

# Clinical Associate for Applied Psychology

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Western Isles Health Board  
**The best at what we do**

## Job Advert



### Clinical Associate for Applied Psychology

**Band 7 : £23,362 - £25,368 per annum**  
**Plus Distant Island Allowance £1,279 per annum**  
**Full Time**  
**Permanent Post**

We look forward to recruiting an Clinical Associate in Applied Psychology (CAAP) to assist in our development of psychological therapy provision for the Child and Adolescent Mental Health Service in the Western Isles. We are looking for an enthusiastic person who is ready for the opportunity to contribute psychological knowledge, formulation and therapies alongside provision of training, supervision and support to our growing multidisciplinary team (MDT). Although this post is based within the CAMHS MDT on Western Isles, it is amenable to remote working with a small proportion of in person contact dependant on clinical need, as agreed with the CAMHS Consultant Clinical Psychologist.

You will have masters level training with experience of training, group work and an understanding of relevant policy and legislation. Although the main working base is currently situated in the town of Stornoway on the Isle of Lewis (which is the most northerly of the Western Isles) there is also potential to be based remotely and linking into our base in Lewis and or Benbecula. This post will enable service provision across the Western Isles. Exciting innovations underway in the Western Isles include increasing capacity in psychological therapies, neurodevelopmental service development and Infant and Perinatal Mental Health. Access to further training and support will be available from our CAMHS Consultant Clinical Psychologist and MDT members.

This post is eligible for distant islands allowance, however this would not be applicable in the case of remote working and not being physically based in Western Isles.

Informal enquiries to Dr Jennifer Shields, CAMHS Consultant Clinical Psychologist via email: [Jennifer.Shields@nhs.scot](mailto:Jennifer.Shields@nhs.scot) or by telephone: 01851 701868.

The successful applicant will be required register with the PVG (Protecting Vulnerable Groups) Scheme.

All NHS Western Isles vacancies appear on NHS Scotland website <https://apply.jobs.scot.nhs.uk/> along with a job description.

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk/>

Any further queries please contact Tel: 01851 762027.

## NHS SCOTLAND JOB DESCRIPTION

### 1. JOB IDENTIFICATION

Job Title:	Clinical Associate in Applied Psychology (CAAP) CAMHs
Responsible to (insert job title):	Consultant CAMHS Psychologist
Department(s):	CAMHs
Directorate:	Mental Health and Learning Disability Services
Operating Division:	Psychology
Job Reference:	
No of Job Holders:	1
Last Update (insert date):	

### 2. JOB PURPOSE

To work within a multidisciplinary team (or equivalent) providing evidence-based treatments for individuals with mild to moderate through to severe and enduring psychological disorders. This will involve a mix of individual clinical work and involvement in the provision of group interventions or family approaches.

To provide Psychological therapies to children and young people with a wide range of mental health problems including anxiety and depressive disorders

To manage own allocated caseload within specialty area using specialist techniques, different psychological modalities and maintain clinical related records.

To work with CAMHs colleagues, and other health professionals to provide a psychological therapy service to patients.

To contribute to the training, supervision and development of psychological therapy expertise within NHS Western Isles.

To contribute to service delivery and to participate in service evaluation within the area as directed.

**N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.**

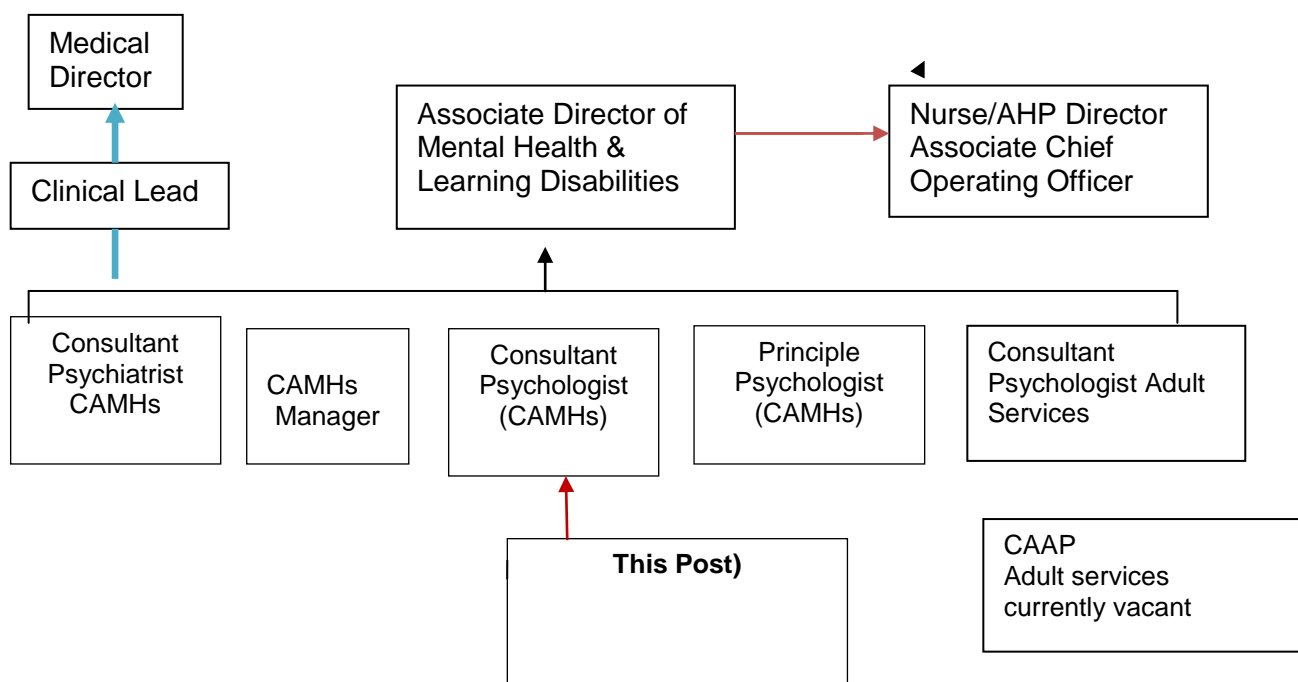
### 3. DIMENSIONS

To liaise with nurseries, health visitors, social work, schools, GP practices and other Tier 1 services including local voluntary services as required across the islands and within NHS Western Isles CAMHS. This role will provide appropriate case/client/service experience (supervised) to enhance the learning achieved at MSc Applied Psychology level.

Manage own allocated work and caseload independently.

Receive Clinical Supervision from the clinical psychologist (as per guidelines for all professional staff) within a multidisciplinary team/service

#### 4. ORGANISATIONAL POSITION




- Line Management
- Professionally accountable to the Clinical Lead
- Operationally responsible to Nurse Director



## **5. ROLE OF DEPARTMENT**

Within the Directorate of Mental Health and Learning Disabilities, the CAMHS Psychology Service provides psychological advice, treatment and diagnosis for the population of NHS Western Isles. It provides input at the levels of Health Promotion, universal services such as education and social work, Primary and Secondary care services. The bulk of the work relates to CAMHS but training, coaching and advice tendered to: CAMH's Learning Disability Team, AHPs, school nurses, Educational Psychologists, Social work and Paediatrics. Individual patients and their families may be seen remotely or within team settings and also within the outpatient psychology bases in Stornoway and the Uists.

The Service contributes to work with voluntary agencies and members serve on joint groups with the Local Authority in accordance with the Integrated Children's Services Plan. Members of the Service contribute to national training also through NHS Education for Scotland initiatives and working groups.



