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# JOB DESCRIPTION

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| **1. JOB IDENTIFICATION** |  |
| **Job Title:** | Clinical Psychologist 8a |
| **Department(s):**  **Location:**  **Reports to:**  **Responsible for:**  **Job reference number:** | Child & Adolescent Mental Health Service (CAMHS)  Andrew Lang Unit, Selkirk, TD7 4LJ  Head of CAMHS Psychology  Trainee psychologists and other CAMHS psychology staff as delegated by Specialty Lead  145050 |
| **2. JOB PURPOSE**  To provide a Clinical Psychology service as a member of the integrated Borders-wide Child and Adolescent Mental Health Service (CAMHS). To formulate and deliver responsive, specialist psychological assessment and treatment at individual, family and systems levels.  To offer advice and consultation on psychological care to non-psychologist colleagues, working autonomously within professional guidelines.  To supervise Trainees, CAAPs, and Assistant Psychologists as appropriate and to manage aspects of their work as directed by the Speciality Lead.  To develop, facilitate and evaluate service and policy developments within the area as well as within the specialty as directed by the Speciality Lead. | |
| **3. ORGANISATIONAL POSITION**    NHSB Head of Psychological Services  Specialty Lead for CAMHS Psychology  Clinical Psychologist  (This Post)  *(only shows direct report relationships, not other Psychology or CAMHS posts)* | |
| **4. SCOPE AND RANGE**  The Service is an area wide service and accepts referrals from GP practices and other healthcare and local authority services across the Scottish Borders where this is considered appropriate. The role of the Clinical Psychologist involves direct patient contact with children, adolescents, parents and families and contact and liaison with significant others (e.g. relatives, carers, schools and other professionals) for the purpose of psychological assessment, formulation and treatment. The role also involves consultation regarding co-ordination of referrals, the day to day management of waiting lists within the service, teaching and training and supervision of other professionals as required and participation in regular audit, service development, service evaluation and relevant research activity. Consequently, the postholder will;   * Be responsible for highly specialist psychological provision to CAMHS within the Scottish Borders, to assess needs within CAMHS and to formulate response (e.g. input to case allocation, contribute to policy). * Manage autonomously within professional guidelines a caseload of child, adolescent and family referrals from the locality, which requires highly specialist, clinical psychological assessment formulation and intervention. * Undertake a clinical caseload working predominantly with those cases requiring clinical psychology input as referred for a range of child and adolescent mental health problems. * Provide clinical supervision to other professionals as required. * Provide expert consultancy and advice to colleagues within the CAMHS team, general practitioners, paediatric teams, NHS organisations and other bodies such as Social Services, Education Services, voluntary and non-statutory agencies as required. * Ensure that services are deployed in line with best contemporary standards and ethical frameworks, principles of equity and reflecting evidence based practice. * Undertake clinical audit to ensure maintenance of professional standards and research as appropriate, with particular regard to Clinical Governance. * Provide specialist teaching and training to professional trainees, colleagues and organisations as required. * Attend multidisciplinary meetings. * Provide staff support. * Initiate developments within specialities. | |
| MAIN DUTIES/RESPONSIBILITIESClinical  * To provide highly specialist psychological assessments of patients referred to the service, based upon the appropriate use, interpretation and integration of highly complex data from a variety of sources including: psychological assessment, interviews, play, self-report measures, rating scales, direct and indirect observations, psychological and neuropsychological tests and semi-structured and structured interview schedules with children, adolescents, parents, families, teachers and others involved in the patient’s care. * To formulate and implement plans for the formal psychological treatment and/or management of a patient’s mental health and psychological, behavioural and physical health problems, based upon an appropriate conceptual framework of these problems, and employing methods based upon evidence of efficacy, across the full range of care settings. * To be responsible for implementing a range of psychological interventions for children, adolescents, parents, families and groups, adjusting and refining psychological formulations drawing upon different explanatory and theoretical models, and maintaining a number of provisional hypotheses. * To evaluate and make decisions about treatment options, taking into account both theoretical and therapeutic models and highly complex factors concerning historical, developmental and systemic processes that have shaped the individual, family or group. * To exercise autonomous professional responsibility for caseload management and appointment, assessment, formulation, treatment and discharge of children, adolescents and families. * To provide highly specialist psychological advice, guidance and consultation to other professionals who are contributing directly to the formulation, diagnosis and treatment plans of patients. * To contribute directly and indirectly to a psychologically based framework of understanding and care for the benefit of all patients of the service, across all settings and agencies serving the care group. * To undertake risk assessment and risk management for individual patients and families, and provide advice to other professions on psychological aspects of risk assessment and risk management. * To undertake responsibility for child protection issues for individual patients and families and provide advice to other professions on psychological aspects of child protection issues. * To communicate to patients and other professionals, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of patients and to monitor progress during the course of both uni- and multi-disciplinary care. * To provide expert advisory and consultancy services to colleagues and organisations within Tayside and elsewhere in the wider healthcare systems as appropriate.   **Teaching and Supervision**   * To contribute to the pre and post-qualification teaching of clinical psychologists and other allied professions (e.g. doctors, nurses and other health, social services and local authority professionals), as appropriate. * To maintain and contribute to Continuing Professional Development in the Department and elsewhere in the health care system. * To supervise staff from other disciplines who are employed in the locality. * To undertake training to enable supervision and evaluation of Doctoral Trainee Clinical Psychologists, Masters and Assistant Psychologists. * Provision of impromptu supervision, support and advice (e.g. on risk assessment) for colleagues and junior staff. * To ensure the receipt of regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.   **Management and Recruitment**   * To be involved, as appropriate, in the short-listing and interviewing of Assistant/Graduate Psychologists. * To ensure that waiting lists are managed in a professional manner with due attention to patients and to referring agents’ communications and correspondence, as delegated by the Lead Clinician. * Participation in the management of referrals to CAMHS, with particular responsibility for psychological therapies in delegated areas of responsibility. * To provide representation of clinical psychology on committees and working groups as directed by the Lead Clinician, or by the Head of Service. Also to represent the Lead Clinician as required.   **Research, Policy and Service Evaluation**   * To ensure the policies of NHS Borders Psychological Therapies Service are carried out efficiently and to the best possible standard, in line with clinical governance procedures. * To keep management well informed about the needs and developments of the service and all psychological matters concerning CAMHS. * Monitor monthly statistics relating to the specialty for accuracy and to audit trends (e.g. growing waiting times) that indicate a need for service developments (e.g. waiting list initiatives). * To review and utilize theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members. * To conduct, advise and take part in appropriate clinical research and audit, both autonomously and as part of multidisciplinary teams. * To supervise service related research and doctoral theses for trainee Clinical Psychologists. * To contribute to service related research, which is relevant to the department and to the delivery and evaluation of psychological interventions. * To manage research budgets, as required, when acting as a lead researcher on specific funded projects.   **General**   * To maintain accurate records and to comply with requirements for reports and returns as part of departmental policy. * To develop effective communication networks and maintain good links with colleagues. * To fulfil the aims and objectives in the Professional Development Plan agreed with the Line Manager at annual appraisal. * To maintain and contribute to Continuing Professional Development in the Department and elsewhere in the health care system. * To maintain up to date knowledge of legislation, national and local policies and issues. | |
| Knowledge training and experience to do the job  * Have a postgraduate Doctoral level (or equivalent) degree in Clinical Psychology. * Be registered and at all times maintain registration with the Health and Care Professionals Council. * Be eligible for Chartered status with the British Psychological Society, Division of Clinical Psychology. * Maintain professional accreditation and CPD as per current British Psychological Society guidelines. * Be eligible for a Practicing Certificate by maintaining CPD. * Completion of further courses of additional learning as relevant to the clinical skills required for the post and as identified as significant in the Personal Development Plan. * To have undertaken or obtain university accreditation for training and supervision of the postgraduate trainees. * Have knowledge of national and professional guidelines for optimal standards of clinical care. * Have a broad knowledge base of other specialisms within psychology and other allied professions and local authority and voluntary organisations in order to redirect referrals where appropriate. * Have highly specialist knowledge of child and adolescent development and of the broad spectrum of psychological, neuropsychological and psychiatric disorders across the lifespan. * In addition to highly specialist psychological knowledge and expertise, knowledge of various psychiatric, medical and other related specialisms to make sense of often highly complex, co-morbid clinical presentations. * Be able to deal emotionally with complex clinical situations characterised by congenital or acquired brain injury, progressive illness, social exclusion and extreme family dysfunction. * Work in a sensitive manner with respect for diversity in gender, ethnic, culture and philosophical issues with a wide range of individuals and organisations. * Be aware of the need to deploy valuable health service resources in an effective and rational manner according to contemporary evidence-based practice. * Possess interview skills for the selection of new staff, and be aware of the Board's employment legislation and recruitment and retention policies. * Willingness to learn and comply with NHS Borders policies on risk management and other Health and Safety Policies. | |
