

AFC Reference:	LOC/0038
Job Title:	Clinical Psychologist
Band:	8a
Hours:	37.5
Division/Service:	Local
Accountable to:	Consultant Clinical Psychologist / Professional Lead for SPS
Responsible to :	Team Manger / Principal Psychologist

#### Job Outcomes:

**As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:**

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

**Job Purpose:** To be responsible for the systematic provision of highly specialist psychological services for people experiencing complex psychological difficulties in the Perinatal period. Such services will include:

- The provision of highly specialist psychological assessment, formulation and intervention strategies including group and individual work;
- Providing training, support and supervision to members of the perinatal MDT to underpin the provision of psychologically informed care
- Providing training and consultation to similarly develop the capacity and confidence of the wider perinatal workforce to work in a psychologically informed way

**Community and Mental Health Services**

The postholder will commit to hold an attitude which respects and values service users' choice and ensures they, their infants and families are at the centre of care planning.

The Cheshire and Mersey Specialist Perinatal Service consists of three teams working closely together across the Cheshire and Mersey footprint, within Mersey Care, Cheshire and Wirral Partnership, and North West Boroughs NHS Trusts. We support women who experience severe and complex mental health difficulties in the Perinatal period (throughout pregnancy and up to baby's first birthday), providing a holistic package of care for mums, babies and families via our passionate and responsive multi-disciplinary team. This post is located in the Mersey Care NHS Foundation Trust and covers the whole Mersey Care footprint. The office base for this post will be provided within Liverpool Women's Hospital, however the service is delivered in a wide variety of community settings, which may include the team base, GP surgeries, Children's Centres and the woman's own home. Travel is an integral part of the post.

**Organisational Chart :** This can be included with the necessary forms. The organisation chart should include job titles only and at least two levels above and, where appropriate, two levels below in the structure.

**Principal Responsibilities:**

**Clinical:**

1. To provide highly specialist psychological assessments requiring theoretical and practical knowledge of the full range of moderate to severe perinatal mental health issues, including issues relating to the mothers own mental health and to her relationship with her baby. To provide this service in a variety of locations including acute hospital settings, mental health outpatients or the service user's home.
2. To complete these assessments based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations, and interviews with clients, family members and others involved in the client's care.
3. To formulate and implement highly specialist psychological intervention plans for the formal treatment and/or management of a patient's physical and psychological health problems, based upon an appropriate conceptual framework of the patient's difficulties employing evidence-based methods of efficacy, across the full range of health-care settings.
4. To be responsible for implementing a range of psychological interventions for individuals, including members of staff, families and groups, within and across teams, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.

**Community and Mental Health Services**

5. To evaluate and decide on treatment options utilising physical and psychological theoretical and therapeutic models and highly complex factors, based on past psychological and mental health history and ongoing psychological developmental processes that have shaped the individual, family or group.
6. To analyse, interpret and make appropriate judgements regarding a range of highly complex perinatal clinical issues and presentations where there are highly complex facts and situations to consider, and where expert opinion may not concur.
7. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based intervention plans according to a professional code of conduct.
8. To provide highly specialist psychological advice, guidance and consultation to other MDT professionals contributing directly to clients' formulation, diagnosis and treatment plan.
9. To facilitate a psychologically based framework of understanding and care across all settings and agencies serving the patient group. This includes the provision of advice and consultation to external agencies supporting families in the perinatal period.
10. To undertake risk assessment and risk management for individual patients and to provide advice to other professionals on psychological aspects of risk assessment and risk management.
11. Where appropriate, to act as care co-ordinator, taking responsibility for initiating the planning and review of case conferences, advising on psychological management and reviewing psychological care for the individual with their family, carers, referring agents and others involved the network of care.
12. To receive and communicate highly complex information which may be sensitive and/or contentious in a highly developed, skilled and sensitive manner (respectful of patient confidentiality as appropriate) concerning the assessment, formulation and treatment plans of patients and their families/carers. This is to include situations that may present with hostility and high emotion or that involve overcoming major barriers to acceptance, and to monitor and review progress during the course of both uni- and multi-disciplinary care.
13. To provide clinical assessment and therapy, involving sitting still for substantial periods of time requiring intense concentration, exposure to aggression and highly emotive or distressing situations. To work face-to-face without staff nearby, with any associated risk of dealing with people with mental health problems such as challenging behaviour and self-neglect. This is in addition to the regular hazards of seeing inpatients, including exposure to infectious agents (such as MRSA, c.diff or norovirus) and offensive odours.

