

Job Title:	Clinical Psychologist Band 7 Complex Health Needs Service (CHNS) Learning Disabilities
Reports to (job title):	8a LD Clinical Psychologist CHNS Operational Manager Head of Service
Line Manager to:	n/a

## Job purpose

The Learning Disability and Autism division provides a range of services for adults with Learning Disabilities and or Autism in Bath and North East Somerset (B&NES). We believe strongly that our services should be person centred and enable the people we work with to have choice and control in their lives and reach their potential as individuals and members of their community.

## The Complex Health Needs Service (CHNS)

This service has a team of specialist health care professionals who provide assessment, advice, therapeutic interventions and support to adults who have learning disabilities and complex health needs and people with an autism diagnosis including those with Asperger's. The CHNS support people who have a GP in the Bath and North East Somerset area and work closely with our social care colleagues. We also provide a service for young people with complex needs who do not meet the criteria for LD or Autism; you may be required to work with these young people in addition to those with LD and or Autism.

## Job Statement:

To offer a *highly* specialist service within the CHNS through applying theoretical and practical knowledge to provide and develop a specialist psychology service for this client group, their families and others caring for or working to help them. This will include responsibility for assessment and interventions with highly complex cases and for providing consultation and clinical supervision, especially when it is hard to decide between alternative formulations and intervention methods.

## Key responsibilities

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

- Provision of highly specialist psychological services for adults with learning disabilities and or a diagnosis of autism in the community
- Use advanced theoretical and practical knowledge to provide a range of highly specialist assessment and intervention, working with individuals, families and carers in home, work and training /educational setting
- Use a range of psychological skills to respond to clients who have limited understanding and communication disabilities, and who may be distressed, anxious or resistant to engage in the therapeutic process.
- To take a lead in providing a comprehensive service to clients whose behaviour can challenge services and their carers
- To work within a positive behaviour support framework; drawing upon Applied Behavioural Analysis to formulate support plans and risk assessments
- Planning workload including prioritizing cases in terms of urgency and risk as well as self-monitoring of caseload.
- To contribute to good practice through *active* participation in team meetings, joint care planning, audit and review.
- To apply psychological knowledge of team working and team processes to assist review and development of the CHNS and other teams.
- To be involved in planning, design and offering support to audit, projects and research in topics relevant to the work of the team.
- To take a lead in implementing recommendations from audit/research if appropriate
- Coordinating multi-disciplinary team members and multi-agency professionals to provide intervention that require on-going assessment and adjustment for clients with complex needs.
- Developing and delivering training to clients, carers, professionals and others.
- Using IT systems for record keeping, correspondence and accessible information
- To support and participate in multidisciplinary clinical audit and research
- To liaise with other disciplines and agencies working in the specialism to ensure best practice is shared.
- To provide supervision to the Assistant Psychologist and trainees

## 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"> <li>• Inspire</li> <li>• Understand</li> <li>• Communicate</li> </ul>	<ul style="list-style-type: none"> <li>• Challenge</li> <li>• Improve</li> <li>• Learn</li> </ul>	<ul style="list-style-type: none"> <li>• Accountability</li> <li>• Involve</li> <li>• Resilience</li> </ul>

## 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

#### Qualification

- DClInPsy (Doctorate in Clinical Psychology) or equivalent
- HCPC registered (current)
- Eligible for Chartered Clinical Psychologist status.

#### Experience

- *Assessment and psychological intervention in complex cases*
- Specialist work in relevant areas.
- Experience of providing supervision
- Experience of providing consultation

#### Specialist Knowledge

- Specialist therapeutic interventions with the client group.
- Specialist psychological assessment and formulation skills.
- Positive Behaviour Support
- Current best practice with client group.
- Range of research methods and design.

#### Skills and attributes

- Effective team worker with *excellent* communication and liaison skills.
- Well organised with good administration skills.
- Empathy/engagement skills and frequent intense concentration with the client group under adverse circumstances.
- Ability to cope with workload pressure and prioritise complex and varying workload which also causes unpleasant and occasionally highly unpleasant working conditions.
- Ability to work independently in design of psychological interventions, working with individuals, families and groups.

# Job Description

- Creativity in planning individualised assessment and interventions.
- Flexible and responsive to individual needs.
- *Accurate administration and interpretation of standard psychometric assessments.*

## Desirable

- Significant further relevant CPD
- Demonstrable post- Qualification experience.
- Experience of projects/service development.
- *Experience in a leadership role*
- Particular topic(s) of interest within field
- High degree of self-awareness and emotional resilience in relation to very distressing events and physically challenging and aggressive behaviour, including awareness of support needs
- Able to sit for long periods or take awkward positions for clinical interaction.
- Able to balance roles across teams.

Other requirements:

Driving licence and own car is essential as this role requires community visits across Bath & North East Somerset

Employee signature

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Manager signature

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