exposure to dangerous chemicals / substances in / not in containers		✓	
Exposure to Aggressive Verbal behaviour	✓		Possible
Exposure to Aggressive Physical behaviour	✓		Possible

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			

