

Candidate Information Pack

NHS Orkney

Clinical/Counselling Psychologist: Adults & Older Adults



Our vision:

“To be the best remote and rural care provider in the UK”



EMPLOYER RECOGNITION SCHEME

GOLD AWARD WINNER 2018

Proudly supporting those who serve.
Record number of winners.

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To assist you with your application for the post of Clinical/Counselling Psychologist, this pack provides useful information about NHS Orkney and post information.

Welcome

Thank you for your interest in our band 7/8a Clinical/Counselling psychology vacancy based in The Balfour, Rural General Hospital at NHS Orkney.

We believe working in a rural hospital can be both professionally and personally tremendously rewarding. We pride ourselves in delivering high quality care that is person centred, safe and effective and you would be joining our psychological therapies team at a time where we have just migrated into our state of the art new Hospital and Healthcare Facility.

Partnership working with our population, our patients, our staff and teams, and our colleagues in Orkney Islands Council and the third sector is important to NHS Orkney. A number of specialist services rely on Service Level Agreements with other Health Boards and in the case of Education, with Universities, for example we have a very close partnership arrangement with Edinburgh University and the Dundee and Stirling Universities.

If you believe you can fulfil this role, we at NHS Orkney look forward to receiving your application.

Suzanne Roos
Consultant Psychologist and Professional Lead of Psychological Therapies
NHS Orkney

Introduction to Orkney



Lying off the northern coast of Scotland, between John O'Groats and the Shetland Isles, Orkney is an archipelago of over 70 beautiful islands, 17 of which are inhabited. The total population is approximately 22,000 with most people living on the Mainland.

Kirkwall, the capital with its spectacular red sandstone 12th century cathedral, with a population of 7,500, it is the administrative centre of Orkney with a good mix of shops, supermarkets and businesses. Orkney is a wonderful place to live and work and voted the happiest place to live in the UK. Orkney also offers; low pollution, low crime, excellent schools, good leisure facilities, unique wildlife and amazing scenery.

Orkneys economy is mainly based on agriculture, generating some £30 million per year. Farmers breed and rear beef cattle of the highest standard, although dairy cows and sheep are also kept. Tourism, oil and renewable are increasingly important. Fishermen compete with seals and sea birds to enjoy something of the rich bounty provided by the surrounding seas. Orkney is at the forefront of the renewable energy drive in the UK.

Orkney is a great place for children and a wonderful environment for a family. The community spirit is amazing. There are a wide range of cultural and sporting activities for adults and children.

Schools in Kirkwall are very good (no private fees). Imagine all of this within walking distance of your home and workplace.

For residents and visitors there is so much to see and do: playing a round of golf, fishing, kayaking, walking, cycling, diving, wind surfing and horse riding are but a few.

The Pickaquoy centre provides a modern well-equipped gymnasium, pool and entertainment centre.

Orkney is the best place to live in Britain, according to Halifax's 2019 annual quality of life survey. The islands took the top prize due to high employment levels, low crime rates, smaller primary class sizes and good health and happiness scores.



A wide-angle photograph of a modern, multi-story NHS Orkney building. The building has a curved, cylindrical section on the left and a long, rectangular section on the right. It is surrounded by greenery and a clear blue sky with some clouds.

Clinical/Counselling Psychologist: Adults & Older Adults

Band 7/8A plus Distant Islands Allowance

Full Time 37.5 hours per week

Permanent

NHS Orkney is looking for a permanent band 7/8a Clinical/Counselling psychologist to further develop a psychology service to Adults & Older People in Orkney aimed at tier 3 & 4 populations. Opportunities to develop in a number of areas, depending on your interests and skills, including neuropsychology are available. Interested, why not get in touch. Applications from newly qualified psychologists are also welcome.

The successful candidate will also contribute to the provision of the already established general adult psychology services in a secondary care setting.

This appointment will ideally be on a full-time basis (37.5 hours per week), although applicants seeking part time hours are welcome to apply.

For those interested in working with us in NHS Orkney, Orkney lies off the northern coast of Scotland, between John O'Groats and the Shetland Isles. The total population is approximately 22,000 with most people living on the Mainland. Kirkwall, the capital, with a population of 7,500, it is the administrative centre of Orkney with a good mix of shops, supermarkets and businesses.

