

Job Title:	Clinical Psychologist – 8A
Reports to (job title):	Lead Psychologist

Job purpose

We are looking for an experienced and enthusiastic individual to join our specialist psychology team embedded within the community team for people with learning disabilities.

We work closely with psychiatry, and the wider multi-disciplinary community team. Working in a learning disability service means that you will draw on expertise from a range of theoretical orientations and interventions. Referrals are varied in nature and include: cognitive assessments; trauma work; neurodevelopmental and neuropsychiatric conditions (including autism spectrum disorders); dementia and neuro degenerative conditions; comorbid mental health difficulties including risk of harm to self or others. We will actively support you to develop any specialist interests you have in any of these domains.

As part of the team, you would provide highly specialist psychological assessment including neuropsychological and functional assessment, clinical formulations, therapeutic interventions drawing on multiple theoretical models, wider service support to prevent and reduce the incidence and impact of psychosocial/mental health difficulties. As well as direct work with people with learning disabilities, their families and service providers, you would provide consultation, at both an operational and strategic level, as well as clinical supervision and training for colleagues and trainees.

The importance of support and supervision for psychology staff is prioritised. There are opportunities for joint working and being part of a wider network for psychologists through various forums. You will be supported by a friendly and innovative team who meet regularly.

Base location

Swindon, Wiltshire, SN25 4AN

Key responsibilities

In this role you will:

A. CLINICAL

1. To contribute to a high-quality clinical psychology service.
2. To undertake highly specialist assessments, including neuropsychological assessment, risk assessment and assessment for suitability for specialist psychological therapies with clients and their carers (as appropriate to the role).
3. To use psychological formulation to aid and develop a collaborative understanding of a client's difficulties and to plan psychological treatment and/or management of those difficulties.
4. To be responsible for providing a range of psychological interventions for individuals, carers 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.
5. To provide at least one specialist evidence based psychological intervention as dictated by the needs of the service
6. To provide highly specialist consultation to members of the various teams in the area and beyond regarding formulation and psychological management of clients of those teams.
7. To use highly specialist psychological knowledge and skills to contribute to more effective intervention by the team, when working with clients, their carers and wider system
8. To be involved in the development and delivery of training within the organisation.
9. To participate in clinical and caseload supervision arrangements provided by the Service.
10. To maintain accurate records and to monitor clinical workload using agreed systems.
11. To enter data as requested by the organisation in a timely manner.

B. MANAGEMENT

1. Delegated day to day operational management of more junior staff
2. Delegated caseload supervision
3. Represent the service at specialist meetings as requested
4. The co-ordination of small scale projects as requested

C. PROFESSIONAL

1. To adhere to the HCPC policies and procedures.
2. To fully observe the BPS (2009) Code of Conduct and the DCP Generic Professional Practice Guidelines (2008).
2. To be aware of, adhere to, and where appropriate, contribute to the formulation and review of Trust, Area, Clinical Psychology policies and procedures. Copies of Trust Policies can be accessed via the staff intranet or from your manager.
3. To participate in local psychology meetings and trust wide meetings as appropriate.
4. To maintain and develop high standards of clinical psychology practice by engaging in continuing professional development and co-operative working/networking with other clinical psychologist colleagues.
5. To participate in an annual performance appraisal
6. To participate in clinical supervision

D. CLINICAL GOVERNANCE

1. To participate in clinical governance processes in the profession to maintain a safe, effective service which responds to Service User feedback.
2. To support and participate in multidisciplinary clinical audit.
3. To liaise with other disciplines and agencies to ensure that best practice is shared.
4. To promote the use of effective interventions in the service.

E. TRAINING AND STAFF DEVELOPMENT

1. To provide supervision for clinical psychology trainees from regional training courses and elsewhere as appropriate.
2. To provide training, supervision and consultation in psychological approaches to other staff in multidisciplinary teams. This is to include joint assessment, formulation of psychological problems and planning of interventions to be implemented by other team members with service users.
3. To contribute to the development of a psychologically based framework of understanding and care across service settings through providing teaching, training, consultation and supervision.
4. To provide training and supervision to assistant psychologists.
5. To participate in peer supervision arrangements for psychologists in the area.
6. To collaborate with colleagues to develop and offer training courses, workshops and supervision groups to develop psychological skills for staff in the area.
7. To contribute to the teaching of students and trainees in psychology, medicine, nursing and other health care disciplines.
8. To agree a plan of personal development with the line manager and professional lead for the service.

F.SERVICE / POLICY DEVELOPMENT

1. To collaborate with specialist staff and other agencies to extend the range of specialist psychological individual, family and group interventions available across the area.
2. To propose changes to policies and procedures in multidisciplinary teams as appropriate.
3. To advise managers of service developments

G.RESEARCH AND DEVELOPMENT

1. To engage in research relevant to service priorities as appropriate.
2. To participate in audit and service evaluation activities examining the effectiveness of current service delivery and informing the development of services relevant to client needs.
3. To provide advice, support and consultation to colleagues from other disciplines undertaking research in the area.

KEY WORKING RELATIONSHIPS

With the following staff, working and providing services in the area:

Clinical psychologists and other Psychological Therapy staff.

Team Leaders and multidisciplinary staff in the various teams in the area

MOST CHALLENGING PARTS OF THE ROLE

Balancing the roles of therapist, consultant, supervisor and trainer.

Managing the demand for psychological therapy.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
• Inspire • Understand • Communicate	• Challenge • Improve • Learn	• Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training

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- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

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Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Doctoral Clinical Psychology qualification or equivalent
- Eligible for Chartered Psychologist status
- HCPC Registered
- Training others in Learning Disabilities/MH services topics
- Experience of working alongside multidisciplinary colleagues
- Clinical supervision/ consultation with other professionals
- Knowledge and experience of evidence based therapeutic interventions with people with learning disabilities
- Psychological assessment skills and knowledge
- Advanced theoretical and practical knowledge in the specialism. Ability to use this knowledge to think systemically/organisationally
- Experience of risk assessment and management
- Knowledge of relevant Legislation e.g. MH Act
- Experience of delivery of training
- Ability to work effectively and flexibly as an integral member of a team.
- Good communication and liaison skills
- Well organised with good administration skills
- Empathy/engagement skills with the client group
- Ability to cope with workload pressure/prioritise workload
- Ability to work independently
- Self-awareness and emotional resilience
- Empathy for individuals who have experienced mental health difficulties and ability to cope with behaviour which may be challenging at times.
- Ability to cope with the stress of working with a difficult, potentially hostile, emotionally and behaviourally disturbed client group
- Advanced skills at engaging with/communicating sensitively to clients who exhibit severe problems of interpersonal relating.
- Skills in personal supervision.
- The ability to continue to provide a high degree of professionalism in highly constrained conditions.

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- Capacity for intense concentration and prolonged mental effort.
- Able to communicate effectively across different levels of the organisation.
- Required to regularly and frequently sit for an extended period in a restricted position (during neuropsychological assessment, assessment and therapy).
- Recognition and acceptance of exposure to potentially risky, violent, hostile situations.
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Desirable

- Supervision Training
- Post qualification and further specialist training in specified specialist intervention.
- Relevant R&D or clinical audit work post qualification
- Clinical supervision of clinical psychology trainees.

Employee signature

Manager signature
