

HUMBER TEACHING NHS FOUNDATION TRUST JOB DESCRIPTION

Job Title:	Clinical or Counselling Psychologist- East Riding LAC CAMHS
Band:	7
Department:	East Riding CAMHS LAC
Responsible to:	Team Manager-East Riding LAC CAMHS & Professionally responsible to Lead Psychologist CAMHS
Responsible for:	East Riding CAMHS LAC
Location:	Various across East Riding of Yorkshire, Walker Street Centre, 70 Walker Street, Hull (Base).

Job Role Summary

- To provide advanced assessments and therapeutic interventions for young people who are looked after, and to care leavers including children & young people living in residential children's homes and foster placements.
- To offer psychological interventions both individually to children and young people and dyadically to children and young people and their carers referred to the team, based on thorough assessment and formulation.
- To provide comprehensive written reports to multidisciplinary team following assessment and consultation.
- To contribute to complex decision making around, for example, the commissioning of external therapeutic interventions for young people and/or their carers.
- To work autonomously and collaboratively within the MDT, providing consultation, wellbeing support and teaching to other agencies/professionals such as local authority social workers.
- To facilitate reflective practice sessions and contribute to systemic thinking within complex networks supporting young people who are looked after or are care leavers.



- To provide ad-hoc emotional/well-being support and advice to local authority staff and carers/parents.
- To formulate psychological treatment plans that are specific to each child and family, based upon an analysis of complex factors concerning historical and developmental processes contributing to the presentation, and selectively drawing on appropriate conceptual and theoretical models.
- To deliver evidence based psychological treatments, monitoring outcome and modifying and adapting interventions drawing on a range of theoretical options.
- To contribute to complex decision making around the child's emotional wellbeing and mental health needs within their placement.
- To provide psychological support to children and families who are experiencing (or have experienced) serious emotional trauma, bereavement, relationship difficulties or placement disruption, and also to provide support to parents, carers and staff working with such clients.
- To work autonomously and collaboratively within the multidisciplinary team around the child, providing consultation, advice, guidance, support and teaching to other agencies/professionals such as local authority social workers.
- To facilitate multi-agency consultations and contribute to systemic thinking within complex networks supporting young people who are looked after or are care leavers.
- To select and administer highly specialist psychological assessments including specialised psychometric assessment (including skilled manipulation of test material), neuropsychological assessments, self-report measures, as appropriate), structured observations, clinical interviews, and to interpret and integrate this highly complex data.
- To contribute to service evaluation/audit and development work.
- There will be a requirement to provide a service between 8.00 am – 8.00 pm over a 6 day Monday – Saturday period, to meet the needs of children and young people and service delivery.

Core Functions

- To be accountable in own area of responsibility to provide psychological care and professional direction, ensuring the delivery of evidence based psychological interventions and practice.
- To continue to demonstrate specialist psychological skills in practice and provide support and advice re service development/development and implementation of specialist psychological interventions, and the delivery of care in partnership with service users, carers, staff, managers and other agencies across a number of teams/geographical areas.
- To undertake research and development initiatives relative to the clinical area, aiding the research and development of assistant clinical psychologists.



- To contribute to appropriate training, teaching and supervision of other staff including assistant and trainee psychologists

Communication and Relationships Skills

- To effectively communicate highly complex information to service users and carers regarding personal, psycho-social problems in an empathic and supportive way. This will involve using a range of highly developed interpersonal skills in situations that can be highly emotional, and or antagonistic and require a satisfactory outcome, e.g. impact of assessments/interventions.
- To provide therapy impacting on the behaviour/views of service users presenting with severely challenging behaviour in the field of mental health.
- To communicate psychological formulations, and integration of subsequent interventions within the multidisciplinary team context.
- To lead and present highly complex, sensitive and challenging clinical and professional communication processes that may impact on service users, carers, staff, the team, the organisation, partner agencies and members of the public where there are barriers to understanding.
- Ability to teach and train others using a variety of multi-media materials for presentations in public, professional and academic settings.
- Professional networking locally and nationally and disseminate/share information with other colleagues.
- Chairs/facilitates complex case reviews/meetings which may involve other agencies or specified organisational/professional forums.
- To ensure effective communication at all levels: strategic, national, local, unit and partner organisations

Analytical and Judgemental Skills

- Regularly demonstrate advanced skills in assessing the needs of service users and their carers, based on the analysis of complex facts and situations. Interventions will be planned on the assessment and interpretation of this information.
- Obtains, analyses and interprets assessment information, presenting symptoms and physical health to develop the appropriate intervention plan.
- Demonstrates critical thinking and diagnostic reasoning skills in clinical decision making.
- Uses sound judgement in assessing conflicting priorities and needs.



Planning and Organisational Responsibilities

- Plans own clinical workload, implements diagnostic strategies and therapeutic interventions to help service users with unstable and complex health care problems regain stability and restore health, in partnership with the service user and multi-professional health care teams/agencies and other organisations.
- To co-ordinate the activities of others in the delivery of psychological assessments and interventions.