**Teaching, Training and Supervision:**

1. To receive regular clinical supervision from a senior professional colleague and engage in reflective practice.
2. To 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. To provide specialist professional and clinical supervision of other practitioners as appropriate.

**Community and Mental Health Services**

4. To contribute to the pre- and post-qualification teaching of other Clinical Psychologists. To undertake assessment of learning and competence, providing reports to training bodies as required.
5. To 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:**

6. To contribute to the formulation, implementation and evaluation of clinical and operational practices and procedures as appropriate.
7. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
8. To manage the workloads of trainees within the framework of the service's policies and procedures.
9. Ensure the principles of clinical governance are incorporated in service delivery by maintaining a high quality service based on agreed clinical standards.
10. Participate in managerial supervision.

**Research and service evaluation:**

1. To utilise theory, evidence-based literature and research to support evidence based practice
2. To undertake regular audit and evaluation of the team's activity by the derivation, collection and analysis of appropriate data.
3. To undertake and participate in appropriate audit, quality assurance programmes and research as directed.
4. To propose and support appropriate research and provide advice to other staff undertaking research, in order to advance psychological knowledge and work in this area.
5. To co- supervise doctoral research projects with trainee clinical psychologists as required.

**Professional / Administrative:**

1. To ensure the development, maintenance and dissemination of the highest standards of professional 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 perinatal mental health work, taking part in regular professional supervision and appraisal and maintaining an active engagement with the development of the evidence base.
3. To 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. 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 more broadly.

4. To work within the Code of Ethics and the relevant professional practice guidelines and the professional guidance framework of the Trust

#### **Generic Responsibilities for all staff:**

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.
- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient / service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS:</b>	<p>Post-graduate doctoral level training in clinical psychology (or its equivalent) as accredited by the BPS, including specifically models of psychopathology, clinical psychometrics and Neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Professional registration with the HCPC</p>	<p>Training in a specialist therapeutic modality appropriate to the clinical population served and service requirements (e.g. DBT, CAT, CBT, EMDR, MBT)</p> <p>Supervision qualification</p>
<ul style="list-style-type: none"> <li><b>KNOWLEDGE/EXPERIENCE:</b></li> </ul>	<p>Skills in the use of complex methods of psychological assessment, intervention and management, frequently requiring sustained and intense concentration.</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical &amp;/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional groups.</p> <p>Knowledge of legislation in relation to perinatal psychology and mental health</p>	<p>High-level skills in the theory and practice of at least two specialised psychological therapies.</p> <p>Knowledge of the theory and practice of specialised psychological therapies in relation specifically to perinatal and infant mental health</p> <p>Knowledge and understanding of the perinatal service context</p> <p>Experience of working with women with complex mental health difficulties in the perinatal period</p> <p>Experience of working therapeutically with the</p>

**Community and Mental Health Services**

	<p>Doctoral level knowledge (or its equivalent) of research design and methodology, multivariate data analysis as practiced within the field of clinical/counselling psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS</p> <p>Experience of specialist psychological assessment, formulation and intervention with clients across the full range of care settings, including outpatient, community, primary care and inpatient settings.</p> <p>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, verbal abuse and the threat of physical abuse.</p>	<p>relationship between parents and their infants</p> <p>Experience of delivering therapeutic group work</p> <p>Experience of teaching, training &amp;/or supervision.</p> <p>Experience of the application of clinical psychology in different cultural contexts.</p>
<b>VALUES:</b>	<ul style="list-style-type: none"> <li>• Continuous Improvement</li> <li>• Accountability</li> <li>• Respectfulness</li> <li>• Enthusiasm</li> <li>• Support</li> <li>• Responsive to service users</li> <li>• Engaging leadership style</li> <li>• Strong customer service belief</li> <li>• Transparency and honesty</li> <li>• Discreet</li> </ul>	
<b>SKILLS:</b>	<p>Ability to assess and manage risk.</p> <p>Ability to recognise and</p>	

**Community and Mental Health Services**

	<p>challenge discrimination.</p> <p>Ability to identify and employ methods of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Excellent interpersonal skills.</p> <p>Appreciation of the interface between personal and professional lives, high level of self-awareness and knowledge of principles of self-care.</p>	<p>Personal experience of coping with life stressors.</p> <p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations in public, professional and academic settings.</p> <p>Commitment to relational working within the perinatal field.</p> <p>Ability to communicate complex psychological knowledge to maternity colleagues in concise and summarised manner</p>
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