

## 1. JOB IDENTIFICATION

<b>Job Title:</b>	<b>Clinical or counselling</b> Psychologist
<b>Responsible to:</b>	Consultant Applied Psychologist
<b>Department:</b>	Applied Psychology
<b>Operating Division:</b>	REAS
<b>Job Reference:</b>	<b>008802</b>
<b>No of Job Holders:</b>	1
<b>Last Update:</b>	N/A

## 2. JOB PURPOSE

To lead the development and provision of a specialist psychology service, including supervision of a team of psychologists and/or trainees and to take responsibility and leadership as the Psychology representative in a MDT.

To provide clinical supervision and support in relation to the psychological assessment, therapy and management provided by trainee psychologists, multi disciplinary clinicians and staff within the designated clinical area.

To be responsible for providing psychology teaching, training, consultancy and supervision activities management within a governance structure.

To undertake audit and research relevant to the service area.

To be responsible for the management of a specialist caseload.

## 3. DIMENSIONS

Working in partnership with local authorities, NHS Lothian (Service) provides a comprehensive range of community outpatient, day and inpatient services. The department also provides an important training resource for career development across professional disciplines. In addition, the department has an ongoing commitment to research, both internally and externally funded.

Further teaching, training and supervision of assistant, trainee and qualified staff from psychology and other disciplines, in relation to appropriate psychological knowledge and skills, including Continuing Professional Development (CPD) is provided. The applied psychology input to all services involves direct clinical work as well as responsibility for developing multi-disciplinary training and supervision. Being specialist services, the applied psychologists will also be expected to provide consultancy, liaison with acute and primary care as well as expert opinion on psychological aspects of patient management.

The post is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

#### **4. ORGANISATIONAL CHART**

See attached chart.

#### **5. ROLE OF DEPARTMENT**

1. Working in partnership with local authorities, NHS Lothian provides a comprehensive range of community outpatient, day and inpatient services. The department also provides an important training resource for career development across professional disciplines. In addition, the department has an ongoing commitment to research, both internally and externally funded.
2. Further teaching, training and supervision of assistant, trainee and qualified staff from psychology and other disciplines, in relation to appropriate psychological knowledge and skills, including Continuing Professional Development (CPD) is provided. The applied psychology input to all services involves direct clinical work as well as responsibility for developing multi-disciplinary interventions training and supervision.
3. Being specialist services, the applied psychologists will also be expected to provide consultancy, liaison with acute and primary care as well as expert opinion on psychological aspects of patient management.

#### **6. KEY RESULT AREAS**

##### **Clinical:**

1. Responsible for the assessment, development, planning and implementation of specialist psychological interventions for clients with highly complex, severe and/or enduring conditions based on the appropriate use, interpretation and integration of data from a variety of sources and drawing on a range of psychological theoretical perspectives.
2. To be responsible for implementing a range of highly specialist psychological interventions for individuals, carers, families and groups within and across teams, employed individually and in collaboration with other staff, adjusting and refining psychological formulations and drawing upon different explanatory models while maintaining a number of professional hypotheses.
3. To provide highly specialist psychological advice, guidance and supervision to other staff contributing to the client's formulation and intervention plan.
4. To undertake psychologically based risk assessment and risk management for relevant clients and provide advice on the psychological aspects of risk to the multi-disciplinary team, service users and their families or carers.

5. To have responsibility for the clinical governance, management and development of a comprehensive psychology and multi-disciplinary service for client group.

**Managerial / Service Development:**

1. To lead and coordinate the provision of a specialist psychology service, identifying appropriate developments in the service provided through monitoring and evaluation of referrals and to make recommendations to the Professional Lead/Line Manager, taking responsibility for designing and implementing such developments while ensuring quality, equality and diversity, as required.
2. To participate in working parties, and as required represent the Professional Lead/Line Manager on relevant groups in relation to the planning and development of services and policy changes for the multi-disciplinary team with a view to improving client care.
3. Where applicable, to be responsible for overseeing the workload of other psychological practitioners in the team and support them in the delivery of a high quality service.
4. To work with senior psychology clinicians in the Service in developing practice guidelines, protocols, care pathways and other means to ensure best use of resources within a context of evidence-based practice, theory, patient centred care and continuing professional development.
5. To participate in staff recruitment, both in short-listing and as a member of interview panels for more junior psychologists and other MDT staff.
6. To undertake specific management projects and tasks negotiated within multi-disciplinary management groups and as agreed with the line manager/head of service.

**Education and Training:**

1. To regularly provide clinical training placements for Trainee Clinical/Applied Psychologists from appropriate courses, undertaking clinical supervision, teaching on placement, organising and monitoring workload and assessing clinical competence.
2. To teach psychology trainees, other professionals and trainees of other professions in collaboration with other professional tutors and teachers.
3. To regularly provide clinical supervision to psychologists and other professionals working within the Service.

**Research and Development:**

1. To remain informed of and critically evaluate current research and theory to support evidence-based practice in own professional work and to contribute this perspective in the multi-disciplinary team.
2. To initiate and conduct psychologically based research and audit relevant to the

speciality, as agreed with the Professional Lead/Line Manager.

3. To provide research supervision to doctoral, masters, trainees and PhD students.

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

The following are examples of equipment which will be used when undertaking the role.

The postholder is required to observe a personal duty of care in relation to equipment and resources in the course of work and to have responsibility for expensive and/or highly complex departmental equipment used by others (such as portable computers) in order to maintain safety and security of both equipment and users.

- Routine use of office equipment (PC, fax, photocopier, shredder etc) e.g.
- Psychometric test instruments.
- Use of multimedia technology for clinical and training purposes.

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided.

#### **7b. SYSTEMS**

The following are examples of systems which will be used when undertaking the role

1. HR Systems e.g. pay returns, leave forms, travel expenses claims, start and termination forms.
2. To record personally generated information, e.g. details of clinical contacts, clinical observations and test results in patient notes.
3. To follow statutory procedures in relation to the initiation and recording of child protection actions.
4. To be responsible for data entry; i.e. in carrying out regular audits of work in order to determine the efficacy and efficiency of the psychological services provided. To use computer software to produce reports and teaching materials.

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided.

#### **8. ASSIGNMENT AND REVIEW OF WORK (Freedom to Act)**

Workload is generated through a variety of sources including yearly objective setting, service reviews, client needs and local and national policy/directives. The postholder will take the lead clinical role, leading the development of service plans, for areas as agreed with the Professional Lead (Pan-Lothian) and Consultant Applied Psychologist.

Performance will be reviewed through annual PDPR processes with the Professional Lead (Pan-Lothian) and Consultant Applied Psychologist. The postholder will be expected to participate in regular clinical supervision.

The postholder will work within Code of Ethics and the relevant professional practice guidelines of the Health Professions council (HPC), the British Psychological Society (BPS) and the professional guidance framework and policies and procedures of NHS Lothian.

## **9. DECISIONS AND JUDGEMENTS**

As Principal Psychologist leading a specialist psychology service make decisions and judgments in relation to service co-ordination, delivery and development.

Make judgements and clinical assessments involving highly complex facts and situations, which require the analysis, interpretation and comparison of a range of options e.g. in ascertaining risk where adults are likely to self-harm or likely to be vulnerable to abuse. Monitor situations and interventions by means of evaluation and be able to modify the plan, treatment or intervention to obtain a better outcome.

As an expert in specialist psychology service provide consultancy to other professionals, including providing second opinions.

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

1. Working in a multi professional environment being sensitive to the contribution of others and developing good and constructive relationships with clinical and managerial colleagues in situations of high demand and constant change.
2. Working closely with the patients, their families and carers, often in highly charged and emotionally distressing situations. Examples include dealing with family breakdown and trauma.
3. To provide advice and take appropriate action, particularly in situations of uncertainty and unpredictability where novel approaches are required.
4. Balancing unpredictable demands for direct clinical services, with roles relating to management, consultancy, supervision, teaching/training, research, Doctoral and other postgraduate research supervision, CPD and other professional activities expected at the level of the post.
5. To work with Head of Service, Professional Lead/ Line Manager in leading staff through service changes whilst ensuring the quality of service is maintained and improved.
6. Negotiating and influencing interagency service collaboration and initiatives.
7. Ensure staff deliver interventions in line with the published and emerging evidence base all within the context of multi-professional team working.
8. Ensure that the profile of psychology within health/mental health and the contribution it can make across NHS Lothian is fully understood and maximised.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

To maintain effective communication with the Professional Lead/Line Manager and Heads of Applied Psychology Service.

To receive and synthesise complex strands of often contentious or sensitive condition-related information and communicate these in an understandable form to clients, relatives, carers and other professionals. Using advanced interpersonal and communication skills to convey this information appropriately often in a hostile, antagonistic or highly emotional atmosphere where there are significant barriers to acceptance.

Possess excellent interview skills to assess complex, and frequently co-morbid, clinical presentations. The need to use these skills flexibly applies to both clients and indirectly to colleagues who are being supervised.

Communicating with a wide range of internal and external organisations, e.g. staff at all levels, voluntary, education and research colleagues to integrate the service provision and evidence-based care and underpin the training for post-graduate and post-registration trainees in Applied Psychology.

To provide formal teaching and education within speciality area(s).

To build a productive and constructive working relationship with colleagues, service managers, multi-disciplinary teams, Scottish Government committees and other professional services within NHS Lothian (HR, IT, Occupational Health, Procurement) and wider professional groups such as DCP nationally.

## **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

### **Physical Skills:**

Physical manipulation and dexterity required when using psychometric test materials.

### **Physical Effort:**

Sitting in a restricted position when undertaking clinical duties.

### **Mental Effort:**

Responding appropriately and timeously to unpredictable events so that clients, carers and staff receive optimal support.

Negotiating and steering interagency service initiatives.

Intensive concentration required (up to several hours) when carrying out clinical observations or assessments involving technical psychometric tests.

### **Emotional Effort:**

To deal with frequent exposure to highly distressing and emotional circumstances arising from the demanding and challenging nature of the work e.g. family breakdown, sexual abuse.

### **Working Conditions:**

Exposure to unpleasant behaviour including risk of physical and verbal aggression, generally sub-optimal conditions for clinical activity e.g. when undertaking home visits.

### **13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

Doctorate in Applied Psychology (or equivalent if graduated before 1996) providing eligibility for membership of the Health Professions Council.

Registered with the Health Professions Council.

Post Doctoral training in theoretical models and applied therapeutic techniques relevant to the speciality e.g. CBT/IPT diploma/accreditation.

Experience of service development.

Experience of staff management.

Experience of operating consultancy models including supervision.

Experience of professional and clinical supervision.

Experience in teaching.

Experience in representing psychology professionally and clinically in local policy forums.

### **14. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Service Signature:

Date: