



ADULT COMMUNITY SERVICES

REGISTERED CLINICAL PSYCHOLOGIST

BAND 8A

JOB DESCRIPTION

JOB SUMMARY:

The post holder will work within the Psychological Therapies Team (PTT) in Adult Mental Health. The post holder will hold a personal caseload providing complex Psychological assessment, treatment and consultation work. S/he will be able to work with individuals, couples and groups of Service Users with severe and enduring mental health difficulties. The post holder will be a UK registered Clinical Psychologist and will work within the Health and Care Professions Council (HCPC) and British Psychological Society (BPS) Codes of Conduct ensuring that adequate arrangements are in place for clinical supervision and continuing professional development in order to maintain registration.

The post holder will be responsible for the Clinical Supervision of allocated staff within and outside of PTT.

The post holder must work within the policies and procedures, as may be amended from time to time, as determined by HSC or its appointed agents.

The post holder will be required to act on behalf of the Manager of the service when required.

RELATIONSHIPS:

The post holder will be managerially accountable to the Manager – Psychological Therapies Team, whilst retaining legal and professional accountability for their own practice.

WORKING ENVIRONMENT:

The post involves working with Service Users with severe and enduring mental health problems within a variety of settings: on the acute psychiatric ward, within the mental health outpatient facility, within the general hospital, within the Service User's own home and in other offsite venues e.g. the prison, community venues. Lone working in the community is an element of this job as is potential exposure to verbal and physical aggression/hostility. The working environment includes frequent exposure to high levels of distress in others and working with difficult circumstances/events that have occurred to Service Users e.g. sexual abuse. There is a requirement for the clinical management of Service User's at risk to themselves and others. The post holder is required to be involved in official multi-agency public protection meetings and child protection procedures.

The post holder is required to have the highest level of integrity and probity and avoid any conflict of interest. This is all-encompassing while in HSC's employ and requires the post holder at all times to uphold HSC's name and reputation.

In all cases of dispute the internal mechanisms for dispute resolution must be utilised.

The post requires substantial periods of concentration and sitting. The post holder is expected to see individuals, couples, and facilitate therapeutic groups, within the secondary care remit, as part of their clinical role. This requires significant skill, ability to manage complex dynamics, communicate highly complex information and ability to retain a high level of concentration throughout.

MAIN DUTIES AND RESPONSIBILITIES

SERVICE DEVELOPMENT / TEACHING AND SUPERVISION

- Contribute to the ongoing development and provision of a high quality, responsive and accessible Psychological Therapies Team within Guernsey's Adult Mental Health Service.
- Provide clinical supervision from a psychological therapy perspective to colleagues within and outside of the Adult Mental Health Services.
- Provide specialist support, training, and education of other staff and professionals who work within the Adult Mental Health Services. Where agreed, s/he will provide specialist consultation to other members of the multi-disciplinary team and practitioners from other agencies and services regarding their provision of psychologically- based work with clients.
- The post holder will co-ordinate and clinically contribute to the educational needs of trainees, students and others on placements allocated to the Adult Mental Health Services (both nurses and therapists), acting as a mentor, assessing competency and writing placement reports where required. S/he will provide clinical placements, so that trainees acquire the necessary skills, competencies and experience to contribute effectively to positive change that promotes mental health.
- Contribute to the development, implementation and evaluation of appropriate policies and procedures in order to enhance and develop the Psychological Therapies Team as part of a comprehensive Adult Mental Health Service.
- Attend and participate in team meetings to promote and integrate psychological thinking and practice in the work of the multi-disciplinary team.
- Contribute to the development, evaluation and monitoring of the Adult Mental Health Service's operational policies and services through the deployment of professional skills in research, service evaluation and audit to provide best value services. This will include assisting with the completion of statistical information to ensure quality and quantity of services available or highlight areas of deficit.
- Participate in the development of Clinical Governance strategies, clinical effectiveness and quality initiatives.

- Initiate and implement specialised psychological training, conferences and projects within the service.
- Be involved in, when required, professional Psychology, Psychological Therapy and Psychotherapy recruitment within the service.
- Attend designated meetings within HSC and represent PTT in other forums (for example clinical governance committees, management meetings etc.), as required.
- Take the lead in the writing of information sheets and leaflets.
- Ensure that current research in psychology/psychotherapy and related disciplines informs the input and advice offered by the post holder to colleagues, management and inter-agency developmental working groups.

CLINICAL DUTIES

- Maintain a clinical caseload of complex psychological assessment, treatment and consultation work, as well as any generic work required by the Adult Mental Health Service.
- Work autonomously at a high standard to provide specialist psychological assessment, including standardised psychometric assessments. Be able to recognize and respond to a range of clinical issues including physical and sexual abuse, neglect, self-harm, and potential for violence.
- Formulate treatment plans drawing creatively on NICE recommended and evidence based psychological models of practice and the “fit” between the approach(es) used and the needs of the client(s). Maintain an effective treatment alliance by adjusting clinical formulations and working methods in response to feedback.
- Implement treatment plans for individual clients, couples and groups.
- Working as part of a multidisciplinary team, contribute psychological understandings to the overall assessment and treatment work carried out by the team.
- Be responsible for ensuring that referrals and discharges are made in accordance with relevant policy and procedures and the principles of good practice.
- Be responsible for attending clinical meetings (where appropriate) and reviews.
- Act as care coordinator, ensuring the provision of care packages appropriate to client need and coordinating the work of others involved in their care. Arrange and chair Service User reviews and monitor progress during the course of multi-disciplinary interventions.
- Be responsible for ensuring that consultation, assessment and treatment interventions are provided in partnership with Service Users and others as appropriate. Be mindful of the needs of people and families from diverse racial, cultural and religious backgrounds and work in ways that are sensitive to race, religion, age, disability, gender, class, culture, ethnicity and sexual orientation.

- 10. Provide highly specialist consultation, advice and guidance to other professionals in the service in order to maintain high standards of psychologically-oriented work with Service Users. Make psychological theory and practices accessible to clinicians and other staff in the team. Work jointly and collaboratively with other team members in order to facilitate their work with Service Users. Have knowledge of other modalities so as to engage and work effectively with colleagues in other disciplines.
- In partnership with clinicians and other agencies, be responsible for the effective evaluation of models of care and treatment interventions to ensure that individual and complex needs are met. Clients are assessed and treated for a range of severe and complex mental health problems including those arising from sexual and physical abuse and neglect, psychosis, eating disorders, obsessive compulsive disorder, post-traumatic stress syndrome, attachment disorders, depression, and personality disorders.
- Provide expert consultation to professionals and agencies outside HSC on issues relating to psychology and the psychological treatment of clients and support for their families. Promote effective multi-agency work.
- Develop and provide psychological therapy in line with organisational and clinical needs.
- Hold responsibility for a high standard of clinical practice within all areas of work.
- Design and implement systems which enable colleagues to develop their knowledge and skills in working in ways which are informed by psychological ideas and practice.
- Maintain high standards of clinical record keeping, including electronic notes and recording in line with HSC policies and procedures. Provide comprehensive reports as required.
- Undertake risk assessment and risk management, including the protective and risk factors present in the network of significant relationships. Provide advice to colleagues on these issues.
- Demonstrate awareness of research and its application to clinical practice. Use theory and research to inform evidence based practice in relation to psychological work.
- Engage in regular research activity relevant to psychology within adult mental health and support research activities performed by others, as agreed.
- Working in partnerships with other lead Agencies, ensure that Child Protection issues are addressed effectively and according to local procedures.
- Communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of Service Users. Effectively communicate professional opinion, verbally and in writing, to clients, other professionals, and statutory and voluntary agencies.

CONTINUING PROFESSIONAL DEVELOPMENT

- In line with guidelines for all Clinical Psychologists, receive clinical supervision in accordance with the HSC policy on clinical supervision as well as the HCPC and BPS Codes of Ethics.
- Attend relevant training events and continuing professional development activities as required to maintain registration with the HCPC and BPS.
- 3. Attend and contribute to staff meetings, supervision sessions, training courses, conferences, seminars and workshops, to ensure the development and enhancement of current working practices.
- 4. Participate in all personal review meetings, and take responsibility for own personal and professional development in order to maintain the highest professional standards of practice.
- 5. Maintain own registration with the HCPC.

ACCESS TO HEALTH RECORDS:

All staff who contribute to health records are expected to be familiar with, and adhere to HSC Policy and procedures. You should be aware that health records will be subject to regular audit.

GENERAL:

This post is one of continual development. The job description is intended as a guide to the principal duties and responsibilities of the post and complements individual objectives set in line with the department's annual business objectives. Responsibilities will be reviewed periodically in line with service priorities and duties may change or new duties be introduced after consultation with the post holder.

HEALTH AND SAFETY:

The HSC attaches the greatest importance to the health and safety of its employees. You are expected to make yourself aware of and comply with the HSC's Health and Safety policies, a copy of which is available on the HSC Intranet.

CLINICAL GOVERNANCE:

The HSC aims to provide the highest standards of care. To further this aim you are expected to adhere to acceptable working practice as defined in HSC policies and guidelines. You also have a personal responsibility and an accountability to the service to keep yourself up to date and, if you encounter unacceptable practice, to raise it or deal with it through accepted channels.

CONFIDENTIALITY:

During the course of your employment, you may see, hear or have access to information on matters of a confidential nature relating to the work of the HSC or to the health and personal affairs of clients and staff. Under no circumstances should such information be divulged or passed on to any unauthorised person(s) or organisations.

KEY CRITERIA:

ESSENTIAL

1. Doctorate in Clinical Psychology with ability to demonstrate breadth of experience working with severe and enduring mental illness.
2. Ability to demonstrate extensive experience of working with at least three therapeutic approaches e.g. Systemic/Family, CBT, Psychodynamic, CAT etc.
1. Be able to demonstrate training and experience in delivering two NICE recommended psychotherapeutic interventions for personality difficulties e.g. Schema, DBT, Systemic/Family Therapy.
2. Confident and competent in working as part of the MDT managing presentation and risk in secondary care clients with severe and enduring mental illness.
3. Must hold and maintain registration with HCPC.
4. Understanding of clinical governance.
5. Computer literate.
6. Portfolio evidence of CPD.
7. Demonstrate awareness of current developments regarding Psychological Therapy.
10. Experience in supervision and training.
11. Ability to deal with complaints.
12. Effective team player who can also work independently.
13. Able to work on own initiative.
14. Able to communicate with all ages, disabilities and cultures, including the seriously ill.
15. Able to communicate complex clinical information.

DESIRABLE

1. Training and experience in CAT, Schema Therapy, DBT, Systemic/Family Therapy
2. Experience in assessing and managing neurobiological disorders including ADD/ADHD and ASD

3. Training and experience of working with eating disorders