

## JOB DESCRIPTION

<b>1. JOB IDENTIFICATION</b>	
<b>Job Title:</b>	Highly Specialist Clinical Psychologist
<b>Responsible to:</b>	Consultant Applied Psychologist: Professional Lead for Psychiatric Rehabilitation
<b>Department:</b>	Applied Psychology: Psychiatric Rehabilitation service
<b>Operating Division:</b>	REAS
<b>Job Reference:</b>	L-REAS-REHAB-HSCP
<b>No of Job Holders:</b>	1
<b>Last Update:</b>	N/A
<b>2. JOB PURPOSE</b>	
<p>To take responsibility for delivering psychological interventions within the MDT Psychiatric Rehabilitation team and be accountable for own professional practice in the delivery of highly specialist psychological care to clients and to work autonomously to provide Psychological Services to clients with complex mental health disorders.</p> <p>To be responsible for the systematic provision, clinical governance and quality of psychological interventions within delegated area of service (but within professional guidelines in conjunction with Professional Lead and Head of Applied Psychology Service).</p> <p>To undertake high quality direct (assessment and therapeutic) and indirect (consultative, advisory and evaluative) specialist psychological interventions taking substantial professional responsibility and exercising autonomous judgement in own professional practice, and exercising responsibility for the governance of psychological practice within the team.</p> <p>To provide clinical supervision and support in relation to the psychological assessment, therapy and management provided by trainee clinical psychologists, and clinicians for other professions within the MDT for Psychiatric Rehabilitation.</p> <p>To be responsible for managing and providing psychology teaching, training, consultancy and supervision activities management within a governance structure.</p> <p>To undertake audit and research relevant to the service area.</p>	
<b>3. DIMENSIONS</b>	
<b>Population/Demographics</b>	
<p>The Psychiatric Rehabilitation service currently consists of approximately 60 in-patient beds, and a multi-agency joint health and social work team, the Community Rehabilitation Team. Psychiatric rehabilitation is a specialist service covering each HSCP of Lothian, based at the Royal Edinburgh Hospital. The post-holder will be expected to manage a specialist assessment (including neuropsychological and risk assessment, for example</p>	

the use of the HCR-20), treatment, evaluation; and consultation with the MDT, including leading with psychologically informed, formulation based care. The patient group includes in-patients and community based patients living in supported accommodation, with complex, severe and enduring mental health difficulties. The majority have diagnoses of schizophrenia, bipolar disorder, or schizoaffective disorder. A smaller proportion have a primary diagnosis of a personality disorder.

### **Staffing**

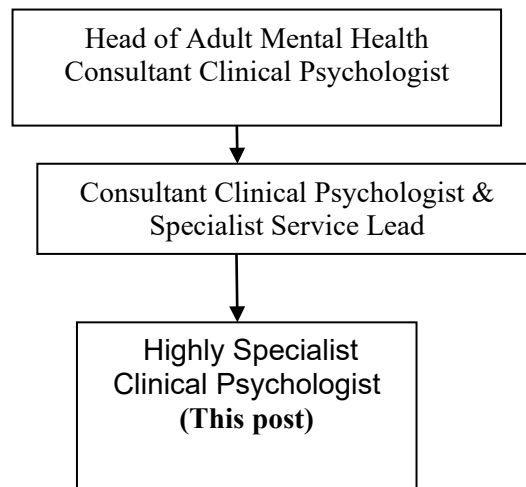
Within the wider rehabilitation service, the psychology service consists of a Consultant Clinical Psychologist, 3 WTE Clinical Psychologists, and 0.3 WTE Assistant Psychologist. Further teaching, training and supervision of assistant, trainee and qualified staff from psychology and other disciplines, 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.

### **Budgetary Responsibility**

The post holder does not have budgetary or day to day management responsibility.

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

## **4. ORGANISATIONAL CHART**



## **5. ROLE OF DEPARTMENT**

Working in partnership with local authorities, NHS Lothian (Service) 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 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 expert opinion on psychological aspects of patient management.

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.

The department is actively engaged in teaching and training psychologists and offers specialist placements. The service is also involved in clinical research at a local and national level.

## **6. KEY RESULT AREAS**

### **Clinical:**

1. Responsible for the assessment, development, planning and implementation of specialist psychological interventions for clients with highly complex, severe and/or enduring conditions based on the appropriate use, interpretation and integration of data from a variety of sources and drawing on a range of psychological theoretical perspectives. This includes providing neuropsychological assessment and interpretation with full reports.
2. To be responsible for implementing a range of highly specialist psychological interventions for individuals, carers, families and groups within and across teams, employed individually and in collaboration with other staff, adjusting and refining psychological formulations and drawing upon different explanatory models while maintaining a number of professional hypotheses.
3. To provide highly specialist psychological advice, guidance and supervision to other staff contributing to the client's formulation and intervention plan.
4. To undertake psychologically based risk assessment and risk management for relevant clients and provide advice on the psychological aspects of risk to the multi-disciplinary team, service users and their families or carers. This includes the use of structured risk assessments such as the HCR-20.
5. To have responsibility for the provision of a comprehensive set of highly psychological interventions within the multi-disciplinary context and associated clinical governance. For example, being competent to lead formulation meetings for the MDT within a ward setting, or to provide a reflective practice group for nursing staff.
6. To 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 improving client care. This includes, for example, the current role in relation to leading in the

service to deliver trauma informed care.

7. Where applicable, to be responsible for overseeing the workload of other psychological practitioners in the team and support them in the delivery of a high quality service.
8. To work with the Consultant psychologist 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 professional development.
9. To participate in staff recruitment, both in short-listing and as a member of interview panels for more junior psychologists and other MDT staff.
10. To undertake specific management projects and tasks negotiated within multi-disciplinary management groups and as agreed with the line manager/head of service.

**Education and Training:**

11. To regularly provide clinical training placements for Trainee Clinical/Applied Psychologists from appropriate courses, undertaking clinical supervision, teaching on placement, organising and monitoring workload and assessing clinical competence.
12. To teach psychology trainees, other professionals and trainees of other professions in collaboration with other professional tutors and teachers.
13. To regularly provide clinical supervision to psychologists and other professionals working within the Service.

**Research and development:**

14. To remain informed of and critically evaluate current research and theory to support evidence-based practice in own professional work and to contribute to this perspective in the multi-disciplinary team.
15. To initiate and conduct psychologically based research and audit relevant to the specialty, as agreed with the Professional Lead/ line manager.
16. To provide research supervision to doctoral, masters, trainees and PhD students.

**7a. EQUIPMENT AND MACHINERY**

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

The post-holder 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.

- Routine use of office equipment (PC, fax, photocopier, shredder etc) e.g.
- 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

1. HR Systems e.g. pay returns, leave forms, travel expenses claims, start and termination forms.
2. To record personally generated information, e.g. details of clinical contacts, clinical observations and test results in patient notes.
3. To follow statutory procedures in relation to the initiation and recording of child protection actions.
4. 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 (Freedom to Act)**

The post-holder will review areas of work with the Service Lead, as line manager. The Service Lead has an obligation to ensure a current and relevant job plan for the post holder. Workload will include responsibility for own highly specialised caseload, as well as work within the MDT designed to promote psychologically informed care (so for example taking the lead with formulation meetings within the MDT). The post-holder has the need to work autonomously and to be accountable for his/her own professional practice, with professional accountability to the Service Lead.

Performance will be reviewed through annual PDPR processes with the Professional Service Lead. The post-holder will be expected to participate in regular clinical supervision.

The post-holder will work within the Code of Ethics and the relevant professional practice guidelines of the Health Professions council (HPC), the British Psychological Society (BPS) and the professional guidance framework and policies and procedures of NHS Lothian.

## **9. DECISIONS AND JUDGEMENTS**

There is the requirement to make highly complex judgements which require application of theory and research, analysis, interpretation and comparison of a range of options, e.g. the role of mental illness and substance misuse in challenging behaviour and the associated future risks. Mental health factors, environmental factors, background factors, personality, situational and psycho-social factors must be considered. This may involve

advising on case management for patients with chronic mental illness who have relapsed frequently in treatment.