Orkney is a wonderful place to live and work and voted the happiest place to live in the UK. Orkney also offers low pollution, low crime, excellent schools, good leisure facilities, unique wildlife and amazing scenery.

Access to the islands is easy. Kirkwall has several flights a day (just under 1 hour) connecting to the mainland and with high speed broadband available on the islands, friends and family are just a click away. Homes are very affordable, and the best bit is there being very little traffic anywhere..

To find out more about living and working in Orkney got to www.orkney.com or www.visitorkney.com
Further information on NHS Orkney can be found at www.ohb.scot.nhs.uk.

For further information on the posts please contact Suzanne Roos, Consultant Psychologist and Professional Lead of Psychological Therapies by email: suzanne.roos@nhs.scot

Closing date for applications: 11th April 2021

This post is subject to a PVG Scheme Record check



Employer
Recognition
Scheme

GOLD AWARD 2018

Information for Applicants

NHS Scotland

The NHS is one of our nation's biggest and most important public services. Each day thousands of Scots depend on it for treatment and care. Each day it saves hundreds of lives.

It is the nation's largest employer, more than 150,000 dedicated and skilled staff work for NHS Scotland. Since devolution, the Scottish Government has been striving to make Scotland healthier for all of us.

The work undertaken by the 14 territorial NHS Boards across the country provides the strategic framework to ensure that the management of our healthcare is more efficient, more accountable and more effective. These Boards bring together key partners to deliver healthcare. One of the main functions of these different bodies is to put government policies into practice in the best way possible.

An NHS Board is a board of governance, which has responsibility for issues such as health improvement, strategic planning and resource allocation.

NHS Orkney

The smallest of the territorial Boards, NHS Orkney employs circa 614 substantive employees.

The Board Comprises of:

- The Board Chairperson
- 6 Non-Executive Members, of which 2 Stakeholder Members:
 - Employee Director
 - Chair of the Area Clinical Forum
 - 5 Executive members
- Chief Executive
- Medical Director
- Director of Public Health
- Director of Nursing, Midwifery and Allied Health Professionals

The Non-Executive members are lay-people who are invited to sit on the Board. These people generally have other jobs but they receive some remuneration for activities involving their Health Board duties.

Selection Process and Recruitment Timetable

KEY NOTE DATES	
Recruitment Stage	Planned Date
Recruitment Advert opens	15 th March 2021
Closing date for returned applications	11 th April 2021
Shortlisting to take place	w/c 12 th April 2021
Candidates informed to advise of outcome of Shortlisting	To Be Confirmed
Shortlisted Candidates will be invited to participate in the following: Meet and greet, tour of the hospital and panel interviews	To Be Confirmed

Special Requirements for Selection Events

Where appropriate NHS Orkney is fully supportive in discussing making any reasonable adjustments to the recruitment process to ensure no candidate is disadvantaged as a result of a disability or any other health condition.

JOB DESCRIPTION

1. JOB DETAILS	
SERVICE	NHS Orkney
SERVICE DIRECTORATE/DEPARTMENT	Psychological Therapies Service - Mental Health
JOB TITLE	Clinical/Counselling Psychologist
BAND	8a
LOCATION	Balfour Hospital
MANAGER	Consultant Psychologist
ACCOUNTABLE TO	Consultant Psychologist

2. JOB PURPOSE

The postholder will be solely responsible for providing and ensuring the systematic provision of a high quality, specialist psychology service for adults with mental health problems across the age spectrum, including older people.

To provide highly specialist psychological assessment and therapy.

To offer advice and consultation on psychological care to non-psychologist colleagues and to other non-professional carers, working autonomously within professional guidelines and the overall framework of the policies and priorities established by the Directorate and the Psychology service, as directed by the Lead Clinical/Counselling Consultant Psychologist.

To utilise research skills for audit, policy and service development, and conduct, supervise research and service evaluation within areas relevant to the postholder's service responsibilities, as directed

by the Lead Clinical/Counselling Consultant Psychologist.

