



## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

**Job Title:** Clinical or Counselling Psychologist Band 8a

**Responsible to :** Head of Adult Mental Health Psychology

**Department(s):** East/West/South CMHTs

**Directorate:** Mental Health

### 2. JOB PURPOSE

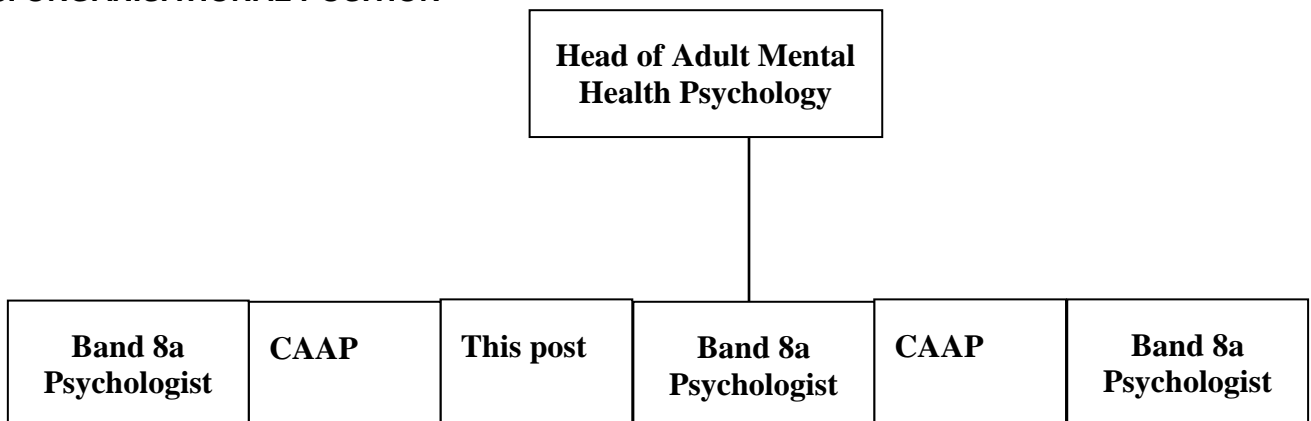
Provision of highly specialist psychological assessment, formulation and interventions within the adult mental health psychology service and integrated community mental health services.

To provide psychological therapies to adults presenting with a wide range of moderate to severe mental health problems in both individual and group formats.

To provide liaison, joint working, consultation, expert advice and supervision of other professionals in statutory and independent care settings.

To provide clinical supervision of less experienced psychologists, counsellors, assistant psychologists, community psychiatric nurses, support workers and postgraduate trainee clinical psychologists.

### 3. ORGANISATIONAL POSITION



#### **4. SCOPE AND RANGE**

1. Accountable for own professional actions, adhering to local policies and professional guidelines.
2. Use of highly specialist clinical skills within the Adult Psychology Service.
3. Assessment, treatment and management of a wide range of psychological problems, from moderate psychological distress to severe and enduring mental health problems, neurological disorders and personality disorder.
4. Liaison with GP's, community mental health team members and other clinicians regarding the care and management of clinical cases.
5. Advise Head of Adult Mental Health Psychology on the planning of psychological services for specified sub-groups of the population.
6. Liaise with Head of Adult Mental Health Psychology with regard to service issues, including identifying unmet need and opportunities for service development.
7. Provision of expert advice and knowledge in clinical supervision.
8. Specific allocation of time and duties as decided by Head of Adult Mental Health Psychology.

#### **5. MAIN DUTIES/RESPONSIBILITIES**

Provision of highly specialist clinical psychological knowledge and skills to adults referred to the service.

1. Provide highly specialist assessment, formulation and treatment.
2. Assessment of risk to patients, relatives, staff and members of the public, implementing agreed policies where appropriate.
3. Decisions regarding suitability of treatment, appropriateness and priority of referrals.
4. Determining the aims and duration of treatment
5. Interpretation of specialist psychometric tests.
6. Making recommendations regarding treatment for collaborative interventions and for those cases not accepted for therapy
7. Provide advice, consultancy and training to colleagues within Health, Social Work and the Voluntary Sector
8. Receive regular individual clinical supervision and contribute to peer supervision in accordance with good practice guidelines.
9. Prepare complex clinical reports
10. Maintaining accurate records of patient contact and activity.
11. Direct clinical supervision of specialist clinical psychologists, assistant psychologists and postgraduate trainee clinical psychologists on placement as well as other community mental health team members as appropriate.
12. Planning, organising and delivering staff training in the practice of clinical supervision, psychological therapies and applying psychology to mental health.

## **6. SYSTEMS AND EQUIPMENT**

A range of specialist psychometric tests measuring:

- Intellectual and cognitive capacity and deficits
- Mood and emotional state
- Specific behaviours

Routine recording and monitoring of:

- Clinical work and outcomes
- Patient contacts

Use of a personal computer

- Word
- Excel
- Outlook
- PowerPoint
- SPSS

## **7. DECISIONS AND JUDGEMENTS**

Clinical judgements involving highly complex facts and situations, which require the analysis, interpretation and comparison of a range of response options.

Determining the type and length of clinical interventions individual patients will receive.

## **8. COMMUNICATIONS AND RELATIONSHIPS**

1. Communicates complex sensitive condition related information to clients, relatives referrers and other professions.
2. Duties require empathy, understanding and the ability to deal with barriers to understanding including hostile, antagonistic patients and a highly emotive atmosphere.
3. Clients may be at risk of suicide or self harm or are recently bereaved, seriously mentally ill and / or cognitively impaired.
4. Motivating staff and patients, some of whom may be reluctant to consider change.
5. Collaborative working relationships with all relevant agencies including; General Practitioners, Psychiatrists, primary and secondary team members and other referring professionals.
6. Presentations and training workshops to other groups, contribution to training clinical psychologists

## **9. PHYSICAL DEMANDS OF THE JOB**

1. Driving for up to an hour at a time, at least once during most working days.
2. Remaining seated for periods of up to 2 hours when with patients.
3. Administering practical tests of ability following very precise procedures with a specific requirement for accuracy.

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

- Requirement for highly developed analytical skills
- Emotional demands of the job – exposure to psychological distress of others.
- Keeping abreast of the knowledge base and applying this to routine clinical practice.

#### **11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB (summary – see full person spec)**

- Undergraduate honours degree in Psychology 2:1 or above
- Postgraduate Doctoral degree Clinical Psychology
- Clinical supervisory knowledge and skills
- Advanced post-qualification clinical training in relevant areas
- Postgraduate Course in Supervision
- Minimum one year's qualified supervised experience working with adults with psychological problems
- Experience of multidisciplinary team working
- Experience of local health and social care systems, agencies and professions.

PERSON SPECIFICATION- CLINICAL PSYCHOLOGIST 8A

	Essential	Desirable	How Tested
1 Qualifications	Undergraduate degree in Psychology min 2:1 Postgraduate Doctoral degree Clinical Psychology Registered with HCPC as a Clinical Psychologist	Further accredited training in evidence based psychological therapies (e.g. IPT, CBT, CAT, EMDR etc.) completed or ongoing. NES accredited training in Supervision of psychological therapies/clinical psychology trainees.	Application form
2 Experience	Relevant post qualification, supervised experience working with adults with psychological problems.  Experience of multidisciplinary team working at primary and secondary care levels.  Experience of providing teaching, training and/or professional and clinical supervision for psychologists and other professions. Experience of local health and social care systems, agencies and professions.	Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multi-disciplinary care plan.  Experience in primary care settings; experience in group work or supervision of lower intensity and primary care based interventions.	Interview/application form/references
3 Skills	Skills in the use of complex methods of psychological assessment, formulation, intervention and management frequently requiring sustained and intense concentration. Skills in selecting and administering neuropsychological tests, and interpreting the findings from these tests. A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS. Skills in providing consultation to other professional and non-professional groups.	Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups  Knowledge and experience relating to groups and interventions in a primary care setting.	Interview/ application form/references

	Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health. Evidence of continuing professional development as recommended by the BPS/HPCPC.		
4 Personal qualities	Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services in primary and secondary care. Ability to contain and work with organisational stress and ability to 'hold' the stress of others.	A commitment to the development and evaluation of addiction services. Ability to demonstrate leadership and management skills.	Interview/ application form/references
5 Other	Ability to articulate and interpret clearly the role of the profession of clinical psychology based upon a good understanding of the framework of government and national professional policy. You will be required to travel widely to deliver service needs  Full UK driving Licence	Experience of working within a multicultural and/or remote and rural setting.	Interview/ application form/references