

JOB DESCRIPTION & PERSON SPECIFICATION

Job Title:	Clinical Psychologist
Band:	8b
Department:	Haringey CAMHS LD Team
Location and mobility:	Main base: St Ann's Hospital, Tottenham
Accountable to:	Haringey CAMHS LD Team manager
Responsible to:	Haringey CAMHS Service Lead
Responsible for:	Haringey CAMHS Teams: <ul style="list-style-type: none"> • Service for Children & Adolescents with Neurodevelopmental disorders (SCAN) also Known as The LD Team

The CAMHS LD service Supports Young Children with moderate to severe learning, where the degree of impairment is significant and coupled with mental health difficulties including severe challenging behaviour. LD team works closely with the Children with disability Team (Haringey Children's Social Services), Paediatricians, and Special Schools.

WORKING RELATIONSHIPS:

Internal:	Haringey CAMHS professionals/colleagues Barnet and Enfield CAMHS professionals/colleagues Other professionals involved in the care and treatment of young people Haringey Community Services: specialist children's services Haringey Mental Health Divisional Group Haringey Paediatrician & Integrated Care Services
External:	Parents / carers and young people Local Authority / Voluntary Sector / User Groups Other health and social care providers Educational Services – Special Schools Haringey Children's Social Services Haringey Adult Integrated Learning Disabilities Service GPs / Primary Care

These are not exhaustive lists.

JOB SUMMARY:

This role is to provide clinical leadership on the service provision and development of Haringey CAMHS within the Learning Disability Team also known as the SCAN Team. The role includes having a small clinical caseload providing expert therapeutic intervention, as well as the clinical leadership and management of the service. This role is supported by job planning along with support from the team manager and clinical lead within Haringey CAMHS. The post holder would support the delivery of the service provision and for implementing and reviewing systems, policies, standards and procedures that ensure the provision of high-quality services within frameworks agreed by the Trust and the Commissioners.

MAIN TASKS AND RESPONSIBILITIES:

Clinical Leadership & Management

- To take overall management responsibility for clinical service delivery and some operational matters.
- To take an active role in service development in line with service and national guidance and stakeholder views.
- Provide senior clinical leadership / consultation to colleagues.
- To maintain an active caseload as relevant to professional registration in line with job plan as determined with CAMHS Clinical Lead. Job plan will allow for balance of clinical / managerial work as required by the needs of the service.
- To support and supervise staff, chair team meetings and respond to queries. To advocate for the service and be instrumental in leading service delivery and development.
- To develop robust interagency relationships with, Children, Young People and Families within the Service Line, and other key agencies, supporting the development of integrated care pathways and locality working.
- Responsible for overseeing and monitoring of key performance indicators, which may include managing waiting lists.
- Manage the planning and organisation of activities as and when required.
- To provide cover for the other Team Managers or the CAMHS Service Lead as required
- To ensure that accommodation, facilities and staff are organised to enable effective provision of services.
- Responsible for the provision of safeguarding leads within the team
- Through supervision and appraisal will identify their own professional development needs.

Communication

- Dealing with sensitive or contentious information
- Planning and organising activities
- Dealing with complex staff issues or work planning/scheduling
- Assessment of problems that require analysis and/or interpretation
- Communication is routine and can be highly complex; for example, responding to complex cases with a need for a wide understanding of the issues involving a number of professionals

Service User Care

- Hold a clinical caseload, providing specialist therapeutic intervention
- Support junior colleagues with their caseload management to work effectively and efficiently and creating capacity to take on new cases.
- Overseeing day to day management of the Service in conjunction with other Haringey CAMHS teams, coordinating the clinic-based service, along with outreach where required
- To take a lead role as referrals coordinator / duty clinician to ensure that young people are triaged and screened into the service or signposted as appropriate, in consideration of risk and urgency
- To develop and maintain an effective case management service to ensure the care and continuity of treatment is maintained throughout service user's treatment.
- Ensuring high standards of record/case note recording in line with an integrated clinical care notes policy.
- To be responsible for the co-ordination and management of the teams in providing a safe, effective and therapeutic clinical team ensuring the delivery of high-quality community mental health care packages.
- To work in partnership with key agencies to ensure easy access for children and families into CAMHS
- To support the development of integrated care pathways
- To build strong strategic and operational relationships between the CAMHS Community Teams and Children Young Peoples services and Families, inpatient services and with adult mental health services.
- To be responsible for working closely with clinicians and professionals and support staff within the service to audit outcomes and promote best practice.
- To ensure that the Service is friendly and responsive and deals with concerns; complaints; and other feedback in a timely and effective manner attempting early resolution in conjunction with the Patient Experience Team.
- To coordinate and investigate complaints and moderate to severe incidents, providing reports/feedback as required.

