# NHS Ayrshire & Arran Neurodevelopmental-CAMHS

# Clinical Psychologist 8A Outline Job Plan

**Rationale**

The BPS recommend that all Clinical/Counselling Psychologists have a Job Plan, which is reviewed annually and captures the breadth and scope of their work, both clinical and non-clinical (BPS, 2012). The Job Plan should follow on from aspects of the job description, person specification and any individual objectives drawn down from service need and Personal Development Reviews. The function of the Job Plan is to provide the individual staff member with clear guidance as to the expectations of the role, allow line managers to create capacity for service demand and to exemplify the work pattern of the wider team for the purposes of service review. In addition, the Job Plan can be used to allow for specific opportunities to be created in order to assist staff development.

**Process**

All clinical staff working within NHS A&A Psychological Services will be required to have a Job Plan created at commencement of post, or if already in post, at the point of annual review.

**Core Requirements**

*Ratio of Clinical to Non-Clinical:* All staff are required to have a core clinical commitment as a part of their role. The ratio of clinical to non-clinical work is stated in each plan, and sessions outlined to ensure this provision is possible. For an 8A Clinical Psychologist post, the ratio will be 60: 40 for Clinical to Non-Clinical.

*Definition of Direct Clinical Duties:*

* Direct 1-1 (or family) clinical work conducted in person, through Attend Anywhere or arranged telephone consultations
* Direct Group work
* Interventions with staff/carers as part of therapeutic input (Indirect patient centred work)
* Trainee Observation/supervision

*Definition of Indirect Clinical Duties:*

* Patient related administrative tasks (Case notes, reports, reviewing formulation)
* 3rd party information gathering
* Referral Screening/Triage
* Consultation with other professionals (e.g., other NHS services such as Paediatrics or Forensic; external agencies such as Secure Care or Education)
* Consultation and advice to parents and carers

*Definition of Non-Clinical Duties*

* CPD
* Clinical and Line Management Supervision
* Service Development Meetings
* Audit/Research tasks

The above list is not exhaustive and there will be changes to this, depending on the requirements of the service

* The post holder will provide specialist assessment, including neuropsychological and neurodevelopmental assessment, formulation and psychological interventions to children and young people presenting with moderate-to-severe mental health difficulties and neurodevelopmental conditions
* Working as a core member of the Multi-Disciplinary Team
* Training within service and to wider systems (e.g., Education, Social Services, 3rd Sector Providers)
* Service development, audit and research
* Consultation within and outwith team to support others in clinical work
* Supervision of Trainees, Assistant Psychologists and other qualified staff
* Working in clinic and community settings (e.g., young person’s home or school), both in-person and using digital platforms

An example work of a typical working week for a full-time member of staff might consist of:

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| --- | --- | --- |
| Day | Location | Activity |
| One am  One pm | Various | Direct clinical work  In-direct clinical work |
| Two am  Two pm | Various | Direct clinical work  In-direct clinical work |
| Three am  Three pm | Various | Direct clinical work  Indirect clinical work |
| Four am  Four pm | Various | Supervision and supervision of others  Consultation, Meetings, CPD |
| Five am  Five pm | Various  Various | Service development, training for others, liaison with other clinical services  Indirect clinical work and non-clinical admin |