

## JOB DESCRIPTION

### 1. GENERAL INFORMATION

Job Title:	Clinical Psychologist
Band:	Band 8a
Salary:	per annum, inclusive of allowances
Hours:	37.5 hours per week
Terms & Conditions	In accordance with the Agenda for Change NHS Terms & of Service; Conditions of Service.
Accountable to:	Divisional Director SMS
Responsible to:	Borough Service Manager Head of Psychology for SMS will have joint responsibility around job planning
Professionally responsible to:	Director of Psychology through the Head of Psychology for SMS

### 2. JOB SUMMARY

The 8a psychologist will be part of Islington Better Lives, a substance misuse service provided by a partnership between North London Mental Health Partnership and the health and social care charity Humankind. Better Lives provides a comprehensive service for residents in Islington who are experiencing difficulties with substance misuse.

The post might be available as a Band 7 to 8a *development role* for recently qualified psychologists who do not meet all of the person specifications for Band 8a.

The service operates from a range of community settings to support consistent access to care and treatment. The service also works closely with the wider NHS, statutory bodies, local authorities and the third sector, to ensure the appropriate support is in place for service users and their families.

The role of the psychologist will be to provide psychologically informed consultation, training and supervision for the team, and psychological assessment and formulation contributing to effective team-based recovery care plans. They will also provide specialist 1:1 and group psychological interventions with service users with multiple and complex areas of need.

The psychologist will support the team to develop, improve and evaluate effective services to enhance recovery outcomes and develop pathways into wider services such as mental health teams and social services, including translating findings from the research evidence base into innovative practice and designing audit and research to answer local treatment questions.

The post holder will be expected to work across multiple sites in the division. Time spent at each site will vary according to service need.

For an informal discussion about this opportunity, please contact [dominic.o'ryan@candi.nhs.uk](mailto:dominic.o'ryan@candi.nhs.uk)

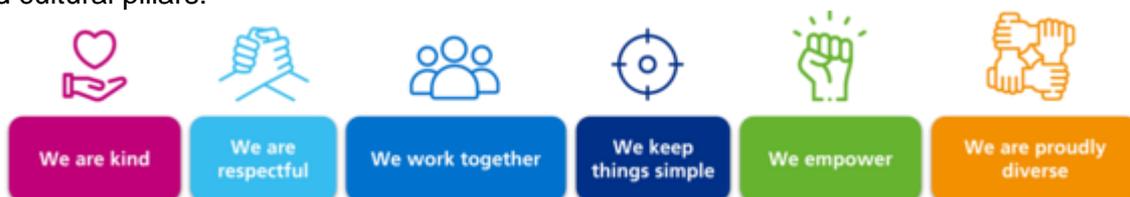
### Working for North London Mental Health Partnership

The partnership between Barnet, Enfield and Haringey Mental Health NHS Trust (BEH) and Camden and Islington NHS Foundation Trust (C&I) is going from strength to strength since it was originally established in 2021 forming the North London Mental Health Partnership.

Why choose to join the Partnership?

- We believe that by working together, our two Trusts can achieve more for the residents of North Central London and our patients than we can by working apart.
- Deliver the best care using the most up-to-date practice in supporting those with mental health illnesses.
- Transforming and creating a positive environment for our service users, staff and visitors.
- Creating and working together to become a great place to work for all our staff.
- We offer flexible working, a wide range of health and wellbeing initiatives, NHS Pension and so much more.
- Generous Annual Leave Allowance
- NHS Discounts in a large variety of retail stores and services.
- We have excellent internal staff network support groups.

The postholder will need to be comfortable working in an environment of complex matrix management arrangements and will at all times behave and align with our Trusts' values and cultural pillars:



### 3. MAIN DUTIES AND RESPONSIBILITIES

#### 3.1 Clinical

To provide specialist psychological consultation, guidance and advice to the team in formulating and devising psychologically informed recovery care plans and risk assessments for service users.

To provide specialist psychological assessments for service users, families and social networks using interview, formal psychometric and other assessment methods as appropriate.

To provide psychological treatment, using a range of specialist psychological interventions as appropriate for the treatment of a range of problems and severity and complexity, including brief therapy and group interventions.

To provide reports and communicate in a skilled and sensitive manner concerning the consultation, assessment, formulation and treatment offered and undertaken with service users.

To liaise with other health and social care staff, from a range of agencies, in the care provided to service users.

To case manage clients and work with other members of the MDT and other services to meet the needs of service users.

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

To provide professional and clinical supervision of band 7 psychologists and trainee psychologists, and, where required of assistant psychologists.

To provide consultation, training, advice and supervision, where appropriate, to health and social care staff, partnership agencies, voluntary sector agencies and social networks.

To continue to develop skills in the area of professional post-graduate teaching, training and clinical supervision.

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

To contribute to the development, evaluation and monitoring of the service's operational policies and procedures.

To advise professional management on those aspects of the service where psychological and organisational matters need addressing.

To manage the workloads of psychologists under your line management, within the framework of the service's policies and procedures.

