

AFC Reference:	LOC /0047
Job Title:	Highly Specialist Clinical Psychologist
Band:	8a
Hours:	37.5 hours
Division/Service:	Local
Accountable to:	Operational Lead / Clinical Services Manager
Responsible to:	Step Forward Team

#### **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.

#### **Job Purpose:**

The post holder will apply and maintain those skills acquired through further specialist training and experience to monitor and ensure the systematic provision of highly specialised psychological services and provide a service to individuals and their families / carers across all sectors of care, within an equality and human rights framework.

The post holder will supervise and support the highly specialised psychological assessment and therapy provided by other psychological professions and other members of the team who provide psychologically based care and treatment. The post holder will exercise delegated management responsibilities where appropriate and work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the team. The post holder will utilise research skills for audit, policy and service development and research and propose and implement policy changes within the area served by the team.

A work plan will be developed with the post holder which will be reviewed on a regular basis depending on the needs of the team. It will be anticipated that you may have a trainee from the Clinical Psychology courses (Liverpool, Lancashire and Manchester)

### **Organisational Chart**



### **Principal Responsibilities:**

#### **Clinical:**

1. To provide specialist psychological assessments of individuals accessing the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with the individual and others involved in the individuals care.

2. To formulate and implement plans for the formal psychological treatment and/or management of individuals psychological needs, based upon an appropriate conceptual framework of their needs, and employing methods based upon evidence of efficacy.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families 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.
4. To evaluate, monitor progress and make highly skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, triage, treatment, signposting or referral and discharge of individuals whose problems are managed by psychologically based care plans.
6. To exercise autonomous professional responsibility for the assessment and treatment of service users whose problems are managed by psychologically based enhanced care plan.
7. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to an individuals formulation, diagnosis and treatment plans.
8. To ensure that all members of the clinical team have access to a psychologically based framework for understanding and care of individuals, through the provision of advice and consultation and the dissemination of psychological research and theory.
9. To undertake risk assessment and risk management for individuals and to provide both general and specialist advice to other professions on psychological aspects of risk assessment and risk management.
10. To communicate in a skilled and sensitive manner, highly complex information concerning the assessment, formulation and treatment plans of individuals where there may be conflicting views, high emotion and significant barriers to understanding and change, and to monitor and evaluate progress during the course of care.
11. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care.
12. To act as care coordinator, where appropriate, ensuring the provision of a care package appropriate for the service user's needs, coordinating the work of others involved with care, taking responsibility for arranging reviews as required and communicating effectively with the

service user, his/her family and all others involved in the network of care, and to monitor **progress during the course of multi-disciplinary interventions.**

**Teaching, training and supervision:**

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To provide clinical placements for trainee clinical and/or counselling psychologists if required, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.
3. To provide post-qualification training (CPD) and clinical professional supervision to qualified clinical psychologists and other colleagues.
4. To provide advice, consultation and training and clinical supervision to others for their provision of psychologically based interventions to help improve service users functioning.
5. To provide pre- and post-qualification teaching of clinical psychologists and/or other staff as appropriate.
6. To maintain and develop skills in the area of professional pre and post-graduate training and clinical supervision.
7. To provide advice, consultation and training to staff across a range of agencies and settings, where appropriate.

**Management, recruitment, policy and service development:**

1. To manage the workloads of Assistants, Trainees and other psychological professions staff, where appropriate, within the framework of the team's/service's policies and procedures.
2. To participate as a senior clinician in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To exercise delegated responsibility for managing the psychological resources available to a team, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of individuals.
4. To exercise responsibility for the systematic governance of psychological practice within the team.

5. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels, for colleagues for the team.
6. To act up for line manager as appropriate.
7. The post holder will be expected to make full use of IT packages available within the work area, for example, Microsoft office, email, internet, clinical systems and statistical packages. Reasonable adjustments will be made for employees who require this.
8. To listen to feedback from users of the service and collaborate with services across Cheshire and Merseyside to ensure that these are coordinated and meet the needs of people accessing them.

**Service Governance:**

1. To take the psychology lead, as a senior clinician, in the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To undertake appropriate research as agreed with Operational and Professional managers and provide research advice to team colleagues undertaking research.
4. To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to individuals and their families.
5. To support the monitoring of service key performance indicators and reporting of these, including data for research and other projects.

**General:**

1. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external and external CPD training and development programmes and to provide evidence of CPD undertaken, e.g in the form of CPD log book.
2. To ensure the development and articulation of best practice in psychology within the team 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 psychology and related disciplines.

3. To maintain and promote the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional selfgovernance in accordance with professional codes of practice of the British Psychological Society, Health and Care Professions Council, 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 client group and mental health.

5. To perform other duties of a similar kind appropriate to the grade, which may be required by their operational manager after consultation, if necessary with professional manager

**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 also 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 work shop
- 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.

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS:</b>	<ul style="list-style-type: none"> <li>• Doctoral level training in clinical psychology accredited by the BPS or its approved</li> </ul>	<ul style="list-style-type: none"> <li>• Post-doctoral training in one or more additional specialised areas of</li> </ul>

	<p>equivalent.</p> <ul style="list-style-type: none"> <li>• Registration with Health and Care Professions Council as Practitioner Psychologist</li> </ul>	<p>psychological practice.</p>
<b>KNOWLEDGE/EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>• Assessed experience of working as a qualified clinical psychologist at a specialist level for a significant period.</li> <li>• Significant experience of representing psychology within the context of multidisciplinary care.</li> <li>• Experience of exercising full clinical responsibility for individuals psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.</li> <li>• Experience of teaching, training and/or professional and clinical supervision.</li> <li>• Expertise in the use of complex methods of psychological assessment, formulation, intervention and management frequently requiring sustained and intense concentration</li> <li>• Doctoral level knowledge of research design and</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of assessing and treating individuals across the full range of care settings.</li> <li>• Experience of the application of psychology in different cultural contexts</li> <li>• Knowledge of the theory and practice of specialised psychological therapies in in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc)</li> <li>• High level knowledge of the theory and practice of at least two specialised psychological therapies.</li> </ul>



	<p>methodology, including complex, multivariate data analysis as practiced within the clinical psychology.</p> <ul style="list-style-type: none"> <li>• Knowledge of legislation in relation to the client group and mental health.</li> </ul>	
<b>VALUES:</b>	<ul style="list-style-type: none"> <li>• Continuous Improvement</li> <li>• Accountability</li> <li>• Respectfulness</li> <li>• Enthusiasm</li> <li>• Support</li> <li>• High professional standards</li> <li>• Responsive to service users</li> <li>• Engaging leadership style</li> <li>• Strong customer service belief</li> <li>• Transparency and honesty</li> <li>• Discreet</li> <li>• Change oriented</li> </ul>	
<b>SKILLS:</b>	<ul style="list-style-type: none"> <li>• Well developed and effective communication skills, oral and written, to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to individuals, their families, carers and other professional colleagues both within and outside the NHS.</li> <li>• Skills in providing</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

	<p>consultation, reflective practice and clinical supervision to other professional and nonprofessional groups</p> <ul style="list-style-type: none"> <li>• Evidence of continuing professional development as recommended by the BPS.</li> <li>• Formal training in supervision of other psychologists</li> <li>• Knowledge of IT systems including word processing, email and local electronic patient information systems.</li> </ul>	
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