JOB DESCRIPTION

|  |
| --- |
| 1. JOB IDENTIFICATION  |
| Job Title: Clinical Psychologist  Responsible to: Clinical/Counselling Psychologist  Department: Adult Clinical Psychology  Operating Division: REAS  Job Reference: 157643  No of Job Holders:  Last Update: N/A   |
| 2. JOB PURPOSE  |
|  Responsible for the coordination of the adult mental health psychology service including work planning and allocation, development of the service and clinical supervision of a team of psychologists and/or trainees.  Responsible for the management of a specialist caseload within psychological therapies team/Community Mental Health Team.  Responsible for providing psychology teaching, training, consultancy and clinical supervision within a governance structure.  To undertake audit and research relevant to the service area.  |
| 3. DIMENSIONS  |
| Post holder will work within Midlothian base providing psychological therapy to adults aged 18-64 experiencing mental health problems of moderate to severe severity which impact significantly on the person’s function and quality of life.  The role will focus on providing 1-1 psychology treatment to people who have waited in excess of 18 weeks for that treatment as well as therapeutic group work. The postholder will work under the direct a senior clinical supervision of a designated clinical /counselling psychologist (as per guidelines for all professional staff) within a multidisciplinary Psychological Therapies team or equivalent.  The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands. Supervision and staffing responsibilities; The post holder will be responsible for the clinical supervision of up to 10 staff members, these staff members will be working as applied psychologists at Band 7 (newly qualified) and psychological therapists. The staff will be working in multi-disciplinary teams.  Financial/Budgetary The post holder does not have responsibility for budgetary control however will have personal duty of care in relation to equipment and resources.  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  |
| 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 expert opinion on psychological aspects of patient management.   |

|  |
| --- |
| 6. KEY RESULT AREAS  |
| Service Coordination (team):  1. To lead and coordinate the provision of a specialist psychology service, including patient allocation and work planning for psychological practitioners and psychological therapists and overseeing the caseload of these staff members.

 1. Responsible for identifying required developments in the service provided through monitoring and evaluation of referrals thereafter making recommendations to the Professional Lead/Line Manager, taking responsibility for designing and implementing such developments.

 1. To participate in working parties relevant to [psychological therapy teams/Community Mental Health Teams], 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.

 1. Responsible for implementing nationally recognised evidence based practise, clinical 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. This will involve working within the clinical team as well as other disciplines across multi-disciplinary teams and outside own specialist area.

 1. To participate in staff recruitment, both in short-listing and as a member of interview panels for more junior psychologists and other MDT staff, as required.

 1. To undertake specific management projects and tasks negotiated within multidisciplinary management groups and as agreed with the line manager/head of service, for example leading quality improvement projects or developing an evaluation framework for a novel psychological treatment adaptation.

 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.
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.  1. 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.

 1. To have responsibility for the clinical governance, management and development of a comprehensive psychology and multi-disciplinary service for client group, for example, providing consultancy and advice regarding the application and adaptation of psychological interventions and therapies as specific to the client group.

 1. To have responsibility for up to date recording keeping on TRAK for all clinical notes and the mandatory/minimum data set.

 Education and Training:  1. 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.

 1. To teach psychology trainees, other professionals and trainees of other professions in collaboration with other professional tutors and teachers.

 1. To regularly provide clinical supervision to psychologists and other professionals working within the Service.

 Research and Development:  1. To remain informed of and critically evaluate current research and theory to support evidence-based practice in own professional work and to contribute this perspective in the multi-disciplinary team.
2. To initiate and conduct psychologically based research and audit relevant to the speciality, as agreed with the Professional Lead/Line Manager, this may involve funded or unfunded research proposals for which the post holder is the programme lead.

