

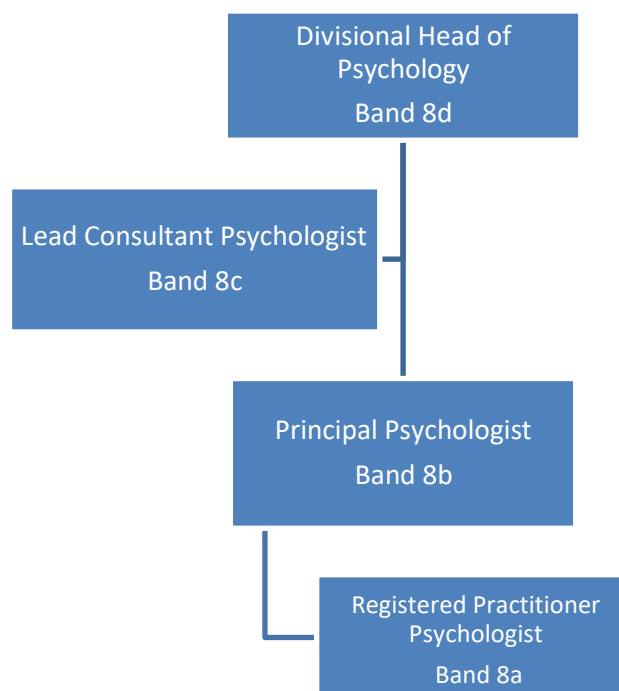
AFC Reference:	SC/0114
Job Title:	Registered Practitioner Psychologist
Band:	8a
Division/ Service:	Secure Care Division
Accountable to:	Head of Secure Psychological Services
Responsible to:	Principal Clinical/Forensic Psychologist Secure Psychological Services

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.

ORGANISATIONAL CHART



Job purpose

To apply and maintain those skills acquired through further specialist training and experience to monitor and ensure the systematic provision of highly specialised psychological services within the designated clinical service, to work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within Psychological Services and delegated management responsibilities where appropriate. To utilise research skills for audit, policy and service development and research. To propose and implement policy changes within the clinical area. To supervise doctoral level trainee psychologists and assistant psychologists as required.

Principal responsibilities

Clinical

1. To provide specialist psychological assessments of service users referred to the clinical service 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 semi-structured interviews with service users, family members and others involved in the patient's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a patient's psychological problems, based upon an appropriate conceptual framework of the patient's problems, and employing methods based upon evidence of efficacy.
3. To be responsible for implementing a range of psychological interventions for individuals, and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses where appropriate.
4. To evaluate and make decisions about treatment options taking into account relevant theoretical and therapeutic models and highly complex factors concerning historical, developmental, and systemic processes that have shaped the individual, family, or group. To exercise autonomous professional responsibility for the assessment, treatment, and discharge of service users whose problems are managed by psychologically based standard care plans. To provide specialist psychological advice guidance and consultation to other professionals and/or carers, contributing directly to service users' formulation, diagnosis, and treatment plans.
5. To ensure that all members of the clinical team have access to a psychologically based framework for understanding and care of service users, through the provision of advice and consultation and the dissemination of psychological research and theory
6. To undertake risk assessment and risk management for individual service users and to provide both general and specialist advice to other professions on psychological aspects of risk assessment and risk management.
7. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation, and treatment plans of service users under their care and to monitor progress during the course of both uni and multidisciplinary care.
8. To provide expertise, advice, and support to facilitate the effective and appropriate provision of psychological care by all members of the team.

Teaching, Training and Supervision

1. To provide post-qualification training (CPD) and clinical professional supervision to recently qualified HCPC registered psychologists attached to the team, where appropriate.
2. To provide advice, consultation, training, and clinical supervision to other members of the team for the provision of psychologically based interventions to help improve service users functioning.
3. To provide pre- and post-qualification teaching of psychologists and/or other psychological services staff, and other disciplines as appropriate.
4. To develop and maintain skills in the area of professional pre- and post-graduate training.
5. To provide advice, consultation and training to staff working with the service user group across a range of agencies and settings, where appropriate.
6. To receive regular professional supervision from a senior psychologist in the team and where appropriate other senior colleagues.
7. To continue to gain wider post-qualification experience of psychology in line with HCPC, and where appropriate BPS, requirements.
8. To provide professional and clinical supervision to assistant psychologists and, as appropriate, supervise Doctoral level.
9. To contribute to the pre and post-qualification teaching of all relevant staff, as appropriate.

Management, Recruitment and Service Development

1. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees, and qualified psychologists.
2. To participate as a senior clinician in the development of a high quality responsive and accessible service, including proposing and implementing changes within the psychological service.
3. To exercise delegated responsibility for managing psychology staff based within the psychology service.

Research and Service Evaluation

1. To contribute and where appropriate take a lead role, in the evaluation, monitoring and development of service evaluation and audit
2. To Incorporate psychological frameworks for understanding and provision of high-quality care and the improvement of services for service users and their families.
3. To utilise theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members.
4. To undertake appropriate research as agreed with the line manager and Lead Consultant

Clinical Psychologist and provide research advice to team colleagues undertaking research.