## 6. KEY RESULT AREAS

- To provide diagnosis and treatment recommendations for complex clinical disorders.
- To provide a range of assessment measures and procedures that are compatible with patient presenting problems.
- To carry a full specialist case-load of patients.
- To be able to assess the pre-disposing and precipitating factors that give rise to patient presenting problems.
- Assessment measures will include established psychometric measures, systematic observation and measurement of emotional state, cognitions and behaviour in a variety of settings. In addition assessment will include self-motivating strategies for clients.
- Assessments will be undertaken on an individual, one-to-one basis with clients, their carers and also in group settings.
- On the basis of information collated during assessment to be able to provide a formulation for presenting problems that describes their aetiology, maintenance and appropriate methods of intervention.
- In cases of complicated presentation and/or formulations, consultation with appropriate supervisor to be undertaken prior to commencement of intervention.
- To be able to provide a range of individual and group interventions that are evidence based and are clearly conceptualised within the formulation network.
- To provide evaluation of therapeutic interventions in relation to change over treatment time that might involve a number of dimensions such as behaviour change, cognitive and emotional change.
- Practitioners are required to evaluate their own clinical practice whilst working with individuals or groups and to participate in regular supervision with designated Clinical Psychologist.
- To communicate through written reports and/or verbal feedback, the formulation and psychological understanding of a patient's disorder to referrers, patients and other involved disciplines or agencies.
- To provide training of other healthcare professional, carers' groups and other agencies as appropriate e.g. psychological approaches, community based approaches, health education.
- To contribute to service development via innovative clinical practice and participation in the multi-disciplinary environment (bringing new ideas forward)
- Ensure that their work complies with professional standards, Scottish Benchmark Statements, the policies of NHS Western Isles and the CAMHS service
- To keep management well informed about the needs of the service and relevant psychological

matters concerning CAMHS/children and young adults mental health.

- To participate in agreed local and national research. To initiate and carry out qualitative research with the agreement of the designated Clinical Psychologist e.g. observation/participation studies, patient experience interviews, focus groups, in order to improve CAAP service delivery and the patient experience. Undertake agreed audits of aspects of practice under the supervision of the designated Clinical Psychologist.
- To maintain a good record keeping system and to comply with requirements for reports and returns as part of departmental policy
- Collate regular statistical returns regarding service delivery as required.
- Fulfilment of the aims and objectives in the PDP agreed with the designated Clinical Psychologist /team leader at regular appraisals.
- To maintain and contribute to CPD in the Department and CAMH service

#### **7a. EQUIPMENT AND MACHINERY**

- Computer for database, research, 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.
- Full drivers licence and car user for clinical travel

#### **7b. SYSTEMS**

- Have a working knowledge of computer-based technology including word processing, email and internet.
- Conform to the service systems of information management for patient records, activity data, and mileage and expenses information.
- Participate in on-going audit processes for clinical effectiveness of interventions.

## 8. ASSIGNMENT AND REVIEW OF WORK

There is a weekly CAMHS referral and team meeting when clinical work is allocated by the CAMHS Manager. On a day to day basis the post holder will work autonomously and independently within set guidelines, referring as necessary to colleagues in the CAMHS team including the Clinical Psychologists.

## 9. DECISIONS AND JUDGEMENTS

The post-holder must:

- Be capable of making judgements about the needs of individuals, the identification of potential risks, and the possible requirement for more specialist assessment and treatment
- Be capable of weighing conflicting components pertaining to a complex problem or situation
- Monitor one's own effectiveness with each patient and/or the presenting problem, to determine whether consultation or supervision from a colleague is required
- Ensure referral to designated supervisor is promptly made when case complexity falls out with range of competency.
- 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 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
- Participate in the clinical governance activity of the team

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

- Working with patients who are in an emotionally distressed, aggressive or suicidal state
- Dealing with patients exhibiting high levels of distress and describing in detail harrowing and traumatic life events
- Competent at applying the skills required to establish a working therapeutic relationship in a limited time frame.
- Multi-tasking: this involves listening, assessment, planning, feedback and working in a highly

- demanding situation
- Being required to use initiative, within context of supervision, during sessions with patients
- 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.
- Developing and maintaining flexible methods of working to meet waiting list targets.
- Tackling barriers to understanding, either in clients, families, carers or colleagues in other disciplines
- Time management: balancing the demands of clinical work, administrative duties, supervision, attendance at meetings, and CPD

## **11. COMMUNICATIONS AND RELATIONSHIPS**

The post-holder must:

- Communicate effectively, clearly, professionally and empathetically with patients, their families and carers
- Communicate effectively, promptly, clearly and sensitively with referral agents and colleagues in compliance with the team's quality standards
- Ensure a presence or written report at important decision-making meetings concerning clients with whom the post-holder is involved to ensure the passage of relevant information to colleagues
- Be experienced and skilled in developing a therapeutic alliance with patients whilst maintaining a professional and ethical standing.
- Communicating effectively where there are barriers to understanding, eg to clients/patients or colleagues in other disciplines.
- Communicate sensitive and complex ideas within therapy whilst paying attention to the changing needs of the patient.
- Participate in regular supervisory meetings with designated supervisors
- Ensure that contemporary standards of confidentiality are observed in the communication and storage of clinical information.
- Ensure that requirements for informed consent are observed when communicating about a patient with a third party or when soliciting their participation in research.
- Develop and maintain good relationships with voluntary and carer organisations supporting children and young adults with mental health difficulties in the community as appropriate
- Develop effective relationships within professional group and in a multi-professional setting and maintaining team relationships. Effective networking with colleagues and professionals across disciplines and agencies.

## 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 Effort

- 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 degree in Applied Psychology for Children and Young People.
- Relevant clinical experience.
- Have knowledge of relevant national and professional guidelines for optimal standards of clinical care.
- Knowledge of relevant child protection legislation.
- Have some knowledge of Paediatrics/Psychiatry/Educational Psychology and other related professions in order to understand complex clinical presentation.
- Excellent communication skills.
- Be aware of the limits of one's competence and expertise and work within those boundaries (particularly in the initial postgraduate year).
- 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 aggression and violence, lone worker guidelines etc.

### 14. STANDARD ELEMENTS

#### STANDARD ELEMENTS

##### **Confidentiality**

**Comply with all approved NSWI Policies and Procedures.**

**Comply with NSWI Communication Strategy and Media Strategy.**

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

**Health and Safety:**

**Assist in maintaining own and others' health, safety and security.**

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

**Ensure own actions support equality, diversity and rights.**

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

**15. 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 Department Signature:

Date:

Date:02.08.2023

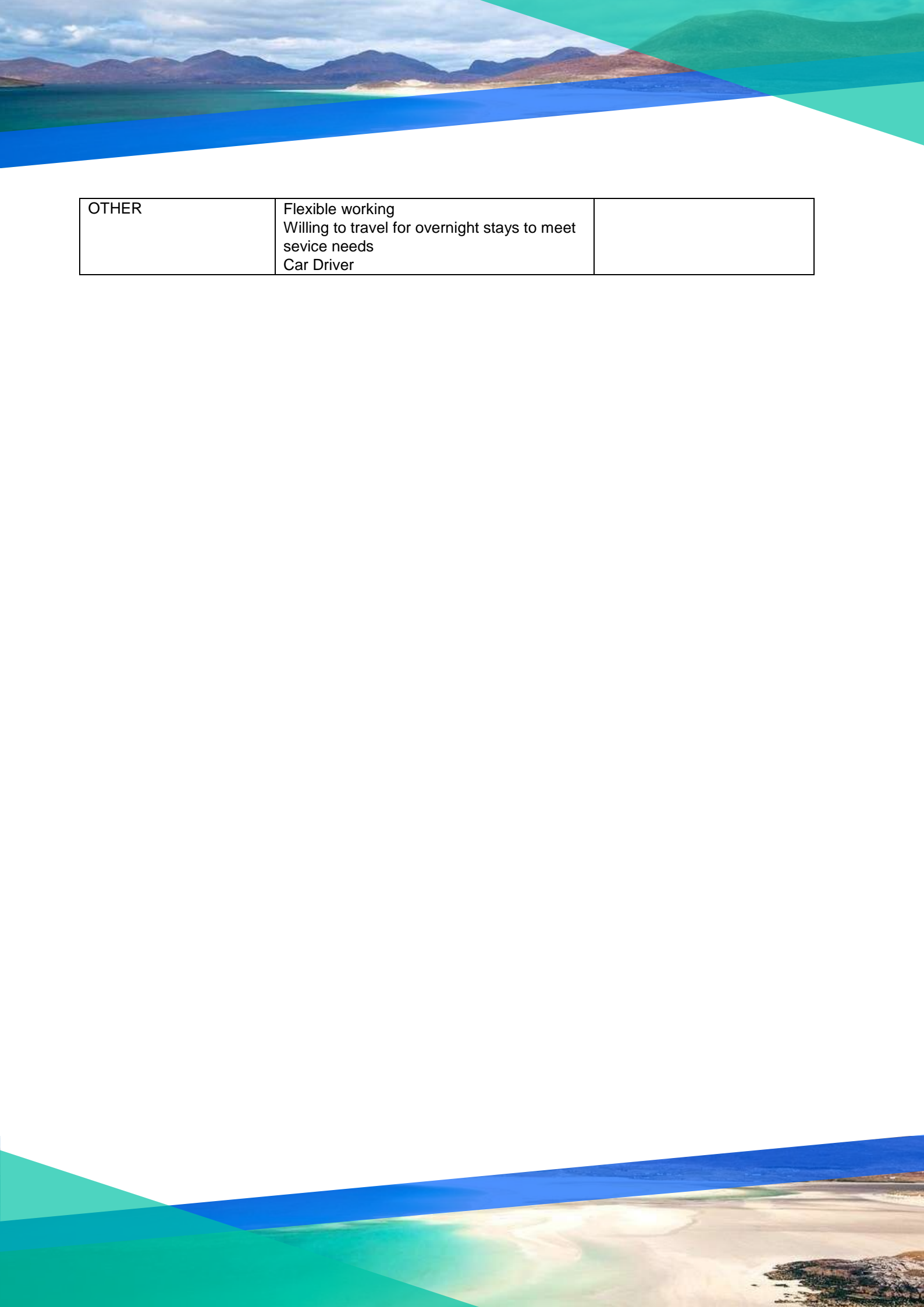
## PERSON SPECIFICATION

**Job Title:** Clinical Associate in Applied Psychology (CAAP)

**Department:** Child and Adolescent Mental Health services

**Location:** NHS Western isles

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	Have some experience of a range of psychiatric diagnoses and an ability to understand a range of clinical presentations including mild to moderate. Experience of working within an MDT	Substantial clinical experience delivering psychological therapy. Experience of working in primary care/community setting
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	The post holder must have an honours degree in psychology (eligible for GBR) and a postgraduate Msc Psychological Therapy in Primary Care (Children and Young adults)	Further training/qualification in an evidence based psychological therapy other than CBT
KNOWLEDGE AND SKILLS	Aware of the limits of one's competence and expertise and work within those boundaries (particularly in the initial postgraduate year). Willingness and competence to effectively deliver psycho-educational materials to patients, other health care staff and third sector colleagues. Willingness and competence to prepare psycho-educational materials. Skills in assessment, history taking and intervention management with children and young people with complex mental health problems	Experience of group work and/or delivering psycho-educational materials. Approved training in supervision skills for others in model based psychological therapies Experience of training/supervising others in the provision of psychological therapies Eligible to train others in model based psychological therapies
DISPOSITION	Excellent communication skills. Aware of the limits of one's competence and expertise and work within those boundaries (particularly in the initial postgraduate year). Ability to work both autonomously and as part of a team Excellent interpersonal skills Enthusiasm and interest in this specialism Ability to motivate others Willing to commit to training as determined by service needs. Ability to work under pressure	Interest in technology-aided interventions and resources would be desirable. Quick thinking  Sense of humour



OTHER	Flexible working Willing to travel for overnight stays to meet service needs Car Driver	
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# A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

## Useful Information

[cne-siar.gov.uk](http://cne-siar.gov.uk) Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)  
[visitouterhebrides.co.uk](http://visitouterhebrides.co.uk) (for more information on our islands and what to see and do)

## A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



# NHS WESTERN ISLES BENEFITS

## Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37.5 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,279 per year.

## Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

## Work-life balance

We understand that balancing work and home commitments can sometimes be difficult.

### Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

## Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

## NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

### Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at [sppa.gov.uk](https://sppa.gov.uk).

## Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

## Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at [bia.homeoffice.gov.uk](https://bia.homeoffice.gov.uk).

