

JOB DESCRIPTION

JOB TITLE:	Clinical/Counselling Psychologist
BAND:	8a
DEPARTMENT:	Psychology Services
DIRECTORATE:	Bedfordshire
REPORTING TO:	Area Psychology Lead/Consultant Clinical Psychologist
ACCOUNTABLE TO:	Area Psychology Lead/Consultant Clinical Psychologist

JOB SUMMARY

The post is responsible for the provision of specialist psychological input to community mental health services. This includes provision of psychological assessments, psychological formulations and delivery of highly specialist psychological interventions to service users. Service users seen by the post holder will include people who have experienced high levels of distress and complex mental health difficulties. Service users may present with a high level of risk to both themselves and sometimes to other people. Assessments and interventions will be primarily delivered within the CMHT setting, with some in-reach for assessment into our inpatient mental health units and occasional delivery of services in community-based settings as required.

The post holder will also provide consultation to the multi-disciplinary community team and inpatient wards and support in the development of care plans for service users. Contribution to service development initiatives, audit and research are expected as a senior clinician in the team. With guidance from the Psychology Lead, the post-holder will liaise closely with psychologists working in other teams in Bedfordshire to develop and maintain a high standard of professional practice across the service.

KEY RESPONSIBILITIES:

Clinical

1. Provide highly developed specialist psychological assessments, based on the appropriate use, interpretation and integration of complex data from a variety of sources (including psychological/neuropsychological tests, measures/rating scales, direct and indirect observation and semi-structured interviews with clients, family members and involved others.
2. Formulate plans for the formal psychological treatment and/or management of mental health problems across a range of care settings, based upon a broad theoretical knowledge base to analyse, interpret and compare complex information in order to design specialist programmes of treatment for individuals, groups and families tailored to individual need.
3. To be responsible for implementing a broad range of specialist psychological treatments and mental health interventions which require the formulation and modification of plans and strategies as practice and experience demands. This will require the adjustment and refinement of complex formulations which draw on different explanatory models, and the maintenance of a number of provisional hypotheses.
4. To provide expertise and specialist psychological advice, guidance and consultation to other multidisciplinary professionals contributing directly to service users' formulation, diagnosis and service

planning. Ensure that multidisciplinary colleagues have access to a psychologically based framework for understanding the care of service users.

5. To undertake risk assessment and management and to provide specialist advice on psychological aspects of risk assessment and management.
6. To be responsible for providing and receiving highly complex, sensitive, distressing and emotional information in relation to health issues where there are often barriers to acceptance.
7. To spend sustained amounts of time with service users who may be aggressive and hostile, who may have poor communication skills and self-care and special physical and/or mental needs.
8. To be mindful of the needs of individuals and families from a wide range of racial, cultural, sexual, religious and social backgrounds and to develop with colleagues innovative ways of communicating and working across language and cultural barriers.
9. To be responsible for developing and maintaining knowledge of local resources and developing working relationships with relevant statutory, voluntary and community groups and organisations. Provide expert consultation about the psychological care of the service user group to external staff and organisations.
10. To be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients, e.g. service users, families and carers, other professionals, formal panels and statutory and voluntary organisations, orally, in writing and/or electronically.

Teaching, Training and Supervision

1. Use a broad theoretical knowledge base and specialist clinical skills to develop and support the psychological skills of others (assistant, trainee and other psychologists and members of other staff groups) via the development and delivery of teaching, training, supervision, support and consultation across the service.
2. Comply with governance systems in place for the provision and monitoring of clinical and professional supervision of qualified and unqualified psychological practitioners across the directorate.
3. Ensure that psychological staff under supervision practice within relevant guidelines for professional practice (BPS/HCP/BAACP etc).
4. Provide specialist consultation, training and (where agreed) clinical supervision to other multidisciplinary professionals for their provision of psychologically-based interventions for service users.
5. Provide specialist placements for trainee psychologists and other psychological therapists in training, ensuring they are provided with necessarily clinical and research/evaluation skills and experience to develop competent practice, and contributing to the assessment and evaluation of those competencies.
6. Ensure the development, maintenance and development of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.

Management, Human Resources and Service Development:

1. Agree workload with team manager and psychology lead, and manage working to expected caseload for self and any supervisees.
2. Participate in appraisal and development planning for self and supervisees as required, agreeing and identifying training/CPD needs.
3. Support in recruitment of psychologists and other multidisciplinary colleagues as required.
4. Contribute to the responsible management of equipment and resources required for the ongoing provision of a high standard of psychological service to the directorate.
5. Maintain up to date knowledge of relevant legislation, national and local policies and issues in relation to the provision of services.
6. Support service development and quality improvement initiatives within the directorate, in line with directorate priorities and in response to identified local need.
7. Attend regular psychology meetings to develop and maintain high standards of professional knowledge and practice in services.
8. Attend multidisciplinary team meetings related to service governance and development as required.

Research and Service Evaluation

1. Support systems for evaluation, monitoring and development of the directorate's psychological services to ensure services are delivered in line with Trust policies, national guidance and evidence based practice.
2. Use own skills and supporting others in undertaking research, audit and evaluation analyse and interpret complex data, identifying trends and opportunities for improvement.
3. Develop and implement service related and/or academic research or service evaluation projects, and advise/support other staff undertaking research and evaluation activities. Ensure that relevant clinical research, service evaluation and audit are undertaken in accordance with national and local NHS and professional requirements.

Information Technology

1. Provide accurate and timely clinical information as required and input into Trust electronic record systems.
2. Use information technology in line with Trust and NHS information governance requirements, and maintain up to date knowledge of systems and governance requirements.
3. Collate and report on information across service area using information systems to a high standard.

4. Prepare teaching materials and presentations to a professional level.

JOB DESCRIPTION AGREEMENT
This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder..

Statement on Employment Policies	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff

	<p>and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
General Data Protection Regulation (GDPR)	<p>To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone'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 control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p>

	Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.
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PERSON SPECIFICATION

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DEPARTMENT:	Psychology Services
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	Essential	Desirable
Education/ Qualification	<p>Doctorate in Clinical/Counselling Psychology or equivalence and able to demonstrate eligibility for BPS CPsychol (Chartered Psychologist) with HCPC registration as a Practitioner Psychologist.</p>	<p>Further training or qualifications in one or more additional specialised areas of psychological practice.</p> <p>Quality Improvement Training.</p> <p>Clinical supervision training for doctoral psychology trainees.</p>
Experience	<p>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 range of care settings, including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the treat of physical abuse.</p> <p>Experience of providing teaching, training and/or professional and clinical supervision.</p> <p>Experience in working in multidisciplinary settings and representing a psychological perspective in teams and services.</p>	<p>Experience of professional management of qualified and pre-qualified clinical psychologists.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience in the recruitment of psychology staff.</p> <p>Experience in contributing to service development, redesign and improvements in secondary mental health services</p>

<p>Knowledge & Skills</p>	<p><i>Clinical:</i> Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, psychometrics and neuropsychology.</p> <p>Able to draw upon a broad theoretical knowledge base in the analysis of highly complex facts and situations, requiring sustained and intense concentration, to arrive at appropriate formulation and compare and select from a range of treatment options. Skills in two or more distinct psychological therapies.</p> <p>An in depth knowledge and skills in applying clinical risk assessment and management in own and others' clinical caseload.</p> <p>Able to use highly specialist skills of empathy to overcome barriers to understanding and acceptance.</p> <p>Able to communicate at a high level verbally and in writing highly complex, technical and sensitive information to clients, families, carers, and a range of professionals and lay people within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Evidence of continuing professional development as required by BPS/ HCPC.</p> <p><i>Organisational/Management:</i> Able to plan, organise and prioritise own workload in the face of periods of competing demands.</p> <p>Able to plan, support and guide the workload of staff under supervisory responsibility.</p> <p>Must be capable of accountability for own work, of autonomous clinical practice, of being guided by precedent and of working towards defined results.</p>	<p>Highly developed knowledge of the theory and delivery of specialised psychological practice relevant to a secondary mental health setting (e.g. psychosis, personality disorder, complex trauma).</p>
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<p>Knowledge & Skills (cont'd)</p>	<p><i>Research & Evaluation:</i> Doctoral level knowledge of research design and methodology, including complex multivariate data analysis. Able to use skills and knowledge to design and implement service evaluations.</p> <p>Up to date knowledge of psychological research and national guidance relevant to the delivery of secondary mental health services.</p> <p><i>Legislative:</i> Knowledge of relevant legislation and its implications for both clinical practice and professional management in secondary mental health services.</p> <p><i>Cultural awareness:</i> Aware of the potential impact of discrimination & disadvantage on mental health.</p> <p><i>Flexibility:</i> Able to be flexible and adapt approach according to need.</p> <p><i>Information Technology:</i> Competence in use of IT equipment and software packages for the purposes of clinical record keeping, electronic communication, creating organisational documentation, data entry and analysis, research, and multimedia presenting and teaching.</p>	<p>Record of having published in either peer reviewed or academic or professional journals and/or books.</p>
<p>Personal</p>	<p>Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services.</p> <p>Able to contain and work with organisational stress and able to hold the stress of others.</p> <p><i>Physical effort:</i> Able to sit in constrained positions for a substantial proportion of working time.</p> <p><i>Mental effort:</i> Able to concentrate intensely for a</p>	

	<p>substantial proportion of working time, during client contact, teaching/supervision sessions, team meetings, preparing written work etc.</p> <p><i>Emotional effort:</i> Able to manage effectively frequent exposure to highly distressing/highly emotional circumstances and exposure to traumatic circumstances.</p> <p><i>Working conditions:</i> Able to manage effectively verbal aggression from service users, families, etc and the risk of physical aggression.</p> <p><i>Values:</i> Respectful approach to service users, families, carers, colleagues and other professionals. Willing to negotiate and can handle confrontation effectively and professionally.</p>	
Other	<p>Able to work to professional guidelines and Trust policy.</p> <p>Able to travel between work sites and to community settings for the delivery of services.</p>	