Physical Skills

- Maintain up to date training and knowledge of violence and aggression.
- Up to date competency in the use of psychometric test equipment.

Responsibilities for Patient Care

- Provides a range of specialist psychological advice, assessment and interventions.
- Develops and maintains the service user's control over decision making, assess the service user's commitment to the jointly determined plan of treatment, and fosters personal responsibility for health and well-being.
- May be responsible for ensuring assistant psychologists and trainee psychologists within the team/service contribute to the effective implementation of programmes of treatment.
- Deliver care interventions and specialist/advanced psychological advice in a variety of settings that promote service user flexibility/choice, and which are sensitive to cultural preferences.
- To promote positive service user experience.

Responsibilities for Policy and Service Development Implementation

- To implement of policy for own work area, informing senior staff of any barriers to implementation .
- To contribute to service/practice development and implementation and change e.g. Clinical Governance, business planning, psychological strategy.
- To contribute the psychological perspective in reviewing, developing and monitoring operational/clinical policy which impacts beyond own area of responsibility.
- Evaluates service user's responses to the health care provided and the effectiveness of the care.



Responsibilities for Financial and Physical Resources

- Ensure relevant personnel are informed of the need for relevant resources and test equipment .
- Appropriate safe use, care and storage of equipment/physical resources.

Responsibilities for Human Resources

- Accountable for the day to day clinical/professional supervision of assistant clinical psychologists where appropriate .
- Contributes to the training/teaching of assistant and trainee psychologists.
- Contribute to the induction and continuous professional development of assistant and trainee psychologists.

Responsibilities for Information Resources

- To provide accurate and timely information to inform Trust/national databases as required.
- To be responsible for the safe storage and movement of test results.
- Maintain up to date training and basic IT skills, and demonstrate a good working knowledge of confidentiality and data protection.

Responsibilities for Research and Development

- Responsible for initiating and collaborating in specific research and development projects and providing research advice to other staff undertaking research.
- Responsible for maintaining the scientist-practitioner perspective by utilising theory, evidence based practice in individual clinical work and within the service as a whole.

Freedom to Act

- Expected results are defined but the post holder has autonomy to decide how they are best achieved, whilst guided by principles and broad occupational policies or regulations.
- Accountable for own professional actions, working within professional code of conduct, organisational policy and guidance.
- To provide specialist advice and high level of clinical competency in order to inform and enable other professionals to take clinical actions based on the analysis of the specific challenges/risk situation e.g. clinical risk management.



Standard Paragraphs

- **Trust's Values:** Promote and demonstrate the Trust's 3 values Caring, Learning and Growing. Caring for people while ensuring they are always at the heart of everything we do. Learning and using proven research as a basis for delivering safe, effective, integrated care. Growing our reputation for being a provider of high-quality services and a great place to work.
- **Confidentiality:** Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information Governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.
- **Equal Opportunities:** Promote the concepts of equality of opportunity and managing diversity Trust wide.
- **Health and Safety:** Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.
- **Infection Prevention and Control:** Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.
- **Professional standards and performance review:** Maintain consistent high professional standards and act in accordance with the NMC code of professional conduct. Employees are expected to participate in the performance review process.
- **Service/Departmental standards:** Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.
- **Finance:** All Trust staff will comply with financial processes and procedures.
- **Safeguarding Children:** Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.

Summary

This job Description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development needs of the post holder.

Confirmation of Job Evaluation Process

Job Reference Number:	JE2002a
Date of Job Evaluation:	Oct 2020, reviewed June 2023

Person Specification

	Essential	Desirable	How assessed
Qualifications and Knowledge	<ul style="list-style-type: none"> • Post-graduate doctoral level of training in clinical or counselling psychology or equivalent (if trained before 1996) as accredited by the BPS. • To hold and maintain current professional registration in line with HCPC. • Knowledge and experience in the use of a wide range of psychometric and other objective assessment tools as applied in mental health work. • Skills in providing consultation and specialist advice to other professional and non-professional groups. • Ability to recommend and contribute to changes in service delivery and procedures within the team or service context. • Full understanding of relevant policy, legislation, drivers and their application to clinical and service area, e.g. Mental Capacity Act, Social Inclusion • Full understanding/application of relevant clinical practice/standards/audit within identified clinical area • Basic IT skills 	<ul style="list-style-type: none"> • Post-doctoral training in one or more specialised areas of psychology practice e.g. looked after children, complex attachment trauma. • Additional short specialist courses with demonstrable impact on practice. • Leadership training/qualification/experience. • Member of specialist interest group/network, locally or nationally . • Knowledge and experience in the use of a neuroassessment tests as applied in mental health work. • Advanced/expert understanding of relevant clinical practice, standards and audits within identified clinical area. • Evidence of undertaking research • Evidence of policy implementation and development • Working knowledge of Lorenzo if relevant to own area of work or patient record systems 	<ul style="list-style-type: none"> • Application form • Interview • Formal qualifications/certificates



