

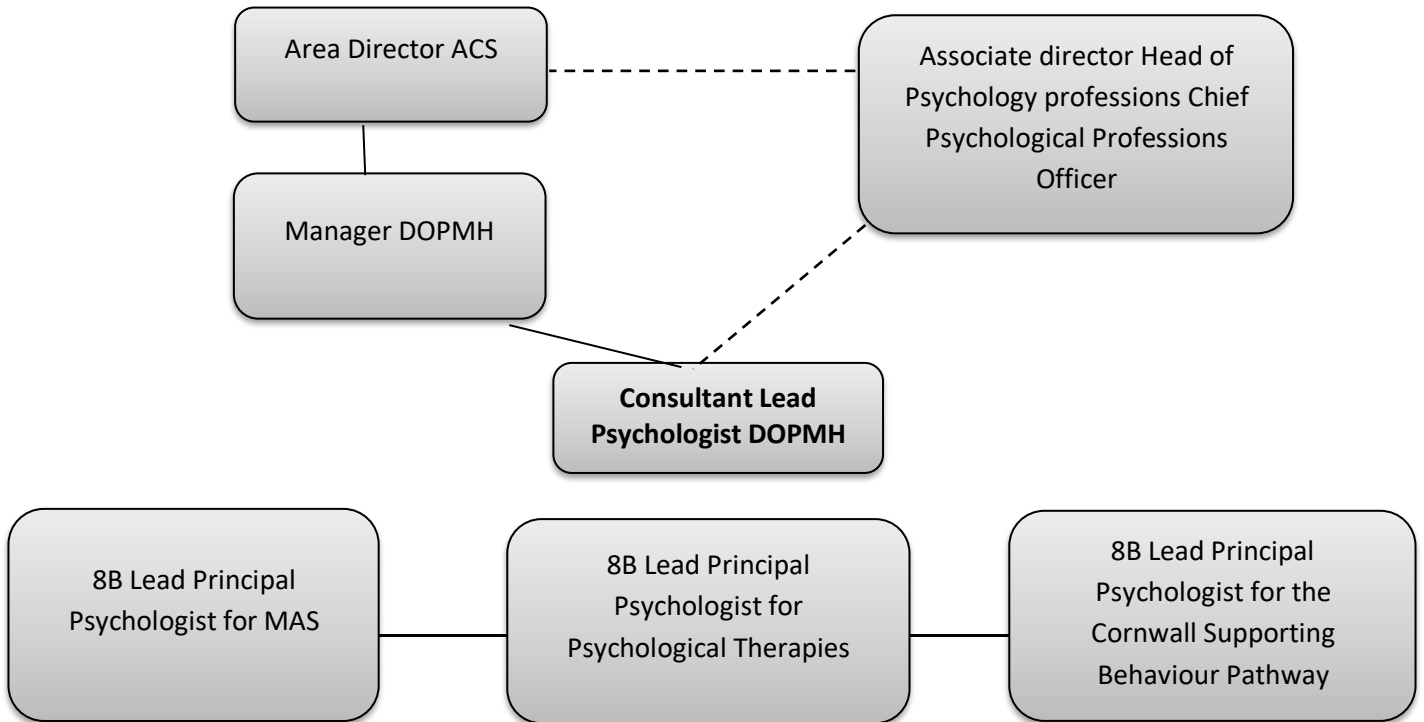
Job Description

Job Title	Dementia and Older People's Psychology Clinical Lead
Salary Band	Consultant Psychologist Band 8C
Service Area	Psychology and Psychological Therapies (PPT)
Department	Dementia and Older People's Mental Health (DOPMH)