People (HR) Management

- Day to day ad-hoc support of staff and local induction for new starters
- Delivering training as and when required
- Line management responsibility including recruitment, appraisals, performance management
- Responsible for the co-ordination of personnel on a day to day basis. Including the deployment and supervision of staff, allocation of referrals as appropriate and monitoring and auditing the quality and effectiveness of service delivery
- To delegate appropriate responsibility and authority to team members whilst retaining overall responsibility and accountability for results
- To deploy staff to meet demand and to address any short-term deficiencies in cover
- To actively support individual continuous professional development of staff in partnership with appropriate professional leads
- To manage any disciplinary or performance situations that arise within the area, supported by the HR department
- To continuously monitor performance and address issues where they have been identified.

Information Management

- Requirement to create and analyse data reports, acting on identified areas for action
- Responsible for the operation of computer systems

Policy Development

- To take a lead role in the development of CAMHS services within the locality including working to an agreed model, developing clinical structures, recruiting staff and operational organisation of the services including all HR matters
- To assist with the development of the CAMHS service leading on agreed projects within the service.
- To ensure Young People and Carers are engaged in the development of services and structures.

Service Development

- Contributing to business planning
- Developing practices or protocols, through the review of service provision standards and care pathways
- To lead on project work as determined by the strategic direction of the Service Line and as directed by the CAMHS Service Lead
- To ensure robust governance systems are in place which support service improvement including but not limited to audits, staffing, training, safeguarding, incident reporting, complaints/compliments, finance, Health & Safety, policies
- To conduct regular service audits and ensure compliance with action plans.
- To provide, maintain and develop community mental health care to the optimum standard possible within the resources provided.
- Maintains an effective learning environment for the team and all students seconded to the team
- To keep up to date with legislation, evidence-based practice and has a clear understanding of good practice
- To follow professional guidelines and Codes of Practice as laid down by the relevant governing body
- To be responsible for ensuring that all agreed standards and performance measures are met and that there is a positive culture of service improvement
- To be responsible for the team risk register, planning and implementing risk management strategies.
- To take a lead on service improvement initiatives, innovate, foster a culture of continuous improvement and support the team to deliver highest standards of care through best practice clinical interventions.
- To be responsible for carrying out audits of clinical areas where appropriate and ensuring recommendations / outcomes are acted upon.
- To promote the concept of research-based practice and facilitate the involvement of staff in research projects.

Resource Management

- To be accountable for seeing that the budgets for the services they are responsible for are managed within resources.

Systems and Equipment

- To efficiently and effectively use computer systems, such as: Microsoft Applications; Health Roster; Incident Reporting and risk management; Compliments; and clinical records systems

- The post holder will ensure that systems are in place to ensure accurate records relating to service activity are maintained and to respond to appropriate requests for this information to be made available for the purposes of research, audit and FOI requests.

Effort, Mental and Environment

- The post holder may be required to travel to other sites, locally within the borough and other areas for the purposes of work
- To attend appropriate courses and conferences to ensure own professional development as agreed in advance with the Service and Clinical Leads
- Good levels of concentration, analyzing information and acting accordingly with sound judgement
- Emotional effort required when dealing with sensitive issues, such as
i.e. Consider working conditions, frequency of interruptions, and amount of concentration required, exposure to hazards and the frequency of occurrence.

CORE ADDITIONAL INFORMATION FOR ALL EMPLOYEES

MOBILITY

As an employee of this organisation, you may be asked to carry out duties at any of its establishments, at any time throughout the duration of your contract.

HEALTH and SAFETY

It is the duty of all employees to ensure that a safe working environment and safe working practices are maintained at all times. It is also the responsibility of management to do so.

INFECTION CONTROL

All staff will be expected at all times to practice in accordance with the infection control standard specified in the policies of the organisation.

RISK MANAGEMENT

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

HEALTH PROMOTION

This organisation is committed to helping people live a healthier life. All staff are encouraged to make healthier choices and to be aware of the range of health promotion information and local policies that support the promotion of health and the prevention of ill health e.g., food and nutrition, stress management etc.

