

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1. Job Details

Job title: Clinical Psychologist

Band 8a

Directorate: Patient Services / Therapy Services

Base: As advert

Essential requirements

- Doctoral level training in Clinical Psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the British Psychological Society.
- HCPC Registration.
- Post-graduate training relevant speciality e.g. neuropsychology, CBT, CAT.
- Experience of specialist psychological assessment, formulation and treatment of patients across the full range of care settings, including outpatient, and in patient settings.
- Experience of working with a wide variety of patient groups, across the whole life course with presenting problems that reflect the full range of clinical severity.
- The post holder will have undertaken post qualification training in psychological therapy.
- In addition to obtaining the necessary qualifications and experience to practice as a clinical psychologist, has additional knowledge of national good practice of working as a clinical psychologist.
- Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.
- 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.
- Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.
- Well-developed skills in the ability to empathise and 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.
- Skills in providing consultation to other professional and non-professional groups.
- Doctorate level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.
- Demonstrable skills in maintaining a high degree of professionalism in the face of highly emotive material and challenging behaviour.
- Computer literate – competent use of email/internet/software.
- Ability to meet any travel requirements of the post.

Desirable requirements

- Training and qualifications in research methodology, staff training and/or fields of applied psychology.
- Experience of teaching, training and/or supervision.
- Experience of the application of clinical psychology in different cultural contexts.
- Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnosis, people with additional disabilities, etc.)
- Knowledge of legislation in relation to the client group and mental health.
- Experience of working within a multicultural framework.
- Leadership skills.

2. Job Purpose

- Takes appropriate responsibility for clinical psychology provision specialising in a specific area (e.g. research and audit) to the service in which this post is located and making recommendations regarding service provision. Is expected to manage the care of the most challenging and complex psychological presentations presenting within this part of the service. Is required to provide supervision of trainee clinical psychologists.
- Provides a qualified specialist clinical psychology service across all sectors of care to the population served by this post; providing specialist psychological assessment, formulation and therapy. Offering advice and consultation on patients' psychological care to colleagues from other disciplines and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the team's policies and procedures. To utilise research skills for audit, policy and service development and research within the area served by the team/service.

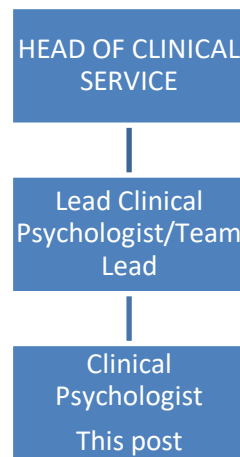
3. Dimensions

- Provide clinical psychology services within the service in which this post is located
- Working across settings (e.g. in-patient, out-patient, community clinics).
- Providing qualified clinical psychology service to the population served by this post, as part of larger team.
- Responsible for clinical and research supervision of doctoral trainees.
- Supervision of qualified psychologists, assistant psychologists and other clinical staff as required.
- Personal duty of care for trust equipment and facilities.
- Provide training where required by post and service

4. Organisational Arrangements

Reports to: Lead Clinical Psychologist

Accountable to: Head of Clinical Service



5. Knowledge, Training and Experience

- Doctoral level training in Clinical Psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the British Psychological Society.
- HCPC Registration.
- Doctorate level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.
- The post holder will have undertaken post qualification training in psychological therapy
- Experience of specialist psychological assessment, formulation and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings.
- Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.
- The post holder will have received a substantive number of years of post-qualification clinical supervision.
- 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.
- Experience of working with a wide variety of client groups, across the whole life course with presenting problems that reflect the full range of clinical severity.

6. Skills

Communication and Relationship Skills

- To communicate highly sensitive and complex information to patients, relatives and non-psychologists in easily understood language. Requiring empathy, sensitivity and interpersonal skills as there may be barriers to acceptance and the atmosphere may be highly emotive or hostile, e.g. issues involving child protection, sexual abuse and domestic violence.
- To motivate/negotiate with patients to change their lifestyle/behaviour by the application of psychological knowledge about behaviour change and motivation together with the application of clinical skills in engagement and motivation.
- To develop and maintain good working relationships with staff across the

organisation with the purpose of facilitating patient care planning and dissemination of relevant information, and to promote service delivery and planning with colleagues.

- To liaise with relevant others including the consultant clinical psychologist; to wider Hospital services, members of other disciplines and agencies responsible for a patient's care, other clinical psychologists working in Psychology in Health Care, the voluntary sector.

Analytical and Judgement Skills

- Demonstrable skills in maintaining a high degree of professionalism in the face of highly emotive material and challenging behaviour.
- Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration
- Well-developed skills in the ability to empathise and 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.
- In addition to obtaining the necessary qualifications and experience to practice as a clinical psychologist, has additional knowledge of national good practice of working as a clinical psychologist

Planning and Organisational Skills

- Skills in providing consultation to other professional and non-professional groups.

Physical Skills

- Computer literate – competent use of email/internet/patient information systems.



7. Key Result Areas

Patient and Client Care

- To provide autonomously clinical assessment, formulation and treatment, based on a variety of psychological models for example Cognitive Behavioural Therapy and Family Therapy to service users. This includes the direct provision of specialist psychological input to a number of services and settings e.g. health services including in-patient and out-patient and community settings.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To formulate and implement plans for the formal psychological treatment and/or management of a patient's psychological health problems, based upon an appropriate conceptual framework of the patient's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni and multidisciplinary care. Information may be of a highly sensitive nature, e.g. irreversible health conditions.
- To evaluate and make 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.

Team work

- To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all patients of the service, across all settings and agencies serving the patient group.
- When appropriate act as the co-ordinator of care for service users accessing multiple services, taking responsibility for initiating planning and review of care plans involving clients, their carers, referring agents and others involved in the network of care for the individual.

Consultancy/advice

- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

General

- 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 and Trust Policies and Procedures.
- To contribute to the development, evaluation and monitoring of the teams' operational policies and services, through the deployment of professional skills in research, service evaluation and audit.

Policy and Service Development Implementation

- To participate in working groups with other disciplines within teams to propose, develop and implement changes to policy/service delivery to enable more efficient patient care
- To be aware of service guidelines, policies and approaches to waiting list management.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

Financial and Physical Resources

- Is mindful of cost resources.
- Has personal duty of care regarding use of equipment within the service (e.g.; projection equipment for teaching, psychological testing kits).
- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

Human Resources

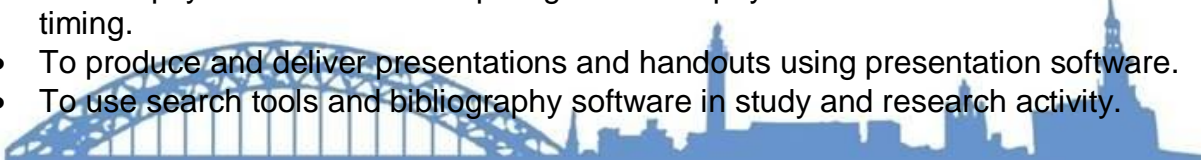
- To be involved, as appropriate, in the short listing and interviewing of assistant psychologists.
- Is developing management and leadership skills.
- To receive regular clinical professional supervision from a senior clinical psychologist and where appropriate, other senior professional colleagues in accordance with professional guidelines.
- To contribute to the development and maintenance of the highest professional

standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional and service manager(s).

- Is required to supervise Doctoral Trainees which involves taking responsibility for the delivery and quality of the trainees' clinical work and making judgements about their competency. To provide advice, consultation and training to staff working with the patient group across a range of agencies and settings, where appropriate.
- To provide specialist teaching and workshops to post graduate students e.g.; Trainee Clinical Psychologists, Trainee Counselling Psychologists, requiring liaison with Universities primarily but not limited to the North East e.g.; Newcastle and Teesside Universities.
- To provide professional and clinical supervision of assistant/graduate psychologists and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.
- To contribute alongside senior clinical psychologists to the pre and post qualification teaching of clinical and/or counselling psychology, as appropriate.
- To continue to gain further post-qualification experience of and training in clinical psychology.

Information Resources

- To keep patient records accurate, up to date and confidential, in accordance with Trust policy.
- Daily use of computer software.
- Use of psychometric tests requiring accurate physical administration and exact timing.
- To produce and deliver presentations and handouts using presentation software.
- To use search tools and bibliography software in study and research activity.



Research and Development

- To utilise theory, evidence-based literature and scientific research to support evidence based practice in individual, group and family work and work with other team members.
- To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
- To undertake appropriate research and provide advice to other staff undertaking research.
- To develop and supervise projects of Doctoral trainees.
- To undertake scientific research and involvement in the publication of material in peer reviewed journals as appropriate.
- Is responsible for proposing and undertaking service audit/evaluation/ research within the area of responsibility.

8. Freedom to Act

- To work autonomously within professional guidelines and within the framework of the Trust and teams' policies and procedures.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients.
- Manage own caseload. Develop and deliver treatment plans and evaluate

outcome. Be responsible for alerting senior staff to waiting list problems/resource problems.

- To liaise with senior staff e.g. consultant clinical psychologist and line manager in negotiating, planning and developing psychological input into the service which this post serves.
- To contribute to local initiatives in relevant projects in health promotion and public health
- To make decisions regarding levels of risk (e.g. suicidal ideation and intent; deliberate self-harm; physical risk to self or others, Child Protection issues), based on our professional guidelines.
- Has the ability to make judgement regarding how to respond to crises and supports other colleagues in their decision making when responding to critical incidents.
- The post involves a signposting role, where patients are guided towards more appropriate services.
- Possible appearance in court in a professional capacity.

9. Effort and Environment

Physical Effort

- To sit in a constrained position during assessment and therapy sessions for up to an hour at a time in clinics up to four hours long.
- To possess keyboard skills for daily use of email, internet literature searches and producing reports and presentations.
- Regular travel to clinics.
- Ability to meet any travel requirements of the post.
- To attend inpatients on acute wards, where room temperature may be very high and no seating is available (may need to stand for significant periods).
- Needing to understand and adopt 'barrier nursing' procedures for infection control where necessary (using aprons, gloves and occasionally masks).

Mental Effort

- Frequent intense concentration necessary in highly distressing and highly emotional circumstances, including occasional exposure to (e.g. severely traumatised patients, aggressive patients).
- To concentrate intensely for one hour at a time in clinics up to four hours long up to six times per week.
- Sustained concentration also required for writing detailed reports.

Emotional Effort

- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients and to monitor progress. Information may be of a highly sensitive nature, e.g.; childhood sexual abuse, domestic violence, HIV related, irreversible health conditions. Requiring empathy, sensitivity and interpersonal skills as there may be barriers to acceptance and the atmosphere may be highly emotive or hostile.
- Possibility of verbal or physical aggression.
- Responsibility for people expressing suicidal ideation, or who are self-harming/could potentially harm others.

Working Conditions

Linked to: 5D7/AHP22

- Adherence to Trust hand hygiene procedures and other hygiene procedures as appropriate (e.g. For MRSA).
- Breakaway training desirable



	ESSENTIAL	DESIRABLE/ DEVELOPMENTAL STAGE	HOW TESTED
QUALIFICATIONS & TRAINING	<ul style="list-style-type: none"> • Doctoral level training in Clinical Psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the British Psychological Society. • HCPC Registration. • Post-graduate training relevant speciality e.g. neuropsychology, CBT, CAT 	<ul style="list-style-type: none"> • Training and qualifications in research methodology, staff training and/or fields of applied psychology. 	
EXPERIENCE	<ul style="list-style-type: none"> • Experience of specialist psychological assessment, formulation and treatment of patients clients across the full range of care settings, including outpatient, and in patient settings. including outpatient, and in patient settings. • Experience of working with a wide variety of patient groups, across the whole life course with presenting problems that reflect the full range of clinical severity. 	<ul style="list-style-type: none"> • Experience of teaching, training and/or supervision. • Experience of the application of clinical psychology in different cultural contexts. • Experience of working within a multicultural framework. 	
KNOWLEDGE	<ul style="list-style-type: none"> • In addition to obtaining the necessary qualifications and experience to practice as a clinical psychologist, has additional knowledge of national good practice of working as a clinical psychologist • Doctorate level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. 	<ul style="list-style-type: none"> • Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnosis, people with additional disabilities, etc.) • Knowledge of legislation in relation to the client group and mental health. 	
SKILLS, APTITUDE	<ul style="list-style-type: none"> • Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration. • Well-developed skills in the ability to empathise and 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. • Skills in providing consultation to other professional and non-professional groups. • Demonstrable skills in maintaining a high degree of professionalism in the face of highly emotive material and challenging behaviour. 		
CORE BEHAVIOURS	<ul style="list-style-type: none"> • Alignment to Trust Values and Core Behaviours 		

	ESSENTIAL	DESIRABLE/ DEVELOPMENTAL STAGE	HOW TESTED
OTHER, e.g. car driver	<ul style="list-style-type: none"> • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. • 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. • Computer literate – competent use of email/internet/software • Ability to meet any travel requirements of the post. 		

