

Job Description

R & S 2

Job Description Template

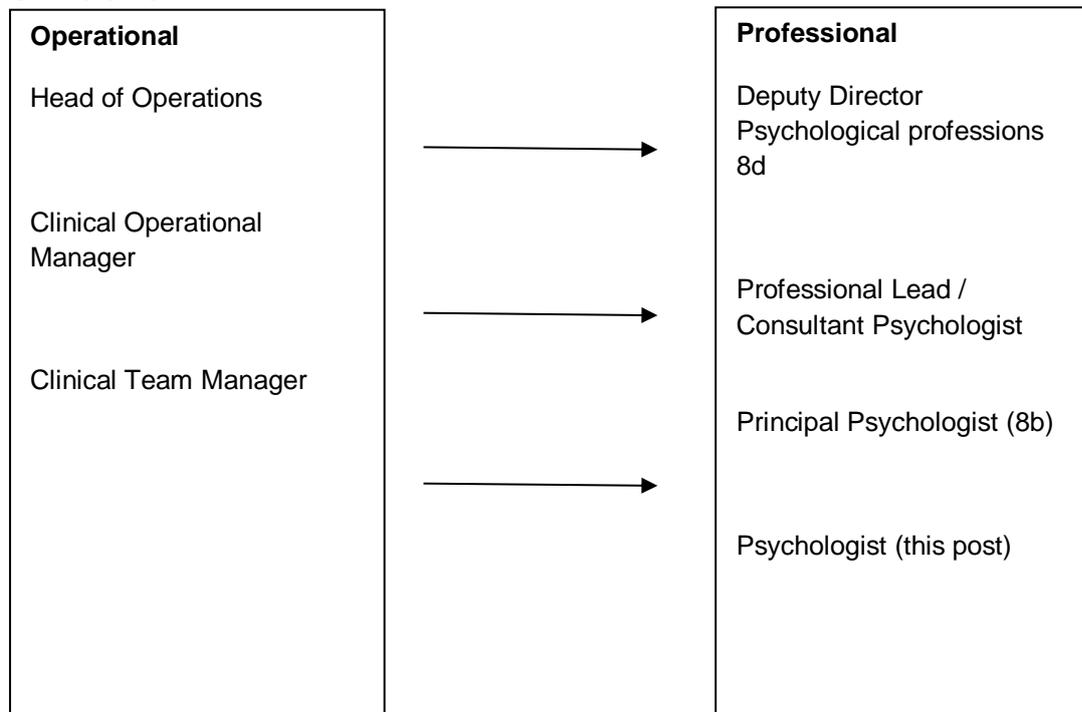
Job Title	Senior Clinical Psychologist
Department	CREST Eating disorders and Rehab service line, LYPFT
Band	8a
Reports To	Principal Clinical Psychologist
Operationally Responsible To	CREST Service Manager
Professionally Responsible To	Consultant Clinical Forensic Psychologist
Location	Newsam Centre

JOB PURPOSE

To provide an effective qualified psychology service to service users (SUs), carers and staff members accessing and working alongside CREST (Complex Rehabilitation Enhanced Service Team). The post will involve working into a care team comprising multi-professional and peer recovery expertise to improve outcomes for SUs being repatriated from out of area locations back to area and into the community.

To provide specialist psychological assessment, formulation and intervention, to offer advice and consultation on SUs' psychological care to non-psychologist colleagues and to other, non - professional carers, communities and other agencies. To work autonomously within professional guidelines and the overall framework of the Service Line policies and procedures. To utilise research skills for audit, service development, evaluation and research within the service area. To contribute to psychological aspects of service development in service areas of primary responsibility. To provide clinical supervision of assistant psychologist and/or other psychological practitioners / trainees.

STRUCTURE



The post holder will regularly communicate with multiple internal and external individuals, teams and services, including fellow psychological practitioners, NHS and private sector inpatient wards and rehab services, Social Services and third sector organisations. The type of communication will include highly sensitive, confidential, complex and technical information.