All clinical staff are reminded of their individual professional responsibilities for the promotion of health, by providing up to date and relevant best practice advice, in supporting their patients/clients to live a healthy life.

FLEXIBLE WORKING

This organisation is committed to offering flexible, modern employment practices which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered

SMOKING

Barnet, Haringey & Haringey Mental Health NHS Trust has a smoke free policy. Smoking will not be permitted on any Trust premises (including the grounds that those premises are sited on) or in any Trust-owned vehicle. Applicants should be aware that it will not be possible to smoke throughout working hours.

EQUAL OPPORTUNITIES

In line with the organisation's Equal Opportunities Statement, this organisation is committed to ensuring and promoting the rights of all people to equality of opportunity and all staff are required to abide by and promote this.

POLICIES AND PROCEDURES

All employees, at all times are subject to the policies and procedures of this Organisation.

SAFEGUARDING CHILDREN & VULNERABLE ADULTS

Safeguarding is everyone's responsibility, and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults.

Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related

mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults.

DATA PROTECTION

In line with national legislation, and organisational policy, all data will be processed in a fair and lawful way, for the specific registered purpose and not disclosed in any way incompatible with such purpose or to any unauthorised persons or organisations.

CONFIDENTIALITY

This organisation attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, and other data held and processed by the organisation. All data should be treated as confidential and should only be disclosed on a need-to-know basis. Some data may be especially sensitive and is the subject of a specific organisational policy, including information relating to the diagnosis, treatment and/or care of patients, individual staff records and details of contract prices and terms. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. Due to the importance that the organisation attaches to confidentiality disciplinary action will be taken for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

All employees should be mindful of the seven-information management Caldicott principles when dealing with data belonging to the organisation and person identifiable information.

1. Everyone must justify the purpose(s) for which patient-identifiable information is used
2. Do not use patient-identifiable information unless it is absolutely necessary
3. Only use the minimum necessary for the purpose
4. Access to patient-identifiable information should be on a strict "need to know" basis
5. Everyone with access to patient-identifiable information should be aware of their responsibilities
6. Everyone with access to patient identifiable information should understand and comply with Data Protection and Security legislation
7. The duty to share information can be as important as the duty to protect patient confidentiality

If there is any doubt whether or not someone has legitimate access to information, always check before you disclose.

STANDARDS OF BUSINESS CONDUCT FOR NHS STAFF & CODES OF CONDUCT

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the Code of Conduct for NHS Managers. All staff are required to act in accordance with the rules and regulations as described in the organisation's Standing Orders and Standing Financial Instructions.

The organisation reserves the right to report any activity, incident or suspicion of behaviour likely to be deemed a breach of a professional code of conduct to the appropriate professional body. This decision as to whether such a report will be made will only be taken by the appropriate service Director after he/she has fully considered the available facts. At all times, the safety of the public, staff and the reputation of the employing organisation and the wider NHS will be key points for consideration before any report is made.

MANDATORY TRAINING

All staff are required to attend any training designated by the organisation and/or service as mandatory (compulsory) for the position held or to provide evidence of previous, recent equivalent training at a level appropriate to the post held.

SATISFACTORY CLEARANCES

For all posts where the appointment is subject to satisfactory clearance via the Criminal Records Bureau or Independent Safeguarding Authority, or any other successor agency, it should be clearly understood that the post holder must maintain satisfactory clearance status throughout his/her employment in the post.

PROFESSIONAL REGISTRATION

With respect to any post for which the appointment is subject to holding a specific professional registration, as set out in the person specification for the post, it should be clearly understood that the post holder must maintain satisfactory registration status throughout his/her employment in the post.

ADDITIONAL CLAUSE FOR ALL MANAGERS**RISK MANAGEMENT**

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed and that staff receives appropriate training, that a local risk register is developed and regularly monitored and reviewed. Significant level risk must be reported through the Quality Improvement and Risk Committee (QIRC) network. Risk registers need to be submitted to the Support Services Manager or other nominated officer, on an annual basis.

ADDITIONAL INFORMATION FOR ALL STAFF

Where relevant, further information regarding these core clauses can be found in each employee's written statement of terms and conditions of employment (contract documentation).

BEH-MHT VALUES

Our values

The Trust's values are:

- Compassion
- Respect
- Being Positive
- Working together

NHS VALUES

It is recommended that where possible the NHS values below are reflected in job descriptions. Please go to the NHS Confederation website for further information www.nhsconfed.org

RESPECT AND DIGNITY

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities, and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

COMMITMENT TO QUALITY OF CARE

We earn the trust that is placed in us by insisting on quality and striving to get the basics right every time – safety, confidentiality, professional and managerial integrity, accountability, dependable service, and good communication. We welcome feedback, learn from our mistakes, and build on our success.

COMPASSION

We find the time to listen and talk when it is needed, make the effort to understand and get on and do the small things that mean so much – not because we are asked to but because we care.

Improving lives

We strive to improve health and well-being and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements, and innovation.

WORKING TOGETHER FOR PATIENTS

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

EVERYONE COUNTS

We use our resources for the benefit of the whole community, and make sure that nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

DIGNITY AT WORK STATEMENT

Barnet, Haringey & Haringey Mental Health NHS Trust is committed to treating all of our staff and patients with dignity and respect. You are responsible for behaving in a way that is consistent with these aims. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

PERSON SPECIFICATION

Job Title: Clinical Psychologist
Band: 8b
Department: Haringey CAMHS LD Team

REQUIREMENTS	ESSENTIAL	DESIRABLE	Assessment Type Interview (I) /Test (T) /Application (A)
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> • Registration with relevant health professional body. • Post-graduate doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS. • Membership of HCPC. • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Qualified ASD training, i.e. ADOS • Accredited supervisor training • Teaching / Mentoring qualification • Management / Leadership qualification 	A
EXPERIENCE AND KNOWLEDGE	<ul style="list-style-type: none"> • Clinical experience as a registered healthcare practitioner within community Neurodevelopmental / Learning Disability CAMHS. 	<ul style="list-style-type: none"> • Ability to contain, explore and formulate an understanding of high levels of distress both directly with patients and indirectly via supervision of other staff. 	A/I

	<ul style="list-style-type: none"> • At least 2 years post qualification experience at Band 8a or higher in a children / young persons mental health setting. • Experience of providing psychological therapies to children, young people and their families with a wide range of moderate to severe mental health problems in the community • Experience of child safeguarding procedures and how these apply in community CAMHS • Experience of developing clinical practice • Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a clinician and also within the context of a multidisciplinary team/care plan. • Experience of clinical audits and developing action plans for improvement 		
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Good IT skills with knowledge of electronic clinical records and Microsoft systems • Clinical and management 		A/I

	<p>supervision and appraisal skills</p> <ul style="list-style-type: none"> • To be able to function as part of multi-disciplinary team and liaise with external agencies i.e. primary care, education, social and health care. • Biopsychosocial assessment skills Good reflective skills • Job planning and time management skills, for self and supporting others • Understanding of evidence-based practice and the ability to demonstrate how this influences clinical practice • Understanding of the policy and legislation issues influencing the work environment. • Well developed skills and the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. • Ability to identify provide and promote appropriate means of support to children, young people, families and carers and staff exposed to highly distressing 		
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	situations and severely challenging behaviours.		
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Maintain professional standards and follow codes of practice • Ability to maintain effective working relationships with relevant parties • Ability to adopt a positive view of change with a 'can do attitude' • Commitment to client centred, non-discriminatory practice • Commitment to lifelong learning • A flexible approach 		A/I
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • Ability to travel to other sites and the community as and when required. 		A/I

Last Reviewed Date:.....07/02/2024

Reviewers Name and Position:Richmond Opoku – Service Manager, Mark Dumbrill – Clinical Lead, Margot Kalmus – Lead Psychologist

FOR CANDIDATES TO NOTE

Please read the applicant's guide carefully, noting particularly where the initial assessment of criteria will be made. The interview will probe, in core depth, ALL CRITERIA.

This Person Specification gives the description of the skills, abilities, qualifications, and experience that are required by the post holder. It is a particularly important document to consider when you are writing the 'supporting statement' element of your application form, as it provides a benchmark against which applicants will be short-listed

Only candidates who can demonstrate that they meet the essential criteria will be invited to interview. You should therefore ensure that your application/supporting statement demonstrates how your previous experience, skills, qualifications, and abilities match all of the essentials identified and possibly show examples or evidence of these

Please also note which essential criteria will be assessed at interview and which you will need to demonstrate on your application form.