5. To undertake a defined role in Service Governance structures if/when agreed with the service lead.

General

1. To ensure the development, maintenance, and dissemination of the highest professional standards of practice through active participation in internal and external CPD training and development programmes and to provide evidence of CPD undertaken, e.g., in the form of CPD logbook.
2. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflective scientist practitioner, taking part in regular professional supervision and appraisal, and maintaining an active engagement with current developments in the field of clinical or forensic psychology and related disciplines.
3. To maintain and promulgate 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 of the HCPC, British Psychological Society and Trust policies and procedures.
4. To maintain up-to-date knowledge of legislation, national and local policies, and issues in relation to both the specific service user group and area of care.
5. To perform other duties of a similar kind appropriate to the grade which may be required by the Lead Consultant Psychologist or Head of Service
6. To maintain professional registration with the HCPC and to adhere to HCPC standards of proficiency. To adhere to the standards of conduct, performance and ethics as set out by the HCPC.
7. To be competent and make full use of IT packages available within the work area, for example, Microsoft Office, E-mail, Internet, and statistical package

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 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.
- Attend a one day Just and Learning & Civility and Respect training workshop.
- Be an ambassador for Just & Learning and Civility & Respect following the training.
- Positively advocate the just and learning culture within your team.
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/ services to create a positive environment for Just and Learning Culture.
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/ information to the attention of team members and other MCT colleagues they work with.

- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

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.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS:	<ul style="list-style-type: none"> • Doctoral level training (or equivalent) in a professional area of psychology conferring HCPC registration as a practitioner psychologist. • Current HCPC registration 	<ul style="list-style-type: none"> • Post-doctoral training in one or more additional specialised areas of psychological practice • Chartered registration with the BPS
KNOWLEDGE/EXPERIENCE:	<ul style="list-style-type: none"> • Knowledge and skills development to meet factor 2 level 8 requirements. • Demonstrated clinical experience of working as a registered psychologist with the service user group accessing the service in which this post is based. • Demonstrated experience working as part of a multi-disciplinary team and/or liaison with multidisciplinary clinicians and/or stakeholders. • Demonstrated experience in undertaking specialist assessment, formulation, care planning and interventions. • Experience of working with a wide variety of service user groups, experiencing complex needs, and presenting problems. • Experience of working with presenting problems that reflect the full range of clinical severity • Experience of maintaining a high degree of professionalism in the face of highly emotive and distressing problems, 	<ul style="list-style-type: none"> • Experience of the application of psychology in different cultural contexts. • Knowledge of organisational dynamics and institutional factors relevant to the delivery and effectiveness of secure inpatient mental health and PD services. Research/publications on relevant issues.

	<p>verbal abuse and the threats of physical abuse.</p> <ul style="list-style-type: none"> • Demonstrated ability to work independently on own initiative. While utilizing clinical supervision systems to maintain safe and effective practice. • Experience of exercising full clinical responsibility for service users psychological care and treatment, within the context of a multidisciplinary care plan. • Formal training in clinical supervision and experience of supervision of junior psychological staff and/or other disciplines. • Experience of teaching, training. • Experience of engagement with leadership and/or management in service development. 	
VALUES:	<ul style="list-style-type: none"> • Continuous Improvement • Accountability • Respectfulness • Enthusiasm • Support • High professional standards • Responsive to service users • Engaging leadership style • Strong customer service belief • Transparency and honesty • Discreet • Change oriented 	

<p>SKILLS:</p>	<ul style="list-style-type: none"> • Well-developed skills in the use of complex methods of psychological assessment incorporating a range of methodologies, e.g. clinical interview, psychometrics, structured clinical tools. • Well-developed clinical intervention skills. Including at least one modality- specific clinical training to a standard eligible for accreditation. • Ability to assimilate complex information from a range of sources to complete psychological formulation and clinical risk assessment in order to develop effective treatment plans for service users with complex needs. • Experience of delivering psychological intervention in a range of formats to service users with complex needs. • Demonstrated ability to effectively engage service users who may present with significant clinical obstacles to engagement. • Demonstrated Ability to maintain clear and appropriate personal and professional boundaries and to recognise own limitations. • Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical and clinically sensitive information to service users, their families, carers 	<ul style="list-style-type: none"> • Completion of training in specialist clinical and risk assessment tools in the area of specialism e.g. HCR-20, START, SCID, IPDE, PCL-R, WAIS, ADOS. • Well-developed knowledge of the theory and practice of assessment and specialised psychological therapies in specific difficult to treat populations relevant to the post. • Previous training and experience of delivering a range of recognised specialised therapies e.g. CBT, DBT, Schema therapy • Evidence of training and experience with regard to the development of Management and leadership skills.
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	<p>and other professional colleagues both within and outside the NHS.</p> <ul style="list-style-type: none"> • Demonstrated Skills in providing consultation to other professional and non-professional groups. • Knowledge of research design and methodology, including complex multivariate data analysis as practised within the field of applied psychology • Knowledge of legislation in relation to the service user group and area of service delivery. • Evidence of continuing professional development as recommended by the HCPC/BPS. • Evidence of recognised Formal training in supervision of other psychologists • Well-developed ability to utilise IT systems such as MS Office. 	
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