



## JOB DESCRIPTION

Section 1	
Job title	<b>Clinical Psychologist</b>
Pay band	<b>8a</b> (or band 7, rising to 8a after successful completion of 2 year training)

Section 2	
Area of work	CWP Eating Disorder Service
Accountable to	Clinical Lead for Psychological Therapies and Team Manager, CWP Eating Disorder Service)
Reports to	Clinical Nurse Specialist, CHEDS
Responsible for	Attached trainees and/or assistant psychologists. Psychological services staff in locality and trainee psychologists.
Job summary	<p>Provide a high quality specialist psychology service to people with eating disorders who are under the care of the CWP Eating Disorder Service.</p> <p>Provide specialist psychological assessment and therapy as well as providing consultation and advice on clients' psychological care to non-psychologist colleagues and to other, non-professional carers.</p> <p>Supervise trainees and qualified practitioners as agreed.</p> <p>Work autonomously within professional guidelines and the overall framework of the service's policies and procedures.</p>
Liaises with	Other staff and agencies responsible for client's care; Psychological services colleagues. Other relevant professionals.

Section 3	
<b>Key responsibilities:</b>	
<b>Clinical:</b>	
<ol style="list-style-type: none"> <li>1. Work across the full range of settings to provide specialist psychological and neuro-psychological assessments of clients referred to the team/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 care.</li> <li>2. Collaborate with clients and relevant others in developing a formulation of their mental health problems, based upon an appropriate conceptual framework; to develop intervention plans based upon methods of proven efficacy.</li> <li>3. Undertake specialist psychological assessments, administering, scoring and interpreting complex psychometric data within the context of an holistic understanding of the individual and their social and environmental context.</li> <li>4. Communicate psychological findings accurately and sensitively, both verbally and in writing, to the client, his/her family (where appropriate and with permission) and to other relevant professionals on a need-to-know basis.</li> <li>5. Undertake rehabilitation as may be deemed possible with the client and his/her family and/or carers in order to maximise functioning and quality of life.</li> <li>6. Be responsible for implementing a range of psychological interventions with individuals, families and groups, refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.</li> <li>7. Evaluate and make decisions about intervention options 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.</li> <li>8. Exercise autonomous professional responsibility for the assessment, formulation, intervention and discharge of clients whose problems are managed by psychologically</li> </ol>	

based standard care plans.

9. Provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' care plans as requested.
10. Contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group, through the provision of advice and consultation and the dissemination of psychological research and theory.
11. Promote access for team colleagues to a psychologically based framework for understanding and care of clients, through the provision of advice and consultation and the dissemination of psychological research and theory.
12. Undertake risk assessment and risk management for individual clients. To liaise as required with other relevant professionals and agencies in relation to risk issues.
13. Supervise Assistant Psychologists and trainee psychologists when eligible, and to undertake teaching and training as agreed with manager.

### **Teaching, training, and supervision**

1. Receive regular clinical professional supervision.
2. Apply skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other staff's psychological work as appropriate.
3. Provide specialist professional and clinical supervision of trainee and assistant psychologists and other practitioners as appropriate.
4. Contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, as appropriate. To undertake assessment of learning and competence, providing reports to training bodies as required.
5. Provide advice, consultation and training to multi-professional staff working with the client group across a range of agencies and settings, where appropriate.

### **Management, recruitment, policy and service development**

1. Contribute as required to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. Advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. Manage the workloads of trainees within the framework of the service's policies and procedures.
4. Be involved, as appropriate, in the short listing and interviewing of assistant / graduate psychologists, counselling psychologists and other applicants to posts within the service.
5. Participate in planning and implementing audits of services and service systems as required.
6. Participate in the development, evaluation and monitoring of the service's operational policies related to the local provision of specialist psychological services for people with moderate-complex mental health problems

### **Research and service evaluation**

1. Utilise theory, evidence-based literature and research to support evidence based practice.
2. Undertake appropriate research and provide research advice to other staff undertaking research.
3. Undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

### **Professional / Administrative**

1. 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 postholder's professional and service manager(s).

2. Contribute to the development and articulation of best practice in clinical or counselling psychology across the service, taking part in regular professional supervision and appraisal and maintaining an active engagement with current evidence-based developments in the field of clinical or counselling psychology and related disciplines.
3. Maintain the highest standards 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 and Service /Trust policies and procedures.
4. 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. Work within the Code of Ethics and the relevant professional practice guidelines of the BPS, relevant Division of Psychology, HPC and the professional guidance framework of the Trust.
6. Participate fully in supporting the activities of the Psychological Services within the Trust, including attending relevant meetings.

#### **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 and control at all times, thereby reducing the burden of Healthcare Associated Infections including MRSA and Clostridium Difficile in accordance with the Hygiene Code - Code of Practice for the Prevention and Control of Healthcare Associated Infections (DH 2008).

All staff employed by Cheshire and Wirral Partnership NHS Foundation Trust 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;
- Staff members must attend mandatory infection prevention and control training 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 and 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. KSF**

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

**8. Supervision**

To take responsibility for personal development by accessing appropriate supervision and personal development as per CWP [supervision policy](#).

<b>Section 5</b>			
<b>Person specification</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Post-graduate doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) or</li> <li>• HPC Registered</li> </ul>	<ul style="list-style-type: none"> <li>• Additional Psychotherapy qualification</li> <li>• Supervision qualification</li> <li>• Core NHS/Social Services professional training</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> </ul>
<b>Knowledge and Expertise</b>	<ul style="list-style-type: none"> <li>• Skills in conducting complex psychological assessment and intervention frequently requiring sustained and intense concentration.</li> <li>• Well developed skills in the ability to communicate effectively, orally and in writing, complex and /or clinically sensitive information to clients and professional colleagues within and outside the NHS.</li> <li>• Evidence of continuing professional development.</li> <li>• Skills in providing Consultation to other professionals and non-professional groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of liaison with other health professionals.</li> <li>• Experience of providing teaching and training.</li> <li>• Experience of contributing to policy and service development.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Post-qualification NHS experience of working as a clinical psychologist therapeutically with adult clients with varied psychological problems.</li> <li>• Experience of engaging and sustaining work with ambivalent clients.</li> <li>• Experience of exercising clinical responsibility for clients' psychological care within the context of a multi –disciplinary teams and care plans.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of liaison with other health professionals.</li> <li>• Experience of providing teaching and training.</li> <li>• Experience of contributing to policy and service development.</li> <li>• Experience of working with Older Adults.</li> <li>• Expertise in neuropsychological assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and interview</li> </ul>
<b>Analytical and judgemental skills</b>	<ul style="list-style-type: none"> <li>• Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to write reports for varied audiences, including courts and purchasers of services.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and interview</li> </ul>

<b>Section 5</b>			
<b>Person specification</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
	regular exposure to highly emotive material and challenging behaviour. <ul style="list-style-type: none"> <li>• Ability to assess and manage significant risk with appropriate sensibility to client and service factors.</li> </ul>		
<b>Personal skills</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal skills.</li> <li>• Appreciation of the interface between our personal and professional lives, high level of self awareness and knowledge of principles of self-care.</li> <li>• Team player</li> </ul>	<ul style="list-style-type: none"> <li>• Personal experience of coping with mental health problems</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and interview</li> </ul>

**To be completed by HR**

<b>Job Number:</b>	0331g	<b>Version No:</b>		<b>Issue Date:</b>	21/08/2017
<b>KSF Number:</b>		<b>Version No:</b>		<b>Issue Date:</b>	
<b>Jurisdiction of JD:</b>					