­­**NHS FORTH VALLEY**

**JOB DESCRIPTION**

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| **1. JOB IDENTIFCATION** |
| Job Title: Clinical Psychologist  Responsible to: Head Of Psychology Services  Department(s): Adult Clinical Psychology Service.  Job Reference: E-BN-PSY-008 |

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| **2. JOB PURPOSE** |
| To be responsible for the provision of a highly specialist psychology service to patients with complex mental health problems in Forth Valley. To advise, teach and supervise clinical psychologists in training and other professionals working within the mental health team. To initiate, co-ordinate and implement research, and audit relating to the evaluation of psychological care provided within the primary and mental health services. |
| **3. ORGANISATION POSITION AND ROLE OF DEPARTMENT** |
| HEAD OF SERVICE CONSULTANT CLINICAL PSYCHOLOGIST  **THIS POST**  TRAINEE CLINICAL PSYCHOLOGISTS  ASSISTANT PSYCHOLOGISTS  MSc PSYCHOLOGICAL THERAPISTS  The Adult Psychology Service provides psychological advice and help for the population of NHS Forth Valley. It provides input at the levels of Health Promotion, Primary, Secondary and Tertiary care. The bulk of work lies within Secondary level care both within Community Health Partnerships (CHP) Areas and the Acute Hospitals. Within the CHP, patients are assessed and treated, training is given and advice tendered to: Learning Disability Teams, Mental Health Teams including Community CMHTs’ and Rehabilitation, and Primary Health Care Teams. Within the Acute Hospitals psychologists work with the Diabetes Team, the Area Physical Rehabilitation Team, Pain Clinic teams and Oncology services.  Members of the Service see individual patients and their families within team settings and also within the outpatient psychology bases in Falkirk & District Royal Infirmary and Stirling University.  The Service contributes to work with voluntary agencies and members serve on joint groups with the three Local Authorities and with voluntary agencies.  Training is being broadened and Forth Valley contributes to the East and West of Scotland Doctoral Training Courses. Members of the Service contribute to national training also through NHS Education for Scotland initiatives and working groups.  As well as Clinical Psychologists who make up the bulk of staff, there are also Forensic Psychologists, Counsellors, solution focussed therapists and Assistant Psychologists within the Service. |

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| **4. DIMENSIONS** |
| * To be responsible for and provide specialist psychological consultation and advice contributing directly to clients’ formulation, diagnosis and treatment plan. * To provide clinical supervision for clinical and other psychologists in training. * To be responsible for training and supervision of other mental health professionals in the psychological management of patients with complex psychological difficulties. * To evaluate psychological care provided by the mental health team, and disseminate findings in order to ensure delivery of highest possible psychological care to patients with complex mental health problems. |

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| **5 KEY DUTIES AND RESPONSIBILITIES** |
| **Clinical**   * To carry out specialist psychological assessment of referred patients, in order to provide a psychological formulation, based upon appropriate use, interpretation and integration of complex data from a variety of sources, including psychological and neuropsychological tests; self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients, family members, 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 problems, based upon an appropriate conceptual framework of the patient’s problems, and employing methods based upon evidence of efficacy, across the full range of care settings. * To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors 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 standard care plans. * To provide specialist psychological advice, guidance and consultation to other professionals and especially within the community mental health team, contributing directly to clients’ formulation, diagnosis and treatment plan. * To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the patient group. * To undertake specialist assessment of suitability of patients for therapeutic psychological group work, and to provide specialist psychological group treatment, based upon a range of theoretical and therapeutic models. * To evaluate the outcome of therapeutic group work taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that shape the individual in groups. * To undertake risk assessment and risk management for individual patients and to provide advice to other professions on psychological aspects of risk assessment and risk management. * To act as care co-ordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including patients, their carers, referring agents and others involved in the network of care. * To ensure that patients with severe and urgent mental health disorder, which cannot be managed by psychological means, are referred to the appropriate psychiatric resource. |
| **Teaching, Training and Supervision**   * To provide clinical and professional supervision to assistant psychologists and qualified and unqualified clinical psychologists, ensuring that they acquire the necessary clinical and research skills to doctoral level where appropriate, contributing to the assessment and evaluation of those competencies. * To provide formal and informal training to other mental health professionals n the psychological management of patients with complex psychological difficulties. * To supervise, as required, mental health staff to ensure the psychological care is of the highest quality within the constraints of the service. * To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues. * To gain additional highly specialist experience and skills relevant to clinical psychology and/or the service To contribute to the pre- and post- qualification teaching of clinical and/or counselling psychology, as appropriate. * To provide advice, consultation, and training to staff working with the client group across a range of agencies and settings, where appropriate. |

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| **Management, recruitment, policy and service development**   * To contribute to the development, evaluation and monitoring of the services’ operational polices, through the deployment of professional skills in research, service evaluation and audit * To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing. * To manage the workloads of assistant and trainee clinical psychologists, within the framework of the team/service’s polices and procedures. * To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate psychologists. |

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| **Research and Service Evaluation**   * To utilise theory and evidence-based literature and research to support evidence based practice in individual work and the work of other team members across three community mental health teams. * To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision. * To monitor and evaluate the gaps in service provision to ensure on-going audit of services. * To initiate, co-ordinate and implement research, and audit relating to the evaluation of psychological care provided within the primary and mental health services. * To utilise theory, evidence-based literature and research to support evidence based practice in individual work, therapeutic group work, and work with other team members. * To provide research advice to other staff undertaking research. |

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| **General**   * To ensure the development and maintenance and dissemination of the highest professional standards of practice through active participation in internal and external CPD training and development programmes. * To ensure 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 of the British Psychological Society, and Trust Policies and Procedures. * To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health. |

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| **6. SYSTEMS AND EQUIPMENT** |
| * Maintains a high level of proficiency in the use of psychological tests and assessment methods, which require advanced specialist training and incorporates developments in these as they are introduced to clinical practice. * Has a working knowledge of computer-based technology including word processing (spreadsheets, database and statistics applications), e-mail and internet. * Conforms to the Department’s systems of information management for patient records, activity data, and mileage and expenses information. * Conforms to the mental health teams’ system of information management for patient records. * Maintains 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 of the British Psychological Society, Health & Care Professions Council and NHS Forth Valley policies and procedures. |

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| **7. ASSIGNMENT AND REVIEW OF WORK** |
| * The post holder is expected to independently manage allocation of time to clinical, training, supervision, research and continuing professional development activities in order to meet the needs of the service and professional needs in relation to relevant codes of conduct. * The post holder, in common with all Clinical Psychologists, receives regular clinical supervision in accordance with good practice guidelines. * Annual appraisal is carried out by a senior member of staff. * The post holder regularly reviews continuing professional development needs in line with the requirements of the British Psychological Society and the Health and Care Professions Council. * Strategic decisions regarding the mental health service are made in collaboration with the appropriate senior clinician. * To exercise responsibility for the systematic governance of psychological practice in the teams within which the postholder works. |

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| **8. COMMUNICATIONS AND WORKING RELATIONSHIPS** |
| * The post holder communicates with patients who experience a broad range of emotional and psychological difficulties, including sexual and physical abuse, alcohol and drug abuse, anxiety, depression, anger problems and schizophrenia. * A significant part of the role of the post holder is to engage patients, who may be ambivalent about treatment, in the psychological therapy process. * The post holder communicates psychological opinion to referring agents on a regular   basis verbally or by letter.   * The post holder contributes psychological opinion to multidisciplinary case discussion meetings. * The post holder provides expert psychological opinion, guidance and advice on a consultancy basis to health professionals contributing directly to patient treatment plans. * The post holder communicates with external agencies, such as voluntary organisations, where there is a requirement to impart knowledge of complex psychological processes using language understandable by the lay person. |
| **9a. PHYSICAL DEMANDS OF THE JOB**  * The post holder is required to sit in a constrained position for extended periods of time (typically 60-90 minutes) during interviews with patients while actively listening, and during supervision with staff. * The post holder uses specialist psychological test equipment requiring skill in accuracy and coordination. * The post holder is required to participate in training for and may be required to use, breakaway and physical restraint techniques.   **9b. MENTAL/EMOTIONAL DEMANDS OF THE JOB**  On a daily basis the post holder is expected to:   * Sustain concentration in an often emotionally charged atmosphere for extended periods of time during therapy sessions. * Continuously analyse, assess, reinterpret and formulate as part of the therapeutic process, drawing on a wide theoretical base to arrive at an opinion. * Work with patients and relatives, who are often extremely distressed, or who display negative emotions including anxiety, depression, and anger. * Be exposed to verbal aggression and occasionally to physical aggression from patients due to the emotional nature of the therapeutic process. * Manage complex patient appointment schedules in the absence of appropriate clinical space resource. |

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| **10. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB** |
| * First academic degree at honours degree level in psychology * Doctorate or equivalent in Clinical Psychology, which includes supervised clinical practice and advanced research training as a requirement. * Experience as a qualified Clinical Psychologist In order to remain eligible to practice the post holder must complete 40 hours of continuing professional development each year. Elements include short courses and continuing peer review. * Formal post-doctorate training in the clinical supervision of Doctoral trainee Clinical Psychologists |