To provide teaching, training and supervision where appropriate, as directed by the Lead Clinical/Counselling Consultant Psychologist.

3. DIMENSIONS

Directly line managed by the Lead Consultant Clinical/Counselling Psychologist. Professionally accountable to the Lead Consultant Clinical/Counselling Psychologist.

The postholder will liaise with other psychological therapy staff employed within the team.

The postholder will supervise and have day-to-day responsibility for Assistant Practitioners and Graduate volunteers attached to the service who will remain ultimately accountable to the Lead Consultant Clinical/Counselling psychologist. Following satisfactory completion of appropriate post-qualification in clinical supervision, the postholder will also supervise trainees on postgraduate courses including the Edinburgh University/NHS Scotland Doctoral Clinical Psychology Training Course and the Dundee/Stirling M.Sc. course in psychological therapies in primary care (CAAPs) and CBT therapists.

Within the policies and procedures of NHS Orkney, the postholder will be responsible for the systematic provision of a specialised clinical and/or counselling psychology service in relation to mental health services in Orkney and associated General Practices.

The postholder is a member of the Psychological Therapies Service and work closely with the CMHT multi-disciplinary team which provides a service to the people of Orkney (population - circa 21,000).

Remote and hospital-based outpatient clinics are provided according to the needs of individuals within the context of NHS Orkney policies and agreed service priorities. Consultancy services are also provided for other staff and disciplines in NHS Orkney. Sessional time is divided between direct and indirect clinical duties and non-clinical responsibilities on a 70/30 direct to non-direct clinical split.

Non-clinical responsibilities arise out of the Department's commitment to provide training and clinical supervision teaching and training for Trainee Clinical Psychologists from the University of Edinburgh/NHS Scotland Clinical Psychology Training Course, and the Dundee/Stirling M.Sc. course in psychological therapies in primary care. There is also a requirement to provide supervision to CBT therapists. In addition, the Department offers teaching, training, consultancy and supervision to non-psychologist colleagues in Community Mental Health Teams, Primary Care and other appropriate agencies.

4. ORGANISATION CHART

To be line-managed and be ultimately accountable to the Lead Consultant Clinical/Counselling Psychologist.

Lead Consultant Clinical/Counselling Psychologist, Orkney Health & Care



This Post

5. ROLE OF THE DEPARTMENT

Working in the Psychological Therapies service, Mental Health. This service is for adults and older adults which covers the whole Orkney.

To provide highly specialist psychological assessment and therapy. To supervise and support psychological assessment and therapy provided by other psychologists (including those at Band 7) and other clinical members of the team who provide psychologically based care and treatment.

To offer advice and consultation on psychological care to staff within professional guidelines and the overall framework of the policies and priorities established by the Directorate and the Psychology Department and to exercise responsibility for systematic governance of psychological practice within the service team.

To utilise research skills for audit, policy and service development. To conduct and supervise research and service evaluation within areas relevant to the postholder's service responsibilities. To propose and implement policy changes within the area served by the team/ service.

To provide teaching, coaching, training and supervision where appropriate.

6. KEY RESULT AREAS

Clinical

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 and neuropsychological tests, self-report measures, rating scales, direct and indirect observations and semi-structured and structured interview schedules with patients, family members and others involved in the patient's care. The opinions based on these assessments may not be agreed upon by different experts and may also change over time based on new information or developments.

To develop and implement plans for the specialist psychological treatment and/or management of a patient's mental 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 individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations, as new information becomes available, drawing upon different explanatory models and maintaining a number of provisional hypotheses.

To evaluate and make decisions about the best course of action / treatment options taking into account both theoretical and therapeutic models and highly complex factors, unique in each case, concerning historical and developmental processes that have shaped the individual, family or group.

To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients whose problems are managed by psychologically based care plans.

To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to patients, formulation, diagnosis and treatment plans.

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 ensure that all members of the treating team have access to a psychologically based framework for understanding and care of patients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.

To undertake risk assessment and risk management for individual patients and provide advice to other professions on psychological aspects of risk assessment and risk management.

To co-ordinate mental health care and act as a care co-ordinator ensuring the initiation, planning and review of a care package appropriate for the needs of patients and their carers, co-ordinating the work of others involved with care, taking responsibility for arranging Care Programme Approach (CPA) reviews as required and communicating effectively with the client, his/ her family and all others involved in the network of care, and to monitor progress during the course of multi-disciplinary interventions

To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of patients under their care and to monitor progress during the course both uni- and multi-disciplinary care.

To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

Teaching and Training

To provide pre and post-qualification teaching for Clinical/Counselling psychologists, and Clinical Associates in Applied Psychology (CAAPs) as appropriate.

To provide advice, consultation and training to staff working with the care group across a range of agencies and settings, where appropriate.

To develop and use complex multi-media materials for presentation in public, professional and academic settings.

To contribute to the teaching of under-graduate medical students and post graduate medical staff on Clinical psychology and other relevant topics, as appropriate.

To provide teaching for psychiatry, nursing, occupational therapy, physiotherapy and other Allied Health Professional staff as appropriate.

To continue to gain wider highly specialist experience and clinical skills relevant to clinical/counselling psychology and the service through practise in a Continued Professional Development (CPD) programme as agreed with the Lead Consultant Clinical/Consultant Psychologist.

To maintain and develop skills in the area of clinical supervision particularly in relation to postgraduate training.

Supervision

Subject to the satisfactory completion of appropriate post-qualification training in supervision skills, to provide clinical placements for trainee clinical and/or counselling psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.

Subject to the satisfactory completion of appropriate post-qualification training in supervision skills, to provide professional and clinical supervision of Trainee Clinical and/or Counselling Psychologists, CAAPs, CBT therapists and other staff, including work allocation and review of work.

To provide clinical supervision to other members of the team for their provision of psychologically based interventions to help improve patients' functioning.

To undertake clinical supervision as required at all grades of clinical and counselling psychology staff to meet their professional guidelines as per the British Psychological Society Code of Conduct and the Health and Care Professions Council (HCPC).

To identify and monitor the practice of those who are supervised by the postholder and to identify deficits in performance and conduct and, where necessary, to initiate the initial stages of grievance

and discipline procedures by alerting relevant line managers in line with NHSO policies.

Management and Recruitment

To be involved, as appropriate, in the short-listing and interviewing of Assistant Practitioner/Graduate Psychologists, CAAPs and other psychological therapy staff.

To take responsibility for appropriate use and maintenance of test materials and other equipment used in the course routine duties and to inform line manager of any related requirements.

Policy and Service Evaluation

To contribute to the development, implementation, monitoring and evaluation of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.

To advise both service and professional management, and collaborate with professional colleagues, in the planning of psychological aspects of services.

To serve on, and where appropriate, represent the service on multi-agency committees concerned with the development of mental health services, as agreed with the Lead Consultant Clinical/Counselling Psychologist.

To be involved in identifying and implementing service developments to improve the quality of care provided by the service, as directed by the Lead Consultant Clinical/Counselling Psychologist.

Research and Service Evaluation

To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members and to apply highly developed research skills to all aspects of work in a routine basis.

To conduct appropriate research and provide research advice to other staff undertaking research, particularly in areas relevant to the post holder's service responsibilities, as agreed with the Service Manager, Mental Health, and the Lead Consultant Clinical/Counselling Psychologist.

To undertake project management, including complex audit and service evaluation, with colleagues within the service, to help develop service provision.

To take responsibility for the development of effective means of auditing individual work and the quality of the service.

To be involved in organising and supervising research and development work within the service. Subject to the satisfactory completion of appropriate training in supervision skills, to provide clinical supervision for doctoral research of trainee clinical psychologists, as appropriate.

General

To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external Continuing Professional Development (CPD) training and development programmes, in consultation with the professional and service manager, the Lead Consultant Clinical/Counselling Psychologist.

To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of Clinical/Counselling Psychology and related disciplines.

To maintain the highest standards of clinical record-keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice and local policies and procedures.

To collate and provide information from others (e.g. Assistant Practitioners, CAAPs, CBT therapists, Trainee Clinical/Counselling Psychologists and other staff) for the purposes of monitoring and evaluating the service.

To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific care group and mental health.

To maintain appropriate links with local and national statutory bodies.

To carry out such other duties as may be agreed.

To participate in the appropriate staff appraisal scheme and be responsible for complying with the agreed personal development programmes to meet set knowledge and competence-based requirements.

NOTE

This is not an exhaustive list of duties and responsibilities, the specific nature of which will be agreed with the Lead Consultant Clinical/Counselling Psychologist.

The post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Lead Consultant Clinical/Counselling Psychologist..

This description will be reviewed in the light of changing service requirements and any such changes will be discussed with the post holder.

The post holder is expected to comply with all relevant NHS policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information

7. DECISIONS & JUDGEMENTS

The post holder will be responsible for working as an independent practitioner, professionally and legally accountable for all aspects of their own work acting in a largely autonomous manner with reference to Health Care Profession Council Standards of Conduct, Performance and Ethics, all relevant professional guidelines, codes of conduct and the operational policies of the department and NHS Orkney and Orkney Health and Care.

The post holder will hold responsibility for their own individual clinical caseload and for the clinical care delivered to patients and carers, working without direct supervision. The post holder is responsible for planning and prioritising their own patient workload in relation to other duties of the post.

The post holder will be responsible for managing their own time to ensure that they timeously and effectively carry out all non-clinical duties of their post e.g. teaching, training, research and audit, attendance at professional meetings.

The post holder will be responsible for ensuring that they maintain clinical and professional skills by pursuing ongoing personal continuing professional development in accordance with Department and NHS Orkney CPD policies.

The post holder will use their professional skills to assess patients and carers, interpreting complex facts to evaluate clinical situations with an appropriate formulation to guide clinical management. The post holder will be responsible for making assessments and judgements of risk posed to patients and to others, and for taking appropriate action to inform other professionals and agencies as required.

The post holder will be responsible for monitoring and supervising clinical teaching and research activities of Assistant Practitioners/Graduate Psychologists/Clinical Trainees/ Clinical Associates in Applied Psychology (CAAPs)/CBT therapists.

8. COMMUNICATIONS AND WORKING RELATIONSHIPS

Patients

The postholder will be responsible for:

- communicating with, and establishing a therapeutic relationship with adult patients across the age range presenting with a wide range of mental health problems often including complex, severe and enduring psychological disorder or mental illness.
- using communication skills to establish a working alliance with patients, some of whom will be deeply distrusting of professionals and possibly potentially aggressive.
- eliciting a comprehensive and accurate account of a patient's presenting problems and personal history
- developing and explaining a coherent psychological formulation of a patient's difficulties and communicating highly complex condition-specific information to a patient who may be distressed, hostile, suffering from psychological disorders and present challenging behaviour

including verbal hostility and manipulation.

- having contact with patients in a variety of settings including outpatient clinics, inpatient wards, day care centres and on occasions, patients' homes.
- the postholder will be aware of child protection issues and will be able to deal with this in a sensitive and appropriate way

Carers/Relatives

Where appropriate, and with their patient's knowledge and consent, the postholder will communicate with carers or relatives who may be able to offer assistance in the assessment, formulation or treatment of the patient's problems. In such circumstances, the postholder will show awareness of the boundaries of patient confidentiality and be sensitive to the particular needs of carers/relatives of patients with significant mental health difficulties.

Psychologist Colleagues/Other Professionals/Voluntary Services Staff

Within the bounds of their professional code of practice and NHS Orkney policy on patient confidentiality, the postholder will communicate with psychologist colleagues, professionals or others (e.g. staff from voluntary organisations) on matters pertaining to individual patient's care and on more general service issues. Communication may be face-to-face, by telephone or other electronic form, or by written letter. In so communicating with other professionals, the postholder requires to be able to effectively convey information about complex, sensitive and sometimes contentious issues regarding the care of patients.

Teaching/Training/Supervision/Consultancy

The postholder will be expected to perform the skills of teaching, training, supervision and consultancy to a very high standard. Teaching/training skills will include the ability to prepare appropriate materials in advance of the teaching/training session, to articulate ideas in an interesting, informative and coherent way, and to facilitate discussion of issues. Supervision and consultancy skills will include demonstrating an awareness of the sensitivities which may attach to clinical trainees or other colleagues talking about their clinical practice.

9. MOST CHALLENGING PART OF THE JOB

Persuading and motivating staff within a multidisciplinary team or multi-agency context who may not share the same conceptualisation of a case and may actively disagree with the postholder's findings and suggestions.

Regularly working with patients who have complex needs and problems which require the creative application of psychological techniques beyond standard protocols.

10. SYSTEMS/EQUIPMENT

The postholder will be responsible for and competent in the administration of a wide range of psychological measures for the purposes of assessment, monitoring clinical progress and evaluating outcomes. These measures will include:

- formal psychometric/neuropsychological tests.
- formal structured and semi-structured interview schedules
- observer and self-report ratings, questionnaires and observational check lists.

The postholder will maintain knowledge and skills in the use of a range of computer packages, e.g. Word for Windows, Powerpoint, Access, Excel, etc.

The postholder will be competent in the use of e-mail for professional communication, in the use of the internet, and in the use of a variety of on-line research databases e.g. Psychlit, Medline.

The postholder will be competent in the use of a range of audio-visual equipment including Dictaphone, video, tape recorders and DVD technology.

The postholder will be competent in the use of telephone, Near Me (also known as Attend Anywhere, a secure NHS video calling platform), Teams and videoconferencing facilities.

The postholder will be responsible for maintaining accurate records of individual clinical workload and will provide relevant data for the Departmental and NHS Orkney information systems.

The postholder will complete weekly information sheets on patient contacts.

The postholder will maintain a record of own continuing professional development activities.

11. QUALIFICATIONS AND/OR EXPERIENCE SPECIFIED FOR THE POST

Post-graduate doctoral level training in Clinical Psychology (or its equivalent for those trained prior to 1996) or postgraduate qualification in Counselling Psychology as accredited by the Health and Care Professions Council (HCPC).

Eligible for registration as a Practitioner Clinical / Counselling Psychologist under the auspices of the Health and Care Professions Council (HCPC)

Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.

Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, complex trauma etc)

Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.

Well developed skills in the ability to communicate effectively, orally and in writing, highly technical,

and clinically sensitive information to patients, carers and other professional colleagues both within and outside NHS Scotland.

Skills in providing consultation to other professional and non-professional groups.

Knowledge of mental health and other relevant legislation.

Evidence of continuing professional development in accordance with requirements of the British Psychological Society.

Assessed post-doctoral experience of working with adult patients with a wide variety of mental health problems, presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.

Experience of exercising full clinical responsibility for patients' psychological care and treatment, both as a professionally qualified care co-ordinator and also within the context of a multidisciplinary care plan is desirable.

Experience of supervisory and/or management responsibility for Psychology Assistant Practitioners, CAAPs, CBT therapists or Graduate Psychologists are desirable.

Experience of representing psychology within the context of multi-disciplinary care is desirable.

Experience of teaching, training and/or supervision and clinical supervision is desirable.

Training and experience of developing and using complex multi-media materials for presentations in public, professional and academic settings is desirable.

12. PHYSICAL, EFFORT & SKILLS

The postholder will be required to undertake clinical interviews with patients on a very frequent basis. During such interviews, the postholder will be expected to display good attending, listening and communication skills via both verbal and non-verbal means. This will involve sitting in constrained positions for extended periods of time when seeing patients and prolonged, intense concentration.

In the context of clinical work, the postholder will be exposed to frequent experiences of highly distressing emotional material including histories of severe abuse, family breakdown and mental illness coupled with likely exposure to some verbal aggression and some risk of physical aggression.

The postholder will work across a range of environments which may present different kinds of demands, e.g. remote clinics, out-patient hospital clinics, GP surgeries, patient's home etc. This may require carrying test materials and other equipment when required to various clinics.

The postholder will acquire through experience and training the necessary skills to administer psychometric and neuropsychological assessments with the required degree of accurate and fine motor manipulation and speed.

The postholder will require to be proficient in keyboard skills and in operating a personal computer.

Travel long distances, if required.

13. MENTAL EFFORT

Sustain intense concentration for long periods of time during clinical interviews with patients.

Multi-tasking: this involves listening, assessment, planning, feedback and working in a demanding situation

Time management: balancing the demands of clinical work, administrative duties, supervision, attendance at meetings, and CPD.

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

14. EMOTIONAL EFFORT

Often required to deal with patients and families highly distressed by the effects of significant mental/physical health difficulties.

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

Required to frequently work with highly distressing and highly complex problems within a time-limited framework

Risks associated with lone working in clinics/remote clinics e.g. verbal and physical aggression, safety, self-harm and suicidal ideation of patients.

15. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Persuading and motivating staff within a multidisciplinary team or multi-agency context who may not share the same conceptualisation of a case and may actively disagree with the post holder's findings and suggestions.

Regularly working with patients who have complex needs and problems which require the creative application of psychological techniques beyond standard protocols.

16 WORKING CONDITIONS

Although infrequent, the post holder should expect some exposure to hazards such as verbal and face to face physical aggression.

17 JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

PERSON SPECIFICATION

Job Title and Grade: Clinical/Counselling Psychologist, Band 8A
Location: NHS Orkney

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF EVALUATION
EXPERIENCE:	<ul style="list-style-type: none"> ▪ Experienced in delivering direct and remote clinical services with appropriate level of supervision and support. ▪ Experience of working as part of a multi-disciplinary team. ▪ Experience of working with adults and older people or related groups in a mental health setting. 	<ul style="list-style-type: none"> ▪ Previous experience of working within Clinical/Counselling Psychology. ▪ Supervision of trainee clinical psychologists or other applied therapists. ▪ Teaching/training/research/audit experience ▪ Experience of supervising others. ▪ Competent in the administration and interpretation of a range of psychometric and neuropsychological tests. 	<ul style="list-style-type: none"> ▪ Shortlisting / Interview
QUALIFICATIONS:	<ul style="list-style-type: none"> • HCPC recognised post-graduate doctoral level training (or equivalent) in clinical/counselling psychology, including training in models of psychopathology, clinical psychometrics, and lifespan development psychology. 	<ul style="list-style-type: none"> • Additional qualification or training in specific evidence-based psychological therapies. • NES-approved / suitably qualified to supervise postgraduate clinical psychology trainees. 	<ul style="list-style-type: none"> ▪ Shortlisting / Interview

	<ul style="list-style-type: none"> • Registration, or eligibility for registration, with the Health and Care Professions Council 		
KNOWLEDGE & SKILLS:	<ul style="list-style-type: none"> ▪ Proven ability to manage and prioritise caseloads. ▪ IT and remote working skills that support ▪ Able to utilise research methodology to monitor and improve clinical practice. ▪ Presentation skills. ▪ High level of oral and written communication skills. ▪ Application of risk assessment/management 	<ul style="list-style-type: none"> ▪ Competency in more than one therapeutic modality. ▪ IT skills that support qualitative or quantitative research. 	<ul style="list-style-type: none"> ▪ Shortlisting / Interview
PERSONAL QUALITIES:	<ul style="list-style-type: none"> ▪ A commitment to the development of psychological services for adults and older people with mental health difficulties. ▪ Enthusiasm for working with a broad range of psychological phenomena. ▪ Excellent communication and 	<ul style="list-style-type: none"> ▪ Able to encourage and motivate others. 	<ul style="list-style-type: none"> ▪ Shortlisting / Interview

	<p>interpersonal skills and an ability to articulate the value added by the discipline of applied psychology services to multidisciplinary health settings.</p> <ul style="list-style-type: none"> ▪ Ability to articulate complex psychological formulations to non-psychologist colleagues. ▪ Ability to demonstrate skills as a reflective practitioner. ▪ Ability to relate well to colleagues/ clients across a range of settings. ▪ Ability to work flexibly and within a small team. 		
OTHER:	<ul style="list-style-type: none"> ▪ Knowledge and awareness of HCPC and BPS standards of professional conduct and codes of practice. ▪ Willingness and ability to contribute to service evaluation and development. 		<ul style="list-style-type: none"> ▪ Shortlisting / Interview