| **7. DECISIONS AND JUDGEMENTS**  **The post holder should:**   * Be capable of making clinical judgements and clinical diagnoses involving highly complex facts and situations, which requires the analysis, interpretation and comparison of a range of options. * Be capable of weighing conflicting components pertaining to a complex problem or situation, forming judgements where information is incomplete or unavailable, and in situations where expert opinion may be divided. * Be capable of selecting an appropriate assessment, treatment or intervention to fit a particular situation. * Make judgements and decisions with regard to formulation and treatment or management interventions, involving complex information and situations that require analysis, interpretations and integration with theoretical understanding. * 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 responsible for own clinical caseload and for the clinical care delivered to children, adolescents and families, working without direct supervision. * Make judgements regarding the suitability of referrals and make decisions about alternative referral routes. * Be accountable for own professional actions. * Identify gaps in service provision, inform service management of such gaps and aid in the development of service provision to meet these needs. * Be capable of monitoring and evaluating the training and supervision requirements of supervisees. * Be capable of balancing the welfare rights of the individual against the duty of care to their families and the wider community where the behaviour of a patient is likely to pose a significant risk to themselves and others. * Be capable of acting within the terms of reference of relevant legislation. * Participate in formulating Departmental policies by attending Departmental meetings, Specialist Interest Groups and have an active role in clinical governance aspects of the department.   Anticipate future trends and developments pertinent to healthcare delivery and suggest methods of modernising service delivery. | |
| **8. COMMUNICATIONS AND RELATIONSHIPS**   * To communicate clearly, professionally and empathetically with children, adolescents, families, adults and other healthcare professionals, in a wide range of sometimes very distressing and emotive circumstances, which may involve imparting sensitive clinical information relating to the development and prognosis of an individual's psychopathology. * Have excellent interview skills to assess complex and frequently co-morbid clinical presentations. Flexible use of these skills is required both in the supervision of colleagues under supervision and in relation to patients. * To communicate promptly, clearly and sensitively with referral agents and colleagues providing a written history of the presenting complaint, the clinical findings on examination, a clinical formulation, clinical opinion, and a recommended course of action; ensuring that these observations are sent to all those with a significant role in the management of the patient, and that an appropriate record is stored in the records system. * To ensure a presence or written report at important decision-making meetings concerning patients to ensure the passage of relevant information to colleagues and participation in the process (e.g. multidisciplinary meetings, school meetings, case review meetings). * To be involved with the provision of undergraduate and post-graduate courses as well as post-registration training in Clinical Psychology in Scotland by participating in relevant NHS Education. * To ensure that contemporary standards of confidentiality are observed in the communication and storage of clinical information. * To ensure that issues of confidentiality are treated sensitively in the communication of child protection issues. * To develop and maintain good relationships with voluntary, carer and local authority organisations supporting children, adolescents and families with psychological difficulties in the Scottish Borders. * To ensure that the requirements for informed consent are observed when communicating about a patient with a third party or when soliciting their participation in research. Such consent is requested and used in line with the ability of the patient or his/her guardian to make an informed decision. * To provide a clinical consultancy service to colleagues, other professionals and organisations pertaining to psychological aspects of health care. * To undertake responsibility in the training and supervision of clinical psychology professional trainees in clinical and research matters. * To conduct appropriate research and audit and communicate findings to shape clinical practice by, where possible, publishing in professional, peer-reviewed journals and/or the presentation of seminars and workshops. * Contribute to the maintenance of professional standards in Clinical Psychology both locally and nationally. * Communicate with other Clinical Psychologists, GPs, other Healthcare Professionals, Social Workers, Local Authority organisations, Voluntary agencies including Charities in order to improve the quality of life for patients and their families. * Deal with crisis situations involving patients. * Deal with unusual/unacceptable behaviour in some patients. * Deal with threats of self harm, suicide and harm to others**.** | |
| **9. PHYSICAL DEMANDS OF THE JOB**  **Manual Dexterity**   * It is desirable that the post-holder is able to use a computer for the purposes of entering routine clinical information, preparing reports and presentations and for the use of e-mail and internet resources. * Be able to administer a wide range of psychological assessment tools and scales in both paper and electronic formats.   **Physical Effort**   * Be able to travel to a range of locations both within and out-with the Scottish Borders and to work in a range of environments to meet the service commitment to ensuring equity of access to psychological healthcare (e.g. home visits, school visits, hospital wards and outpatient clinics). * Be able to sit in restricted /confined areas for extended periods during patient consultations. (Clinical sessions usually 3 ½ to 4 hours long with individual appointments of one hour).   **Mental Effort**   * Ability to make complex decisions to ensure effective patient care. * Frequent intense concentration for long periods when dealing with complex staff and patient problems. * Communicating with distressed patients, relatives and volunteers. * Managing workload throughout the day with constantly changing priorities. * Ability to physically manipulate test materials, multitasking observational skills, concurrent intellectual analysis under pressure of time.   **Emotional Effort**   * Be capable of managing highly distressed patients and families on a daily basis. * Be able to deal in a sensitive, empathic and professional manner with the details of children and adolescent’s traumatic life events, (such as acquired brain injury, sexual and physical abuse and child protection issues). * Deal with diverse and complex demands, which are emotionally draining every day.   **Working Conditions**   * Be able to work autonomously in circumstances of relative isolation where professional support may not be immediately available. * Be able to cope with unpleasant behaviour including verbal aggression, destructive behaviour and rarely the threat of physical aggression. To attend Behavioural Support Strategies (BSS) training to enable the development of skills to de-escalate situations as appropriate. * Be able to work in conditions sub-optimal for clinical activity (e.g. home visits, school visits, rooms in health centres). * Deal with use of visual display unit/s every day. * Move/carry bulky equipment, neuropsychological tests and case files to clinics etc on a weekly basis. * Deal with working in noisy environments, particularly when working in shared offices. | |
| **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**   * High emotional effort in most cases. In particular dealing with patients exhibiting high levels of distress and assessing in detail harrowing and traumatic life events, (e.g. sexual and physical abuse), and on occasion, life-limiting illnesses. * Responsibility for managing/assessing risk of patient harm to self and others. * Responsibility for managing/assessing child protection issues. * Managing a diversity of needs and balancing the demands of the referring agents, working in multidisciplinary teams, maintaining reasonable waiting times and providing a high quality psychological service. * Maintaining up-to-date clinical awareness and knowledge of assessment and treatment strategies across the very broad spectrum of diverse mental health problems, behavioural difficulties, physical health problems and neuropsychological difficulties. * Dealing with patients’, their families’ and the system’s resistance to change where entrenched positions are causing or contributing to the patients’ distress or psychological ill-health. * Lone working especially when dealing with traumatic or harrowing material. * Constant and insidious emotional challenge to one’s own psychological well being due to interacting with and seeking to resolve psychological distress in others. | |

**11. Person specification**

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| CRITERIA | ESSENTIAL | DESIRABLE |
| EXPERIENCE:  Level and type of experience, level at which gained | * Clinical psychology experience of working with children, adolescents and their families * Knowledge of child protection legislation * Experience of representing psychology within the context of multi disciplinary care and of providing consultation to other agencies and professionals within and outwith the NHS. * Experience of providing teaching, training and consultation * Ability to supervise trainee clinical psychologists or other applied psychologists | * Experience of working with children and young people with neuro-developmental disorders * Experience in Eating Disorders or Intensive Treatment * Experience / interest in working with other cohorts such as care experienced young people, those known to Youth Justice, those vulnerable to community risks. |
| QUALIFICATIONS AND TRAINING:  Level of education, professional qualifications, training and learning programmes/courses | * Postgraduate doctoral level training and qualification in Clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS including specifically models of psychopathology, clinical psychometrics ad neuropsychology, two of more distinct psychological therapies and lifespan developmental psychology. * Registered or eligible for registration with HCPC. | * Relevant training/CPD in child and adolescent psychology * Trained in specific psychological therapies such as CBT (ED/TF/ASD), FBT, IPT, Systemic FT. |
| KNOWLEDGE :  Depth and extent of knowledge | * Doctoral level knowledge of, and an ability to draw upon, a broad range of psychological theory * Doctoral level knowledge of research design and methodology as practiced within the field of clinical psychology * Knowledge of theory and evidence base relevant to CAMHS psychology * Competence in a range of assessment and therapeutic approaches * Competence in conducting audit and research to monitor and improve clinical practice. | * Experience of Quality Improvement projects or methodology |
| SKILLS AND ABILITIES:  Range and level of skills e.g. communication, planning/organisation, leadership etc | * Ability to communicate highly technical and sensitive information to clients, families, carers and other professionals effectively both verbally and in writing. * Ability to manage/organise caseloads * Ability to use information systems to monitor and evaluate services * Ability to work cooperatively with other staff and disciplines * Capacity to communicate well with a wide variety of individuals and groups * Ability to communicate complex psychological formulations to CAMHS and other relevant teams/individuals. | * Experience of service development in CAMHS * Car driver due to rural locality and nature of client work. |
| PERSONAL QUALITIES | * Ability to cope emotionally with children and families with chronic and enduring difficulties * Calm, committed, adaptable, flexible and enthusiastic * Ability to function autonomously but also work positively in a psychology and a multidisciplinary team setting. | * Ability to encourage and motivate others * Resourceful and creative with skills in building networks |