

JOB DESCRIPTION

Section 1	
JOB TITLE:	Consultant Clinical Psychologist for Older Adult Acute Pathway
PAY BAND:	Band 8c
Section 2	
LOCALITY/DEPT:	Older Adult Acute Pathway – Locality (Wirral/West Cheshire/East Cheshire)
ACCOUNTABLE TO:	Head of Clinical Service
REPORTS TO:	Professional Lead Clinical Psychologist (8d)
RESPONSIBLE FOR:	Psychological Professions staff within service
JOB SUMMARY:	<p>To provide professional and clinical leadership and take responsibility for the systematic provision of high quality, comprehensive psychology services for adults within the service.</p> <p>The post holder will work as a senior member of the service to assist in providing clinical leadership and strategic service development to the clinical teams and services within the designated specialty clinical care group. The post holder will work closely with other senior clinical and managerial staff within the locality/specialty area to provide a psychological perspective to service planning, service development and clinical service transformation across the locality/specialty area.</p> <p>The post holder will be expected to lead on a designated area of psychological development, governance or implementation across the locality/specialty (e.g. the development and embedding of Psychologically Informed Interventions and Trauma Informed Care).</p> <p>The post holder will be based in an adult/older adult acute inpatient service and provide professional leadership to the psychological professions workforce within Community Older Adult Mental Health and Memory services in a locality.</p> <p>It is also expected that the post-holder will retain a caseload and provide a specialist clinical role within the service team where they are based.</p>
LIAISES WITH:	<p>MDT colleagues within and across services Psychological Professionals within the Service, Care Group & Trust Professional Lead/Chief Psychological Professions Officer (CPPO) Service/Care Group Managers; Strategic Clinical Directors and Clinical Directors Trust Support Services Lived Experience Representatives and Forums</p> <p>Health and care professionals and members of other agencies responsible for delivering services to the relevant client groups</p>

	<p>Commissioners, General Practitioners, Local Government/Unitary Authorities, Police, Independent and Third Sector</p> <p>Local, regional and national professional/specialty networks; NHS England; Higher Education Providers (e.g. post-graduate & DClin Psychology Training Programmes); professional and regulatory/accreditation bodies (e.g. British Psychological Society, HCPC, BABCP)</p>
Section 3	
<u>KEY RESPONSIBILITIES:</u>	
<u>CLINICAL</u>	
<ol style="list-style-type: none"> 1. To provide highly specialist psychological assessments of complex clients referred to the service based upon the appropriate use, interpretation and integration of complex psychological 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 clients, family members and others involved in the client's case, including highly complex factors concerning historical and developmental processes which have shaped the individual and their behaviour. 2. To formulate and implement plans, in collaboration with the client and their carers, for formal psychological interventions and / or management of a client's psychological problems, based upon an appropriate conceptual framework of the client's difficulties, and employing methods of proven efficacy, across the full range of care settings. To provide consultation / second opinion in relation to disputed or complex assessments of need. 3. To be responsible for implementing a range of high level psychological interventions with individuals, carers, families and groups, refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses. 4. To evaluate and make autonomous decisions about intervention options including discharge pathways 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; ensuring such decision appropriately involves others providing care. 5. To provide highly specialist psychological advice, guidance and consultation to other professionals and services contributing directly to clients' care plans. 6. Receive and communicate in a highly skilled and sensitive manner highly complex, sensitive or contentious information as the result of the admission, assessment, formulation and intervention plans of patients admitted to the assessment and treatment unit and to monitor and evaluate progress during the course of inpatient multi-disciplinary care. 7. To ensure that all members of the team have access to a psychologically based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research, theory and practice. 8. To undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management. 9. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni and multi-disciplinary care. 10. To provide specialist assessment of mental capacity for specific decisions in complex cases, particularly in relation to safeguarding, and participate in Best Interests meetings, as appropriate. 11. To act as care coordinator/key worker, where appropriate, taking responsibility for initiating planning and review of care and treatment plans with clients, their carers, referring agents and others involved in the network of care. 12. Provide specialist assessments, statement and verbal evidence to the Court of Protection and Family Court, where required. 	

MANAGEMENT, RECRUITMENT, POLICY AND SERVICE DEVELOPMENT:

