

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Clinical Associate in Applied Psychology

Responsible to: Consultant Clinical Psychologist, Maternity & Neonatal Psychological Interventions (MNPI)

Department(s): Maternity & Neonatal Loss Team

Operating Division: Women's Services

Job Reference: L-REAS-PSY-CAAP

No of Job Holders: 1

Last Update 01.09.2023

2. JOB PURPOSE

The post holder is responsible for:

To develop and lead the implementation and delivery of an evidence-based service for families who have experienced loss of an infant through miscarriage, stillbirth or neonatal death. To provide consultation and support in relation to the assessment and management of patients engaging with the service, provided by multi-disciplinary clinicians.

To be responsible for the specialist assessment of grief responses, with a clinical load determined in collaboration with the line manager.

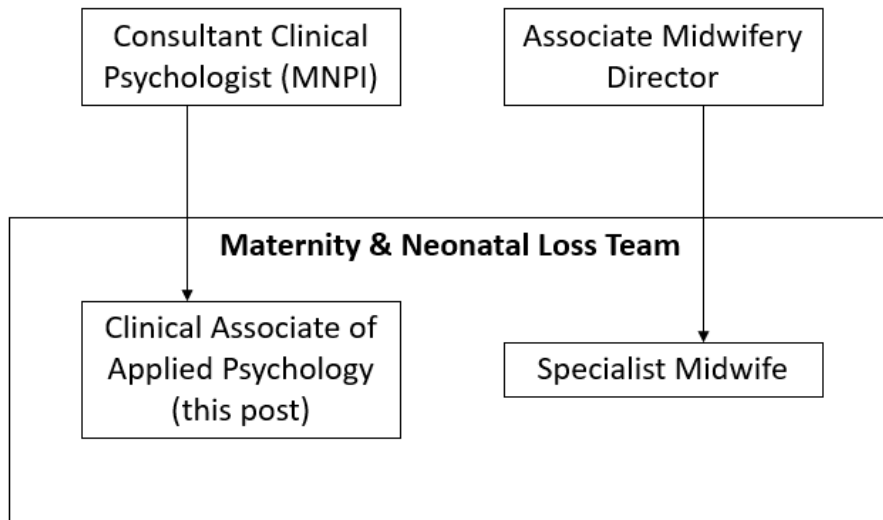
To triage and signpost referrals to the most appropriate clinical pathway where indicated.

3. DIMENSIONS

The post holder will provide a psychological assessment service to families accessing the NHS Lothian Maternity & Neonatal Loss Team (MNL). These families will have experienced the loss of an infant through miscarriage, stillbirth or neonatal death and will be presenting with a range of grief responses.

The post is based at the Royal Infirmary Edinburgh and is employed within NHS Lothian, so 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 expert opinion on psychological aspects of patient management.

NHS Lothian Maternity & Neonatal Loss Team (MNL)

The post holder will be working with those families referred to the Maternity & Neonatal Loss Team. Families are referred when they have lost an infant through miscarriage, stillbirth or neonatal death and the MNL provides a point of containment and assessment of their grief responses at up to four time points over their first year post-loss. The team does not provide direct psychological intervention but signposts to other services where this is indicated.

6. KEY RESULT AREAS

1. To have responsibility for the development and provision of a psychology service within a multi-disciplinary service for a specified client group. To lead and coordinate the provision of a psychology service, 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 designing and implementing such developments while ensuring quality, equality and diversity, as required.
2. To provide assessment, formulation and treatment recommendations for patients presenting with mild to moderate clinical disorders 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 provide psychological advice, guidance and consultation to other staff contributing to the client's formulation and intervention plan e.g. screening and risk management.
4. 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.
5. To participate in multi disciplinary meetings providing consultancy, assessment and training on and development of the care pathways and management of the patients seen within the MNL.
6. To design a protocol for staff risk management within the service and to provide advice to other professions on psychological aspects of risk assessment and management. This will include assessment of suicide risk and psychological factors which may be important when determining treatment.

TEACHING AND TRAINING AND REFLECTIVE PRACTICE

7. To design and deliver training on the role of psychology in MNLT.
8. 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 onward provision of psychological care where indicated.
9. To lead on the provision of a multi disciplinary consultancy group including the management of complex cases.
10. To plan and organise training to women's services staff.

SERVICE EVALUATION AND DEVELOPMENT

11. To plan, initiate and undertake audit and service evaluation to develop and refine the MNLT and present findings of audits and service evaluations to other professions.
12. 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.

7a. EQUIPMENT AND MACHINERY

Computer/laptop/PowerPoint projector for database, research, Trak, e-mail, Internet, presentations.

Computerised and Audio-visual recording equipment for use in assessment and specialist treatment programmes.

Maintain a high level of proficiency in the use of psychological assessment tools and protocols, apply these appropriately and relevantly in clinical case management and incorporate developments in these as they are introduced to clinical practice.

Expected to have knowledge of manual handling and other equipment within the area.

Potential car use for clinical travel.

7b. SYSTEMS

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.
Participate in the speciality service on-going audit processes for clinical effectiveness of interventions.

8. ASSIGNMENT AND REVIEW OF WORK

Workload is generated through a variety of sources including annual objective setting at PDP, service reviews/improvement projects, patient needs and local and national policy/guidelines and strategies. The postholder will take the lead clinical role, leading the development of psychological service plans, for areas as agreed with the the Psychology Professional Lead and/or Consultant Applied Psychologist.

Performance will be reviewed through annual PDPR processes with the Psychology Professional Lead. The postholder will be expected to participate in regular clinical supervision.

9. DECISIONS AND JUDGEMENTS

Leading a specialist psychology service make decisions and judgments in relation to service co-ordination, delivery and development.

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. 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. 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 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.

To build a productive and constructive working relationship with colleagues, service managers, multi-disciplinary teams, Scottish Government working groups 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

The post-holder must:

Undertake travel to clinic sites as required.

Be able to cope with unpleasant behaviour including physical and verbal aggression and occasionally to work in conditions sub-optimal for clinical activity.

Utilise standard keyboard/IT skills.

Be able to sit in confined spaces and to concentrate for long periods whilst undertaking clinical sessions with patients. This involves multi-tasking, observational skills and concurrent intellectual analysis under pressure of time.

Mental effort

Sustain concentration for long periods of time on information from a number of sources, such as clinical sessions with clients, clinical meetings, service planning meetings, telephone consultation with staff and other professionals.

Lengthy and frequent concentration periods involve observational and multi-tasking skills with concurrent intellectual analysis under pressure of time.

Required to switch concentration from one subject to another without notice.

The use of good time management skills, requirement to change subject focus frequently and without prior notice.

Workload can be unpredictable e.g. attendance at meetings is often required at short notice and at times, clients or staff may need to be seen urgently.

Emotional

Frequently required to deal with highly distressing, chronic and /or deteriorating conditions, where progress may be very slow and require long term commitment.

Deal with clients and families distressed by the effects of severe physical or mental health problems.

Deal with patients exhibiting high levels of distress and describing in detail harrowing and traumatic life events.

Deal with Psychological problems in patients experiencing adverse life experiences irresolvable life circumstances and intractable life problems.

Access appropriate support to ensure that the effects of any such exposures are not detrimental to an effective clinical role.

Required to help other professionals, care staff and relatives deal with highly distressing situations.

Environmental

The post holder should expect some exposure to hazards such as verbal and face to face physical aggression.

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.

Relevant clinical experience.

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 to understand complex clinical presentation.

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. bereavement.

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: