

Job Description

Our vision: To support our local communities by excelling in everything we do together.

Job Title:	Principal Clinical Psychologist
Band:	8a
Network:	THE BAY
Base:	De Vitre House, Lancaster
AfC Ref:	
Hours of work:	26.25 per week

Our Values

The values represent what we as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

- *We are always learning*
- *We are respectful*
- *We are kind*
- *We are a team*

Reporting Arrangements:

Managerially accountable to: Nominated Operational Manager(s) & Locality Professional Lead for Psychological Services

Professionally accountable to: Nominated Operational Manager(s) & Locality Professional Lead for Psychological Services

Job Summary

1. To provide a qualified Clinical Psychology Service to patients of the nominated team(s) including the provision of specialist psychological assessment and therapy, working within the policies, procedures and protocols applicable to the service.
2. To offer advice and consultation on patients' psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the services policies and procedures. To develop advanced skills in consultancy by implementing formal systems of consultancy within the nominated team(s) as directed and guided by your locality Professional lead and his/her deputies.
3. To utilise research skills for audit, policy and service development and research within the area in which the post-holder works.

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Departmental Chart

Professional Lead for Psychology

Locality Lead for Psychology

Consultant Clinical Psychologist

Principal Clinical Psychologist

Senior Clinical Psychologist

(Clinical Psychologist)

Assistant Psychologist/ Trainee Psychologists, as applicable

Key Relationships

- Network Professional Lead for Psychology
- Locality Lead for Psychology
- Relevant operational managers

Other health professionals and members of other agencies responsible for delivering services to the relevant client groups.

• **Communication and Relationship Skills**

1. To undertake other appropriate tasks to support the wider team's work as agreed with line manager and professional manager/ lead. To monitor the impact of such work on caseload and workload and communicate any associated risks to patient care to your operational and/or professional managers
2. To provide clinical supervision to other multi-disciplinary team members in their psychological work. To support consultancy-based psychological care delivery by psychological services colleagues in the team(s) for whom you have supervisory and/or professional management responsibilities, providing clarity for all concerned regarding the distinctions between: peer supervision; supervision where a supervisor bears clinical responsibility for another's work; and consultation (however provided) where professionally qualified multidisciplinary colleagues seek advice and support in making clinical decisions for which they retain responsibility.
3. To utilise skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate.
4. To provide professional and clinical supervision of Trainee Clinical Psychologists and Assistant/Graduate Psychologists.
5. To provide advice, consultation, teaching and training to staff working with the patient group across a range of agencies and settings, where appropriate.

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- **Analytical and Judgmental Skills**

1. To be responsible for implementing a range of psychological interventions (therapy) for individuals, carers, families and groups, within and across teams, whilst adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
2. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family or group.

- **Planning and Organisational Skills**

1. You will be expected to develop an area of personal clinical interest which will enhance mental health provision for older people.

- **Patient/Client Care**

1. To apply a combination of enhanced clinical skills derived from experience and further learning via CPD across the clinical spectrum of assessment, intervention and evaluation.
2. To provide specialist psychological assessments of patients referred to the nominated team(s) based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self - measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients, family members and others involved in the patients care.
3. To formulate and implement plans for the formal psychological treatment and/or management of patients' problems, based upon an appropriate conceptual framework of problems, and employing methods based upon evidence of efficacy, across the full range of care settings. To act as care coordinator, 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.
4. To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients whose problems are managed by psychologically based care plans.
5. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to patients' formulation, diagnosis and treatment plan.
6. To contribute directly and indirectly to a psychological based framework of understanding and care to the benefit of all patients of the service, across all settings and agencies serving the patient group.
7. 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.
8. To act as care coordinator, 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.

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

- **Responsibilities for Policy and Service Development**

1. To develop, monitor and evaluate new areas of care and treatment
2. To advise both operational and professional management on those aspects of the team/service where psychological and/or organisational matters need addressing.
3. To contribute to the management of the workloads of appropriate staff, within the framework of the team/service's policies and procedures, and to manage the workload of trainee clinical psychologists and/or Assistant Psychologists.
4. To be involved, as appropriate, in the selection and recruitment of psychologists.
5. To contribute to the development, evaluation and monitoring of the operational policy, procedures and protocols for the service.
6. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.

As agreed with your professional and operational managers, to contribute to the work of the Network by participating in committees, work-groups and other relevant endeavours within your service and as appropriate across your Locality, to promote psychological understandings and incorporate these in the design, provision and evaluation of clinical and related services, across all sectors of care.

- **Responsibilities for Finance**

n/a

- **Responsibilities for HR**

1. Delegated responsibility for assisting with recruitment of junior psychology staff.

- **Responsibility for Information Resources**

1. To study, learn and utilise whichever clinical and other information-collection systems may be used currently or adopted in future within the team(s) to which you contribute.
2. To provide clinical activity data as required regarding your work within the designated team(s).
3. To provide appropriate statistical returns as required.