1. To be responsible as a senior clinician for the development and delivery of a high quality, equitable, responsive and accessible psychological service for clients referred to the service including advising both service and professional management on those aspects of the service where psychological and / or organisational matters need addressing and appropriately involving service users and carers of all levels.
2. To exercise responsibility for managing the psychological resources available to a team, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in working with team clients and carers.
3. To exercise responsibility for the systematic governance of psychological practice within the service / team including maintaining systematic records of appraisals, clinical record keeping standards, records of appropriate professional meetings and ensure the provision of supervision and continuing professional development for psychological professions staff across the specialty that meets the requirements for professional regulation/registration/ accreditation.
4. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for any grade / profession as appropriate. To assist as required in wider Trust recruitment.
5. Have professional management responsibility for a range of practitioners working within the assessment and treatment service.
6. Participate in the planning and development of all local services, taking a lead role in areas where psychological issues and services are prominent. Ensuring the compatibility between psychological services priorities and those of other clinical service lines and in the wider services.
7. Provide clinical service line clinical leadership, disseminating policy and best practice guidance, attending and feeding back from local and national events and meetings, drafting professional and strategic policies, and supporting senior colleagues in integrating within the clinical service line structure.
8. Represent the profession, in co-ordination with the Professional Lead/Chief Psychological Professions Officer, in the development of the service and relevant policies, and to contribute to the work of the Service/Specialty and of the Trust by participating in Locality, Service and/or Specialty-wide committees, work-groups and other relevant endeavours so as to promote psychological understandings and incorporate these in the design, provision and evaluation of clinical and related services, across all sectors of care.
9. Exercise responsibility for the systematic governance of psychological practice within the locality.
10. Communicate and interpret to clinical service line staff, local and national guidance and policies and to determine any local training needs these generate.
11. Be responsible for ensuring clear systems for professional appraisal and the development of appropriate professional development plans, identifying CPD and supervision needs within the clinical service line and Trust framework.
12. Co-ordinate and, as appropriate, oversee service development and projects within the care group and support less senior / experienced staff in service development initiatives.
13. Lead and develop links with other relevant services and liaise around service planning and other elements of the service such as governance protocols and dissemination of psychological skills.
14. To contribute to the service/specialty agenda around public and patient involvement.
15. To implement policies for the service and propose changes to policy or service changes which may impact beyond own area.
16. To attend team meetings, Care Group, Clinical Network and Trust-wide meetings, where service provision and developments are discussed and planned, deputizing for the Professional Lead, as required.

TEACHING, TRAINING AND SUPERVISION:

1. To provide and co-ordinate clinical placements for doctoral programme trainee clinical psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and

evaluation of such competencies. To supervise doctoral research projects as required.

2. To provide post-qualification training (CPD) and clinical professional supervision to qualified clinical psychologists and assistant psychologists, other psychological professions staff, attached to the team as appropriate.
3. To provide advice, consultation, training and clinical supervision to other members of the team, as requested, for their provision of psychologically based interventions to help improve clients' functioning.
4. Provide specialist advice, consultation, training and clinical supervision (as requested and agreed) to other mental health practitioners for their provision of psychologically based interventions to help improve clients' functions.
5. To provide pre and post qualification teaching to Doctoral level of clinical and / or counselling psychology as appropriate. To participate in other aspects of clinical psychology training as agreed with the Professional Lead for Clinical Psychology.
6. To maintain and develop skills in the area of professionals' pre and post graduate training and clinical supervision.

RESEARCH, SERVICE EVALUATION AND AUDIT:

1. To take the lead on the development, monitoring and evaluation of the team's 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 high quality care.
2. To utilise theory, evidence based literature and research to support evidence based practice in individual work and work with other team members and the care groups.
3. To take the lead on and be responsible for the engagement and participation of psychological practitioners (and at times other research contributors), monitoring output and disseminating the information.
4. To hold overall responsibility for systematically evaluating the service in terms of key indicators (access, effectiveness, efficiency), utilising a range of methods to do so, including audit cycles to ensure continual improvement, involving clinicians, service users and their families
5. Undertake appropriate research and provide research advice to other staff undertaking research within the specialist services.

PROFESSIONAL / ADMINISTRATIVE:

1. To ensure the development maintenance and dissemination 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 professional and service manager(s).
2. To contribute to the development and articulation of best practice in clinical psychology across the care group, taking part in regular professional supervision and appraisal and maintaining an active engagement with current evidence-based developments in the field of clinical psychology and related disciplines.
3. To maintain and promulgate the highest standard 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 (BPS) and Trust policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
5. All psychologists need to be registered with the HCPC and work within the HCPC standards of conduct, performance and ethics.
6. To participate fully in supporting the activities of the Psychological Services within the Trust, including attending relevant meetings.
7. Prepare and present in a variety of formats, (written, verbal and formal presentations) on a wide range of complex issues relating to psychological approaches.
8. To take due care of the Trust's equipment and resources.

Section 4

1. HEALTH AND SAFETY

All staff have a general duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

2. INFECTION PREVENTION AND CONTROL

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies, and make every effort to maintain high standards of infection prevention at all times in accordance with The Health and Social Care Act 2008: code of practice on the prevention and control of infections and related guidance (2015). All staff employed by Cheshire and Wirral Partnership NHS Foundation Trust, and any contracted staff have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas, between each service user contact and after any clinical or cleaning task.
- Relevant staff members must attend an annual face to face training session or complete the e learning session provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to others have a duty to contact the IPCT and Occupational Health.

3. EQUALITY AND DIVERSITY

To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge, and skills.

4. COMPETENCY OF HEALTH PROFESSIONALS

To maintain professional registration (as appropriate) and to act in accordance with professional codes of practice and guidelines. To follow Trust policies and procedures and maintain up to date skills and knowledge through participation in Continuing Professional Development.

5. STAFF INVOLVEMENT - INDIVIDUAL RIGHTS & RESPONSIBILITIES

To work in partnership to achieve service objectives and promote a culture of working together through good communications, openness, and honesty.

6. SAFEGUARDING

Everyone within CWP has a responsibility for, and is committed to, safeguarding, and promoting the welfare of children, young people, and vulnerable adults and for ensuring that they are protected from harm. Every adult has a responsibility to protect children and as employees of the Trust we are duty bound always to act in the best interest of a child about whom we may have concerns.

7. SUPERVISION

To take responsibility for personal development by accessing appropriate supervision and personal development as per CWP supervision policy.

Section 5

PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
Qualifications	<ul style="list-style-type: none"> • Doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS – including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology. • Registered with the HCPC. 	<ul style="list-style-type: none"> • Post-doctoral training in one of more additional relevant specialised areas of psychological practice. • Leadership and/or management qualification. • Qualification in Clinical Neuropsychology (QicN). 	<ul style="list-style-type: none"> • Application / Interview.
Knowledge and Expertise	<ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment (including use of cognitive/neuropsychological tests, when appropriate), formulation, intervention and evaluation frequently requiring sustained and intense concentration. • Highly developed knowledge of the theory and practice of specialised psychological approaches relevant to people across the full spectrum of psychological problems. Demonstrates further advanced / specialist knowledge and skills gained through additional post-doctoral training, and / or CPD and supervised practice. • Knowledge of relevant NHS structures, processes and policies. Capacity to interpret & communicate complex policies to others, particularly in respect of implications for meeting psychological components of care. Able to effectively implement same and use as basis for strategic planning across one or more organisations. • Well-developed skills in the ability to communicate effectively, orally 	<ul style="list-style-type: none"> • Familiarity with theory & practice of management & organisational change and principles of leadership. • Formal leadership and/or management training. • Approved Clinician training. 	<ul style="list-style-type: none"> • Application / Interview.

Section 5

PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
	<p>and in writing, complex, highly technical and / or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <ul style="list-style-type: none"> • Doctoral level knowledge of research methodology research design and complex, multivariate data analysis as practised within the clinical fields of psychology. • Evidence of continuing professional development as recommended by the BPS. • Undertaken supervision training 		
Experience	<ul style="list-style-type: none"> • Extensive assessed experience of working as a qualified clinical psychologist. • Extensive experience of specialist psychological assessment, formulation & intervention with clients across all care settings, including community, primary care and inpatient settings. • Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems and verbal and physical abuse. • Experience of the professional and clinical supervision/management of qualified and pre-qualified clinical psychologists and of the clinical supervision of other professionals. • Experience of policy and service development and of initiating and implementing service improvements & developments in both specialist and generic areas. • Experience of organising and chairing meetings. • Experience of managing referrals 	<ul style="list-style-type: none"> • Experience of managing budgets & resources in general. • Experience of representing the profession in local policy fora. • Experience of liaising and negotiating with commissioners and others concerned with determining Service provision. • Experience of working in inpatient and/or urgent care services. • Experience of working in Older Adults services. 	<ul style="list-style-type: none"> • Application / Interview.

Section 5

PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
	and waiting lists and contributing to the strategic development of services.		
Analytical and judgemental skills	<ul style="list-style-type: none"> Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. Ability to assess patients, analyse complex facts or situations, interpret complex scenarios and offer options including in circumstances where professional opinion may differ. Experience and ability of ensuring others fulfil clinical assurance. A proven track record in research and development. 		
Competencies	<ul style="list-style-type: none"> Ability to provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours. Ability to provide and receive highly complex, sensitive or contentious information. Maintain effective communication where there may be significant barriers to acceptance; hostility, antagonistic or within a highly emotive atmosphere. Has demonstrated self-awareness and appropriate self-care skills. Ability to work effectively and collaboratively in a multi-professional team setting and effectively address complex organisational dynamics. Ability to demonstrate clinical leadership. Ability to manage geographical / travel challenges associated with post. Enthusiasm for a broad range of psychological approaches and 		<ul style="list-style-type: none"> Application / Interview.

Section 5**PERSON SPECIFICATION**

	<i>Essential</i>	<i>Desirable</i>	<i>Method of Assessment</i>
	<p>interest in models of service delivery and ability to articulate the value of clinical psychology services within the context of multi-disciplinary team working.</p> <ul style="list-style-type: none">• Ability to teach and train others, using a variety of complex multi-media materials (including use of computer software) suitable for presentations within public, professional and academic settings.		

To be completed by HR

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Jurisdiction of JD:					