The post will be line and professionally managed by the Principal Psychologist within CREST, and the Psychology Lead for ICS Complex Rehabilitation (Consultant Clinical Psychologist). Clinical supervision will be arranged on appointment.

DUTIES AND RESPONSIBILITIES

1. Communication/Relationship Skills

1. Well developed skills in the ability to communicate effectively orally and in writing, complex highly technical and/or clinically sensitive information to service users, their families, carers and other professional colleagues both within and outside the NHS.

2. Ability to teach and train others using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings
3. To provide specialist psychological assessments of service users referred to the designated service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including self-report measures, psychological and neuropsychological tests, direct and indirect structured observations and semi-structured interviews with service users, family members and others involved in the service user's care.
4. To include maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
5. To share confidential clinical information, both written and verbal, with other health care professionals as appropriate. This includes offering opinions about specialist psychological interventions to health professionals from a range of backgrounds.

2. Knowledge, training and experience

1. Doctoral level qualification in clinical psychology (or equivalent prior to 1995) and registration as a practitioner psychologist with HCPC
2. Experience of specialist psychological assessment, formulation and delivery of evidence based psychological interventions across the full range of care settings, including outpatient, community, care homes and inpatient settings. Within the service area specified in the job summary.
3. Experience of working with a wide variety of SU groups across the whole life course presenting problems that reflect the full range of clinical severity
4. Demonstrate further specialist training/experience through having worked for a significant period as a qualified Psychologist and/or having undertaken further formal training in a therapeutic model relevant to service area or neuropsychology relevant to the SU group.
5. Formal training in supervision of other psychologists / psychological professionals.

3. Analysis, Problem Solving and Judgemental Skills

1. To make autonomous clinical decisions about the assessment, treatment and discharge of SUs whose problems are managed by psychologically based care plans.

2. Utilising judgement skills and clinical knowledge to solve highly complex situations for service users where opinions may differ..
3. Using a range of psychologically based interventions adapt skills for assessing service users, relatives, and carers.
4. Uses judgement to interpret service users family situation to adapt care plans.
5. To evaluate and make 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.
6. To undertake complex risk assessment and risk management for individual SUs and to provide advice to other professions on psychological aspects of risk assessment and risk management

4. Planning and Organisational Skills

1. To exercise autonomous professional responsibility for the assessment, treatment and discharge of SUs in discussion with MDT.
2. To manage a clinical caseload with an ability to be flexible and responsive in the face of competing clinical needs and risks.

5. Physical Skills

1. Complete DSE assessment in line with Trust moving and handling policy requirements
2. Basic keyboard skills
3. Hold a current driver's license and have access to a vehicle.
4. Use of psychometric tests and neuropsychological tests.
5. Breakaway training.

6. Patient/SU Care

1. To formulate and implement plans for the formal psychological treatment and/or management of a SU's mental health problems, based upon an appropriate conceptual framework of the SU's problems, and employing methods based upon evidence of efficacy, across the full range of care settings, including SU's place of residence

2. 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.
3. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to SUs' formulation, diagnosis and treatment plan
4. To provide a key role directly and indirectly to a psychologically based framework of understanding and care to the benefit of all SUs of the service, across all settings and agencies serving the SU group.
5. To make a significant contribution to integrated multidisciplinary team working by having identified time spent working with a specific team or teams. To network with other service colleagues in similar teams to govern and develop practice. To take a lead as appropriate.

7. Policy and Service Development Implementation

1. To provide a key role in psychological aspects of service development in the area. To contribute to, and where appropriate lead on, the development, evaluation and monitoring of the team's clinical model, operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. Implement local and national policies where appropriate, challenge and propose new ways of working, changes to practices and service delivery changes
3. To advise professional management and staff members within the service on those aspects of the service where psychological and/or organisational matters need addressing, as required.
4. To be an active participant in all required team and multi-disciplinary forums related to the delivery of services e.g. Business meetings, multi-disciplinary meetings.

