

JOB DESCRIPTION

POST TITLE:	Specialist Clinical/Counselling Psychologist, Specialist Psychological Staff Support Service.
BASE:	London House. While work will be virtual where possible, Berkshire wide travel and face to face work will be required when necessary to meet service needs.
BAND:	8a
HOURS:	37.5 hours per week
LINE MANAGER:	Consultant Psychologist
PROFESSIONAL ACCOUNTABILITY:	Consultant Psychologist

OUR VISION AND VALUES

Our Trust's vision is 'To be recognised as the leading community and mental health service provider by our staff, patients and partners.'

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY

The post holder will participate in the implementation and development of a trust-wide Specialist Psychological Staff Support Service that meets the needs of Berkshire Healthcare's workforce.

To provide high quality, accessible psychosocial staff support within the Specialist Psychological Staff Support Service.

To provide advice, training, and consultation on all aspects of staff psychological wellbeing to service leaders, managers, partners and any other involved party.

To deliver, modify and enhance evidence based psychological staff support interventions, both post incident and for building the resilience of teams.

To monitor and understand demand and need for staff support across Berkshire and contribute to the development of comprehensive and holistic staff support provision across the Trust.

To work autonomously within professional and local guidelines and policies, to contribute to the maintenance and development of high quality, safe and effective services, and to exercise responsibility for the systematic governance of psychological practice within the services.

To utilise research skills for audit, policy and service development and research.

RESPONSIBILITIES

1. Clinical Expertise

- a. The post holder will operate within the Wellbeing Team, and the Specialist Psychological Staff Support Service, and work in collaboration with managers, other psychologists and other interested parties to provide highly developed expert psychological staff support services for the Trust.
- b. The post holder will support the development and delivery of the Specialist Psychological Staff Support Service
- c. The post holder will provide advice on assessment; formulation and interventions for psychological staff support to managers seeking advice from the Specialist Psychological Staff Support team.
- d. The post holder will provide assessment and recommend appropriate support for staff accessing the service.
- e. The post holder will support the development and delivery of specialist teaching and supervision, as required, both to the Specialist Psychological Staff Support team, to managers and other groups as required.
- f. The post holder will work to deliver the service and Trust targets and, as such ensure the psychological support offered is up to date and in line with research, regional developments and national guidance.
- g. The post holder will support and contribute to the BHFT Psychological response to Major Incident and other staff facing issues, as directed by the Staff Support Service Leads

2. Leadership

- a. As an experienced mental health practitioner, the post holder will direct and supervise junior staff and resources within their area of responsibility and take an active participation in clinical quality assurance and learning programmes.

3. Point of Delivery

- a. The post holder will be a member of the Specialist Psychological Staff Support Service as such will work within its hours of operation as set out in its operational policy. This will include a level of flexibility where required to accommodate the needs of staff that work shifts, evenings and nights.
- b. The post holder will be required to travel to sites across the Trust as required to meet the clinical needs of the population and other relevant tasks.

4. Care delivery

- a. To communicate specialised, complex and sensitive information and advice to staff members and other professionals, including information about challenging team dynamics or staff psychological wellbeing needs. To provide advice to other members of the service and agencies on their particular needs.
- b. To maintain and develop relationships with other professionals, who may be external to the area of service,
- c. To be responsible for the assessment (including risk assessments), formulation, adjustment and recommendations for psychological staff support, including evaluating and reporting on the work of the Staff Support Team
- d. To be responsible for implementing a range of evidence-based psychological interventions, relevant to staff support, making highly skilled evaluations and decisions about care options, taking into account a range of options and factors, and monitoring outcomes to ensure effectiveness.
- e. To provide effective analysis of a range of facts and inputs to establish and apply an evidenced based formulation and options for staff support provision that can be

negotiated with staff and teams and appropriate judgments made that best improve the opportunity for positive change and mitigation of psychological distress and risks.

- f. To ensure services are delivered in a manner that is appropriate, relevant and respectful to all community members, recognizing the diversity of ethnicity, culture, belief, privilege and capacity of service users and carers.
- g. Provide specialist advice and consultation to other professionals / individuals / groups / committees across Mental Health Trusts, Primary Care Trusts and other voluntary agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.
- h. To allocate work (where agreed) and provide the day to day supervision and direction of less experienced members of the staff support team, as directed by the Service leads

5. Record keeping, information collection and communication

- a. Effectively manage highly complex and sensitive situations and communicate condition related information to service users, other professionals and external agencies, where there may be barriers to understanding or a hostile and antagonistic working environment.
- b. To interpret complex data from a variety of sources
- c. Be responsible for communication of decisions with referrers, staff and managers, as well as the service leads and partner agencies.
- d. To develop and use complex materials for presentations in public, professional and academic settings
- e. To ensure all systems (electronic and hard copy), records, data, and information (stored and transferred) for which the post holder is responsible are of high quality and will withstand inspection of their effectiveness and appropriateness to support the delivery of safe services.
- f. To be able to communicate change clearly, reassuringly and effectively.
- g. To support the development and implementation of communication, engagement and involvement strategies that are of benefit to service stakeholders, in particular staff
- h. To ensure communications are clear, understood and channels to communicate are effective for the service to be able to engage, involve and motivate all service stakeholders.

6. Leadership, Development & Supervision

- a. To provide innovative professional leadership in order to ensure and consistently develop a high quality, safe and cost effective service for users, working in partnership with key stakeholders.
- b. To provide clinical and professional supervision, mentoring and coaching to less experienced or qualified psychologists, ensuring up to date knowledge is maintained with regards to legislative, national and local policies and issues in relation to both specific client groups and mental health.
- c. To advocate new ways of working that meet Trust and service needs and articulates best practice in psychology.
- d. To champion the contribution the service makes to the achievement of Locality and Trust goals and contribute to equipping the workforce with necessary tools and resources to be able to succeed
- e. To contribute to the improvement of clinical practice, governance, education, learning, performance, management and quality in the Locality.

- f. To support the provision and development of specialist advice and training sessions and workshops to clinical staff and less experienced psychology staff and to continue to develop expertise in the area of professional post-graduate training and clinical supervision and teaching and allocation of students on doctoral training.

7. Research and service evaluation

- a. To utilise theory, evidence-based literature and research to support evidence based practice in individual work, as a supervisor and in work with other team members.
- b. As agreed with the Service lead and Consultant Psychologist, to manage, undertake and participate in Trust, local and national projects and programmes and to initiate, contribute to and deliver service developments, audits and clinical projects.
- c. To be responsible for developing and carrying out projects and research around the service users needs.
- d. To undertake and lead Clinical Audits and research as necessary for own area of specialism, and take a lead on psychological research and development activity
- e. To work with Management and professional leads to ensure that audits, data gathering and service evaluations are aligned with and meet the needs of the wider services and the Trust

8. Professional & Trust policies

- a. The post holder must comply with all national, statutory, legislative, professional and local policy
- b. The post holder is responsible for implementing policies and protocols for service and will proactively contribute to policy, protocol and service improvement projects that impact on own service area as well as other professions.

9. Management Responsibility

- a. The post holder will contribute to the allocation and planning of resources and hold delegated responsibility for resources within their specialism as required
- b. To ensure services are delivered in an area of specialism that meets the quality and clinical effectiveness standards; to participate in measuring service user and staff satisfaction.
- c. To supervise less experienced psychology staff within an area of specialism ensuring that systems for effective clinical & professional supervision are adhered to.

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

We all have a responsibility to make sure that Infection Control remains a priority in terms of attention and resources. If you work in a role that provides direct patient care then you'll be expected to follow our policies

and procedures which are designed to reduce the risk of passing on the organisms that can cause infections.

We all, collectively and individually, have a duty of care to follow best practice and adhere to any guidelines which underpin the management of Infection Control.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.



Berkshire Healthcare
NHS Foundation Trust

SMOKE FREE

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

PERSON SPECIFICATION

CATEGORY	ASSESSMENT METHOD	
	Application Form Essential or Desirable	Interview Essential or Desirable
Education/Qualifications/Training <ul style="list-style-type: none"> • Post graduate doctoral qualification in clinical psychology (or equivalent) • Registered and accredited with Health Professional Council (HPC) • Eligible for graduate membership of BPS (British Psychology Society) and for Chartered Clinical Psychology status and membership of the Division of Clinical Psychology as a result of training in models of psychopathology, clinical psychometrics and neuropsychology and at least 2 psychological therapies and lifespan developmental psychology • 	<p>E</p> <p>E</p> <p>E</p>	
Continuous Professional Development <ul style="list-style-type: none"> • Clinical supervision training for psychology trainees • Evidenced post qualification training and expert knowledge in areas of specialism and the ability to use knowledge when interacting on health and social care subjects 	<p>D</p> <p>E</p>	<p>E</p>
Previous Experience <ul style="list-style-type: none"> • Will usually have at least two years demonstrable post- 	<p>E</p>	<p>E</p>

<p>qualification experience and interest of working in multidisciplinary teams / multi-agency environment as well as experience of teaching / training of health care professionals</p> <ul style="list-style-type: none"> • Experiencing of managing highly complex situations concerning safeguarding, risk management, complaints and investigations • Experience of working within services that operate the Care Programme Approach successfully and of working with complex caseloads • Experience of working effectively with a wide variety of patient groups, across the whole life course and with service users with cases of a high degree of complexity • Experience of carrying out clinical audit and applying the findings. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p>Knowledge, Skills & Abilities</p> <ul style="list-style-type: none"> • Ability to manage difficult situations with service users that have complex mental health conditions and challenging behaviours and to manage a demanding and complex case-load. • Exceptional interpersonal and communication skills with the ability to engage, support and lead patients, clinicians and other stakeholder groups in change, development and improvement • Able to empathise, be supportive and sensitive to the needs of others as well as being able to cope with highly distressing circumstances • Ability to comfortably and confidently cope well under pressure, with excellent time management skills and an 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>

<p>ability to respond constructively to challenge or resistance.</p> <ul style="list-style-type: none"> • Quick to work through and resolve issues and competing demands • Knowledge and understanding of service evaluation and implementing change from a national and local health or social care change agenda that impacts across services and professions • Exceptional IT skills and the ability to navigate around various systems and software packages (such as RiO, Outlook, databases, MS office and the internet) • Able to work flexibly as required and the ability to travel independently between locations to fulfil the requirements of the position 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p>Additional Requirements</p> <p>Ability to travel across sites in Berkshire and beyond as required</p>	<p>E</p>	<p>D</p>

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