There is the need to make highly complex judgements about the assessment and management of future risk, in collaboration with the MDT.

There is the need to make decisions and judgements about a wide range of factors; e.g. appropriate assessment methods, the psychological needs of the patient, suitability for treatment, progress during treatment, the function of challenging behaviours, the need to adapt interventions to patient need, producing a risk management plan.

### **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

1. Assessing, formulating and building a positive therapeutic relationship, and providing effective psychological interventions with extremely complex and disadvantaged individuals, who have found it hard to engage with mainstream mental health services, and who consequently may find it hard to engage in therapy or actively resist it.
2. 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. This may involve contributing to critical incident reviews or adverse event reports.
3. .
4. Balancing unpredictable demands for direct clinical services, with roles relating to consultancy, supervision, teaching/training, research, Doctoral and other postgraduate research supervision, CPD and other professional activities expected at the level of the post.
5. Ensuring staff deliver interventions in line with the published and emerging evidence base all within the context of multi-professional team working.
6. Ensure that the profile of psychology within health/mental health and the contribution it can make across NHS Lothian is fully understood and maximised.

### **11. COMMUNICATIONS AND RELATIONSHIPS**

To maintain effective communication with the Professional Lead/Line Manager and Heads of Applied Psychology Service.

To receive and synthesise complex strands of often contentious or sensitive condition-related information and communicate these in an understandable form to clients, relatives, carers and other professionals. Using advanced interpersonal and communication skills to convey this information appropriately often in a hostile, antagonistic or highly emotional atmosphere where there are significant barriers to acceptance.

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.

Need to communicate with a wide range of internal and external organisations, e.g. staff at all levels, voluntary, education and research colleagues to integrate the service provision and evidence-based care and underpin the training for post-graduate and post-registration trainees in Applied Psychology.

To provide formal teaching and education within speciality area(s).

To build a productive and constructive working relationship with colleagues, service managers, multi-disciplinary teams, Scottish Government committees and other professional services within NHS Lothian (HR, IT, Occupational Health, Procurement) and wider professional groups such as DCP nationally.

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

### **Physical Skills:**

Physical manipulation and dexterity required when using psychometric test materials.

### **Physical Effort:**

Sitting in a restricted position when undertaking clinical duties.

### **Mental Effort:**

Responding appropriately and timeously to unpredictable events so that clients, 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:**

Frequent exposure to highly distressing and emotional circumstances arising from the demanding and challenging nature of clinical work in in-patient settings with individuals with severe, complex and enduring mental health problems.

Exposure to unpleasant behaviour including physical and verbal aggression.

Dealing with frequent exposure to highly distressing and emotional circumstances arising from the demanding and challenging nature of the work e.g. family breakdown, disclosure of sexual abuse, neglect, physical abuse.

### **Working Conditions:**

Exposure to unpleasant behaviour including risk of physical and verbal aggression; generally sub-optimal conditions for clinical activity e.g. finding space on a busy and noisy ward to have a clinical session with a patient.

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

Doctorate in Applied Psychology (or equivalent if graduated before 1996) providing eligibility for membership of the HCPC.

Registered with the HCPC.

Post Doctoral training in theoretical models and applied therapeutic techniques relevant

to the speciality e.g. CBT/IPT diploma/accreditation. .- this is generic language used in all 8a posts however you need to capture the specific learning and education that supports the higher clinical knowledge required for this specific clinical area that takes it beyond a band 7 psychologists.

Extensive experience of working in adult mental health.

Experience of operating consultancy models including supervision.

Experience of professional and clinical supervision.

Experience in teaching.

Experience in representing psychology professionally and clinically in local policy forums.

**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 Service Signature:

Date:

## NHS Lothian

### Applied Psychologist (Band 8a)

#### PERSON SPECIFICATION

Criteria	Essential	Desirable
1. Professional Qualification	<p>Postgraduate Doctoral Qualification in Clinical or Counselling Psychology equivalent.</p> <p>Committed to achieving registration with Health and Care Professions Council on appointment.</p>	<p>Registered with Health and Care Professions Council.</p> <p>Chartered Clinical Psychologist, eligible for membership of BPS and relevant Divisions, ACP.</p>
2. Specialist Experience	<p>Some experience of working in Adult Mental Health settings.</p> <p>Strong and plausible expression of interest in working within psychology in Adult Mental Health settings</p>	<p>Clear evidence of interest in adult mental health and severe and enduring mental illness. e.g. dissertation, pre-post training work, or clinical training placements or dissertation.</p> <p>Experience over several years of working in Adult Mental Health settings.</p>
3. Adult Mental Health competence	<p>Demonstrates competence/knowledge of spectrum of mental health and psychological problems within Adult Mental Health</p> <p>Eligible to provide direct supervision of applied psychologists (e.g., completed or eligible to complete relevant supervisor training such as NES Generic Supervision Competencies)</p> <p>Ability to manage clinical caseload/workload of own and junior staff under their supervision</p>	<p>Demonstrates specialist knowledge in severe and enduring mental illness.</p> <p>Has acquired training in post qualification e.g CBT. IPT, DBT, BFT.</p> <p>Competent and experienced in clinical supervision of applied psychologists (e.g., Band 7/CAAPs, Trainees, Assistants).</p> <p>Competent in neuropsychological testing, interpretation and analysis</p>
4. Research competence	<p>Able to discuss his/her own research experience clearly and critically, and demonstrates a sound understanding of clinical research principles.</p>	<p>Clearly demonstrates an understanding of research findings and methodologies in the adult mental health field. Record of published research/conference presentations.</p>
5. Relevant therapeutic skills	<p>Demonstrates knowledge of a range of relevant clinical psychology interventions, beyond mono-therapy competence.</p> <p>Has an understanding of</p>	<p>Has past experience of treating bio-psycho-social problems in adult mental health patients.</p> <p>Accreditation in more than one therapeutic models of</p>

	<p>multidisciplinary teamwork and the disciplines involved in mental health.</p> <p>Has interest and experience in group work as well as individual therapy</p>	<p>intervention.</p> <p>Effective application of consultancy model and training of psychological interventions.</p> <p>Accreditation as trainer in recognised training programmes.</p> <p>Interested in developing group work experience and understanding.</p>
6. Professional communication skills	<p>Clear and pleasant demeanour and communicator.</p> <p>Confident to speak in meetings and teaching assignments.</p>	<p>Experience of successfully managing difficult professional communications.</p> <p>Experience of clinical liaison with senior staff in other professions.</p>
7. Confidence and motivation	<p>Shows an awareness of personal limitations in this specialist field.</p> <p>Expresses strong interest to develop specialist skills.</p> <p>Shows interest in contributing to the broad organisation/ service functioning as well as to own development, casework and professional interests.</p>	<p>Inspires confidence and acceptance by the panel of his/her personal suitability for this post.</p> <p>Past training record shows evidence of specific motivation towards/interest in specialising in physical health.</p>
8. General demeanour	<p>Pleasant demeanour.</p> <p>Able to work well with colleagues in multidisciplinary team.</p> <p>Comfortable working with hospital inpatients, as well as working in community settings.</p>	<p>Mature and open personal demeanour.</p> <p>Ability to deal with pressure calmly and sensitively.</p>
9. Organisational orientation & understanding	<p>Broadly understands the role and structure of the organisation, department and its working procedures.</p> <p>Expresses interest in working in adult mental health.</p>	<p>Has a clear understanding of organisational issues in multidisciplinary rehabilitation.</p>
10. Understanding of professional issues and service organisation	<p>Shows knowledge of the requirements of Agenda for Change, the Knowledge and Skills Framework, professional registration and Continuing Professional Development, and the structure of psychology services in NHS Lothian.</p>	<p>Has familiarised self with the placement of his/her post and of clinical health services/clinical psychology services.</p> <p>Is fully aware of professional issues and requirements, as outlined in the job description.</p>
11. HR / disciplinary issues	<p>No ongoing Human Resource or training disciplinary issues.</p>	<p>No history of unsatisfactory performance or disciplinary procedures.</p>

12. References	Excellent references.	Excellent references, which refer to highly relevant attributes, skills or experience for this post.
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