8. Responsible for Financial and Physical Resources

1. To observe personal duty of care in relation to equipment and resources used in the course of work.

9. Responsible for Human Resources

1. To receive regular clinical professional supervision from a senior psychological professional and, where appropriate, other senior professional colleagues.
2. Provide Day to day supervision/ professional/ clinical supervision. Provide clinical supervision / professional supervision of the work of less experienced psychological professionals, provide clinical supervision for other members of the team.
3. To gain additional highly specialist experience and skills relevant to your profession and/or the service (as agreed with the professional lead/professional manager)
4. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate
5. To provide professional and clinical supervision of assistant psychologist and/or other psychological practitioners / trainees.
6. To provide clinical placements for trainee psychologists, or other psychological therapists, ensuring that trainees require the necessary skills, competences and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competences. To contribute to the supervision of other qualified psychological professionals as appropriate. To continue to develop skills in the area of clinical supervision.
7. To contribute to the pre- and post-qualification teaching of the psychological professions.
8. To provide specialist advice, consultation and training to staff working with the SU group across a range of agencies and settings, where appropriate
9. Contribute through consultation and training to the understanding of team or organisational dynamics in ways which strengthen the working of teams in the interests of SU care
10. To manage the workloads of assistant psychologists and trainee psychologists / psychological practitioners within the framework of the Care Group's policies and procedures.
11. To be involved, as appropriate, in the short listing and interviewing of psychologically trained staff.

10. Responsible for Information Resources

1. To record and store confidential clinical information in accordance with Trust policies and procedure
2. Responsible for personal record keeping, processing and storage of data and taking and transcribing minutes where appropriate
3. To ensure that all databases related to their service area are maintained satisfactorily

11. Research and Development (R & D)

1. Knowledge of research methodology, research design and complex multivariate data analysis as appropriate to core qualification outlined in section 2 (Doctorate, Masters or Pgrad diploma) as practiced within the field of clinical psychology, including experience of applied research in clinical settings
2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work, and work within the service area.
3. To take a lead role in appropriate research and provide research advice to other staff undertaking research.
4. To undertake project management with support from senior colleagues, including complex audit and service evaluation to help develop service provision.

12. Freedom to Act

(covers accountability for own actions and those of others, use of own initiative and act independently and the discretion to take action i.e. works with supervision or is guided by procedures, guidance by others, interprets policy and strategy)

1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's professional and service managers.
2. To contribute to the development and articulation of best practice in clinical psychology across the service, by continuing to develop the skills of a reflexive and 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 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 British Psychological Society/HPC 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 SU group and mental health.

HEALTH, SAFETY & RISK MANAGEMENT

You must at all times comply with the Leeds and York Partnership NHS Foundation Trust Health & Safety Policies, in particular by following agreed safe working procedures and reporting incidents using the trust's risk incident reporting system.

You are required to inform the line manager of any safety issues that could affect you or others in the work place. You are responsible for your own Health & Safety and must co-operate with the management at all times in achieving safer work processes and work places, particularly where it can impact on others.

You will be trained in the correct use of any equipment provided to improve Safety and Health within the trust. You are required to use the equipment when necessary and as instructed; it is your responsibility to ensure the equipment is safe to use, prior to its use and must report any defects immediately to your manager.

You have a duty to take reasonable care of health and safety at work for you, your team and others, and to co-operate with employers to ensure compliance with health and safety requirements

PLUS FOR SUPERVISORY GRADES ONLY

You are required to provide adequate supervision to ensure compliance with safe work practices.

You will be expected to carry out risk assessments, identify hazards in your workplace, and evaluate the level of risk associated with identified hazards and implement adequate controls to eliminate or reduce the level of risk.

OR FOR MANAGEMENT GRADES ONLY

You are responsible for the implementation and adherence to trust Safety Policies and Procedures for areas within your remit.

You are required to ensure suitable and sufficient risk assessments are completed for all areas within your remit. The controls identified must be evaluated and implemented where necessary.

You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes. Monitoring the effectiveness of any control measures implemented

You are to ensure suitable and sufficient equipment is provided to sustain the Health & Safety of staff, patients and visitors to areas within your remit

TRAINING AND PERSONAL DEVELOPMENT

You must take personal responsibility in agreement with your line manager for your own development by ensuring that continuous professional development remains a priority. You will undertake all mandatory training required for the role and participate in supervision/appraisal as necessary.

SAFEGUARDING

Any post holder within the organization will be expected to undertake safeguarding training (Children and Adults) appropriate to their role and adhere to policies and procedures relevant to the area they work in.

All staff must work in accordance with their statutory roles and responsibilities in relation to safeguarding in accordance with the Working Together to Safeguarding Children 2018 , Promoting the health and well-being of looked after children 2015, The Care Act 2014 and the Prevent Duty 2015. This must include familiarisation with safeguarding policies and how to raise concerns as well attendance at training commensurate with the role in line with the Intercollegiate documents for Adults and Children - Roles and Competencies for Health Care Staff 2018

INFORMATION GOVERNANCE AND DATA QUALITY

CONFIDENTIALITY

You have a duty to protect the confidentiality of personal information you hold. You should respect patient confidentiality at all times, and protect, and not divulge patient information unless sanctioned by the requirements of the role.

DATA QUALITY

If your job involves collecting and / or inputting data into Trust information systems, and particularly if this relates to service users or other persons, then you must follow Trust policies and procedures to ensure the accuracy and completeness of this information.

Plus for supervisory and management grades

If you supervise or manage staff then you are required to ensure staff understand and comply with Trust policies and procedures concerning the collection and input of data into Trust information systems.

TRUST VALUES

You are required to act at all times in accordance with the Trust values of Improving Lives, Respect and Dignity, Compassion, Commitment to Quality of Care, Everyone Counts and Working Together.

EQUALITY AND DIVERSITY

You have a duty not to discriminate against service users/patients, staff or visitors and to adhere to equal opportunities and equality and human rights legislation.

SPECIAL WORKING CONDITIONS

As this is a regional service with a recovery focus, you would be required to travel to see service users in their current placement or their own home within the West Yorkshire Region, and at times beyond this for the purpose of assessment and engagement.

INFECTION CONTROL RESPONSIBILITIES

You have the following key responsibilities:

- You must wash your hands or use alcohol gel on entry and exit from all clinical areas and/or between each patient/service user contact.
- You have a duty to attend annual mandatory hand hygiene training (clinical staff) or three yearly mandatory hand hygiene training (non-clinical staff) provided for them by the Trust.
- If you develop an infection (other than common colds and illness) that may be transmittable to patients you have a duty to contact Occupational Health or Infection Control and seek advice on its' management.
- Compliance with all infection control policies and procedures will form an integral part of the practice of all staff.

HIGH QUALITY PATIENT CARE

For clinical staff only

You will maintain the highest standards of care and service treating every individual with compassion, dignity and respect taking responsibility not only for the care you personally provide but also your wider contribution to the aims of your team and the NHS as a whole.

You will play your part in sustainably improving services by working in partnership with patients, the public and communities

RAISING CONCERNS

You should aim to raise any genuine concern you may have about a risk, malpractice or wrongdoing at work which may affect patients, other staff or the public or the Trust at the earliest reasonable opportunity. Please refer to the Trust's Whistleblowing/Raising Concerns Procedure

THE NHS CONSTITUTION

Staff within the NHS have legal duties under Section 9 of the NHS Constitution and these should be complied with. A copy of the Constitution can be found on the Trust's staff net or on the NHS Employers web-site.

LINE MANAGER'S NAME

SIGNATURE.....

DATE.....