

PROGRESS *your* CAREER



Clinical Psychologist Band 7

Job Description and Person Specification

Job Description

JOB TITLE: Clinical Psychologist

BAND: 7

RESPONSIBLE TO: Team Manager

KEY RELATIONSHIPS:

Internal	External
Own Team- SET CAMHS Southend Line Manager Clinical Lead	GPs Social Care Third Sector Acute Hospitals

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 post-graduate qualified psychological practitioner (e.g. clinical psychologist, family therapist, child and adolescent psychotherapist) fully registered with the appropriate professional or regulatory body (e.g. HCPC, ACP, AFT) or a graduate qualified health care professional (e.g. nurse, social worker, occupational therapist), fully registered with the appropriate professional or regulatory body (e.g. NMC) plus an additional post-graduate 3 qualification in Psychological Therapies (e.g. CYP-IAPT post graduate diploma in systemic family practice/cognitive behavioural therapy). The post-holder will provide clinical leadership and specialist treatment and assessment within their professional sphere of expertise in CAMHS. They will be responsible for assessment, treatment and systematic outcome measurement and the extensive clinical supervision of junior clinicians throughout the CAMHS team. They will ensure that a high quality, timely, accessible and evidence-based service is available to all service users who need it throughout the CAMHS team. The post-holder will establish and maintain excellent working relationships with wider mental health and wellbeing services and ensure adherence to evidence based treatments by all clinical staff across the SET

CAMHS team. The post-holder will be directly involved in delivering and supervising a range of therapeutic interventions, which may include parent work, group work, school observations of children, short term CAMHS input and specialist psychological treatments. They will be responsible for all specialist psychological assessments and treatments within their professional sphere of expertise within SET CAMHS.

Key Responsibilities:

1. To provide an efficient, effective, comprehensive and specialist psychological service for children and adolescents with emotional and mental health problems, their carers/parents and families
2. To contribute to multi-disciplinary assessment and treatment of children and adolescents with emotional and mental health problems, their carers/parents and families
3. To undertake a range of highly specialist clinical work, urgent assessment work, parenting support and specialist cases.
4. To provide extensive expert supervision and consultation on SET CAMHS cases to other multi-disciplinary staff within SET CAMHS, including junior medical staff.
5. To contribute to audit and research
6. To actively engage in treatment and outcome monitoring, including the use of normed measures associated with CYP-IAPT
7. To work in clinical practice, making use of supervision, within the overall framework SET CAMHS and the Trust's policies and procedure

Clinical Skills

1. To act as an autonomous professional fully registered with the appropriate professional or regulatory body (e.g. HCPC, ACP AFT).
2. To use an expert clinical understanding in assessing, jointly with colleagues in the multi- disciplinary team, children, adolescents and their families in order to formulate their strengths and difficulties and to determine the most appropriate treatment plan
3. To work alongside other colleagues in SET CAMHS and in the care pathway in order to provide an in-depth comprehensive assessment of the child's, young person's, and family's functioning where there is a constellation of high dysfunction and entrenched difficulties in the family. To clinically lead this process in the SET CAMHS team
4. To provide highly specialist therapeutic interventions with due regard to issues of cultural, racial and religious difference and sexual orientation
5. To provide highly specialist clinical assessment of children and young people with severe, highly complex and persistent mental health problems
6. To undertake specialist observations of children in school settings as part of wider assessments
7. To provide expert therapeutic interventions (including parent/child work, group work, parent support input, psycho-education and brief individual work with children and young people) to children and young people with complex mental health difficulties including neurodevelopmental disorders such as autistic spectrum disorders, learning difficulties, ADHD; emotional difficulties, including depression and anxiety states; attachment disorders; conduct disorders, eating disorders; post-traumatic stress disorder; psychosomatic disorders; enuresis/encopresis, aggression, borderline states, self-harming, substance misuse and other behaviour potentially dangerous to the child/young person or others
8. To undertake work with parents/carers/networks of referred children and young people
9. To utilise theory, literature and research to support evidence based practice in individual work and work with other members of SET CAMHS.

Leadership

1. The post-holder will provide clinical leadership within the sphere of their professional expertise
2. To actively promote integrated health/care professional working internally and externally
3. To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict

4. To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines
5. To participate in the audit process, linking in with the clinical governance agenda 4
6. To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews
7. They will ensure that a high quality, timely, accessible and evidence-based service is available to all service users who need it and who use it across SET CAMHS

Administration

1. To be computer literate and implement the Trust's IM&T Strategy 5
2. To ensure accurate recording and updating of patients' records, including risk information, maintaining confidentiality at all times
3. To ensure electronic outcome monitoring is completed for patients' treatment
4. To complete mandatory on-line training associated with the post
5. To take part, and assist, in the planning and administration relating to day to day running of the caseload

Communication

1. To have a wide range of knowledge in specialist clinical approaches to communicating and managing patient care
2. To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust
3. To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working
4. To participate in the review and development of clinical policies and identify improvements to service provision
5. To provide reports on children and young people for parents, referrers and for other outside agencies, including Social Services and Education Services which describe assessment outcomes in accessible terms and formulate care plans
6. To participate in regular clinical discussions and reviews of cases in treatment with members of the multi-disciplinary team
7. To present cases to network meetings with professional members of other agencies
8. To provide psychological and clinical advice to other professionals working within the SET CAMHS team
9. To be responsible for continually monitoring and evaluating risk to/from children and young people in one's own caseload and during supervision/consultation discussions

Training

1. To contribute to the training experience of trainee therapists and students from other disciplines on placement, as appropriate
2. To provide extensive and expert clinical supervision as required and extensively within the SET CAMHS team
3. To support new staff and their integration within the team
4. To be responsible for contributing to the academic and clinical teaching programmes within SET CAMHS

5. To ensure own continued professional development to maintain 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

Specific Tasks directly related to the post:

The post-holder will provide highly specialist psychological interventions, assessments and supervision across the EWMHS team

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: Insert date job description approved by panel

Date to be reviewed: Insert date job description to be reviewed by manager

Job evaluation reference number: Insert job evaluation reference number

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"> Putting people first Prioritising quality Being progressive, innovative, and continually improve Being professional and honest Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Successful completion of a post-graduate training in psychological practice (e.g. psychologist, family therapist, child and adolescent psychotherapist) or graduate qualified health care professional (e.g. nurse, social worker, occupational therapist) plus an additional postgraduate qualification in Psychological Therapies (e.g. cyp-iapt post graduate diploma in	✓		State measurement i.e. Application Form Interview Assessment

systemic family practice/cognitive behavioural therapy). To be eligible for registration as a full member of the appropriate Certificate of training Registration number 11 professional body (e.g. HCPC, ACP, AFT, NMC)			
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Experience	Essential	Desirable	Measurement
Extensive experience of working with difficult, disturbed or challenging children/young people requiring skilled and complex interventions. Extensive experience of working with children and adolescents with co-morbid difficulties and special needs. (i.e. combination of organic and emotional deficits, such as autistic spectrum disorders and trauma)	✓		State measurement i.e. Application Form Interview Assessment
Extensive experience of working therapeutically with parents/carers/families of children and young people with complex mental health problems	✓		
Experience of using observation (eg. In school contexts) to contribute to assessments of children.	✓		

Experience of carrying out generic assessment with other colleagues in the multi -disciplinary team	✓		
Experience of specialist assessment carried out autonomously in order to determine the most appropriate treatment plan from a range of options for the child/young person.	✓		
Extensive experience of providing specialist individual interventions with a wide variety of children and young people, from 3 to 19 year s old - presenting problems at the most severe end of the spectrum.	✓		
Experience of initiating, organising and planning inter -agency meetings aimed at setting in place a treatment package tailored to the individual needs of a child/young person.	✓		
Experience of providing professional teaching and training for other professionals working with the client group within the service and within related agencies.	✓		
Experience of providing clinical interventions in different cultural contexts.			

Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities	✓		Application Form Interview Assessment
High level knowledge of the theory and practice of short term and long term clinical interventions in CAMHS	✓		State measurement i.e. Application Form Interview Assessment
Knowledge of legislation in relation to children and adolescents and safeguarding procedures and policies. Knowledge of NHS, Social Care and Education structures, national policies and frameworks, evidence based practice including NICE guidelines.	✓		
Knowledge of risk management and ability to monitor and assess risk and act accordingly to ensure safety	✓		
Knowledge of research methodology and outcome research methodology and outcome research design and ability to critically interpret research findings		✓	
Knowledge of electronic record systems, ie SystemOne, Rio	✓		

Skills	Essential	Desirable	Measurement
<p>Basic awareness of IT and IT skills</p> <p>Ability to communicate clearly and effectively highly complex and sensitive matters to patients, which give rise to psychological distress.</p> <p>Highly developed ability to integrate complex clinical information into a coherent formulation.</p> <p>Specialist skill in the ability to communicate effectively, verbally and in writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside SET CAMHS.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>State measurement i.e. Application Form Interview Assessment</p>
<p>Capacity to work alone, involving colleagues and manger as relevant.</p> <p>Capacity to write clear records and observe policies, procedures and guidelines.</p> <p>Ability to plan and organise own workload and time. Ability to use outcome monitoring across all clinical work</p>	<p>✓</p> <p>✓</p> <p>✓</p>		

Other	Essential	Desirable	Measurement
To be aware and demonstrate the Trust Values	✓		Application Form Interview
To be able to travel efficiently throughout the area	✓		Application Form Interview Assessment
To be able to work within the Professional Code of Conduct and Ethics	✓		Application Form Interview Assessment
Able to form good working relationships with others in multi-disciplinary and inter-agency setting	✓		Application Form Interview Assessment
Evidence of personal resilience and aptitude for dealing with challenging, potentially distressing and highly emotional clinical work	✓		Application Form Interview Assessment