

JOB DESCRIPTION

DATE : 06/2023
REF NO:

JOB DETAILS:

JOB TITLE: Consultant Clinical Psychologist

BAND: 8c

HOURS: 15 hours per week

DEPARTMENT: Inclusion

LOCATION: HMP Isle of Wight

REPORTS TO: Clinical Lead

ACCOUNTABLE TO: Professional Lead for Inclusion Psychological Services

RESPONSIBLE FOR: Provision of psychological specialist clinical and consultancy within HMP Isle of Wight
Clinical/consultation/professional strategic/senior psychological leadership
Provision of professional advice and guidance regarding psychological practice within specific clinical service as agreed.
Working in collaboration with the Professional Lead for Inclusion Psychology to contribute to Directorate professional leadership to assure the provision of effective Inclusion psychological services.

WORKING RELATIONSHIPS:

INTERNAL: Head of Quality and Governance
Head of Operations
Head of Inclusion
Inclusion Psychology Lead
Clinical Lead
Team Manager
Corporate Services
Staff working across the Directorate

EXTERNAL: Patients and their families / carers
Wider Staff employed at HMP Isle of Wight(e.g. officers, governors)
GPs
Local & regional Commissioners
Social Services
Primary Care Services
Acute Health Services
Partner Organisations and personnel including third sector

JOB SUMMARY

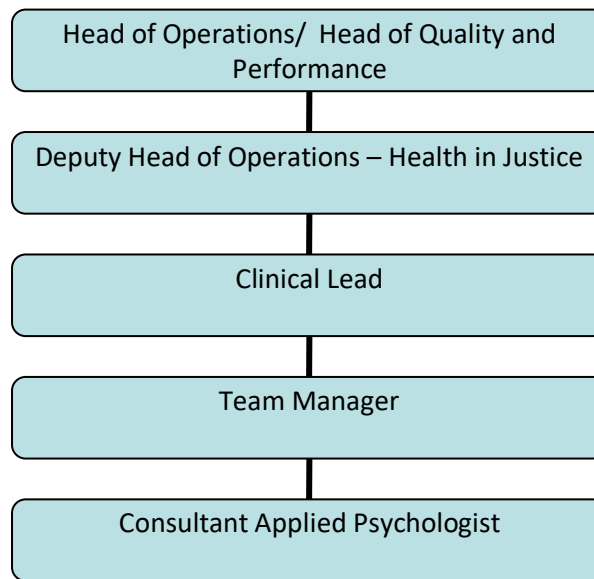
To lead a period of development and review for health-related psychological provision at HMP Isle of Wight. It will involve the systematic provision of a high quality specialist clinical psychology service to clients across all sectors of care.

To be responsible for or carrying out audit, policy and service development and research activities in accordance with this. To propose and implement policy and service development changes within the area served by the specialism. To offer training, consultation, and where appropriate, clinical supervision to both Trust and other agency service providers. To contribute to local doctoral training programme(s) including the provision of clinical placements, teaching, research supervision and membership of the doctoral course management boards as required. To contribute to strategic developments in the client service area, the wider organisation and to work closely and integratively with the organisations providing the custodial and educational aspects of the service. To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the specialism and to ensure that systems are in place and working effectively for the clinical supervision and support of all other psychologists within the specialism for which the post holder has designated professional responsibility.

JOB PURPOSE:

- Accountable for own professional practice in the delivery of highly specialist psychological care to the men in prison on the Isle of Wight with mental health conditions or learning disabilities
 - In agreement with the Clinical Lead and Professional lead for Inclusion psychological services, to act as psychology locality lead, to provide clinical leadership and direction in the designated locality and/or to act as lead within specified area of psychological expertise/service In addition, as a senior psychologist within Inclusion, the post-holder will provide supervision and support for more junior psychologists, as appropriate.
 - To be compassionate in meeting the needs of people in prison, their carers and families.
 - To provide expert advice, clinical supervision and training to less experienced colleagues within the designated service and to other healthcare professionals across the organisation as required.
 - To undertake co-ordination and management of research and development projects within the designated service.
 - To provide clinical leadership in the continual development and provision of excellence across the prison
 - To promote at all times a positive image of people with mental ill health or learning disabilities.
 - To promote at all times a positive image of the service and the wider Trust.
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Organisational Structure



KEY DUTIES AND RESPONSIBILITIES

Clinical Responsibilities, Patient Contact

- Provides highly specialist psychological assessment of male clients with severe and enduring conditions based on the appropriate use, interpretation and integration of data from a variety of sources.
 - Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.
 - Undertakes risk assessment and risk management for individual clients and provides highly specialist advice to other professionals on psychological aspects of risk assessment and risk management and the high physical risks inherent in the client group
 - Formulates plans for highly specialist psychological therapy and/or management of clients' mental health conditions based upon an appropriate conceptual framework and evidence-based practice. Negotiates the implementation of such plans with clients and/or their carers
 - Implements a wide range of highly specialist psychological therapies for individual clients, carers, families and groups, adjusting and refining psychological formulations as required.
 - Undertakes highly skilled evaluations and makes decisions about treatment options.
 - Provides expert psychological advice, guidance and consultation to other staff contributing directly to client's diagnosis, formulation and intervention plan.
 - Facilitates decision-making by planning and mapping processes/interventions with members of the team to determine the most appropriate treatment modality or service for clients.
 - Leads the multi-disciplinary care team in the development and implementation of multi-disciplinary care plans where appropriate. Monitors progress during the course of
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multidisciplinary interventions.

- Provides expertise and advice to facilitate the effective and appropriate provision of psychological care by all members of the wider team across the service, as appropriate.

Systems and Equipment

- Responsible for maintaining accurate and comprehensive patient/client records using the required clinical data system in accordance with the Trust and professional record keeping standards.
- Writes reports for other members of the multidisciplinary team and external parties regarding patient/client related matters.
- Writes reports for senior managers on service related matters.
- Uses psychometric testing software packages.
- May use software packages for statistical analysis.

Decisions and Judgements

- To make highlight specialist clinical decisions and clinical judgements about patient/client care.
- To give psychologically effective and professionally proficient advice and guidance within clinical area of responsibility and as appropriate across the Inclusion service locality, particularly relating to clinical governance and professional standards.
- To act as agreed with the Clinical Lead and Professional lead for Inclusion psychological services as professional locality lead and/or lead for specific area of psychological expertise and actively contribute to continual development and provision of excellence in applied psychology within Inclusion Services.
- To provide informed advice and guidance to the Clinical Lead and Professional lead for Inclusion psychological services regarding psychological provision within your agreed locality/service area.
- To act as a senior colleague providing psychologically informed judgements and displaying high level psychological skills whilst working in close collaboration with senior locality colleagues.
- To have signatory responsibility for, and exercise delegated responsibility for managing, any Inclusion Psychological Service budget not subject to single line management when covering for the Professional Lead for Inclusion psychological services.

Communication and Relationships

- Communicates in a way which recognises difference and ensures that people feel included and their individual communication needs are met.
 - Communicates highly complex, highly sensitive and highly contentious information to clients during the course of psychological therapy where the atmosphere may be highly emotive, there may be barriers to understanding or the client may react in an antagonistic or hostile manner.
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- Shares information relating to psychological assessment and formulation with clients, carers and families in a responsive, empathic manner, taking into consideration the possible complexities of the family's circumstances and the highly sensitive nature of the information.
- Communicates effectively with all professionals involved in the client's care including all members of the multidisciplinary team, general practitioners, Social Services and Prison staff as appropriate, education providers, voluntary agencies, user/carer groups etc, to maximise the quality of service delivered to clients and their families and carers.
- To work collaboratively with other Practitioner Psychologists (as well as your Clinical Lead and Lead for Inclusion psychological services) within locality to actively contribute to the provision of Consultant Psychology expertise within Inclusion services.

Responsibility for Research and Development

- Maintains an active engagement with current developments in the field of psychology and related disciplines and utilises theory, evidenced-based literature and research to support evidence-based practice in individual work and work with other team members.
- Undertakes co-ordination and management of research projects including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.
- Undertakes formal psychological research and development pertaining to own clinical speciality, on an on-going basis.
- Is actively involved in the review and development of psychosocial packages across Inclusion
- Acts as field supervisor for the doctorate in clinical/counselling/forensic psychology theses providing expertise in specialist clinical area.
- Provides expert advice and supervision to other staff undertaking research.

Responsibility for Policy/ Service Development

- Plans individual patient/client care and where appropriate co-ordinates care within the multidisciplinary team and external agencies.
- Contributes to operational planning and advises senior colleagues on those aspects of the service which may need addressing at a strategic level.
- Responsible for identifying and proposing changes to policies and procedures which may impact on multidisciplinary teams across the locality.
- Responsible for identifying and proposing strategic service improvements which may impact on multidisciplinary teams across the locality.

Personal Responsibilities

- Comply with the terms of the contract of employment, the Staff Compact and the Trust's Statement of Values and Behaviours
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- Be aware of, comply with and keep up to date with all Trust Policies and Procedures and other communications relevant to the role.
- Maintain registration with the appropriate professional body where applicable and comply with the relevant code of conduct and standards of professional practice.
- Fully participate in management, clinical and professional supervision sessions relevant to the role, as required by the Trust.
- Fully participate in annual appraisal and appraisal reviews.
- Maintain up to date knowledge and competency in the skills required to perform safely and effectively in the role. Undertake relevant training (including statutory and mandatory training) and be responsible for personal development agreed with the line manager and in line with the requirements of the AFC Knowledge and Skills Framework.

Physical demands of the job

- To concentrate for long periods, work where necessary in isolation from other staff.
- To be able to travel across the geographical area of the directorate as necessary. This may require overnight stays.
- Frequent requirement for sitting in a restricted position for a substantial proportion of the working time either in meetings, at a computer desk or while driving.
- Frequent requirement to concentrate on report writing, data analysis. Frequent interruptions; factoring clinical and non-clinical aspect of role.
- Frequent exposure to highly distressing or highly emotional circumstances.
- Occasional exposure to violence and aggression.

Other requirements

- The post holder may be required to undertake duties not specified in the job description, but which are commensurate with the role and/or band as required by service need.
- The post holder may be required to work in locations other than those specified in the job description as required by service need.
- The post holder may be required to work flexible hours as required by service need.
- There may be a requirement to change the job description in light of developing service needs.

JOB STATEMENT:

Infection Control

<p>Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions</p>
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and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.
Learning and Development
As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.
Health and Safety
As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.
Constitution, Competence and Capability
As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.
Dignity at Work Statement
Midlands Partnership University NHS Foundation Trust are committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.
Safeguarding Children and Vulnerable Adults
All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE: Consultant Clinical Psychologist		
DEPARTMENT:	Inclusion (HMP Isle of Wight)	BAND: 8C

*Assessed by: A = Application I = Interview R = References T = Testing

QUALIFICATIONS & TRAINING			
<ul style="list-style-type: none"> Post-graduate doctoral level training in clinical / counselling / forensic psychology (or its equivalent prior to 1996) as accredited by the BPS, including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology Post-doctoral training in one or more additional specialised areas of psychological practice (eg neuropsychology) as required for specific clinical post HCPC registration as a Clinical/Counselling/Forensic Psychologist Trained in clinical supervision and the supervision of doctoral trainees Evidence of continuing professional development 		<ul style="list-style-type: none"> Registration with BPS or ACP (as relevant to professional training) 	
EXPERIENCE			
<p>Must have substantial experience of:</p> <ul style="list-style-type: none"> Working as a qualified applied psychologist within the designated service including a wide variety of client groups, across the whole life course and full range of clinical severity across the full range of care settings (experience in prison or other forensic settings particularly relevant). Exercising full clinical responsibility for clients' psychological care as a 			

<p>care co-ordinator and leader of a multidisciplinary team.</p> <ul style="list-style-type: none"> • Liaison and joint working with statutory, voluntary and private sector agencies including prisons/forensic and community substance misuse and/or IAPT services. • Teaching, training, clinical supervision and field supervisor for doctoral theses. • Research and development • Project management of quality and service improvement initiatives. <p>Must have experience of:</p> <ul style="list-style-type: none"> • Providing clinical and professional leadership to other qualified and non-qualified members of the profession • Managing multi-agency service delivery models. • Working at a strategic level. • Quality and Assurance Governance issues. 			
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SKILLS, KNOWLEDGE & ABILITIES

<p>Doctoral level knowledge of:</p> <ul style="list-style-type: none"> • Evidence- based practice relevant to the role • Risk assessment and risk management • Clinical governance • Knowledge of legislation in relation to the client group and mental health and its implications for clinical practice. • Audit and research methodology • Social Inclusion agenda <p>Highly developed knowledge of:</p> <ul style="list-style-type: none"> • The care of difficult to treat groups e.g. dual diagnoses, additional disabilities or severely challenging 			
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behaviour.			
<p>Must be able to:</p> <ul style="list-style-type: none"> • Provide effective clinical leadership. • Communicate highly complex, highly sensitive and highly contentious information effectively, to a wide range of people • Adapt creatively the evidence base for interventions in mental health for clients with communication difficulties / learning disabilities. • Provide consultation to other professionals and non-professional groups. • Articulate the value added by applied psychology services within the context of multidisciplinary mental health and learning disability healthcare provision • Undertake complex multiagency working and liaise with multiple systems • Utilise psychometric tests competently • Provide effective teaching, training and clinical supervision for the multidisciplinary team. • Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours. • Utilise appropriate clinical governance mechanisms within own work. • Project management • Use approved breakaway techniques • Demonstrate effective keyboard skills • Use multimedia materials for presentations in professional, academic and public settings. 			
PERSONAL ATTRIBUTES			
<ul style="list-style-type: none"> • Able to work in accordance with the Trust Values and Behaviours. 		<ul style="list-style-type: none"> • Personal lived-experience of mental health issues and use of MH services 	

<ul style="list-style-type: none"> • Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances • Able to work flexibly and co-operatively as part of a team • Able to use own initiative and make decisions independently • Committed to continual quality and service improvement • Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision • Enthusiasm for a broad range of psychological phenomena, theories and application. • Strengths based, person centred and recovery focussed approach. <p>Other Requirements</p> <ul style="list-style-type: none"> • Ability to travel independently in accordance with Trust policies and service need. • This post is subject to the Disclosure and Barring Service to identify any relevant criminal background. 			
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JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE