

JOB DESCRIPTION

JOB DETAILS

Job title: Clinical Psychologist, GRIP Team (Gloucestershire Recovery in Psychosis)

Job code:

Band: 7

Location: Rikenel, The Park, Gloucester, GL1 1LY

Accountable to: For management issues: Team Manager

For professional issues: Clinical Psychology Head of Specialty

JOB PURPOSE

- To be responsible for promoting the psychological health and well-being of clients in the Early Intervention Team within the Trust.
- To directly provide specialist psychological assessment and intervention services to individuals/ groups/organisations, using a variety of applied psychology models.
- To provide clinical supervision of junior staff.
- To participate in relevant research and audit activity
- To provide clinical services within the service area covered by the countywide early Intervention Team. The team comprises 2 qualified Psychologists and around 17 WTE multi-disciplinary staff.

DIMENSIONS

The dimensions of the post adhere to and work within:

- Population of approx 570,000 living in an area of 1000 square miles
- Trust Policy and Procedures.
- The E I Operational Policy, which identifies the nature of working within the fidelity of the E I model
- The service is offered to those people between the ages of 14 and 65 with a first episode psychosis

The job impacts across CYPS & WAA Services.

CORE KEY RESPONSIBILITIES

Clinical:

- To carry a caseload and provide a direct service for complex psychological issues.
- To draw appropriately from a range of assessment tools and methodologies. To interpret and integrate complex data and information from a variety of sources to develop psychological formulations and identify the most relevant intervention strategy. To monitor and evaluate progress, refining formulations and interventions as necessary. To assess and manage risk within an appropriate psychological framework.
- To assist with training and supporting the delivery of psychosocial interventions for individuals with psychosis and their families
- Plans and prioritises workload, exercising autonomous professional responsibility for the assessment, treatment, and discharge of clients whose problems are managed by psychologically based care plans.
- Works primarily within a multi-disciplinary approach/team where a variety of opinion and expertise is brought to bear on a situation.
- To act as care coordinator where the psychological complexity of the case means it makes sense to do so. Ensures the provision of an appropriate care package by the client, his / her family, and all others involved in the network of care.
- Maintains appropriate records in electronic or hard copy in line with Trust policies and Professional guidelines. Includes workload data and using word processing skills to produce client related reports.

CPD and professional standards

- Accountable for own professional actions guided by the Profession's standards including the British Psychological Society (BPS) Code of Conduct, Ethics Guidelines for Chartered Psychologists.
- Exercises appropriate judgement on the sharing of confidential information with other professional colleagues and agencies under Vulnerable Adult / Child Protection policies etc.
- To carry out CPD activity to maintain knowledge of legislation, national and local policies and issues in relation to both the specific client group and wider psychological practice. To maintain a CPD log suitable for submission to the BPS which demonstrates 70 hours per year CPD
- To maintain standards which will be required for professional registration and to maintain Registration once this is in force for the Profession.

To undertake formal training that will permit supervision of Psychologists of training.

Leadership and Management:

- On a daily basis may function single-handedly as the qualified Psychologist in the multi-disciplinary team
- To manage own time and workload. To oversee workload of other team members and provide clinical supervision for their client and Research and Development activities want to
- To be involved as appropriate in the short-listing, and interviewing of assistant psychologists.

- To advise both service and professional management on those aspects of the service where psychological and / or wider organisational matters need addressing.

SPECIFIC KEY RESPONSIBILITIES

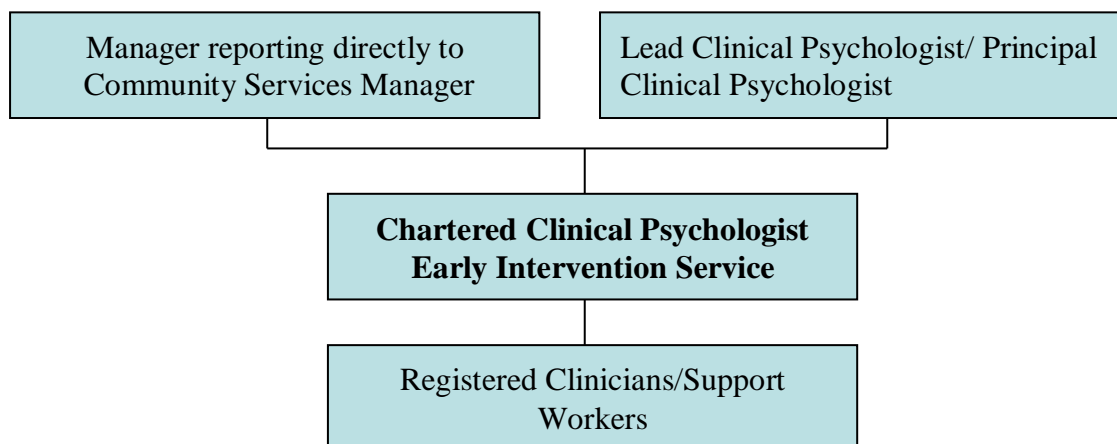
Research activities, service evaluation and development

- Uses professional skills and knowledge including research, service evaluation, and audit to suggest ways to improve and develop practice.
- Ensures reflective scientist-practitioner approach within own practice.
- To provide research advice to other staff undertaking research

Teaching, training, supervision and consultancy

- To ensure that other staff, multi-disciplinary teams, and managers (across a range of agencies and settings) have access to a psychologically based framework for the understanding and care of clients of the service, through the provision of specialist psychological advice, guidance and consultation and the sharing of psychological research and theory.
- To provide training to others as relevant to service need.

ORGANISATIONAL CHART



COMMUNICATIONS AND WORKING RELATIONSHIPS

- Clients, families, carers and advocates In conduct of clinical and service development responsibilities works with: multi-disciplinary colleagues, senior management, Social Services staff and managers, private providers and their staff, staff from voluntary organisations, and staff responsible for teaching/training. Agencies within and outside of County as needed.
- Regional and national external bodies (e.g. professional networks)
- Relevant committees and planning groups on matters concerned with the organisation of service or delivery of care to its clients.

- Clinical supervision is provided from an experienced (min 4 years post qualification) or a Consultant Clinical Psychologist.

Contributes to relevant Psychology activities and meets as required with Psychology colleagues.

EFFORT AND HEALTH & SAFETY FACTORS

- Long periods of sitting down and sustained and intense concentration are required during activities such as clinical interviews, complex psychological assessment, intervention, provision of supervision etc. Computers are used frequently.
- The nature of the job involves working with people in high distress and being faced with severe behavioural, emotional, and mental health issues, verbal and physical aggression, highly distressing self-injurious behaviour, family breakdown, physical or sexual abuse, and neglect. Competence in breakaway techniques (and restraint as necessary) is required.
- The domiciliary nature of the work involves periods of working alone and driving.
- Work is conducted in a variety of settings (e.g. clients' homes, hospital wards, residential or day care facilities). Settings may be difficult to work in, e.g. temperature, space available, frequent interruptions, lack of privacy, poor cleanliness, exposure to cigarette smoke and other environmental hazards.
- Work is sometimes in environments where there is close contact with people with poor personal hygiene and there may be contact with bodily fluids, blood, urine, faeces, lice, etc.
- The job requires transporting and using test materials / equipment (suitcase sized loads)

MOST CHALLENGING PART OF THE JOB

- The use of clinical judgement in uncertain circumstances (e.g. managing risk of harm) Containing the emotional distress of people with complex Psychological needs.
- Advocating a psychological perspective in circumstances that may challenge the prevailing patterns of care or the views of others.
- Providing a high quality service, within the principles of the EI model, to an identified client group who have serious mental health difficulties.

Adapting strategies and working creatively to meet the unique needs of clients/situations.

GENERIC RESPONSIBILITIES – ALL POST / ALL EMPLOYEES

The following are applicable to all posts and all employees:

Trust Values

The post holder will be expected to work in line with the Trust values which are:

- Working together
- Always improving
- Respectful and kind
- Making a difference

General Duties

To undertake any other reasonable duty, which is appropriate to the band when requested by senior staff.

To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.

To demonstrate an understanding and commitment to Trust values and Staff Charter.

Professional and Personal Development

All staff must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

All staff will have a formal appraisal with their manager at least every 12 months. Once performance/training objectives have been set, the staff member's progress will be reviewed on a regular basis so that new objectives can be agreed and set, in order to maintain progress in the service delivery.

Those with management/supervisory responsibility are required to ensure that their direct reports have an appraisal in line with Trust policy.

All staff will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Infection Control

All staff have a responsibility to ensure that infection control policies, procedures and guidelines are adhered to and to support the Trust's commitment to preventing and controlling healthcare associated infections (HAI).

Health and Safety

All staff have a responsibility to maintain health and safety of self and others within the performance of duties in accordance with Trust health and safety policies, and to undertake specific health and safety responsibilities as directed. All staff have a responsibility to adhere to the Trust's Risk Management Policies & Procedures.

All staff are required to contribute to the control of risk, and must report immediately any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public using the Trust Datix system.

Confidentiality

All staff may gain or have access to confidential information about the diagnosis or treatment of patients, information affecting the public, private or work related staff information, or Trust matters. A breach of confidentiality will have occurred where any such information has been divulged, passed (deliberately or accidentally) or overheard by any unauthorised person or person(s). Breaches of confidentiality can result in disciplinary action, which may involve dismissal.

All staff must maintain a high standard of quality in corporate and clinical record keeping, ensuring information is always recorded accurately, appropriately and kept up to date. Staff must only access information, whether paper, electronic or in other media which is authorised to them as part of their duties.

All staff must ensure compliance with the data protection legislation.

Safeguarding: Adults and Children (Section 11 of the Children Act 2004)

Safeguarding: Adults (Care Act 2014) and Children (Section 11 of the Children Act 2004)

Every member of staff has a responsibility to be aware of and follow at all times, the relevant national and local policy in relation to safeguarding children and safeguarding adults. This includes keeping up to date with relevant training and seeking supervision.

Freedom of Information

All members of staff must be aware of their responsibilities under the Freedom of Information Act 2000. The Act gives individuals or organisations the right to request information held by the Trust. Staff must manage information they hold in such a way that meets the requirements of the Act. All requests for disclosures under the Act must be passed to the Freedom of information Officer.

Working on Non-Trust Premises

All staff when working on non-Trust premises are bound by Trust policies and procedures, including home working policy; IT security policy; email and internet acceptable use policy information.

Smoke Free Premises

The Trust is committed to protecting and improving the health and welfare of staff, service users, carers, visitors and contractors, and protecting smokers and non-smokers from the health dangers of second-hand smoke. Therefore all Trust premises are 'smoke free' and staff (and external contractors and visitors) must refrain from smoking in Trust buildings, vehicles and grounds.

Diversity and Promoting Dignity at Work

The Trust recognises the contribution of all employees to deliver responsive and quality services. We expect staff to value and respect the diversity of those who use or contact our services and to respond to the differing and diverse needs of others. We aim to have an environment free of bullying or harassment which would create an intimidating and unpleasant atmosphere impacting on staff wellbeing and service delivery. We want staff to be able to report issues knowing they will be dealt with promptly and sensitively.

All forms of bullying and harassment are unacceptable and will not be tolerated.

This job description seeks to provide an outline of the duties and responsibilities of the post. It is not a definitive document and does not form part of the main statement of Terms

and Conditions. The job description will be reviewed as part of the annual appraisal process and will be used as the basis for setting objectives.

Data Quality

The Trust recognises the role of reliable information in the delivery and development of its services and in assuring robust clinical and corporate governance. Data quality is central to this and the availability of complete, comprehensive, accurate and timely data is an essential component in the provision of high quality mental health services. It is therefore the responsibility of all staff to ensure that where appropriate, information is recorded, at all times, in line with the Trust's Policy and Procedures for Data Quality

This job description seeks to provide an outline of the duties and responsibilities of the post. It is not a definitive document and does not form part of the main statement of Terms and Conditions. The job description will be reviewed as part of the annual appraisal process and will be used as the basis for setting objectives.

Physical Intervention Descriptors

Working Well Pre-employment Assessment

Breakaway – Practical training in Breakaway techniques is intended to enable staff to reduce the likelihood, and risk of personal injury due to aggressive verbal or physical behaviour of others by providing evasion and self-protection strategies (**clinical and non-clinical**). Training involves a degree of physical exertion; trainees are required to stand for the duration of the practical training session and to make controlled body movements. This will include the ability to adopt a stable body position to prevent being pulled or pushed off balance, be able to shift body weight rapidly, and to achieve some limited rotation of the torso.

PERSON SPECIFICATION

Job title: Clinical Psychologist, GRIP Team (Gloucestershire Recovery in Psychosis)

Job code:

Band: 7

Location: Rikenel, The Park, Gloucester, GL1 1LY

Accountable to: For management issues: Team Manager

For professional issues: Clinical Psychology Head of Specialty

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Post graduate doctoral level of training in clinical psychology, as accredited by the professional body.	Essential	<i>Application form</i>
Eligible for chartered status	E	Application form
HCPC registered	E	Application form
Membership of specialist interest groups relevant to client group	D	Application form

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Experience of maintaining working relationships and a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical aggression.	E	Application form and interview
Well developed skills in the ability to communicate effectively, orally and writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues, both within and outside of the NHS.	E	Application form and interview
Evidence of maintaining effective communication when there are barriers to understanding and in circumstances where hostility, manipulation, conflict and antagonism are present.	E	Application form and interview
Proficient in the manipulation of complex psychological test equipment for the use in formal testing situations	E	Application form and interview
Is in the process of acquiring clinical experience of an increasingly specialist nature	D	
Some prior experience of supervising and teaching	D	
Ability to adapt style and/or assessment and intervention strategies to meet the challenges of complex clients/situations. Experience of working with both young people and adult service users	D	

and their families.		
Experience of providing family work in psychosis interventions		
Prior experience of working within the early intervention setting		
Experience of assessing and providing psychological interventions with service users with presenting with a range of difficulties and a range of severities, across a range of setting including community, inpatient and residential based settings.		

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Highly developed knowledge of life span and developmental psychology, models for psychological, psychometrics, up to date practice with client group, and two more psychological therapies.	E	
Experience of working with individuals with psychotic presentations and applying evidence based interventions with this client group.	E	
Knowledge of research methodology, research design, and complex multi variate data analysis consistent with chartered psychologist status and as practiced within the chartered psychologist professions.	E	
Knowledge of relevant legislation and its implications for clinical practice for the delivery of EI services for individuals and their families	E	
Experience of multi agency and multi disciplinary working.	D	
Some prior experience of contributing to service development and thinking strategically about the service requirements.	D	

PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Emotional robustness to frequently work with the intense distress of others	E	
Ability to work under pressure	E	
Able to exercise professional autonomy and clinical responsibility in the multi-disciplinary environment and as a lone worker.	E	
Competence in breakaway techniques (and resistant as necessary) established and maintained via Trust training.	D	

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Keyboard skills and ability to word-processing, spread sheets and statistical analysis software	E	
Ability to get to required locations in timely and efficient manner	E	
Commitment to develop knowledge and practice towards more highly specialist levels through a variety of appropriate methods. (short courses, reading, clinical supervision of practice, on the job learning etc.)	E	
Ability to travel independently around the country	E	