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| Job Title: | Clinical Psychologist (Band 8B) |
| Reports to (job title): | Service Manager |
| Line Manager to: |  |
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## Job purpose

* To lead an entirely autonomous and systematic, specialist area of responsibility within the Clinical Psychology service for people with severe and complex mental health difficulties.
* To offer an entirely autonomous highly specialist clinical psychology assessment and treatment service to inpatient and those in the community.
* To provide specialist consultancy, advice and clinical supervision to qualified clinical psychology staff and staff from other professions.
* To provide an advanced and specialist treatment role in the Area in one NICE recommended intervention.
* To undertake management tasks as delegated by the service manager including caseload, supervision, appraisals and service development.
* To undertake relevant research, teaching and lecturing in specialist clinical areas.

Base

Community Hub

This post is responsible for

## Key responsibilities

* To offer an entirely autonomous highly specialist clinical psychology assessment and treatment service through the psychology service.
* To support the full implementation of the care programme approach in the multidisciplinary team or equivalent where appropriate.
* To provide supervision and consultancy to service/LDU staff with regard to problem assessment and formulation, and therapy interventions.
* To participate in clinical supervision and caseload supervision arrangements provided by the psychology service.
* To provide an advanced and specialist treatment role in the service/ LDU as agreed with the service manager.
* To carry out specialist assessments as requested eg by the special care panel of service users with complex mental difficulties placed out of area.
* To undertake RCA’s/ investigations as appropriate to the service.

MANAGEMENT

* To offer caseload supervision to staff from psychology/psychological therapies as delegated by manager.
* To carry out appraisals with staff from psychology/psychological therapies as delegated by the manager.
* To carry out operational/ management tasks as delegated by the manager/ Head of Profession e.g. attending meetings to represent the service.

PROFESSIONAL

* To be accountable for own professional actions and to fully observe the BPS (2009) Code of Conduct and the DCP Generic Professional Practice Guidelines (2008).
* To participate in Psychology/ Psychological Therapy business and professional meetings.
* To maintain and further develop high standards of Clinical Psychology practice, through co-operative work with other Clinical Psychologists and peer supervision.
* 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.

CLINICAL GOVERNANCE

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

TRAINING AND STAFF DEVELOPMENT

* To supervise Clinical Psychology trainees and qualified psychologists/psychological therapists.
* To offer training in Psychological approaches to healthcare to other staff in the multidisciplinary team and to staff from other parts of the service.
* To provide expert lectures, seminars and workshops as necessary locally and across the SBU.
* To lecture on the Doctoral Clinical Psychology training courses.

## 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.

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| **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](https://www.nhsx.nhs.uk/media/documents/NHSX_Records_Management_CoP_V7.pdf) , [NHS Constitution](http://www.nhs.uk/choiceintheNHS/Rightsandpledges/NHSConstitution/Pages/Overview.aspx) and [HSCIC Code of Practice on Confidential Information](https://digital.nhs.uk/data-and-information/looking-after-information/data-security-and-information-governance/codes-of-practice-for-handling-information-in-health-and-care/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.

• Experience of Lecturing/Teaching/Training Psychologists and other professions.

• Supervision experience with Trainee Clinical Psychologists.

• Supervision experience with other professions.

• Care Co-ordination or equivalent role.

• 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 an analysis and differential formulation of highly complex case information.

• Specialist training in clinical supervision.

• Specialist knowledge of assessment relevant to the setting .

• Expert knowledge of one NICE recommended intervention.

• 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.

• Required to regularly and frequently sit for an extended period in a restricted position (during neuropsychological assessment, assessment and therapy).

• Exposure to potentially risky, violent, hostile situations.

Desirable

* Service development/project work.

• Ability to use computer spreadsheets for data analysis.

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| Employee signature |
| Manager signature |