- **Research and Development**

2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To undertake appropriate research and provide research advice to other staff undertaking research.

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4. To encourage and support both psychological services staff and multidisciplinary colleagues awareness of relevant research. To stimulate alertness to the possible need for and opportunities offered by conducting research within team(s) you work in.
5. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

- **Freedom to Act**

1. Responsible and accountable for own clinical practice

- **Other**

1. In common with all Clinical Psychologists, to receive regular clinical professional supervision from an appropriately experienced/ more senior clinical psychologist and, where appropriate, other senior professional colleagues.
 2. To gain additional highly specialist experience and skills relevant to clinical psychology and/or the team (as agreed with your psychological services professional lead and the appropriate operational manager)
 3. To contribute to appropriate pre and post qualification training.
 4. To work in line with the agreed standards of professional practice, through active participation in internal and external CPD training and development programmes, following agreement with the post holder's professional and team manager(s).
 5. 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 Trust policies and procedures. In collaboration with your own professional leaders, to work to ensure that similar standards are acquired and maintained by Trainee Clinical Psychologists, Assistant Psychologists and any other psychological services staff for whom you have some professional responsibility
 6. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific patient group and mental health. To work with team managers and other colleagues to ensure that psychological services staff's and other staff's working practices comply with legislation while also promoting patients' best interests.
- **The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the post holder.**

Special Conditions:

This section is applicable to all employees of the Trust and needs to include the following points as standard.

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, patients, visitors, as a result of any activity or omission at work.

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- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

Staff must

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults, service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local Safeguarding Children’s Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.
- "The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."

PERSON SPECIFICATION

Job Title: Senior Clinical Psychologist
Band: 8a

Attributes	Essential	Desirable	Method of Assessment
Education/Qualifications	<p>Doctoral level training in clinical psychology or equivalent for those who trained prior to 1996, including specifically models of psychopathology, clinical psychometrics and Neuropsychology, two or more distinct psychological therapies and lifespan developmental</p>	<p>Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p> <p>Post qualification training in neuropsychology</p>	<p>Certificates</p>

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	psychology as accredited by the BPS.		
Knowledge	<p>An increased level of knowledge relevant to this post equivalent to a post-graduate diploma (in addition to entry level qualification).</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS by completion of CPD log demonstrating a minimum of 40 hours per year.</p> <p>Knowledge of legislation in relation to the patient group and mental health.</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc.).</p> <p>High level knowledge of the theory and practice of at least two specialised psychological therapies.</p>	<p>Interview CV References</p>
Experience	<p>Experience of specialist psychological assessment and treatment of patients across a range of care settings, including outpatient, community, primary care and in patient settings.</p> <p>Experience of working with a wide variety of patient groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the</p>	<p>Experience of teaching, training and/or supervising.</p> <p>Experience of the application of clinical psychology in different cultural contexts.</p> <p>Experience of contributing a psychological perspective within the context of multidisciplinary care.</p> <p>Experience and evidenced interest in working with older people in a clinically</p>	<p>Interview CV References</p>

	<p>threat of physical abuse.</p> <p>Demonstrable evidence of a continuing commitment to developing expertise in psychological assessment and intervention.</p> <p>Experience of exercising full clinical responsibility for patient's psychological care and treatment</p>	<p>relevant setting, in addition to that gained during Clinical Psychology training</p>	
<p>Skills and Abilities</p>	<p>Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to patients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Keyboard skills sufficient to enter data/write reports</p> <p>Ability to sustain intense levels of concentration responding and participating as required.</p>		<p>Interview CV References</p>

	<p>Ability to self reflect and use clinical supervision appropriately.</p> <p>Ability to cope and deal with highly distressing emotional circumstances.</p> <p>Ability to cope with unpleasant working conditions.</p>		
Work Related Circumstances	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to drive and willing to use car for work purposes</p> <p>Able to work in UK</p>	<p>Experience of working within a multicultural framework.</p>	

EFFORT FACTORS

PHYSICAL EFFORT

What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Limited. Transportation of cognitive tests.	Infrequent	To car/ DV	Varied. Within Trust guidance on manual	no

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			handling weights
Is the job holder expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes No	Every shift Weekly Monthly Less Often	Varies depending on duties (admin versus clinical sessions)	Sitting for therapy sessions (1 hour)/ admin

MENTAL EFFORT

Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
All clinical duties, particularly therapy & consultation sessions. Contribution to complex case work/ forums.	daily	Extended periods
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Home visits	Potentially daily	1 hour each visit plus travel

EMOTIONAL EFFORT

Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Working with patients demonstrating high levels of distress	both	Daily, possible multiple times per day

WORKING CONDITIONS

Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?
Potentially – home visits	

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kind ● a team ● respectful ● always learning