Job Overview

1. To provide clinical leadership to the DOPMH Psychology and Psychological Therapies (PPT) team. To work autonomously, within professional guidelines, with responsibility for the governance of psychological practise within the PPT team.
 2. In line with the national policy and local drivers, to provide a highly specialist clinical psychology and neuropsychology service to older adults with complex and intractable problems relating to severe serious mental, organic and physical illness.
 3. To provide highly specialist consultancy and clinical supervision in this area to members of the PPT and DOPMH multi-disciplinary teams within the Trust.
 4. To participate in the Trust's long-term planning and development of services for people with dementia and older adults with serious mental illness. Alongside other Clinical Leads and senior managers, this includes contributing views to local transformation projects in developing services for people with dementia and older adults across integrated care systems.
 5. To provide specialist training in the understanding and treatment of serious mental illness in older people, and neuropsychology and behaviour that challenges in people of all ages with dementia, across a range of theoretical models and treatment approaches to members of the PPT and DOPMH teams.
 6. To personally deliver high quality, evidence-based highly specialist clinical interventions to complex and high-risk older adults and people with dementia in both individual and group settings.
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Organisational Chart



Clinical Activities

1.1. To take overall responsibility for the operation and co-ordination of psychological aspects of assessment and treatment for people with dementia and older adults within the PPT team, in keeping with NICE guidelines

1.2. To develop specialised, time-limited, clearly focused, and evidence-based interventions for individuals and groups of patients with a serious functional or organic mental illness, particularly those whose complexity of presentation requires a very high level of therapeutic experience.

1.3. To be clinically accountable for overseeing the activities delivered by the PPT team in providing direct clinical services for patients.

1.4. To deliver the specialised treatments described above through regular direct patient contact, frequently requiring flexible and emotionally demanding responses to the often chaotic, hostile, disturbing and traumatic life circumstances of patients.

1.5. The post holder will provide highly developed expert psychological and neuropsychological assessment based upon the appropriate use, interpretation, and integration of complex data from a variety of sources.

1.6 Sources of assessment information will include psychological and neuropsychological tests for patients such as self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients, members of the multi-disciplinary team, family members and others involved in the patient's care. This will include the use of highly specialist neuropsychological test equipment, where a high degree of precision and motor co-ordination are essential.

1.7. In common with all Practitioner Psychologists, to receive regular clinical supervision in accordance with good practice guidelines and Trust Policy. To participate in annual appraisal process, as per Trust Policy.

1.8. To take overall responsibility for the management of referrals into the team, in conjunction with the Lead Principal Psychologists, advising on complex and contentious treatment of choice decisions within the service and other agencies.

1.9. To provide diagnostic, case-conceptualisation and other psychological assessment services for people with dementia and older adults, and their families and carers, within the DOPMH team and other teams across CFT.

1.10. In conjunction with the Lead Principal Psychologists, to take overall responsibility for the clinical supervision of PPT staff working with difficult-to-manage patients, including those with histories of violence and self-harm, ensuring that appropriate plans of care are shared with the DOPMH teams and put in place where such people are accepted.

1.11. To take overall responsibility for the management of complaints at PPT, including those of patients with histories of litigious and malicious reactions to outcomes of assessments and/or therapy and/or therapeutic decisions.

1.12. To be responsible for advising on psychological aspects of risk assessment and risk management of PPT patients, taking due account of the tensions between the benefits of therapeutic interventions respecting patient autonomy and real or potential threats to the patient's and others' well-being.

1.13. To be responsible for advising on appropriate levels of skill, supervision, and training requirements to ensure safe and effective team practice.

1.14. To provide clinical consultancy to related areas of activity (e.g., inpatient services).

Management and Personal Development

2.1. To attend meetings with senior leads and managers, contributing to the development and establishment of policy and development of services where psychological interventions are involved, across a wide range of age groups, diagnostic categories, and specialist services. Specifically shaping service developments in the PPT team.

2.2. In conjunction with other managers and clinical leads, to monitor and interpret NHS policy in the treatment of people with dementia and older adults with a serious mental illness, and to develop new initiatives in the team capable of flexibly meeting national guidelines effectively at a local level.

2.3. In conjunction with the Head of Psychological Services, to utilise highly specialist knowledge and experience to develop innovative services for people with dementia and older adults accessing the team, in line with the Trust's priorities and the emerging evidence base.

2.4. Alongside other psychologists and senior managers, to utilise highly specialist knowledge and experience to provide consultation and guidance to DOPMH and inpatient teams to help develop innovative services in line with emerging evidence bases, Trust and local priorities.

2.5. To lead PPT team development days for all PPT staff.

2.6. To work alongside the Head of Psychological Services in the development of long-term strategic goals for the PPT team, through service development and training bids required to provide trust-wide services for these patients and in line with the developing evidence base

3.1. Take responsibility for the Personal Development Reviews of all PPT staff, in conjunction with the Lead Principal Psychologists, retrospectively monitoring progress to established targets and prospectively planning and coordinating staff activities and goals, in line with service level agreements.

3.2. To work alongside the operations manager and the Locality team managers in the recruitment, induction, and day-to-day management of all PPT staff, including dealing with implementation of sick leave, disciplinary, grievance and all other relevant HR policies and procedures, and delegating to the Lead Principal Psychologists where appropriate.

3.3. To take responsibility for health and safety of all PPT staff.

3.4. As required, to take part in recruitment procedures for staff in other specialities.

3.5. To undertake other duties as may be required by the Head of Psychological Services.

3.6. To keep abreast of current developments in psychological research, theory, and practice in dementia and older adults' serious mental illness to ensure that advanced procedures and practices are developed and maintained at PPT.

3.7. To contribute to the planning, organisation, and delivery of specialist training in the understanding and treatment of dementia and serious mental illness for older adults for professionals in CFT and partner agencies, as requested.

3.8. To ensure that trained PPT staff receive appropriate clinical supervision, allowing them to practise safely and providing further opportunities for professional development.

3.9. To develop links with the Universities of Plymouth and Exeter, contribute to teaching on the consultant clinical/counselling/practitioner psychologist doctoral and other psychology programmes.

3.10. To provide ongoing supervision of qualified consultant clinical/counselling/practitioner psychologist and other professionals (e.g., nurse consultants and other senior clinicians) within PPT and more generally, when requested, across CFT.

3.11. To supervise consultant clinical/counselling/practitioner psychology trainees in their work on specialist clinical placements working with patients in PPT.

Strategic Development, Planning and Organising

4.1 In conjunction with the Head of Psychological Professions, to develop and manage the PPT team clinical audit procedures used to monitor patient demographics, diagnostics, outcomes, and satisfaction as an integral part of the process of patient care, and of monitoring the quality of the service.

4.2 When required to utilise highly specialist knowledge and skills to take responsibility for research and evaluation work in response to the clinical and professional interests of the service, and to monitor standards, quality, and patient feedback to the provision of services; includes clinical governance activities, supervision of trainee research, audits, etc. Theory and evidence-based literature will be utilised to develop practice in individual work, work with other team members, and across the service.

4.3 To provide supervision when required for research projects conducted by clinical/counselling psychology trainees in the team.

4.4 To contribute to the research and development activities of the Trust, as and when appropriate.

4.5 From time to time undertake clinical research as relevant to the team and produce papers for publishing and participate in research trials in conjunction with the Trust R & D Lead/Team, and other Psychologists/Clinicians.

4.6 To identify and utilise suitable outcome measures to assess the efficacy of the PPT Team in line with national and Trust recommendations.

Information Technology Skills

5.1 To be skilled in the use of software such as Microsoft Office Word to regularly produce reports, documents and presentations.

5.2 To be skilled in data entry, statistical analysis and interpretation of clinical information, audit, and research outcomes, with support from the Trust Business and Performance team.

General

6.1 To adhere to, and ensure compliance with the Professional Code of Practice, as drawn up by the Divisions of Clinical Psychology and Counselling Psychology of the British Psychological Society, the Health and Care Professions Council and all Cornwall Partnership NHS Trust policies and procedures.

6.2 The post holder will contribute to services in keeping with Government legislation, Local Authority and Trust or CCG implementation of such legislation.

6.3 To sit in a constrained position for client therapy and extended assessment sessions.

6.4 To maintain frequent, intense concentration for extended periods of time

6.5 To handle intense and or frequently highly emotional distressing circumstances surrounding therapy, assessment, and consultation.

6.6 To work in outpatient and inpatient settings, including settings where exposure to highly unpleasant working conditions occur e.g. Working with individuals with severe levels of neglect of personal hygiene, disorientation, distress, aggression etc.

6.7 To gather, collate, interpret, and present evidence from published research, government policies and other sources, synthesising apparently conflicting evidence and offering expert opinion to PPT and DOPMH teams.

Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

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Salary Band	Consultant Psychologist Band 8C
Service Area	Psychology and Psychological Therapies (PPT)
Department	Dementia and Older People's Mental Health (DOPMH)

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Post-doctoral experience in dementia diagnostic neuropsychological assessment		✓
Post-graduate doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS	✓	
Current professional registration with HCPC	✓	
Specialist neuropsychology qualification such as the QICN		✓
Extensive practice -based learning within specialism	✓	
Experience of dealing with highly challenging situations, emotive and distressing problems involving patients and their families, in a sensitive and professional manner	✓	
Experience of offering specialist consultation to a wide variety of service users and families	✓	
Experience of managing and training other clinical staff	✓	
Experience of taking a lead on NHS projects/services	✓	
Experience of holding responsibility for service development in line with evolving demands and best practice	✓	
Experience of managing resources and flow of capacity and demand	✓	
<i>Skills and Aptitude</i>		
Specialist skills in dementia diagnostic neuropsychological assessment		✓
Advanced skills in the use of complex methods of psychological assessment and the delivery of specialist diagnostic measures, frequently requiring sustained and intense concentration and mental effort	✓	

A high ability to communicate effectively, orally and in writing, complex, highly technical and or clinically sensitive information to clients, their families, and other professional colleagues from within and outside of the service	✓	
Advanced skills in making complex psychological formulations	✓	
A high ability to communicate effectively, orally and in writing, complex, highly technical and or clinically sensitive information to clients, their families, and other professional colleagues from within and outside of the service	✓	
Ability to deal with highly challenging situations involving patients and/or families in high levels of distress and/or showing hostility, in a sensitive and professional manner	✓	
Ability to assess and manage risk within the service, in collaboration with local mental health and safeguarding agencies, balancing the welfare rights of the individual against the duty of care to the wider community where behaviour is likely to pose a significant risk to themselves and others	✓	
High level of skill and experience in the delivery of supervision to qualified and unqualified psychologists, including around complex psychological assessment and formulation	✓	
Strong skills in providing consultation to other professional and non - professional groups	✓	
<i>Knowledge and abilities</i>		
Doctoral level of knowledge of research methodology, research design and data analysis	✓	
A robust and broad understanding of national health, mental health and social care strategy and policy, in relation to developing a specialist service that is embedded within the wider care system	✓	
Well-developed IT skills	✓	
Wide range of analytical skills in order to ensure complex conditions and situations are managed appropriately	✓	
<i>Personal Qualities</i>		
A high ability to adapt communication with skill and sensitivity to the social and communication needs and emotional state of each individual client / family	✓	
Ability to sit in a constrained position and to sustain intense concentration for very long periods, for instance for the duration of diagnostic assessments which can extend to 4 or 5 hours	✓	
Excellent leadership, influencing, negotiating and interpersonal skills	✓	
Open, participative, dynamic and supportive leadership and management style	✓	
Excellent interpersonal and communication skills, featuring breadth of outlook and political skill necessary to establish effective working relationships with staff at all levels within and outside the organisation	✓	

Ability to work in partnership with other key professionals within and outside the organisation and a partnership approach to work across agencies	✓	
To be aware of and demonstrate service and organisational values	✓	
To balance service delivery with organisational requirements and financial constraints	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CARE" values	✓	
Ability to travel independently where required	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
This role may be deemed as an Information Asset Owner in line with the Trust Information Risk Policy		