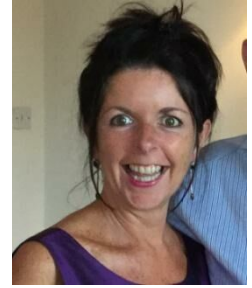


Welcome



Denise Moffat
General Manager

Dear Candidate,

If you are looking to work alongside highly experienced and compassionate colleagues, where the well-being of our staff and the treatment and recovery of our patients is fundamentally core to our business, then we welcome your interest in this post.

Dumfries and Galloway Mental Health Directorate hosts a range of NHS services and who work closely to ensure our clinical pathways are as smooth as possible and include access to a range of expertise that meets patient and carer needs.

We have strong working relationships with colleagues in other statutory and third and independent sectors. This can be seen in a wide range of creative projects, including our Award winning IDEAS team, joint working with our Crisis Service and Scottish Police Colleagues, and Psychology providing trauma training through for our Community Justice Partnership.

Our Specialist Drug and Alcohol Service and our Prison Healthcare Service have received a number of positive reports from a range of external scrutiny bodies, and our Intellectual Disability Services are committed to and working towards the ambitions described in the Keys to Life, where choice and control Improving quality of life for people with learning disabilities.

We also have the fortune of an award winning In Patient Mental Health Unit, recognised, not only for its outstanding architectural design, but also for a range of patient safety initiatives that have won a number of national awards.

We know that working in Mental Health Services can be tough, and we know the importance of looking after ourselves and each other. We strive to create a working environment that is supportive, encourages talent, and recognises and nurtures the strengths we all can bring to work that we do. We have a strong commitment to clinical and managerial supervision, staff training and development and of trying to make the work we do meaningful, rewarding and fun.

If you want to find out more, please feel free to pick up the phone and talk to us. Details of the contact for the post you are interested is included in this recruitment pack. Many thanks for your interest, and wishing you the best of luck!!

Denise

The Opportunity

1. Job Identification

Job Title	Clinical Psychologist
Band	Band 8a
Salary	£45,446 - £51,883 (pro rata)
Scale	Agenda for Change**
Hours	Full Time 37.5 hours per week
Contract Type	Permanent
Department	Psychological Services
Reporting to	Audrey Young
Base	Mountainhall treatment Centre

** NHS Scotland's AFC pay system differs slightly from NHS England, Wales or Northern Ireland. Please click [here](#) to access the most up to date pay scales and Terms and Conditions.

Contact Details

Line Manager

Audrey Young

We welcome informal contact from prospective candidates who wish to better understand the role.

Please contact: Audrey Young – Audrey.young@nhs.scot call our main switchboard on 01387 246246 and call extension 36172

Job Description

1. JOB PURPOSE

- To support the Head of Adult Mental Health Services responsible for providing psychological services for Adult Mental Health patients in Dumfries & Galloway.
- To have responsibility for managing a day-to-day departmental patch in Adult Mental Health Service to patients, carers, referral agencies, Community Mental Health Teams (CMHT) and others with a broad range of often complex mental health needs in a geographic area.
- To assess Adult Mental Health service needs within this context and to formulate and deliver through others, responsive, psychological interventions at individual and systemic levels.
- To supervise counselling/psychological therapy staff in the specified areas and to manage aspects of their work as directed by the Head of Adult Mental Health Services.
- To plan, facilitate and evaluate service and policy developments within the area as well as within the wider department.

3. ORGANISATIONAL POSITION

4. SCOPE AND RANGE

- To identify and report service priorities to the Head of Adult Mental Health Services in line with guidance from the Scottish Executive Health Department, Dumfries & Galloway Health Board and the Director of Psychological Services and Research.
- To ensure that services are deployed in line with best contemporary standards and ethical frameworks, principles of equity and reflecting evidence based practice.
- To provide clinical supervision and management to junior staff.
- To undertake clinical audit to ensure maintenance of professional standards and research as appropriate with particular regard to Clinical Governance
- To provide specialist teaching and training to professional trainees, colleagues and organisations as required
- Provision of expert consultancy and advice to colleagues, NHS organisations and other bodies such as Social Services, voluntary and non-statutory agencies as required.
- To have responsibility for organising the weekly allocation of AMH referrals from the specified areas and for co-ordinating the administration of referrals and communication with clients and with referral agents and other parties at the time of referral.
- To be responsible in support of the Head of Adult Mental Health Services for specialised psychological provision to the CMHT, to assess needs, formulate response (i.e. input to case allocation, policy)
- To manage a caseload of AMH referrals which requires specialised, clinical psychological assessment and intervention (e.g. complex cases such as challenging behaviour, psychosis, etc.).
- Research and development is a job responsibility and the postholder must undertake clinical audit and research as appropriate.
- To provide highly specialised teaching and training to professional trainees, colleagues and organisations as required.

5. MAIN DUTIES / RESPONSIBILITIES

The postholder is responsible for the following key outcomes:

- The policies of the Board and Department are carried out efficiently and to the best possible standard.
- To keep the Head of Adult Mental Health Services well informed about the needs and developments of the service and all psychological matters concerning Adult Mental Health.
- To communicate in terms that are readily comprehended, whether in written reports or verbally, the formulation and psychological understanding of a patient's difficulties or disorder to referrers, both medical and paramedical and to patients.
- To ensure the specialty service, in support of the Head of Adult Mental Health Services, to all stakeholders in the region, is co-ordinated in a coherent and efficient fashion.
- To ensure other team members in the region are supported, consulted

with and managed in line with departmental and other professional requirements.

- Provide clinical psychology representation on committees and working groups as directed by the Head of Adult Mental Health Services in support of the Director of Psychological Services within Dumfries & Galloway and elsewhere in the wider NHS where appropriate.
- Provision of an efficient, equitable, expert clinical psychologist service to individuals and groups in the specified areas.
- The day to day management of counsellors and junior psychology staff allocated to the specified areas and specialties.
- To manage aspects of the work of other professionals and junior staff within the region as directed by the Head of Adult Mental Health Services, such as monitoring caseload, audit of written work.
- To consult with staff from other disciplines (eg Counselling) who are employed in the region as well as supervise Clinical Psychologists in Training and Assistant Psychologists.
- To ensure that the best professional standards of assessment, formulation, communication and treatment are applied and maintained.
- To maintain a good record keeping system and to comply with requirements for reports and returns as part of departmental policy.
- Monitor monthly figures relating to the specialty for accuracy and to audit trends (e.g. growing waiting times) which indicate a need for service developments (e.g. waiting list initiatives).
- Provision of impromptu consultation, support and advice (e.g. vulnerability issues) for colleagues and junior staff.
- Fulfilment of the aims and objectives in the PDP agreed with the Head of Adult Mental Health Services at annual appraisal.
- To provide expert advisory and consultancy services to colleagues and organisations within Dumfries & Galloway and elsewhere in the wider healthcare system as appropriate.
- To conduct appropriate and advise on clinical research and audit.
- To maintain and contribute to CPD in the Department and elsewhere in the healthcare system.
- To develop and maintain good links with colleagues, service users, carers and relevant community and voluntary organisations.

6. SYSTEMS AND EQUIPMENT

The postholder should:

- Maintain a good level of expertise in the use of psychological assessment tools and protocols and to apply these appropriately and relevantly in clinical case management.
- Have a working knowledge of computer-based technology including word processing, e-mail and internet.
- Conform to the Department's systems of information management for patient records, activity data, and mileage and expenses information.
- To be actively participating in the specialty services on-going audit processes for clinical effectiveness of interventions.

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7. DECISIONS AND JUDGEMENTS

The postholder must:

- Be capable of taking the lead clinical role and responsibility within a geographically defined area
- Be capable of making judgements and clinical diagnoses involving highly complex facts and situations, which require the analysis, interpretation and comparison of a range of options.
- Be accountable for own professional actions.
- Be capable of weighing conflicting components pertaining to a complex problem or situation, forming judgements where information is incomplete or unavailable, and in situations where expert opinion may be divided.
- Be capable of selecting an appropriate treatment or intervention to fit a particular situation.
- Make judgements and decisions with regard to formulation and treatment or management interventions, involving complex information and situations that require analysis, interpretation and integration with theoretical understanding
- Monitor the clinician's own effectiveness with each patient and/or the presenting problem, to determine whether consultation, or ongoing supervision with a colleague and further CPD is required to maintain high standards of clinical work
- Identify gaps in service provision and inform service management of such gaps and suggest ways in which these deficiencies can be met,
- Be capable of monitoring a situation or intervention by some formal means of evaluation, and be able to modify the plan, treatment or intervention to obtain a better outcome.
- Be capable of monitoring training and supervision requirements of supervisees.
- Be capable of balancing the welfare rights of the individual against the duty of care to the wider community where the behaviour of a patient is likely to pose a significant risk to themselves and others.
- Be capable of acting within the terms of reference of legislation pertaining to Adult Mental Health and Capacity to protect the rights and health of individuals and the community (e.g. Adults with Incapacity 2000 Act).
- Participate in formulating Departmental policies by attending Departmental meetings, specialty groups and have an active role in clinical governance aspects of the Department of Psychological Services and Research.
- Anticipate future trends and developments pertinent to healthcare delivery and suggest methods of modernising service delivery

8. COMMUNICATIONS AND RELATIONSHIPS

The postholder must:

- Communicate clearly, professionally and empathetically with patients, their relatives and carers in a wide range of sometimes very distressing, emotive and hostile circumstances, which may involve imparting sensitive clinical information relating to the development and prognosis of an individual's psychopathology
- Communicate promptly, clearly and sensitively with referral agents and colleagues providing a written history of the presenting complaint, the clinical findings on examination, a clinical formulation, diagnosis, and a recommended course of action; ensuring that these observations are sent to all those with a significant role in the management of the patient, and that an appropriate record is stored in the records system.
- The requirement of excellent interview skills to assess complex and frequently poly-morbid clinical presentations. The need to use these skills flexibly applies both directly to clients and indirectly to colleagues under supervision.
- Ensure a presence or written report at important decision-making meetings concerning clients with whom the postholder is involved to ensure the passage of relevant information to colleagues and participation in the process (e.g. CMHT meetings, care package reviews, ward rounds, etc.).
- Be experienced and skilled in developing a therapeutic alliance with patients whilst maintaining a professional and ethical standing.
- To ensure adequate supervisory arrangements are in place and that the post-holder is using these appropriately.
- To be involved with the provision of post-graduate and post-registration training in Clinical Psychology in Scotland by participating in relevant NHS Education
- Ensure that contemporary standards of confidentiality are observed in the communication and storage of clinical information.
- Develop and maintain good relationships with voluntary and carer organisations supporting adults with mental health problems in the community
- Ensure that the requirements for informed consent are observed when communicating about a patient with a third party or when soliciting their participation in research.
- Provide a clinical consultancy service to colleagues, other professionals and organisations pertaining to psychological aspects of health care.
- To maintain professional registration, chartership and CPD as per current HPC and BPS guidelines.
- Responsibility to ensure the training and supervision of clinical psychology professional trainees in clinical and research matters.
- Contribute to the training of doctors, nurses and other health and social services professionals as appropriate.
- The postholder is expected to conduct appropriate research and audit, and to communicate the findings to shape clinical practice and to enhance the perceived stature of NHS Dumfries & Galloway by, where possible, publishing in professional, peer-reviewed journals.

9. PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB

The postholder must:

- Maintain fitness and eligibility to drive frequent lengthy car journeys to isolated locations throughout the year to ensure equity of access to health care.
- Be able to cope with unpleasant behaviour including physical and verbal aggression and occasionally to work in conditions sub-optimal for clinical activity (e.g. in home visits where physical conditions may fall far below recognised standards of cleanliness, etc).
- Be able to sit in confined spaces and to concentrate for long periods. This involves multi-tasking observational skills and concurrent intellectual analysis under pressure of time.

10. MOST CHALLENGING PARTS OF THE JOB

- Dealing with clients exhibiting high levels of distress and describing in detail harrowing and traumatic life events (e.g. severe sexual and physical abuse, fatal accidents).
- Responsibility for managing risk of harm to self and others.
- Managing a diversity of needs and balancing the demands of the referring agents, maintaining reasonable waiting times and providing a high quality psychological service.
- Maintaining up-to-date clinical awareness and knowledge of treatment strategies across the very broad spectrum of diverse mental health problems and disorders
- Managing a wide diversity of needs in the population and balancing the demands of referrers with available resources

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

The postholder must:

- Have a post-graduate Doctoral level (or equivalent) degree in Clinical Psychology.
- Be registered with the Health Professions Council
- Possess a current HPC Practice Certificate
- Be eligible for Chartered status with the British Psychological Society.
- Maintain CPD required for clinical practice.
- Under take clinical supervision as required by all grades of clinical psychology staff to meet their professional guidelines as per the British Psychological Society code of conduct.
- Completion of further courses of additional learning as relevant to the clinical skills required for the post and as identified as significant in the Personal Development Plan.
- Attend in-house mandatory training and relevant in house and external courses pertaining to computer training, moving and handling, management of aggression and violence, lone worker guidelines etc.
- Possess a current U K driving licence.

- Have university accreditation for training and supervision of the postgraduate trainees.
- Have knowledge of the Health Board's policies and procedures.
- Have knowledge of national and professional guidelines for optimal standards of clinical care. (eg Child Protection guidelines)
- Have knowledge of Psychiatry and other related professions in order to understand complex clinical presentations.
- Respond appropriately to suicidal patients or where harm to another is indicated.
- Be aware of the limits of one's competence and expertise.
- Be aware of the need to deploy valuable health service resources in an effective and rational manner according to contemporary evidence-based practice.
- Possess interview skills for the selection of new staff, and be aware of the Board's employment legislation and recruitment and retention policies.

12. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ESSENTIAL	DESIRABLE
<p>QUALIFICATIONS:</p> <ul style="list-style-type: none"> • A BPS-approved post-graduate qualification in Clinical Psychology (or equivalent accreditation) • Eligibility for Chartered Clinical status • Possess current HPC Psychologist Practitioner Registration 	<ul style="list-style-type: none"> • Chartered Clinical status
<p>KNOWLEDGE:</p> <ul style="list-style-type: none"> • Competence in a range of assessment and treatment approaches • Willingness to pursue further training • Research and audit skills • Teaching and training ability • Full UK driving licence or ability to travel independently 	<ul style="list-style-type: none"> • Awareness of and interest in different and creative ways of offering psychologically based mental health services
<p>EXPERIENCE:</p> <ul style="list-style-type: none"> • Experience in a range of clinical problem types • Experience of working in multi-disciplinary settings with non psychologists 	<ul style="list-style-type: none"> • At least 2 years post-qualification experience • Experience in community Adult Mental Health teams • Supervision of other psychologists • Experience in clinical consultancy
<p>SKILLS:</p> <ul style="list-style-type: none"> • Good communicator • Self motivating • Practical • Tact and diplomacy 	

Find Out More

For information on NHS Dumfries & Galloway, including details of our facilities and beautiful surroundings, check out our new [Work, Live, Play Digital Brochure](#).

To access the brochure, copy and paste the following link into your web browser:

www.nhsdg.co.uk/workwithus

