

**AGENDA FOR CHANGE  
NHS JOB EVALUATION SCHEME  
JOB DESCRIPTION**



**1. JOB IDENTIFICATION**

**Job Title:** Clinical Associate in Applied Psychology / CBT Therapist

**Responsible to:** Lead Clinical Psychologist, Chronic Pain Service

**Department, Ward, or Section:** Chronic Pain Service

**Operational Unit/Corporate Department:** North Highland Community Services Directorate

**Job Reference:** SMOUMENTNEWCPASYC10

**No of Job Holders:** 2 WTE

**Date:** December 2021

**2. JOB PURPOSE**

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

To provide Psychological therapies with a pain focus to adults with a wide range of physical and mental health problems including anxiety and depressive disorders

To manage own caseload within specialty area using specialist techniques and maintain clinical related records.

To work with Chronic Pain Psychology colleagues, and other members of the Chronic Pain multidisciplinary team to provide a MDT service to patients.

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

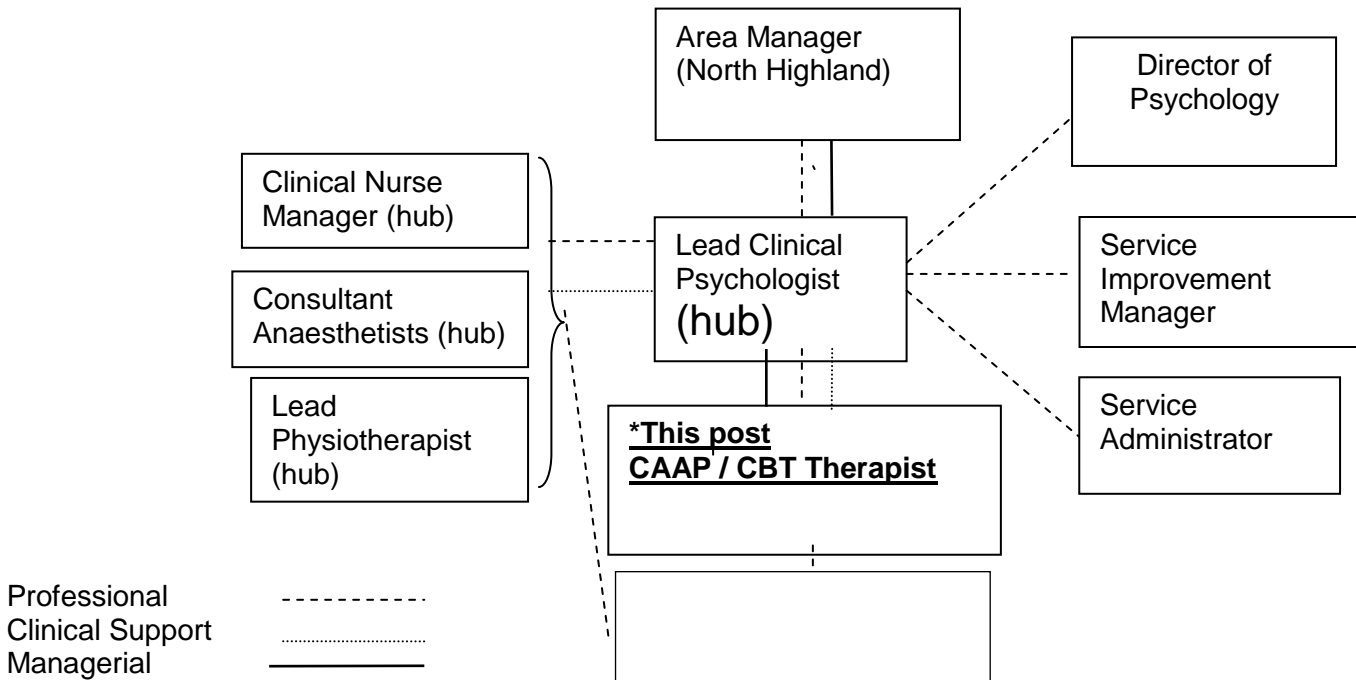
**3. DIMENSIONS**

- This role will provide appropriate case/client/service experience (supervised) to enhance the learning achieved at MSc Applied Psychology/ CBT Dip level.
- Potholders manage own work and caseload autonomously.
- The post holder will work under the direct clinical supervision\* of a designated clinical /counselling psychologist (as per guidelines for all professional staff) within a multidisciplinary Psychological

Therapies team or equivalent.

(\*where supervision is termed in the Job Description, this equates to professional clinical supervision).

#### 4. ORGANISATIONAL POSITION



Other team members of the Chronic Pain Service include Chronic Pain Service Consultant, Clinical Nurse Manager, lead physiotherapist, Service Improvement Manager and Service Administrator

#### 5. ROLE OF DEPARTMENT

The Chronic Pain Management Service provides a full range of clinical psychology services to alleviate psychological distress and promote the psychological well-being of the people of North NHS Highland with chronic pain. This includes not only mental health problems but also the application of psychological approaches to a range of health issues including health related behaviour change and the psychological factors relating to the patients chronic pain.

In addition to direct individual (and group) psychological assessment and treatment psychologists and CBT therapists have a major consultative role, provide teaching and supervision for others employed in psychological interventions, provide specialist advice and support to carers and undertake and support relevant research and service evaluation.

The service also has particular expertise in use of effective approaches addressing psychological and behavioural factors in the prevention of health problems and the promotion of health related behaviour change in patients with chronic pain. Research and service development as well as policy development

are integral parts of the activity of the specialty.

## **6. MAIN TASKS, DUTIES AND RESPONSIBILITIES**

- 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 within level 2 services.
- 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/Counselling 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 and teaching to other healthcare professional, carers' groups and other agencies as appropriate.
- 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 [board] and the Psychological Therapies service.
- To keep management well informed about the needs of the service and relevant psychological matters concerning adult mental health within level 2 services.
- To initiate and carry out research and audit with the agreement of the designated line- and professional managers.
- 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 management at annual appraisal.
- To maintain and contribute to CPD in the Department.

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

- Computer/lap top/PowerPoint projector 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.
- Potential car use for clinical travel.

## **7b. SYSTEMS**

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

## **8. ASSIGNMENT AND REVIEW OF WORK**

Clinical work is agreed and reviewed by the clinical supervisor and Service Head on a fortnightly basis. On a day to day basis post holders work autonomously and independently within set guidelines, referring as necessary to their clinical supervisor.

## **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 relatives 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, e.g. 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 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.

## 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 (or equivalent) degree in Psychological Therapy or a post graduate Diploma in Cognitive Behaviour Therapy from a BABPC accredited training course.
- Relevant clinical experience.
- Have knowledge of relevant national and professional guidelines for optimal standards of clinical care.

- Have some knowledge of Psychiatry 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. JOB DESCRIPTION AGREEMENT

I agree that the above job description is an accurate reflection of my duties and responsibilities at the date of signing.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: