

## JOB DESCRIPTION

### JOB DETAILS:

Job Title:	<b>Clinical &amp; Counselling / Psychologist</b>
Band:	Band 8a
Directorate:	Mental Health and Learning Disability
Department:	
Base:	Mendip
Responsible for:	Providing a psychological service within community mental health for both adults and older adults
Responsible to:	CMHS Manager
JD updated:	

### Department Core Purpose

### Job Purpose:

- As an HCPC registered psychologist you will work within the community mental health pathways providing psychological assessment, formulation and therapy to adult and older adult patients with complex co-morbid physical and mental and emotional health problems.
- This will include the provision of highly specialised psychological assessment and interventions, comprehensive risk assessment, supervision and consultation to other team, as well as contributing to team training of staff.
- The post holder will lead and contribute to service development and evaluation. Liaison with a wide range of partners is central to the role.
- The post holder will work within a Community Mental Health Service that has challenged the traditional boundaries between primary and secondary care in partnership with Service Users and the Voluntary Sector and Community Enterprise.



## Duties and Responsibilities

### **Communication and Key Working Relationships**

- Service Manager
- Clinical Lead for Clinical Psychology
- CMHT's, and specialist team managers
- Primary Care colleagues

### **Planning and Organisation**

### **Analytics**

### **Responsibility for Patient / Client Care, Treatment & Therapy**

- Responsible for providing highly specialised psychological assessment and treatment for adult and older adult patients living in the community
- To liaise with appropriate professionals and to contribute to multi-disciplinary case discussions/planning meetings.
- To work collaboratively and flexibly with the multi professional teams within primary care networks to co-ordinate a coherent bio/psycho/social approach towards patients presenting with psychological distress
- To liaise with appropriate professionals and to contribute to multi-disciplinary case discussions/planning meetings.
- Responsible for updating electronic patient record systems and other IT functions
- To be responsible for own work and interventions with even the most complex presentations and for interpretation of agreed guidelines and policies as an autonomous practitioner, and to seek consultation appropriately from clinical supervisor and colleagues.

### **Policy, Service, Research & Development Responsibility**

- To actively contribute to the development and implementation of therapeutic interventions for patients with mental ill health.
- To provide psychological knowledge and skills to members of the multi disciplinary teams to facilitate team and service development.
- To contribute to the strategic planning of the community mental health service transformation.
- To work in auditing and evaluating specific areas of work including standard outcome measures.
- To contribute to the development of service evaluation.

### **Responsibility for Finance, Equipment & Other Resources**

### **Responsibility for Supervision, Leadership & Management**

- To lead and professionally supervise less experienced psychology/therapy staff and trainees.
- To contribute to organising and undertaking teaching and training in relevant psychological skills.
- To support placements for trainee staff in line with professional practice.
- To develop a personal professional development plan with the appropriate operational manager and professional lead; to be updated annually, and to participate in the annual review process.
- To support colleagues across primary and secondary care mental health services as appropriate

### **Information Resources & Administrative Duties**



### **Any Other Specific Tasks Required**

#### **Professional**

- To fully observe the HCPC (2008) Standards of Conduct, Performance and Ethic, BPS (1996) Code of Conduct and DCP (1995) Professional Practice Guidelines.
- To maintain and further develop high standards of psychology practice through co-operative work with members of the organisational and clinical leadership, through audit and supervision and other governance activities.
- To be aware of and adhere to Trust policies and procedures.

#### **Clinical Governance**

- To promote the use of evidence based interventions with regard to urgent care services as recommended by NICE guidance.
- To participate in and promote clinical governance across urgent care services.
- To liaise with other disciplines and agencies, as appropriate, to ensure best practice is shared.

#### **Research and Development:**

- To support and facilitate R&D activities.
- To initiate and undertake research in topic areas relevant to the work of the service as agreed and appropriate

### **Department Organisational Chart**

Not mandatory – delete if not required



## **Review of this Job Description**

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

## **General Information**

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

## **Confidentiality**

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (1998), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

## **Equality & Diversity**

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

## **Safeguarding**

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

## **Risk Management / Health and Safety**

Employees must be aware of the responsibilities placed on them for ensuring the safety of our patients, service users, visitors and colleagues under the Trust's Risk Management Strategy and policy and under the Health & Safety at Work Act 1974. All employees are expected to be familiar with and comply with the Trust's risk and health and safety policies and procedures and all other policies and procedures relevant to their role

## **Records Management**

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

## **Clinical Governance**

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.



## **Prevention and Control of Healthcare Associated Infection**

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

## **Policies & Procedures**

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

## **Sustainability Clause**

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

## **Review of Job Description**

This job description is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken within this new role. Work will vary in detail in the light of changing demands and priorities, and therefore the duties identified will be subject to periodic change/review, in consultation with the post holder. All employees have a responsibility to abide by all Trust Policies.



## Person Specification

Requirement	Essential / Desirable	How Assessed
<p><b><u>PROFESSIONAL REGISTRATION</u></b> Registered with HCPC</p>	E	
<p><b><u>QUALIFICATIONS &amp; TRAINING</u></b></p> <ul style="list-style-type: none"> <li>- Qualified Clinical / Counselling Psychologist (D.Clin. Psychol or equivalent) &amp; eligible for Chartered Clinical Psychologist status in the British Psychological Society.</li> <li>- Further training or experience in clinical specialism</li> <li>- Further training in related area</li> <li>- Further training in at least one (other) psychological therapy</li> </ul>	E  E E D	
<p><b><u>KNOWLEDGE</u></b></p> <ul style="list-style-type: none"> <li>- Broad knowledge of specialist services and of services in the NHS where psychology is commonly applied</li> <li>- Extensive knowledge of the skills, practice and knowledge base of clinical psychology</li> <li>- Knowledge of the policy context of specialist psychological services within the organisation and of clinical leadership arrangements in mental health services</li> </ul>	E  E E	
<p><b><u>EXPERIENCE</u></b></p> <ul style="list-style-type: none"> <li>- Experience of work in adult mental health services and working with people with severe and complex mental health needs.</li> <li>- Experience of teaching/training and supervision.</li> <li>- Experience in undertaking leadership roles within psychology / mental health services in the NHS and in contributing to the development, implementation and evaluation of strategies and clinical policies in multi-disciplinary and multi-agency contexts.</li> <li>- Experience of working with complex trauma and with systems working around people who have experienced trauma.</li> <li>- Experience of neuropsychological assessment and awareness of impact of neuropsychological symptoms on presentation</li> <li>- Experience of working with both adults and older adults.</li> </ul>	E  E E  E  D  E	
<p><b><u>SKILLS &amp; ABILITIES</u></b></p> <ul style="list-style-type: none"> <li>- Excellent verbal, non-verbal and written communication skills</li> <li>- Strong leadership qualities, resilience, and ability to handle ambiguity and uncertainty</li> </ul>	E  E	



<ul style="list-style-type: none"> <li>- Skills in managing conflict, negotiation and achieving consensus in complex situations in the pursuit of agreed strategic aims</li> <li>- Knowledge of the role and functions of other agencies &amp; departments.</li> </ul>	<p>E</p> <p>E</p>	
<p><b>COMMUNICATION SKILLS</b></p> <ul style="list-style-type: none"> <li>• Able to demonstrate a good standard of English language</li> </ul>	<p>E</p>	
<p><b>PLANNING &amp; ORGANISING SKILLS</b></p>		
<p><b>PHYSICAL SKILLS</b></p> <ul style="list-style-type: none"> <li>- Ability to contain and work with stress and harrowing situations.</li> <li>- Ability to make clinical decisions around complex and emotive issues.</li> <li>- Ability to maintain intense concentration for complex interaction with patients.</li> <li>- Ability to sit in constrained positions for extended periods.</li> <li>- Physical dexterity required for manipulation of psychometric assessment materials and basic keyboard skills.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	
<p><b>OTHER</b></p> <ul style="list-style-type: none"> <li>- Willingness to use technology to improve standards of care and support to our patients</li> <li>- <b>Must be a car driver with a valid driving licence or have access to transport with appropriate business insurance in order to travel throughout the Trust, to meet the needs of the service.</b></li> </ul>	<p>E</p> <p>E</p>	
<p><b>SUPPORTING BEHAVIOURS</b></p> <p>To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values.</p> <ul style="list-style-type: none"> <li>• Kindness</li> <li>• Respect</li> <li>• Teamwork</li> </ul>		



The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

### Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			

