



JOB DESCRIPTION / PROFILE

Job Title	Clinical or Counselling Psychologist Band 7- 8a Development Post
Payband/Grade	Band 7 with development plan to Band 8a (subject to evidence of competency), or Band 8a if meet the experience required
Directorate	Health Psychology
Job Description Reference	

My job makes better lives by promoting health and independence for people who use our services and their carers/support staff by delivering high quality psychology assessments, formulation and interventions; providing consultation, supervision and guidance to assistant psychologists, trainee psychologists and others as required.

Job Overview: To assess, plan, implement and evaluate the psychological needs of people using our services.

- To mentor, supervise and teach qualified and unqualified staff including students
- Promote a psychological perspective both within teams and sharing with other colleagues
- Work collaboratively with team managers/ Clinical leads in the development and delivering of effective services
- Supporting and/or leading on specific service development projects
- The postholder will be expected to work flexibly within the service

Please note that this is a band 7 development opportunity and funding has been secured for appointed candidates to progress to a band 8A Senior Clinical/Counselling Psychologist position once agreed clinical and leadership competencies have been met. Unless 8a competencies are met at the time of application, the successful candidate will commence in post at band 7 and then work towards individualised competencies as discussed with the Sector Manager and Psychology Lead.

NHS Competency	B7	B8a
Communication	4	4
Personal and People Development	3	3
Health, Safety and Security	2	3
Service Improvement	3	3
Quality	3	4
Equality and Diversity	3	3
IT Skills	3	3
Statutory Requirements		
HCPC Registration as a Psychologist		

SABP Leadership Competency	
Strategic Leadership	4
People Leadership	4
Performance Leadership	4
Personal Motivation	4
Values	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Inclusive and Accountable	

Qualifications required

- Doctorate in Clinical or Counselling Psychology qualification or equivalent.

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Experience required:

- Experience of working with people from across the life span with a range of mental health issues and cognitive profiles.
- Experience across a range of psychological models including systemic, behavioural and individual therapeutic
- For roles in Learning Disabilities or older adults candidates should demonstrate experience of working with people with learning disabilities or older adults within a positive behaviour support framework

Band 8a (in addition to Band 7 responsibilities):

- Experience of supervising assistant and trainee clinical psychologists
- Demonstrable post registration/clinical experience and competency relevant to this care group.
- Experience of contributing to clinical practice/service development/project work.
- Demonstrable interest/skill in a relevant specialist area.

Suitable for someone who is interested in and passionate about providing high quality leadership and psychological support to people using our service and their carers.

Key Responsibilities

- To be professionally and legally responsible and accountable for all aspects of clinical work and care. To maintain high standards of care in all areas of practice in accordance with the HCPC Code of Conduct, professional guidelines and Trust Policies and Procedures. To act within the Mental Health Act and Mental Capacity Act (2005). To be aware of and implement Safeguarding Adult and Child Protection Policies, Procedures and legislation.
- To carry out comprehensive psychological and cognitive assessments and formulation, plan implement and evaluate delivery of psychology interventions and consultations to support people with specific needs.
- To actively involve people in developing and agreeing their own care plan, to act as an advocate and ensure that there is proper regard for their dignity, choice, self-esteem, racial, cultural, sexual and religious needs and preferences.
- To work creatively to adapt verbal and written communication to meet the needs of people who use our services
- To undertake comprehensive risk assessments and develop effective risk management plans for people with complex needs.
- To establish and maintain effective partnerships and relationships with colleagues, other agencies, people who use services and their carers and support staff.
- To contribute to conducting clinical audit, quality assurance and research, maintaining current knowledge of research findings and development within specific care group.
- To contribute to developing and providing a range of specialist teaching/training packages which can be delivered to a range of multi-disciplinary audiences.
- To positively contribute to divisional and team developments in relation to all aspects of

psychology practice.

- To contribute to the supervision and Individual Performance Review/Appraisal of assistant psychologists as required.
- To contribute to the development and implementation of appropriate policies, protocols and care pathways.
- To contribute to initiatives to ensure that the diverse needs of people within the care group are addressed within local services and future developments.

Band 8a (in addition to Band 7 responsibilities):

- To conduct and lead on clinical audit, quality assurance and research, maintaining current knowledge of research findings and development within specific care group
- To develop and provide a range of specialist teaching/training packages which can be delivered to a range of multi-disciplinary audiences.
- To lead on the supervision and Individual Performance Review/Appraisal of assistant psychologists as required.
- To act as practice assessor/supervisor/teacher in teaching, facilitating and supporting pre registration students and junior personnel and to participate in the audit of educational placements.
- To research national best practice and enable services to benchmark practice against nationally recognised standards - in partnership with people who use our services and their carers.
- Assist in appropriate staff recruitment and induction and contribute to the wider strategic plans regarding psychology recruitment.

Additional Responsibilities People with Learning Disabilities (PLD)

- To practice within a Positive Behaviour Support and trauma informed care framework.
- To contribute to the development, implementation and monitoring of interventions driven by government initiatives e.g. Transforming Care, LD Mortality review to promote positive health gains for clients.

Additional Responsibilities Working Age Adults(WAA)

- To practice within a Positive Behaviour Support and trauma informed care framework

Additional Responsibilities Older Adults Mental Health Services (OPMH)

- To practice within a Positive Behaviour Support and trauma informed care framework

Example of competencies and timescales

(Please note that these will be personalised for each individual based on experience and demonstrated clinical/leadership skills):

Time scale	Includes	By the end of the period the practitioner will	Details
0-2	Trust induction	Have attended the required trust induction inc access to the required IT systems and familiarising self with Trust web	Email, S1, ESR
	Local induction	Statutory and Mandatory training completed or booked. Understanding and networking building within team. Understanding of the leadership within the division.	Knowledge of the psychology function/drivers within the division.
1-3	PDP developed with supervisor and line manager	Identified any development needs evident at this stage and agree clear goals to achieve 8a competencies.	May include booking onto training, such as the Supervisors course at Surrey University and other educational programmes to build required skills.
3-5	Application for Supervisors training will have been submitted	Application to commence course will have been submitted and a start date in place.	Support will be given for application process/ time to complete supervision course and other training.
6-9	Established member of the clinical team	Feedback received from colleagues about the support/input offered to clinical MDTs, Psychology department and management meetings & supervision. Provide psychology consultation at a team level. Provide supervision for Assistant psychologists.	Attend additional courses identified.
9-12	Complete 1 st appraisal	Use appraisal to reflect on expertise in the specialist field of practice/service development and leadership skills and to continue further work on agreed competencies. Provide supervision for Trainees.	
12-18	Complete supervisors training course and other identified programmes.	To progress to band 8a, agreed competencies will have been fully achieved.	