

1. JOB IDENTIFICATION

Job Title: Clinical Associate in Applied Psychology (CAAP)

Responsible to: Principal Clinical Psychologist

Department(s): Maternity & Neonatal Psychological Interventions (MNPI) Team

Operating Division: REAS

Job Reference: 088069

No of Job Holders: 1

Last Update (insert date): 09.09.21

2. JOB PURPOSE

The post holder is responsible for:

To provide individual and group psychological interventions for parents presenting to the MNPI service, for example with (i) pregnancy and birth complications or loss, (ii) previous pregnancy complications, loss or birth trauma affecting mental health in the current pregnancy, (iii) infants whose health is significantly compromised and who require NICU or SCBU care, and (iv) mental disorders amenable to psychological therapies which directly affect maternity care e.g., needle phobia, tokophobia.

To be responsible for the management of a specialist caseload in collaboration with the line manager.

To provide consultation and support in relation to the assessment and management of patients attending the service, provided by multi-disciplinary clinicians.

To triage referrals to the most appropriate clinical pathway.

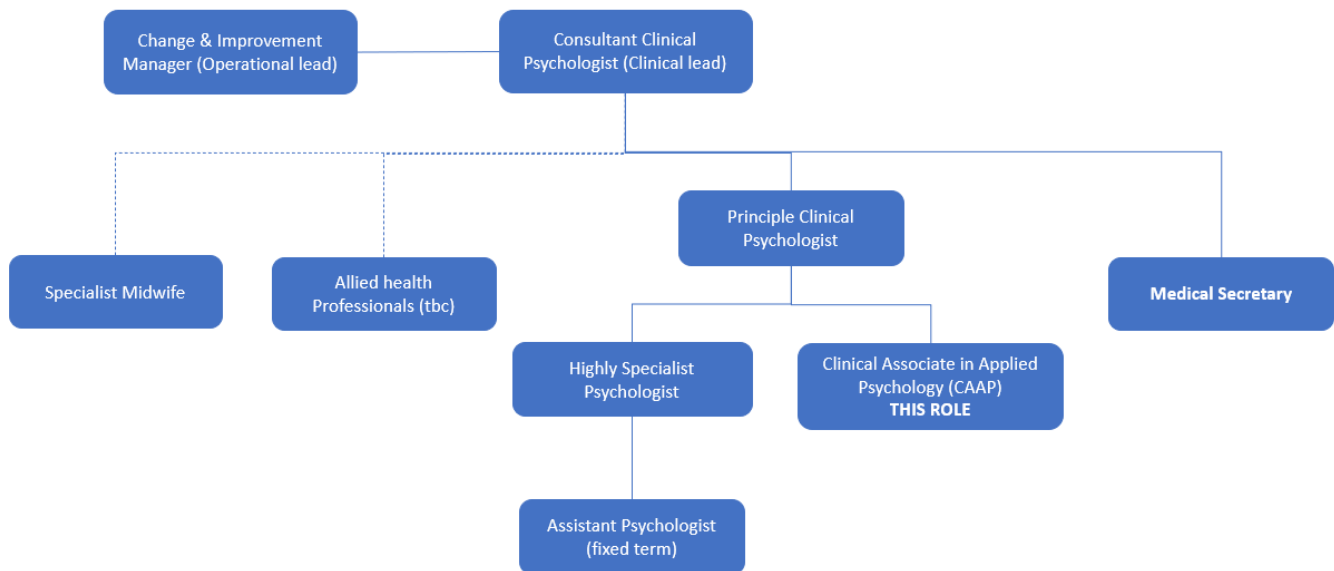
To contribute to ongoing development of the MNPI service, including development and implementation of specific pathways, for example in relation to birth trauma.

3. DIMENSIONS

The post holder will provide a psychology service to patients attending the NHS Lothian Maternity and Neonatal Psychological Interventions (MNPI) team. They will be an embedded member of the psychology-led multidisciplinary team and work closely across related services, in particular with the Specialist Midwifery Practitioner for Perinatal Mental Health & Bereavement.

The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

Applied Psychology in NHS Lothian

Working in partnership with local authorities, NHS Lothian provides a comprehensive range of community outpatient, day and inpatient services. The department also provides an important training resource for career development across professional disciplines. In addition, the department has an ongoing commitment to research, both internally and externally funded.

Further teaching, training and supervision of assistant, trainee and qualified staff from psychology and other disciplines, in relation to appropriate psychological knowledge and skills, including Continuing Professional Development (CPD) is provided. The applied psychology input to all services involves direct clinical work as well as responsibility for developing multi-disciplinary interventions training and supervision.

Being specialist services, the applied psychologists will also be expected to provide consultancy, liaison with acute and primary care as well as informed opinion on psychological aspects of patient management.

