

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

Job purpose

We are looking for a highly experienced and enthusiastic individual to join our 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.

You will be expected to provide direction and leadership to the wider organisation on the planning and development of learning disabilities psychology services within the organisation.

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 SN25 4AN

Key responsibilities

In this role you will:

- To offer an entirely autonomous highly specialist clinical psychology assessment and treatment service
- To provide an advanced and specialist treatment role utilising highly specialist knowledge and training in appropriate evidence-based psychological models (e.g. CBT, EMDR, DBT, PBS)
- To provide specialist consultancy, advice and clinical supervision to qualified clinical psychology staff and staff from other professions.
- To use highly specialist psychological knowledge and skills to contribute to the more effective management of care by the various teams in the area and where appropriate outside of the area.
- To contribute to audit, research, policy and service development within the areas served by the Psychological Therapies Service.
- To develop and deliver training in psychological therapies for multidisciplinary staff.
- To undertake management tasks as delegated by the Senior management team including caseload, supervision, appraisals and service development.
- To provide a leadership role within the Learning Disabilities Psychology service
- To undertake relevant research and teaching in specialist clinical areas.

KEY RESULT AREAS:

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 support service users with complex psychological needs and the teams which work with them
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.

In addition:

B. MANAGEMENT

1. To offer supervision to psychologists and other staff as appropriate
2. To carry out appraisals with staff from psychology
3. To carry out operational/ management tasks as delegated by the manager/ Head of Profession e.g. attending meetings to represent the service.

C. PROFESSIONAL

1. To be accountable for own professional actions and to be aware of the BPS (1996) Code of Conduct and the DCP (1995) Professional Practice guidelines.
2. To participate in Psychology/ Psychological Therapy business and professional meetings.
3. To maintain and further develop high standards of Clinical Psychology practice, through co-operative work with other Clinical Psychologists and peer supervision.
4. To be aware of, interpret and be guided by overall health service policies with regard to area of working. To interpret and be guided by organisational policies in the course of work.

D. CLINICAL GOVERNANCE

1. To support the Manager/ professional lead in the development and implementation of effective Clinical Governance across the Psychology Service.
2. To lead, support and participate in multidisciplinary clinical audit in the service.
3. To promote the use of effective interventions in the service.

E. TRAINING AND STAFF DEVELOPMENT

1. To supervise Clinical Psychology trainees and qualified psychologists/psychological therapists.
2. To offer training in Psychological approaches to healthcare to other staff in the multidisciplinary team and to staff from other parts of the service.
3. To provide expert lectures, seminars and workshops as necessary locally and across the SBU.
4. To lecture on the Doctoral Clinical Psychology training courses as desired.
5. To agree a plan for personal development with the psychology line manager and participate in annual review.

F. SERVICE DEVELOPMENT

6. To advise the Service manager/ triumvirate about service priorities and potential developments in the sector.
7. To participate and lead management meetings and service development projects as delegated by the Service Manager/Head of Profession.

G. RESEARCH AND DEVELOPMENT

8. To initiate research as required by the needs of the local service.
9. To offer advice and support to other members of relevant teams undertaking research projects.
10. To participate in Clinical audit projects in the Psychology service.
11. To encourage a culture of evidence based practice in all parts of the service.

KEY WORKING RELATIONSHIPS

Clinical team leaders

Service Manager

Consultant Psychiatrists and other professional colleagues.

Head of Profession

Most challenging part of this role:

- Managing the competing demands of this role
- Supporting staff in a high demand working environment

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
<ul style="list-style-type: none">• Inspire• Understand• Communicate	<ul style="list-style-type: none">• Challenge• Improve• Learn	<ul style="list-style-type: none">• 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
- 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.

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

- Doctorate in Clinical Psychology qualification or equivalent qualification in Clinical Psychology.
- Registered by the HCPC.
- Relevant Specialist CPD training
- Substantial post qualification experience working with People with Learning Disabilities
- Experience of Lecturing/Teaching/Training Psychologists and other professions.
- Supervision experience with Trainee Clinical Psychologists.
- Supervision experience with other professions.
- R&D relevant to role
- Clinical audit work relevant to role
- Extensive knowledge of specialist therapeutic interventions with client group.
- Specialist assessment and formulation skills.
- Expert analysis and differential formulation of highly complex case information.
- Specialist training in clinical supervision
- Specialist knowledge of assessment relevant to the setting.
- Effective team player with 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 cope with the stress of working with a difficult, potentially hostile, emotionally and behaviourally disturbed client group
- Ability to work independently.
- Self awareness and emotional resilience.
- 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.
- Capacity for intense concentration and prolonged mental effort.
- Able to communicate effectively across different levels of the organisation.

Job Description

- 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.

Desirable

- Service development/project work.
- Ability to use computer spreadsheets for data analysis.
- Ability to use computer software to perform specialist/ advanced data analysis of clinical data

Employee signature

Manager signature
