1823/14

## **JOB DESCRIPTION**

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| **Job Title:** | Specialist Clinical/Counselling Psychologist (Adolescents and CBT) |
| **Accountable to:** | Service Director through Greenwich IAPT Manager |
| **Professionally Accountable to:** | Head of Psychology – Adult Mental Health Directorate through Greenwich IAPT Clinical lead |
| **Responsible for:** | Delivery of specialist and generic psychological therapies  Own clinical caseload  Routine outcome measures  Attached assistant clinical and/or graduate psychologists |
| **Grade:**  **Hours of work:** | Band 7  37.5 (5 days per week) |
| **Base:** | Greenwich IAPT, Eltham |
| **Liaises with: -** | Other team members including members of other disciplines and agencies responsible for a client’s care.  IAPT psychological therapists and trainees, Early Intervention Team, statutory and non-statutory mental health services (particularly MIND), Employment support workers, Service users and carers, Oxleas CAMHS and secondary care adult mental health psychological therapists, GPs and Practice nurses, Post 16 education establishments. |

#### Job summary/Overview of the post

To provide a qualified Clinical/Counselling psychology service to primary care clients within the 16 and 17 year old IAPT service working to NICE guidelines for Anxiety, Depression and other mental health problems. Therapy model will be Cognitive behaviour therapy (CBT) plus other approaches as appropriate. To provide specialist psychological assessment and therapy at the same time as offering advice and consultation on clients’ psychological care to non-psychologist colleagues and to other non-professional carers, working within the overall framework of the team’s policies and procedures**.**

To develop the capacity of the IAPT team to work with the specific client group of people with anxiety or depression who are aged 16 and 17.

Responsible for the provision of highly specialised clinical supervision for Psychological well-being practitioners (PWPs) and other psychological therapists, as required. Responsible for providing advice and consultation to GPs, service users, carers, employment support agencies and other statutory and non-statutory organisations.

Expected to contribute to the development of the service including the routine collection of outcome data using IAPTus (electronic clinical record system).

The post holder needs to be prepared to work collaboratively with the Early intervention team and the CYP IAPT service.

It will be a requirement of this role to participate in job planning which forms a key part of the working practices of qualified psychological therapists.

#### Key tasks and responsibilities

Clinical:

1. To provide specialist psychological assessments of clients referred to the 16 and 17 year old IAPT service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client’s care.
2. To formulate and implement plans for the formal evidence based psychological treatment and/or management of a client’s mental health problems, based upon an appropriate conceptual framework of the client’s problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of evidence based 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.
4. To use routine outcome measures including session by session monitoring in line with Greenwich IAPT practice.
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 exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically-based standard care plans.
7. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients’ formulation, diagnosis and treatment plan.
8. To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies.
9. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress.

**Teaching, training, and supervision**

#### To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.

1. To receive regular line management and case-management supervision, where performance is reviewed in line with the agreed job plan and performance targets for the service.
2. To continue to gain wider post-qualification experience of clinical psychology over and above that provided within the principal service area where the post-holder is employed.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other staff’s psychological work, as appropriate.
4. To provide professional and clinical supervision of assistant/graduate psychologists, psychological well-being practitioners (PWP) and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.
5. To contribute to the pre- and post-qualification teaching of relevant healthcare staff, as appropriate.
6. To contribute to external and internal training programmes within Greenwich IAPT and CAHMS

#### Management, recruitment, policy and service development

1. To contribute to the development, evaluation and monitoring of the team’s operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To manage the workloads of assistant and graduate psychologists and PWPs, within the framework of the team/service’s policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate psychologists and PWPs.

#### Research and service evaluation

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.

* To undertake audit as appropriate.
* To undertake research as appropriate within the service, Directorate or multi-centred research across Trusts and to supervise research and audit projects.
* To utilise theory, literature and research to support evidence based practice in individual work and work with other members of the service, Directorate and the Trust.
* To initiate, implement and contribute to the evaluation, monitoring and development of the service, including complex audit and service evaluation, with colleagues within and across the service, to help develop and improve services to clients and their families.
* To contribute to the evaluation, monitoring and development of the the 16 and 17 year old IAPT service
* To contribute to the development, implementation, evaluation and monitoring of the Directorate’s and Trust’s operational policies and services.

#### General

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 manager(s).
2. To contribute to the development and articulation of best practice in 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, HCPC 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 client group and mental health.

**Terms and Conditions**

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST.

This Job description gives an outline of the post and is subject to review in consultation with the post holder.

**Confidentiality**

The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with Trust Policy.

**Risk Management**

The Post holder will ensure compliance with the Trust’s risk management policies and procedures. These describe the Trust’s commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

**Infection Control**

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

**Equality, Diversity and Human Rights**

The Post holder will treat all colleagues, service users, carers and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, HIV/Aids status, criminal background and Trade Union status. The Trust has a Policy for Equality and Human Rights and it is the responsibility of all staff to ensure that this is implemented.

**Health & Safety**

All staff must be aware of the responsibility 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 condition for employees, patients and visitors.

**Professional and NHS Codes of Conduct**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the ‘Code of Conduct for NHS Managers’ and ‘Standards of Business Conduct for NHS Staff’.

**Safeguarding Children**

Safeguarding children is everyone’s responsibility. Whatever your role within the trust the welfare of children should be your paramount consideration. In cases of suspected abuse or neglect the duty of care that member of Oxleas staff owes to a child, will take precedence over any obligation to the parent or other adult. All members of Oxleas staff who have contact with service users, or their families, should be familiar with guidance on Child Protection/Safeguarding Children from their own Professional organisations; the trust and the London Safeguarding Children Procedures. Staffs are also required to attend mandatory safeguarding children training.

**Financial Management and Control of Resources**

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staffs are required to act in accordance with the rules and regulations as described in the Trust’s Policy relating to the Financial Management and Control of Resources’.

**Customer Care**

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

**Personal/Professional Development Planning/Mandatory Training**

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

**No Smoking**

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

***To be noted:***

* **This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.**

**This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.**

* **The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.**

**Confidentiality**

In the course of your employment with Oxleas NHS Trust you may handle confidential personal information concerning either patients or staff which may be held by the Trust. You must not read, discuss, disclose or pass on confidential information unless it is necessary in the pursuance of your legitimate duties.

Unauthorised disclosure of such information will be treated as a serious disciplinary matter. In addition it is important that you realise that if this confidentiality is breached, this may result in civil proceedings or a criminal prosecution.

This confidentiality must continue at all times and this agreement will continue beyond your period of employment with Oxleas NHS Trust.

**Health and Safety**

You are required to make positive efforts to maintain your own personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice. You are also required to be aware of and comply with Trust policies on health and safety, etc.

**Equal Opportunities**

The aim of the Trust’s policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, sex, marital status, disability, age, Nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices to ensure that all users and providers of its services are treated according to their needs. The policy also applies to staff working within the Trust.

**Service User and Carer Involvement**

Oxleas is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.

**Personal Development**

Your development will be assessed using the Trust’s Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your manager on an annual basis, with regular reviews as outlined within the NHS Knowledge and Skills framework.

**Terms and Conditions**

The post holder is subject to the terms and conditions of OXLEAS NHS TRUST.

This job description gives an outline of the post and is subject to review in consultation with the post holder.

**Signed by professional head Signed by post holder**

**Date Date**

**Print Name Print Name**

**PERSON SPECIFICATION**

**Job title: - Specialist Clinical Psychologist**

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|  | **ESSENTIAL** | **DESIRABLE** | **HOW TESTED** |
| **TRAINING & QUALIFICATIONS** | Doctoral level training in Clinical or Counselling psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies one of which must be Cognitive behaviour Therapy and lifespan developmental psychology as accredited by the BPS.  Current HCPC registration | Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. |  |
| **EXPERIENCE** | Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings. Some experience of working with clients with severe and enduring mental health problems  Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. | CAMHS clinical psychology experience  Experience of teaching, training and/or supervision.  Experience of the application of clinical psychology in different cultural contexts. |  |
| **KNOWLEDGE AND SKILLS** | Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.  Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.  Skills in providing consultation to other professional and non-professional groups.  Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.  Ability to use IAPT outcome measures and integrate these into therapy and adhere to IAPT approach to case management | Knowledge of the theory and practice of specialised psychological therapies in specific groups (CBT and 3rd wave approaches with adolescents)  High level knowledge of the theory and practice of at least two specialised psychological therapies including CBT.  Knowledge of legislation in relation to the client group and mental health. Knowledge of the impact of severe and enduring mental illness on families. |  |
| **Personal** | Excellent interpersonal and communication skills enabling good working relationships with others within and external to the Trust.  Maintaining a high degree of professionalism in the face of emotive and distressing problems.  Interpersonally calm and able to defuse difficult situations  Ability to form good working relationships and work as part of a team  Motivated and proactive  Works well under pressure  Good organisational and time management skills, ability to plan and prioritise own work load | A commitment to the evaluation of services and enthusiasm for audit, research and service evaluation. |  |
| **OTHER** | Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional, NHS and academic settings.  Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.  Knowledge of child protection and child in need procedures  Ability to work flexible hours up to 8pm once a week and other occasional non social hours. | Personal experience of mental health problems.  Experience of working within a multicultural framework. |  |