	<ul style="list-style-type: none"> • Evidence of project work that has impacted on practice and demonstrates a higher level of communication/planning/change that impacts out of own area of work/responsibility. • Doctoral level knowledge of research design and methodology. • To maintain, as part of continual professional development, up to date clinical specialist knowledge/skills in this clinical field, using information to effect change in practice and ensuring the effective dissemination of new knowledge. • Work closely with and provide specialist advice and consultation to all other professionals within the speciality. • To ensure up to date knowledge of relevant national and local policies/drivers to enable the post holder to review service need, contribute to service/workforce re-design and its implementation, ensuring a needs led service based on best practice provided. • Maintain specialist theoretical and practical knowledge of a range of clinical interventions, procedures and practices relevant to the clinical area. 		
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Experience	<ul style="list-style-type: none"> • Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings. • Experience of working within a multi-disciplinary, multi-agency context. • Experience of working with complex trauma cases. • Leadership/project management experience which has had a positive impact and created change within the service deliver/ practice. • Professional networking locally. • Ability to effectively chair meetings. 	<ul style="list-style-type: none"> • Experience of the application of psychology in different cultural contexts. • Experience of working in looked after children and/or care leavers services • Experience of teaching, training and/or delivering clinical supervision. • Experience in facilitating clinical consultation to range of professional groups e.g. social workers, teachers. 	<ul style="list-style-type: none"> • Application form • Interview • Portfolio
Skills and Competencies	<ul style="list-style-type: none"> • Effective inter-personal skills and experience in supervising and mentoring and teaching. • Able to demonstrate effective communication skills. • Ability to lead and motivate staff to embrace change and service development. • Good time management skills. • Work within the culture of improving working lives and working time directive. • Ability to demonstrate ethical values and attitudes within a culture of equality and diversity. 	<ul style="list-style-type: none"> • Able to demonstrate effective communication skills at all levels i.e. strategically and locally. • Be able to demonstrate leadership/project management skills at an advanced level. 	<ul style="list-style-type: none"> • Application form • Interview • Formal qualifications/ certificates



Job Risk Profile – Effort Factors

This role involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting Weights / objects between 6 – 15 kilos	√			√		For example, moving assessment materials between locations
Lifting weights / objects above 15 kilos		√				
Using equipment to lift, push or pull patients / objects		√				
Lifting heavy containers or equipment		√				
Running in an emergency	√		√			
Driving alone / with passengers / with goods	√				√	Travelling between visits and meetings.
Invasive surgical procedures		√				
Working at height		√				
Concentration to assess patients / analyse information	√				√	Frequent intense periods of concentration, to give in-depth proactive mental attention to client assessment and treatment during therapy sessions. Frequent intense concentration to analyse information gathered for the purpose of clinical work and research or audit

Response to emergency situations		√				
To change plans and appointments / meetings depending on the needs of the role	√			√		Need to be flexible and responsive to change according to client and service needs
Clinical Interventions	√				√	Frequent clinical intervention work, requiring intense concentration, sitting in constrained positions for extended periods, and exposure to highly distressing and emotional circumstances
Informing patients / family / carers of unwelcome news	√			√		Exposure to emotional or distressing circumstances. For example, to impart sensitive or distressing information to patients, their relatives and others.
Caring for terminally ill patients	√			√		May include counselling for terminally ill patients and/or carers.
Dealing with difficult family situations	√				√	Frequent exposure to highly distressing or emotional circumstances whilst providing assessment and therapy to people experiencing challenging family situations.



Caring for / working with patients with severely challenging behaviour	√				√	Frequent exposure to highly distressing or emotional circumstances Some exposure to hazards e.g. occasional exposure to verbal and physical aggression.
Typing up of minutes / case conferences	√			√		Requirement of frequent concentration e.g. assessments, care plans, and typing up of minutes Light physical effort for long periods, and sitting in a constrained position
Clinical / hands on patient / client care	√				√	Clinical care for clients on a regular basis
Contacts with blood / bodily fluids		√				
Exposure to verbal aggression	√			√		Some exposure to hazards e.g. occasional exposure to verbal and physical hostility and aggression.

Exposure to physical aggression	√			√		Some exposure to hazards e.g. occasional exposure to verbal and physical hostility and aggression.
Exposure to unpleasant working conditions dust / dirt / fleas		√				
Exposure to harmful chemicals / radiation		√				
Attending the scene of an emergency		√				
Food preparation and handling		√				
Working on a computer for majority of work	√				√	Requirement of frequent concentration and sitting in a constrained position to undertake work on a computer
Use of road transport	√				√	Ability and willingness to travel across various locations

Caring, Learning & Growing



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