

Applied Psychologist

Band 7 – 8A Preceptorship

Job Description

Post Title:	Applied Psychologist
Department:	Maternal Mental Health Service
Location:	Black Country
Directorate:	Mental Health
Speciality:	Perinatal Mental Health
Band:	7-8a
Hours:	37.5
Contract Type:	Permanent
Responsible to:	Consultant Clinical Psychologist and Service Lead/Service Manager

Job Purpose

- Accountable for own professional practice in the delivery of specialist psychological care to clients with complex mental health conditions and/or learning disabilities which may include challenging behaviours.
- To be compassionate in meeting the needs of clients, their carers and families.
- 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.



- In line with the banding of the post and its service context to:
 - Exercise supervisory/professional responsibility for other psychological therapists
 - Provide leadership in multi-disciplinary training and development
 - Provide leadership in service audit and development
 - provide leadership in service evaluation and research
 - Ensure that a psychological perspective is brought to service redesign and cultural change

Main Duties/Responsibilities

1.0. Clinical Responsibilities, Patient Contact

- 1.1. Provides specialist psychological assessment of clients with complex conditions based on the appropriate use, interpretation and integration of data from a variety of sources, which may include neuropsychological testing.
- 1.2. 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.
- 1.3. Undertakes risk assessment and risk management for individual clients and provides specialist advice to other professionals on psychological aspects of risk assessment and risk management.
- 1.4. Formulates plans for 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.
- 1.5. Implements a range of specialist psychological therapies for individual clients, carers, families and groups, adjusting and refining psychological formulations as required.



- 1.6. Evaluates therapy options and makes decisions about treatment.
- 1.7. To liaise with other professionals working within the NHS, Social Inclusion and Health and the voluntary sector on matters relating to client care that have implications for the service

2.0. Supervisory/Professional Responsibility

- 2.1. Clinical supervision of Assistant Psychologists under the guidance of their Applied Psychologist line manager.
- 2.2. Will hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.
- 2.3. To keep abreast of current developments in this field through reading, attendance at appropriate training courses, and a range of other CPD activities, and to ensure that a log is kept of this in line with Psychology and Counselling service and HPC requirements.

3.0. Multi-Disciplinary Training and Development

- 3.1. Provides psychological advice, guidance and consultation to other direct care staff in MDT.
- 3.2. Provides clinical supervision to other direct care staff in MDT.
- 3.3. Provides training to other staff in MDT under the guidance of a more senior Applied Psychologist.



4.0. Service and Organisational Development

- 4.1. Participate in CQUIN and QIP projects, NICE benchmarking and compliance requirements as required within MDT

5.0. Service Redesign and Cultural Change

- 5.1. Bring an understanding of psychological change processes to own role within MDT

6.0. Service Evaluation and Research

- 6.1. Participate in clinical audits as required within MDT
- 6.2. Undertake service evaluation and research in MDT

- A requirement of this post is that the post holder will participate in the Trust's on call rota. (Delete as appropriate)
- To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality (insert) service.

Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or



raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

Clinical Governance



All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.

Employees must also be aware of the responsibilities placed upon them by The Health & Social Care Act (2007) Code of Practice to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients, your own health and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing, adherence to bare below elbows as required and the appropriate use of Personal Protective Equipment (PPE).

Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the



Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.

Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.



Person specification – APPLIED PSYCHOLOGIST

Post Holder's Signature:

Date:



Black Country Healthcare
NHS Foundation Trust

Applied Psychologist Band 7-8A Preceptorship

Person Specification

Job Title: Applied Psychologist

Band: 7-8a

Attributes/Skills	Key Requirements	Criteria (E/D)

Department: Maternal Mental Health Service

All candidates will be considered on their ability to meet the requirements of this person specification.

E = Essential criterion for the role D = Desirable criterion for the role.



Person specification – APPLIED PSYCHOLOGIST

Education/Qualifications	<ul style="list-style-type: none"> • Post-graduate doctoral level training in Applied Psychology (or its equivalent) as accredited by the BPS including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology. 	E
	<ul style="list-style-type: none"> • HCPC registration as an Applied Psychologist 	E
	<ul style="list-style-type: none"> • Evidence of continuing professional development 	E
	<ul style="list-style-type: none"> • Post-graduate qualification showing evidence of supervised practice in an evidence-based psychological therapeutic model 	D
	<ul style="list-style-type: none"> • Registration with BPS 	D
Experience	<p>Must have experience/interest in:</p> <ul style="list-style-type: none"> • Working with mental health/learning disability clients (depending on designated service area) 	E
	<ul style="list-style-type: none"> • Multi-disciplinary team working 	E
	<ul style="list-style-type: none"> • Experience of CBT, DBT, psychodynamic therapy, systemic therapy 	D
	<ul style="list-style-type: none"> • Experience of research and audit 	D
Knowledge	<p>Knowledge of:</p> <ul style="list-style-type: none"> • Evidence- based practice relevant to the role 	E
	<ul style="list-style-type: none"> • Risk assessment and risk management 	E
	<ul style="list-style-type: none"> • Clinical governance 	E



Person specification – APPLIED PSYCHOLOGIST

	<ul style="list-style-type: none"> • Knowledge of legislation in relation to the client group (define if required) and mental health. • Audit and research methodology • Social Inclusion agenda <p>Awareness of:</p> <ul style="list-style-type: none"> • The Trust's Quality Improvement System 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>
<p>Skills/Personal qualities</p>	<p>Must be able to:</p> <ul style="list-style-type: none"> • Communicate complex and highly sensitive information effectively, to a wide range of people • Adapt creatively the evidence base for interventions relevant to the client group (define) • Provide (within agreed timescale) effective teaching, training, consultancy and clinical supervision • Work effectively as part of a multidisciplinary team and undertake care co-ordination/lead practitioner responsibilities • Undertake complex multiagency working and liaise with multiple systems • Utilise psychometric tests competently • 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 	<p style="text-align: center;">E</p>



Person specification – APPLIED PSYCHOLOGIST

	<p>mechanisms within own work.</p> <ul style="list-style-type: none"> • Demonstrate effective keyboard skills • 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 • Skills in using multimedia materials in presentations 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>
<p>Trust Behaviours</p>	<ul style="list-style-type: none"> • Be compassionate, empathetic and caring to everyone • Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone • Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do • Act with transparency and honesty; respect and value others to do the right thing at the right time for everyone. 	



Additional Information

About Us

Black Country Healthcare NHS Foundation Trust provides specialist mental health, learning disability, and community healthcare services for the population of the Black Country. Across the whole of the region we provide:

- Adult and older adult mental health services
- Specialist learning disability services
- CAMHS

Black Country Healthcare NHS Foundation Trust was formed on 1 April 2020, after NHS England and NHS Improvement approved the merger of Black Country Partnership NHS Foundation Trust and Dudley and Walsall Mental Health Partnership NHS Trust.

Combining resources, strategies and talented workforce enables us to deliver a



wider variety of outstanding services that are based on best practice and are continually improving.

As a public body, we are accountable to the people we serve. The Trust Board is responsible for determining the strategy and overall direction of the Trust in an open, honest, and transparent manner.

We're using our position as an NHS Foundation Trust to strengthen our ties with the local community. We have a large and growing membership, and we're always encouraging people to join our Trust as members. Members are kept informed of what is happening in the Trust, and their advice is sought on ways we can improve the effectiveness and responsiveness of our services.

Trust Values and Behaviours

Black Country Healthcare NHS Foundation Trust has a set of Trust Values and Behaviours to improve the experience for our patients and our staff. This means that in undertaking this role the post holder is expected at all times to behave in a way that demonstrates commitment to the delivery of thoughtful patient care and continuous improvement as detailed in the table below.

Our Trust Values are:

Together with you to achieve

healthier, happier lives



Caring

We care for everyone as individuals, being compassionate, empathetic and kind with a willingness to help.

Enabling

We enable ourselves and others to act with confidence and authority in order to achieve the best outcome for everyone.

Working Together

We work together in partnership, being inclusive by understanding and valuing others to achieve the best results for everyone in everything we do.

Integrity

We act with transparency and honesty; respecting and valuing others to do the right thing at the right time for everyone.

Employment Benefits



- NHS Pension Scheme
- Annual Leave
- Cycle to Work Scheme
- Staff Support
- Lease Car Scheme
- Childcare Vouchers
- Long Service Awards
- Flexible Working & Parental Leave
- Statutory and Occupational Maternity, Paternity and Adoption Leave
- NHS Discounts and shopping vouchers
- Health & Wellbeing
- Annual appraisal
- Support with continuing professional development
- Research and innovative practice
- Partnership work with Unions
- Occupational Health Service