To monitor service provision ensuring practice meets best professional and evidence-based standards

To monitor case load activity to ensure the service meets key performance indicators.

### **3.4 Research, audit and service evaluation**

To utilise evidence-based literature and research to support evidence based practice in assessment and treatment recommendations.

To undertake appropriate research and provide research support to other staff undertaking research.

To participate in and contribute to clinical audit and service evaluation with colleagues within and outside the service, to help evaluate and improve service provision, proposing changes to working practice and procedures for own work area as required.

### **3.5 General**

To receive regular clinical professional supervision from a senior clinical or counselling psychologist and, where appropriate, other senior professional colleagues as indicated and negotiated with line manager.

To participate in an agreed programme of training and continuing professional development and maintain an active engagement with current developments in psychological practice in areas related to the post.

To maintain up to date knowledge of legislation, national and local policies and issues of relevance to the service and service user group.

To undertake such other duties and responsibilities, appropriate to the grade of the post, as may be agreed with the Borough Service Manager.

## **4. PROBATIONARY PERIOD**

This post is subject to the requirements of a six month probationary scheme for new staff only.

## **5. PARTNERSHIP WORKING**

Camden and Islington NHS Foundation Trust & the London Boroughs of Camden & Islington are working in partnership to provide mental health services. Employees from all the participating organisations work closely together and have joint management and supervision arrangements. In addition you will be expected to collect and report data relating to performance indicators for both organisations.

## **6. CONFIDENTIALITY**

All information concerning patients/clients and staff must be treated as strictly confidential at all times.

## **7. CODE OF CONDUCT**

Camden and Islington NHS Foundation Trust has a code of conduct for all non-registered staff in a direct care role. As an employee of the Trust you are expected to comply with this code at all times, and any breach of it whilst in practice will be investigated by the Trust.

Copies of the code of conduct can be obtained from the Human Resources Department and it is also available on the Camden and Islington NHS intranet.

## **8. VALUING DIVERSITY**

It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end the Trust has a Valuing Diversity in the Workplace Policy and it is for each employee to contribute to its success.

## **9. INFECTION CONTROL**

The prevention and control of infection is the responsibility of everyone who is employed by Camden and Islington Foundation Trust. Employees must be aware of infection control policies, procedures and the importance of protecting themselves and their clients in maintaining a clean and healthy environment.

## **10. HEALTH & SAFETY**

All staff must comply with all Foundation Trust Health & Safety Policies and Procedures. Staff must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

## **11. NO SMOKING POLICY**

There is a smoke free policy in operation in the Trust. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

Designated smoking areas or smoking rooms are not permitted. Support is provided for staff members who wish to stop smoking.

## **12. DATA PROTECTION**

If you have contact with computerised data systems you are required to obtain, process and/or use information held on a computer or word processor in a fair and lawful way. To hold data

only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed.

### **13. DATA PROTECTION ACT**

All staff who contribute to patients' care records are expected to be familiar with, and adhere to, the Trust's Standards of Records Keeping Policy. Staff should be aware that patients' care records throughout the Trust will be subject to regular audit.

All staff who have access to patients' care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Trust's Confidentiality of Health Records Policy.

All staff have an obligation to ensure that care records are maintained efficiently, and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and on the basis that, on accepting their job description, they agree to maintain both patient / client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act.

### **14. ACCESS TO HEALTH RECORDS**

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In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the access to Health Records Act 1990.

### **15. SYSTEMS AND IT SKILLS REQUIREMENTS**

All Trust staff are expected to use and to enter data onto the Foundation Trust Clinical Information System and to use other required IT applications where it involves their work. All Foundation Trust staff will also need to have the essential IT skills in order to use the Foundation Trust Clinical Information System as well as other required IT related applications in their jobs. Initial and on-going IT applications and IT skills training will be provided to underpin the above.

## **16. WASTE DISPOSAL**

All staff must ensure that waste produced within the Foundation Trust is segregated and disposed of in such ways that control risk to health, or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the Foundation Trust policy.

## **17. PROFESSIONAL REGISTRATION**

- i) If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. Nursing & Midwifery Council for nurses), it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.
- ii) You are required to advise the Foundation Trust if your professional body in any way limits or changes the terms of your registration.
- iii) Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.
- iv) If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment. Furthermore throughout your employment with the Foundation Trust, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

## **18. RISK MANAGEMENT**

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

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.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff receive appropriate training, that a local risk register is

developed and monitored on a quarterly basis and any changes reported to the Clinical Governance Committee and Risk and Assurance Committee.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Clinical Governance Committee or Risk and Assurance Committee if resolution has not been satisfactorily achieved.

## **19. SAFEGUARDING**

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the Trusts' Safeguarding policies and procedures, act promptly on concern, communicate effectively and share information appropriately.

**20. REVIEW OF THIS JOB DESCRIPTION**

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the postholder on an annual basis.

**21. INITIALS AND DATE OF PREPARATION**

LMcG/RMcC/DOR – 10.03.21