

EAST LANCASHIRE CHILD AND ADOLESCENT SERVICE

JOB DESCRIPTION

Job Title:	Clinical Psychologist
Directorate:	ELCAS (Children's Mental Health Services)
Managerially Accountable to:	Clinical Director
Professionally Accountable to:	Senior Clinical Psychologist
Band:	8a
Base:	Burnley General Hospital

ROLE OUTLINE

The post holder will work as a specialist member of the clinical multi-disciplinary team to assist in providing the highest quality clinical care and treatment for young people, their families and/or carers. The post holder will work closely with other team members from a variety of clinical and service backgrounds to provide a psychological perspective to cases. This will involve managing a caseload of complex young people with a variety of emotional mental health disorders up to the age of 18. The post holder will work across East Lancashire and be expected to travel and work from various clinical locations as required. The post holder will be expected to work across 7 days on a rota basis, participate in the self-harm rota and the out of hours advice rota.

JOB SUMMARY

- To provide a qualified specialist clinical psychology service to children, young people and their families, who access specialist children's mental health services.
- To provide specialist psychological assessment, formulation and psychological therapy. The emphasis is on delivering a high quality community oriented service, using evidence based practice
- To offer advice and consultation to non-psychological colleagues and to other non-professional carers where psychological intervention is a key aspect of treatment programmes.
- To work autonomously within professional guidelines and the overall framework of the service's policies and procedures.
- To utilise research skills for audit policy and service development within the area served by the service.

CLINICAL DUTIES AND RESPONSIBILITIES

1. To provide specialist psychological assessments of clients referred to the service undertaking the 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 observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for psychological therapy and/or management of the young person's mental health based upon a comprehensive conceptualisation of the presenting difficulties, employing methods based upon evidence of efficacy whilst maintaining a flexible approach in considering what will best meet the individual's needs. The post holder will work across a range of settings including, health centres, hospitals, and home visits.
3. To be responsible for implementing a range of psychological interventions for children, families, carers and groups, within and across teams. This will include modifying and refining psychological formulations in light of new information drawing upon a range of explanatory theoretical backgrounds/models and upholding a number of provisional hypotheses.
4. To evaluate and make decisions about intervention options taking into account both theoretical models and highly complex factors concerning historical and developmental processes that have affected the child, young person, family or group.
5. To manage own caseload, exercising autonomous professional responsibility for the young people whose difficulties are managed within a psychological framework, including regular communication with all others involved in the young person's care.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to the children, young people, family and carer's formulations, diagnosis and intervention plans.
7. To undertake initial risk assessments for children, young people and their families and to provide advice and guidance to other professions on psychological aspects of risk assessment and risk management.
8. To communicate in a highly skilled and sensitive manner both orally and in writing, information concerning the assessment, formulation and treatment plans of children, young people and families under their care and to monitor progress during the course of multi-disciplinary care.
9. To demonstrate awareness of potential communication difficulties and/or cultural considerations and, where appropriate, adapt professional practice accordingly, involving identification of, and effective liaison with, appropriate support services (e.g. advocacy, family support, translators).
10. Play an active part as an autonomous practitioner in the clinical assessment and decision making around children who self-harm
11. Participate in the clinical on-call rota providing first line out of hours advice to clinicians and managers within ELHT when required.

TEACHING, TRAINING AND SUPERVISION

1. To receive & offer regular clinical supervision, in accordance with good practice guidelines, from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To continue to gain wider post-qualification experience of clinical psychology over and above that provided within the principal service area where the post holder is employed.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other staff (psychologists and non-psychologists) as appropriate.
4. To provide clinical supervision of assistant psychologists as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.
5. To contribute to the pre-and post-qualification teaching of clinical psychology.
6. To use multi-media materials to deliver presentations within public, professional and academic settings.
7. To continue developing specialised clinical competencies through attendance at relevant post qualification training and at regional networks (e.g. SIG).

MANAGEMENT, RECRUITMENT, POLICY AND SERVICE DEVELOPMENT

1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit where required.
2. To contribute to the management the workloads of assistant psychologist where appropriate, within the framework of the team/service's policies and procedures.
3. To be involved, as appropriate, in the short listing and interviewing of assistant or graduate psychologists.
4. To be involved in the supervision and management of Clinical Psychology Trainee placements.

RESEARCH AND SERVICE EVALUATION

1. To utilise theory, literature and research to support evidence-based practice in individual work and work with other team members.
2. To undertake appropriate research, liaise with the Trust Research and Development department and local ethics committee as appropriate. Provide research advice to other staff undertaking research where required.

3. To contribute to audit and service evaluation initiatives relevant to service provision developments.
4. To record clinical observations and information relevant to clients in accordance with service policy, ensuring accurate documentation of clinical activity and outcomes.

IT RESPONSIBILITIES

1. To use IT to record personally generated clinical data.
2. To use e-mail, word processing, and database skills as appropriate within the service.
3. To use Microsoft PowerPoint packages and Excel, and use/supervise use of IT statistical analysis by assistants, as appropriate.
4. To ensure that all data is completed within the timeframes specified by the division and in line with the MSHS data set requirements.
5. Use and comply with the requirements of IAPTUS as the electronic patient record, utilising the recording and ROMS elements to their full effect.

GENERAL

1. To ensure the development and maintenance of the highest professional standards of practice, through active participation in the internal and external CPD training and development programmes, in consultation with Line Manager.
2. To ensure the development and articulation of best practice in psychology and adhere to the professional code of practice as drawn up by the Division of Clinical psychology of the British Psychological Society/Health Professions Council and adhere to all East Lancashire Hospitals NHS Trust policies and procedures.
3. To exercise the skills of 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.
4. 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 of the British Psychological Society/HPC and Trust policies and procedures.
5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to the client group and mental health.
6. To participate in team meetings.

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.

It is likely that the post will evolve over time. Developments across the region are likely to mean that the Regional Adoption Agency will move to a shared resource and therefore it is probable that this will mean some wider travel and work commitments around the north-west. These duties will be subject to regular appraisal and any amendments will be made in consultation and agreement with the post holder.

PERSON SPECIFICATION

Job Title: Clinical Psychologist

	ESSENTIAL	DESIRABLE	HOW TESTED
TRAINING & QUALIFICATIONS	Post-graduate doctoral level training in clinical psychology (or the equivalent for those trained prior to 1996) as accredited by the BPS, specifically including models of psychopathology, clinical psychometrics and neuropsychology and psychological therapies. Registered with the HCPC	Post-doctoral training in one or more additional area of psychological practice.	Application form, Interview, & References
EXPERIENCE	<p>Post qualification experience including experience of working within a specialist CAMHS or EHWPB team.</p> <p>Experience of the delivery and evaluation of Psychological Services within a CAMHS or EHWPB setting</p> <p>Experience of cross agency working in a service delivery/development context in CAMHS</p> <p>Experience of maintaining a high degree of professionalism in the face of emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care co-ordinator and also within the context of a multi-</p>	<p>Experience of professional management of qualified and pre-qualified clinical psychologists.</p> <p>Experience of multi-professional management of teams or services within the designated specialty.</p> <p>Experience of representing the profession in local policy fora.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of the embedding of a therapeutic intervention within a professional group and/or service</p>	Application Form Interview using National Assessors, Supervision record and References.

	disciplinary care plan. Experience of teaching, training and /or professional and clinical supervision.		
KNOWLEDGE, SKILLS & EXPERTISE	<p>Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons 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 design and methodology.</p> <p>Knowledge of legislation and its implication for both clinical practice and professional management in relation to the client group and mental health.</p> <p>Evidence of continuing professional developments as required by the Health Professions Council.</p> <p>Formal training in supervision of other psychologists.</p> <p>Keyboard skills sufficient to enter data/write reports</p>	<p>Highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. severely challenging behaviours, people with additional disabilities and attachment disorders etc.).</p> <p>Highly developed knowledge of the theory and practice of highly specialised psychological therapies.</p>	Interview, presentation and documentary evidence.

PERSONAL	<p>Enthusiasm for a broad range of psychological phenomena, and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services.</p> <p>Ability to contain and work with organisational stress and ability to 'hold' the stress for others.</p> <p>Ability to sustain intense levels of concentration responding and participating as required.</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>	<p>Ability to demonstrate leadership and management skills.</p> <p>A commitment to the evaluation of services, enthusiasm for professional audit and a wish to continue to develop expertise in the service.</p>	Interview and references
OTHER	<p>Ability to identify and provide and promote appropriate means of support to carers and staff exposed to distressing situations and severely challenging behaviours</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>Awareness of one's own psychological health and the capacity to take responsibility for appropriate</p>	<p>Record of having published in either peer reviewed or academic or professional journals and/or books.</p> <p>Experience of working within a multicultural framework.</p>	Interview, presentation and documented evidence.

	<p>preventative and/or therapeutic strategies.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>Ability to articulate and interpret clearly the role of profession of clinical psychology based upon a good understanding of the framework of government and national professional policy.</p> <p>Ability to use computers to generate spreadsheets, graphics, etc.</p> <p>Advanced physical skills required for psychometric assessment.</p> <p>Able to drive and willing to use car for work purposes</p> <p>Legal status to work in UK</p>		
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