

JOB DESCRIPTION & PERSON SPECIFICATION

Job Title:	Practitioner Psychologist (Clinical, Counselling)
Band:	7 - 0.8wte x 3
Department:	Barnet, Enfield, Haringey Core Community Mental Health Teams
Location and mobility:	Your normal place of work will be in a Core Locality Hub in Barnet, Enfield or Haringey, working within designated Primary Care Network. However, you may be required to work at any other location of the Trusts interests, including travelling to appropriate meetings, outside of the borough, as required.
Accountable to:	Consultant Clinical Psychologist and Practice Development Lead – 18-25 Young Adults.
Responsible to:	Clinical Psychology
Responsible for:	Attached doctoral trainees and assistant and/or graduate psychologists, as appropriate

WORKING RELATIONSHIPS:

Internal:	Child and adolescent Mental health services in the community and in-patient units. Adult Mental Health services in the community and inpatient services.
External:	Childrens Services, VCS partners, GP's, Education Establishments, Adult social care, IAPT.

ROLE

MAIN TASKS AND RESPONSIBILITIES:

To provide highly specialist psychological and systemic assessments of clients aged 18-25 years accessing Adult Mental Health services, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including: assessments of attachment security; neuro-psychological considerations; self-report measures; rating scales; direct and indirect structured observations and semi-structured

interviews with clients, their family and carers, and others, for example social workers, involved in the client's care.

The delivery of care and treatment will be agile and flexible designed to meet the specific needs of young adults who may find it difficult to access Mental health Services. As such the postholder will work in community settings and in partnership with other organisations in young people's network.

Clinical

- To formulate plans for the formal mental health (individual and family-based) treatment and/or management of a young person's (and their family and caring system's) mental health problems based upon an appropriate conceptual framework of their problems and needs, and employing methods based upon evidence of efficacy, across the range of service models, for example consultation, psycho-education and direct work. This will include recognition and understanding of the impact of race, religion, age disability, gender, class, culture, ethnicity and sexual orientation on individuals, families or groups.
- To support the internal training, further support (such as supervision) of team colleagues in their intervention with the young adults and their families.
- To deliver specialist group based interventions including CBT, DBT.
- To maximise the use of specialist interventions designed to support Young Adults experiencing moderate to severe mental illness.
- To Liaise with the other Clinical Specialists in the other divisions in the development of the service to assure alignment and to reduce variation in offer.

Communication

- To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress.
- To co-ordinate mental health care packages appropriate for the client's needs including the work of others involved with the client's care, arranging meetings as appropriate and ensuring effective communication between, agencies, colleagues, children, young people, their parents and or carers.
- To undertake highly complex clinical assessments including the application of neuropsychological considerations impacting on development and ability and to provide written reports to assist others in decision making as well as to inform diagnosis and treatment plans.
- To provide specialist written and or verbal reports for care planning meetings, Placement panels and reviews.
- To provide expertise and specialist psychological and systemic advice, guidance and consultation to other professionals both within and outside of the service, contributing directly to the young person and their family's formulation, diagnosis and care or

treatment plan. This may involve the convening of multi-professional or multiagency meetings and/or writing required reports.

Patient/Customer Care

- To identify and develop models of both assessing and working with families and young people.
- To apply a contextualized psychological and systemic formulation approach to understand the family, community and other wider factors that might be impacting on their mental health and well-being, and the factors impacting on their care within their families and communities.
- Where appropriate to initiate and implement treatment and intervention programmes in collaboration with other team members. To offer a range of therapeutic skills including individual therapy to YA, family and group work or to support Adult Mental Health services in the delivery of care.
- To be responsible for implementing a range of psychological interventions for clients across agencies; adjusting and refining contextualized psychological and systemic formulations drawing upon different explanatory models (including attachment theory and systemic frameworks) and maintaining a number of provisional hypotheses.
- To offer a range of therapeutic skills including individualised therapy to YA, family and group work, both within the team's base, a clinic setting and community settings, for example family home.
- To make highly skilled evaluations and 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 undertake, and contribute to, risk assessment and risk management for individual clients seen by professionals and unqualified staff and to provide both general and specialist advice for other professionals, for example social workers, on mental health aspects of risk assessment and management.

People (HR) Management

- Deliver training to a range of staff with differing levels of qualification and professional background.
- To participate in the Trust Appraisal process and be committed to ongoing continuing Professional Development including participation in further specialist training as agreed with Heads of Psychology.
- To provide specialist advice, consultation, training and clinical supervision to staff working both within CAMHs and AMHS and within other agencies.
- To continue to develop expertise in the area of professional pre and postgraduate training and clinical supervision.
- To supervise Trainees as appropriate

Information Management

- 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, Health Care Professionals Council.
- Regularly update and maintain highly complex and confidential electronic records.
- Responsible for the use of Trust computer systems.
- Deliver outcome measures and meet the standards required by the MHSDS.
- Monitor own performance in accordance with core KPI's for access to treatment targets, performance and quality of care.

Policy Development

- Ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
- Ensure the development and articulation of best practice in mental health within the service area and contribute across the service by exercising 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 or systemic family therapy and related disciplines.
- Maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- Ensure acceptable levels of safety (regarding potential verbal and physical aggression from disturbed clients) for self and other colleagues when necessary. To adhere to the "lone worker policy" and update training in breakaway techniques when necessary.

Service Development

- Contribute to the development of a high quality, responsive and accessible service for clients, their carers and families.

Research and service evaluation

- To contribute to the development, evaluation and monitoring of the team's operational policies and services and participate in the development of high quality, responsive and accessible services.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- To undertake appropriate research and provide research advice to other staff undertaking research as appropriate to own level of experience and within agreed service objectives.
- To undertake project management, including complex audit and service evaluation, with colleagues using research methodology to address a clinical question or improve services.

To be noted

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly 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 Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.
- Working as part of the, the post will be part of a multi-disciplinary team who provide comprehensive services to children , adolescents and families referred to the generic team.
- Seeing clients individually and in group settings. Working within other settings as required for clinical work e.g. day patient, inpatient and outreach services.
- On some occasions the post holder may be required to use their own vehicle to attend meetings or as part of the therapeutic process.
- The post holder's office base will be with other team members for clinical work undertaken and they will have access to support from the team administrators.
- There is a need to use effective and efficient keyboard skills in the recording of clinical information and in communicating with colleagues.

JOB DESCRIPTION – CORE ADDITIONAL INFORMATION FOR ALL EMPLOYEES

MOBILITY

As an employee of this organisation you may be asked to carry out duties at any of its establishments, at any time throughout the duration of your contract.

HEALTH and SAFETY

It is the duty of all employees to ensure that a safe working environment and safe working practices are maintained at all times. It is also the responsibility of management to do so.

INFECTION CONTROL

All staff will be expected at all times to practice in accordance with the infection control standard specified in the policies of the organisation.

RISK MANAGEMENT

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

HEALTH PROMOTION

This organisation is committed to helping people live a healthier life. All staff are encouraged to make healthier choices and to be aware of the range of health promotion information and local policies that support the promotion of health and the prevention of ill health e.g. food and nutrition, stress management etc.

All clinical staff are reminded of their individual professional responsibilities for the promotion of health, by providing up to date and relevant best practice advice, in supporting their patients/clients to live a healthy life.

FLEXIBLE WORKING

This organisation is committed to offering flexible, modern employment practices which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered

SMOKING

Barnet, Enfield & Haringey Mental Health NHS Trust has a smoke free policy. Smoking will not be permitted on any Trust premises (including the grounds that those premises are sited on) or in any Trust-owned vehicle. Applicants should be aware that it will not be possible to smoke throughout working hours.

EQUAL OPPORTUNITIES

In line with the organisation's Equal Opportunities Statement, this organisation is committed to ensuring and promoting the rights of all people to equality of opportunity and all staff are required to abide by and promote this.

POLICIES AND PROCEDURES

All employees, at all times are subject to the policies and procedures of this Organisation.

SAFEGUARDING CHILDREN & VULNERABLE ADULTS

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults.

Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related

mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults

DATA PROTECTION

In line with national legislation, and organisational policy, all data will be processed in a fair and lawful way, for the specific registered purpose and not disclosed in any way incompatible with such purpose or to any unauthorised persons or organisations.

CONFIDENTIALITY

This organisation attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, and other data held and processed by the organisation. All data should be treated as confidential and should only be disclosed on a need to know basis. Some data may be especially sensitive and is the subject of a specific organisational policy, including information relating to the diagnosis, treatment and/or care of patients, individual staff records and details of contract prices and terms. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. Due to the importance that the organisation attaches to confidentiality disciplinary action will be taken for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

All employees should be mindful of the seven information management Caldicott principles when dealing with data belonging to the organisation and person identifiable information.

1. Everyone must justify the purpose(s) for which patient-identifiable information is used
2. Do not use patient-identifiable information unless it is absolutely necessary
3. Only use the minimum necessary for the purpose
4. Access to patient-identifiable information should be on a strict "need to know" basis
5. Everyone with access to patient-identifiable information should be aware of their responsibilities
6. Everyone with access to patient identifiable information should understand and comply with Data Protection and Security legislation
7. The duty to share information can be as important as the duty to protect patient confidentiality

If there is any doubt whether or not someone has legitimate access to information, always check before you disclose.

STANDARDS OF BUSINESS CONDUCT FOR NHS STAFF & CODES OF CONDUCT

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the Code of Conduct for NHS Managers. All staff are required to act in accordance with the rules and regulations as described in the organisation's Standing Orders and Standing Financial Instructions.

The organisation reserves the right to report any activity, incident or suspicion of behaviour likely to be deemed a breach of a professional code of conduct to the appropriate professional body. This decision as to whether such a report will be made will only be taken by the appropriate service Director after he/she has fully considered the available facts. At all times, the safety of the public, staff and the reputation of the employing organisation and the wider NHS will be key points for consideration before any report is made.

MANDATORY TRAINING

All staff are required to attend any training designated by the organisation and/or service as mandatory (compulsory) for the position held or to provide evidence of previous, recent equivalent training at a level appropriate to the post held.

SATISFACTORY CLEARANCES

For all posts where the appointment is subject to satisfactory clearance via the Criminal Records Bureau or Independent Safeguarding Authority, or any other successor agency, it should be clearly understood that the post holder must maintain satisfactory clearance status throughout his/her employment in the post.

PROFESSIONAL REGISTRATION

With respect to any post for which the appointment is subject to holding a specific professional registration, as set out in the person specification for the post, it should be clearly understood that the post holder must maintain satisfactory registration status throughout his/her employment in the post.

ADDITIONAL CLAUSE FOR ALL MANAGERS

RISK MANAGEMENT

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed and that staff receives appropriate training, that a local risk register is developed and regularly monitored and reviewed. Significant level risk must be reported through the Quality Improvement and Risk Committee (QIRC) network. Risk registers need to be submitted to the Support Services Manager or other nominated officer, on an annual basis.

ADDITIONAL INFORMATION FOR ALL STAFF

Where relevant, further information regarding these core clauses can be found in each employee's written statement of terms and condition of employment (contract documentation).

As part of a three-year project to transform mental healthcare across North Central London, we are investing £25 million to ensure everyone who experiences mental illness can access the care they need, when they need it, close to where they live. This role is integral to the success of this programme with the post-holder needing to be flexible and willing to adapt to possible changes to their role as the project evolves. In return, we offer a once-in-a-career opportunity to be part of a major transformation programme that will radically improve care and quality of life for thousands of people in our community.

BEH-MHT VISION AND VALUES

Our vision

Our vision is embedded within our clinical strategy. We want to help people live, love, do.

- Live - A safe and secure place to call home
- Love - Re-building relationships which may have broken down during a period of illness
- Do - Help people to find a meaningful activity - that may be getting back into employment or further education

Our values

The Trust's values are:

- Compassion
- Respect
- Being Positive
- Working together

NHS VALUES

It is recommended that where possible the NHS values below are reflected in job descriptions. Please go to the NHS Confederation website for further information www.nhsconfed.org

RESPECT AND DIGNITY

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

COMMITMENT TO QUALITY OF CARE

We earn the trust that is placed in us by insisting on quality and striving to get the basics right every time – safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our success.

COMPASSION

We find the time to listen and talk when it is needed, make the effort to understand and get on and do the small things that mean so much – not because we are asked to but because we care.

Improving lives

We strive to improve health and well-being and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

WORKING TOGETHER FOR PATIENTS

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

EVERYONE COUNTS

We use our resources for the benefit of the whole community, and make sure that nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste other's opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

DIGNITY AT WORK STATEMENT

Barnet, Enfield & Haringey Mental Health NHS Trust is committed to treating all of our staff and patients with dignity and respect. You are responsible for behaving in a way that is consistent with these aims. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

PERSON SPECIFICATION

Job Title: Practitioner Psychologist (Clinical, Counselling)

Band: 7

REQUIREMENTS	ESSENTIAL	DESIRABLE	Assessment Type Interview (I) /Test (T) /Application (A)
EDUCATION AND QUALIFICATIONS	<p>Doctoral level training in clinical psychology, (or its equivalent for those trained prior to 1996), including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS.</p> <p>Registration with the HCPC as a clinical psychologist.</p>	<p>Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p>	AF / I
EXPERIENCE	<p>Experience of specialist psychological assessment and treatment of young adults across the full range of care settings, including outpatient, community, primary care and in patient settings.</p> <p>Minimum 1 years' experience of working in a Mental health setting.</p> <p>Experience of working with a wide variety of client 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 threat of</p>	<p>Experience of working in consultation and collaboratively with Social Care Teams.</p> <p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of clinical psychology in different cultural contexts.</p> <p>Experience of working in the NHS.</p>	AF / I

	physical abuse.		
KNOWLEDGE AND SKILLS AND ABILITIES	<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 clients, 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>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.</p> <p>Good organisational and time management skills, ability to plan and prioritise own workload</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>Knowledge of legislation in relation to the client group and mental health.</p>	AF / I
PERSONAL QUALITIES	A positive approach to working with children, adolescents and families.	<p>Willingness to work flexibly.</p> <p>An awareness of own strengths and limitations.</p>	
OTHER REQUIREMENTS	<p>A positive approach to working with children, adolescents and families.</p> <p>Ability to work as part of a team and</p>	<p>Experience of working within a multicultural framework.</p> <p>Experience of group work.</p> <p>Car driver desirable.</p>	AF / I

	<p>independently.</p> <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 travel between bases and within the community as required for the post.</p>		
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Date: 1 September 2021