The Maternity and Neonatal Psychological Interventions (MNPI) Team provides assessment, treatment and care to women, families and staff across both maternity (antenatal and postnatal) and neonatal specialities on an in-patient and out-patient basis across the whole of NHS Lothian. This is a new service developed in response to a number of drivers including recommendations made in the Scottish Government's Best Start Plan for Maternity and Neonatal Services, National Bereavement Care Pathways and the National Managed Clinical Network for perinatal and infant mental health Needs Assessment and Service Recommendations for Specialist and Universal Perinatal Mental Health Services. The team serve a population of approximately 9,000 births per year and 1,000 admissions to the neonatal units.

6. KEY RESULT AREAS

CLINICAL

1. To provide individual and group formulation-based psychological interventions for parents presenting to the MNPI service with mild-moderate clinical disorders, working with the parent-infant relationship in mind, drawing on knowledge of infant mental health theory and practice. This might include those parents with (i) pregnancy and birth complications or loss, (ii) previous pregnancy complications, loss or birth trauma affecting mental health in the current pregnancy, (iii) infants whose health is significantly compromised and who require NICU or SCBU care, and (iv) mental disorders amenable to psychological therapies which directly affect maternity care e.g., needle phobia, tokophobia.
2. To provide assessment, formulation and treatment recommendations and be able to establish whether patients meet diagnostic criteria in order to facilitate onward referral for those patients with more complex presentations.
3. To take a key role in the design and coordination of the tiered approach to effective and timely management of birth trauma within MNPI and Perinatal services, identifying

appropriate developments in the service provided through monitoring and evaluation of referrals and to make recommendations to the Professional Lead/Line Manager, taking responsibility for planning and implementing such developments while ensuring quality, equality and diversity, as required.

4. To provide psychological advice, guidance and consultation to other staff contributing to the client's formulation and intervention plan e.g. coordination of MDT discussions to develop cohesive care plans across services to enable continuity of support for parents and infants.
5. To facilitate direct and indirect emotional wellbeing supports for maternity and neonatal staff for example provide staff training sessions on issues related to family psychosocial support needs and staff emotional wellbeing and coping; facilitating access to emotional wellbeing supports for staff.
6. To liaise closely with colleagues across maternity, neonatal, perinatal and infant mental health services, working alongside the Specialist Midwifery Practitioner for Perinatal Mental Health & Bereavement to facilitate development of implementation of effective care pathways across services. Participate in working parties, and as required represent the Professional Lead/Line Manager on relevant groups, in relation to the planning and development of services and policy changes for the multi-disciplinary team with a view to ensuring effective continuity of psychological care.
7. To participate in multi disciplinary meetings e.g. neonatal and maternity MDTs, providing consultancy, assessment and training on and development of the care pathways and management of the patients seen within the MNPI Service.

TEACHING AND TRAINING AND REFLECTIVE PRACTICE

8. To contribute to design and delivery of training on the role of psychology in maternity and neonatal settings, on the referral pathway to the service and on specific training agendas for example the Solihull Approach and trauma-informed training pathways.
9. To develop expertise and provide specialist advice and consultation to other HCP's in order to contribute towards a patient's formulation and treatment plan and to facilitate the appropriate provision of psychological care by all members of the team.

SERVICE EVALUATION AND DEVELOPMENT

10. To plan, initiate and undertake audit and service evaluation to develop and refine specific service provisions within the MNPI Service, for example the birth trauma pathway, and present findings of audits and service evaluations to other professions.
11. To work with senior psychology and other clinicians in the Service in developing practice guidelines, protocols, care pathways and other means to ensure best use of resources within a context of evidence-based practice, theory, patient centred care and continuing a professional development.
12. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and

respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

7a. EQUIPMENT AND MACHINERY

The postholder is required to observe a personal duty of care in relation to equipment and resources in the course of work and to have responsibility for expensive and/or highly complex departmental equipment used by others (such as portable computers) in order to maintain safety and security of both equipment and users.

The following are examples of equipment which will be used when undertaking the role.

Routine use of office equipment (PC, fax, photocopier, shredder etc)

Psychometric test instruments.

Use of multimedia technology for clinical and training purposes.

Note: New systems may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role:

To record personally generated information, e.g. details of clinical contacts, clinical observations and test results in patient notes. To ensure the highest standards of clinical record keeping including electronic data entry and recording ie child protection actions, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society and local policies and procedures. To ensure that paper, video and computer client files are kept up to date and secure, to comply with relevant policies and professional guidelines.

To be responsible for data entry; i.e. in carrying out regular audits of work in order to determine the efficacy and efficiency of the psychological services provided. To use computer software to produce reports and teaching materials.

Note: New systems may be introduced as the organisation and technology develops, however training will be provided.