 1. 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 postholder is required to observe a personal duty of care in relation to equipment and resources in the course of work.  Routine use of office equipment (PC, 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  1. HR Systems e.g. pay returns, leave forms, travel expenses claims, start and termination forms (for staff with line management responsibility).
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/adult 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   |
| Workload is generated through a variety of sources including yearly objective setting, service reviews, client needs and local and national policy/directives.  Performance will be reviewed through annual PDPR processes with the Professional Lead (Pan-Lothian) and Consultant Applied Psychologist. The postholder will be expected to participate in regular clinical supervision.  The postholder is accountable for own professional actions and will work within 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   |
| As Principal Psychologist leading the specialist [adult mental health] psychology service make decisions and judgments in relation to service co-ordination, delivery and development e.g. formal caseload management and patient allocation  Make judgements and clinical assessments involving highly complex facts and situations, requiring the analysis, interpretation and comparison of [a range of options] e.g. in ascertaining risk where adults are likely to self-harm or likely to be vulnerable to abuse. Monitor situations and interventions by means of evaluation and be able to modify the plan, treatment or intervention to obtain a better outcome.  To make highly complex decisions about the applicability of different psychological treatments where the evidence base may be conflicting or lacking and psychological expertise is required to determine the most appropriate treatment programme for severe psychological disorders.  As an expert in specialist psychology service provide consultancy to other professionals, including providing second opinions.   |
| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB  |
| 1. 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.
2. Working closely with the patients, their families and carers, often in highly charged and emotionally distressing situations where there is uncertainty and unpredictability an novel approaches are required, examples include dealing with family breakdown and chronic trauma.
3. Balancing unpredictable demands for direct clinical services, with roles relating to management, consultancy, supervision, teaching/training, research, Doctoral and other postgraduate research supervision, CPD and other professional activities expected at the level of the post.
4. Negotiating and influencing interagency service collaboration and initiatives, for instance in relation to the case management of clients with severe disorders for which multi-service engagement and risk assessment is required.
5. Ensure staff deliver interventions with high standards of clinical governance in line with the published and emerging evidence base all within the context of multiprofessional team working.
 |
| 11. COMMUNICATIONS AND RELATIONSHIPS  |
| To receive and synthesise complex strands of often 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 may be significant barriers to acceptance e.g. describing to a client a differential diagnosis such as personality disorder in the context of a formulation and treatment plan Apply excellent interview skills to assess complex, and frequently co-morbid, clinical presentations, applying these skills flexibly to both clients and indirectly to colleagues who are being clinically supervised.  To communicate with and build productive and constructive working relationships with a wide range of internal and external contacts and organisations, e.g. Colleagues – discussions around the implementation of new systems to improve efficiency of service provision. Service Managers – discussing activity management reports and points of intervention for improvement of patient pathways and performance of LDP Standard. Multi-disciplinary teams – consultancy and supervision to improve trauma informed psychological care. Scottish Government committees – to provide expertise in adult mental health as required. Wider professional groups such as DCP nationally- to communicate policy agreements and agreed governance frameworks as promoted by the professional body. Other professional services within NHS Lothian (HR, IT, Occupational Health, Procurement) – to engage with a number of internal teams to Lothian as required.  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 the Clinical Psychology Doctoral and Masters Courses  |

|  |
| --- |
| 12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB  |
| Physical Skills:  Physical manipulation and dexterity required when using psychometric test materials. Standard keyboard skills. Breakaway technique.  Physical Effort:  Sitting in a restricted position when undertaking clinical duties such as running clinics over half day periods at a time.  Mental Effort:  Responding appropriately and timeously to unpredictable events so that clients, carers and staff receive optimal support. Intensive concentration required (up to several hours) when carrying out clinical observations or assessments involving technical psychometric tests. Concentration and focus required with data analysis for research/service evaluation work 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. family breakdown, sexual abuse. Working with staff teams in distress and difficulty, for which psychological input has been requested.  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 or working with patients who have histories of physical violence or self harm where formal control or restraint may be required  |
| 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 Health Professions Council. Registered with the Health Professions Council. Post Doctoral training in theoretical models and applied therapeutic techniques relevant to adult mental health e.g. demonstrating competence in 2 or more psychological treatments for which formal training has been required post qualification, such as CBT or EMDR. Experience of service development. 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. Experience of research and completed papers accepted for peer reviewed journals.   |
| 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:   Head of Service Signature:  |    Date:   Date:   |