8. ASSIGNMENT AND REVIEW OF WORK

Workload is generated through a variety of sources including yearly objective setting, service reviews, client needs and local and national policy/directives. The postholder will work autonomously under supervision as agreed with the Professional Lead (Pan-Lothian) and Principal Applied Psychologist.

Performance will be reviewed through annual PDPR processes with the Professional Lead (Pan-Lothian) and Principal Applied Psychologist. The postholder will be expected to participate in regular clinical supervision.

The postholder will work within Code of Ethics and the relevant professional practice guidelines of the British Psychological Society (BPS) and the professional guidance framework and policies and procedures of NHS Lothian.

9. DECISIONS AND JUDGEMENTS

Within professional parameters, to make judgements and clinical assessments autonomously involving highly complex facts and situations, which require the analysis, interpretation and comparison of a range of options e.g. matters of child and adult protection.

To contribute to the identification, management and reduction of risk in the area of responsibility e.g. maternal ill health, consideration of the impact of maternal ill health on the parent-infant relationship and infant wellbeing, as well as the wider systems around mother and infant, for example partners and additional children.

Monitor situations and interventions by means of evaluation and be able to modify the plan,

treatment or intervention to obtain a better outcome. This includes the assessment of the requirement for escalation of patients presenting with more complex and severe and working within the professional parameters of a CAAP role, to establish the most appropriate treatment and establish what care pathway is required.

Provide consultancy to other professionals.

To be involved in the development of local policy, in collaboration with the professional leads.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Working in a multi professional environment being sensitive to the contribution of others and developing good and constructive relationships with clinical and managerial colleagues in situations of high demand and constant change e.g. clinical pathways.

To manage a caseload of formulation-based interventions, using clinical supervision effectively to work autonomously.

To provide advice and take appropriate action, particularly in situations of uncertainty and unpredictability where novel approaches are required.

Ensure that the profile of psychology within health/mental health and the contribution it can make across NHS Lothian is fully understood and maximised.

Balancing clinical and service demands.

11. COMMUNICATIONS AND RELATIONSHIPS

The post-holder must:

Possess excellent interview skills to assess complex, and frequently co-morbid, clinical presentations. The need to use these skills flexibly applies to both clients and indirectly to colleagues who are being supervised.

The post holder is required to develop and maintain effective communication systems with Clinicians and managers to ensure effective delivery of the service, External agencies including GPs, the Courts, Universities and Social Work, Patient Groups and voluntary bodies.

To communicate effectively with patients when significant barriers to communication exist e.g. learning disability, sensory or physical impairment.

To build a productive and constructive working relationship with colleagues, service managers, multi-disciplinary teams, Scottish Government working groups, NHS Health Scotland Healthy Weight Leads Network and other professional services within NHS Lothian (HR, IT, Occupational Health, Procurement) and wider professional groups. This requires excellent presentation and communication skills.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Skills:

Physical manipulation and dexterity required when using psychometric test materials.
Formal breakaway training.
Standard keyboard skills.

Physical Effort:

Sitting in a restricted position when undertaking clinical duties.

Mental Effort:

Responding appropriately and timeously to unpredictable events so that parent, babies, carers and staff receive optimal support.
Negotiating and steering interagency service initiatives.
Intensive concentration required (up to several hours) when carrying out clinical observations or assessments involving technical psychometric tests.

Emotional Effort:

To deal with frequent exposure to highly distressing and emotional circumstances arising from the demanding and challenging nature of the work e.g. acute and chronic illness, death, grief and loss.

Working Conditions:

Exposure to unpleasant behaviour including risk of physical and verbal aggression, generally sub-optimal conditions for clinical activity e.g. when undertaking home visits.
Travel between clinical and administrative settings.

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

The post holder must have an honours degree in psychology (eligible for GBR) and a post-graduate Masters level (or equivalent) qualification in Psychological Therapy in Primary Care/Applied Psychology for Children and Young People.

Relevant clinical experience including effective delivery of group and individual evidence based psychological interventions.

Have knowledge of relevant national and professional guidelines for optimal standards of clinical care.

Have some knowledge of working within a mental health context and of perinatal mental health & infant mental health, to understand a range of clinical presentations.

Knowledge of the impact of early developmental experiences and the relationship environment on later child and adult development.

Experience working systemically to support family systems including parents, siblings, grandparents etc.

Excellent communication skills.

Work in a sensitive manner with respect for diversity in gender, ethnic, culture and philosophical issues with a wide range of individuals.

Commitment to ongoing Continuing Professional Development.

Attend in-house and external courses pertaining to computer training, moving and handling, management of violence & aggression lone worker practical etc.

Training in theoretical models and applied therapeutic techniques relevant to the speciality e.g. perinatal mental health, infant mental health.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: