

**HUMBER TEACHING NHS FOUNDATION TRUST
JOB DESCRIPTION**

Job Title:	CLINICAL OR COUNSELLING PSYCHOLOGIST
Band:	7
Department:	Mental Health Division: Unplanned Care
Responsible to:	Service Manager and Professional Lead
Responsible for:	Assistant Psychologists
Location:	Mill View Court (MVC) Inpatient Unit, Cottingham

Job Role Summary

- To manage a specialised caseload of service users with complex needs accessing MVC including assessment and formulation of need.
- To assess and formulate the needs of service users and plan their care in conjunction with the relevant IP and/or community team for people with complex needs accessing support from the acute care pathway.
- To clinically supervise and support the psychological assessment and therapy provided by other practitioners who provide psychologically based care and treatment for our service users.
- To contribute to the strategy and development of the psychological provision within the acute care pathway (Crisis Team MHCIT, Intensive Home Based Treatment Team, Avondale, Westlands, Mill View Court, Newbridges and PICU) in collaboration with the Inpatient Principal Psychologist, professional lead, senior clinical lead and operational leads.
- To contribute towards the clinical leadership for MVC as well as assistant psychologists attached to the service as agreed with the professional lead and service manager and to work closely with the senior clinical lead and operational managers to collaboratively achieve this.
- To contribute where appropriate to placements for doctoral level trainees .
- To provide reflective practice sessions for staff.
- To provide psychological debriefs for staff after an incident .
- To contribute to implementing policy and service development changes within the area served by the post.
- To participate in three way appraisal annual meetings for assistant psychologists with the relevant team leads.
 - To be actively involved in the recruitment of psychology and psychological therapy staff in the service area.



- To work with the IP Principal Psychologist ,professional lead, wider Division, managers, team and clinical leads to discuss and develop the future of the service.
- To contribute to writing business plans in conjunction with the IP Principal Psychologist, professional lead and clinical/ operational leads.
- To contribute to investigating complaints, concerns and patient incidents or deaths where psychology advice is of benefit in conjunction with the lead investigator.
- To deputise for the IP Principal Psychologist as appropriate or when required.
- To work alongside the team and clinical lead ,with support from the IP Principal Psychologist , on developing a psychological provision for MVC underpinned by the principles of trauma informed care and national drivers.

Core Functions

- To be accountable in own area of responsibility to provide psychological care and professional direction, ensuring the delivery of evidence based psychological interventions and practice.
- To continue to demonstrate specialist psychological skills in practice and provide support and advice re service development/development and implementation of specialist psychological interventions, and the delivery of care in partnership with service users, carers, staff, managers and other agencies across a number of teams/geographical areas.
- To undertake research and development initiatives relative to the clinical area, aiding the research and development of assistant clinical psychologists.
- To contribute to appropriate training, teaching and supervision of other staff including assistant and trainee psychologists

Communication and Relationships Skills

- To effectively communicate highly complex information to service users and carers regarding personal, psycho-social problems in an empathic and supportive way. This will involve using a range of highly developed interpersonal skills in situations that can be highly emotional, and or antagonistic and require a satisfactory outcome, e.g. impact of assessments/interventions
- To provide therapy impacting on the behaviour/views of service users presenting with severely challenging behaviour in the field of mental health
- To communicate psychological formulations, and integration of subsequent interventions within the multidisciplinary team context
- To lead and present highly complex, sensitive and challenging clinical and professional communication processes that may impact on service users, carers, staff, the team, the organisation, partner agencies and members of the public where there are barriers to understanding
- Ability to teach and train others using a variety of multi-media materials for presentations in public, professional and academic settings.
- Professional networking locally and nationally and disseminate/share information with other colleagues
- Chairs/facilitates complex case reviews/meetings which may involve other agencies or specified organisational/professional forums
 - To ensure effective communication at all levels: strategic, national, local, unit and partner organisations



Analytical and Judgemental Skills

- Regularly demonstrate advanced skills in assessing the needs of service users and their carers, based on the analysis of complex facts and situations. Interventions will be planned on the assessment and interpretation of this information
- Obtains, analyses and interprets assessment information, presenting symptoms and physical health to develop the appropriate intervention plan
- Demonstrates critical thinking and diagnostic reasoning skills in clinical decision making
- Uses sound judgement in assessing conflicting priorities and needs

Planning and Organisational Responsibilities

- Plans own clinical workload, implements diagnostic strategies and therapeutic interventions to help service users with unstable and complex health care problems regain stability and restore health, in partnership with the service user and multi-professional health care teams/agencies and other organisations
- To co-ordinate the activities of others in the delivery of psychological assessments and interventions

Physical Skills

- Maintain up to date training and knowledge of violence and aggression
- Up to date competency in the use of psychometric test equipment

Responsibilities for Patient Care

- Provides a range of specialist psychological advice, assessment and interventions
- Develops and maintains the service user's control over decision making, assess the service user's commitment to the jointly determined plan of treatment, and fosters personal responsibility for health and well-being
- May be responsible for ensuring assistant psychologists and trainee psychologists within the team/service contribute to the effective implementation of programmes of treatment

- Deliver care interventions and specialist/advanced psychological advice in a variety of settings that promote service user flexibility/choice, and which are sensitive to cultural preferences
- To promote positive service user experience

Responsibilities for Policy and Service Development Implementation

- To implement of policy for own work area, informing senior staff of any barriers to implementation
- To contribute to service/practice development and implementation and change e.g. Clinical Governance, business planning, psychological strategy
- To contribute the psychological perspective in reviewing, developing and monitoring operational/clinical policy which impacts beyond own area of responsibility
- Evaluates service user's responses to the health care provided and the effectiveness of the care

Responsibilities for Financial and Physical Resources



- Ensure relevant personnel are informed of the need for relevant resources and test equipment
- Appropriate safe use, care and storage of equipment/physical resources

Responsibilities for Human Resources

- Accountable for the day to day clinical/professional supervision of assistant clinical psychologists where appropriate
- Contributes to the training/teaching of assistant and trainee psychologists
- Contribute to the induction and continuous professional development of assistant and trainee psychologists

Responsibilities for Information Resources

- To provide accurate and timely information to inform Trust/national databases as required
- To be responsible for the safe storage and movement of test results
- Maintain up to date training and basic IT skills, and demonstrate a good working knowledge of confidentiality and data protection

Responsibilities for Research and Development

- Responsible for initiating and collaborating in specific research and development projects and providing research advice to other staff undertaking research
- Responsible for maintaining the scientist-practitioner perspective by utilising theory, evidence based practice in individual clinical work and within the service as a whole
- Responsible for the promotion and organisation of research and development activities of assistant clinical psychologists

Freedom to Act

- Expected results are defined but the post holder has autonomy to decide how they are best achieved, whilst guided by principles and broad occupational policies or regulations.
- Accountable for own professional actions, working within professional code of conduct, organisational policy and guidance
- To provide specialist advice and high level of clinical competency in order to inform and enable other professionals to take clinical actions based on the analysis of the specific challenges/risk situation e.g. clinical risk management

Standard Paragraphs

- Trust's Values: Promote and demonstrate the Trust's 3 values Caring, Learning and Growing. Caring for people while ensuring they are always at the heart of everything we do. Learning and using proven research as a basis for delivering safe, effective, integrated care. Growing our reputation for being a provider of high-quality services and a great place to work.
- Confidentiality: Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust



Information Governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

- Equal Opportunities: Promote the concepts of equality of opportunity and managing diversity Trust wide.
- Health and Safety: Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.
- Infection Prevention and Control: Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.
- Professional standards and performance review: Maintain consistent high professional standards and act in accordance with the HCPC code of professional conduct. Employees are expected to participate in the performance review process.
- Service/Departmental standards: Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.
- Finance: All Trust staff will comply with financial processes and procedures
- Safeguarding Children: Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.

Summary

This job Description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development needs of the post holder

Confirmation of Job Evaluation Process

Job Reference Number:	JE2002a
Date of Job Evaluation:	Oct 2020, reviewed June 2023

Person Specification

	Essential	Desirable	How assessed
Qualifications and Knowledge	<ul style="list-style-type: none"> • Post-graduate doctoral level of training in clinical or counselling psychology or equivalent (if trained before 1996) as accredited by the BPS • To hold and maintain current professional registration in line with HCPC • Knowledge and experience in the use of a wide range of psychometric and other objective assessment tools as applied in mental health work • Skills in providing consultation and specialist advice to other professional and non-professional groups • Ability to recommend and contribute to changes in service delivery and procedures within the team or service context • Full understanding of relevant policy, legislation, drivers and their application to clinical and service area, e.g. Mental Capacity Act, Social Inclusion • Full understanding/application of relevant clinical practice/standards/audit within identified clinical area • Basic IT skills 	<ul style="list-style-type: none"> • Post-doctoral training in one or more specialised areas of psychology practice • Additional short specialist courses with demonstrable impact on practice. • Leadership training/qualification/experience • Member of specialist interest group/network, locally or nationally • Knowledge and experience in the use of a neuroassessment tests as applied in mental health work • Advanced/expert understanding of relevant clinical practice, standards and audits within identified clinical area. • Evidence of undertaking research • Evidence of policy implementation and development • Working knowledge of Lorenzo if relevant to own area of work or patient record systems 	<ul style="list-style-type: none"> • Application form • Interview • Formal qualifications/certificates



	<ul style="list-style-type: none"> • Evidence of project work that has impacted on practice and demonstrates a higher level of communication/planning/change that impacts out of own area of work/responsibility • Doctoral level knowledge of research design and methodology • To maintain, as part of continual professional development, up to date clinical specialist knowledge/skills in this clinical field, using information to effect change in practice and ensuring the effective dissemination of new knowledge • Work closely with and provide specialist advice and consultation to all other professionals within the speciality. • To ensure up to date knowledge of relevant national and local policies/drivers to enable the post holder to review service need, contribute to service/workforce re-design and its implementation, ensuring a needs led service based on best practice provided • Maintain specialist theoretical and practical knowledge of a range of clinical interventions, procedures and practices relevant to the clinical area 		
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Experience	<ul style="list-style-type: none"> • Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings • Experience of working within a multi-disciplinary, multi-agency context • Experience of working with trauma cases • Leadership/project management experience which has had a positive impact and created change within the service deliver/ practice • Professional networking locally • Ability to effectively chair meetings 	<ul style="list-style-type: none"> • Experience of the application of psychology in different cultural contexts • Experience of teaching, training and/or clinical supervision 	<ul style="list-style-type: none"> • Application form • Interview • Portfolio
Skills and Competencies	<ul style="list-style-type: none"> • Effective inter-personal skills and experience in supervising and mentoring and teaching • Able to demonstrate effective communication skills • Ability to lead and motivate staff to embrace change • Good time management skills • Work within the culture of improving working lives and working time directive • Ability to demonstrate ethical values and attitudes within a culture of equality and diversity 	<ul style="list-style-type: none"> • Able to demonstrate effective communication skills at all levels i.e. strategically and locally <p>Be able to demonstrate leadership/project management skills at an advanced level</p>	<ul style="list-style-type: none"> • Application form • Interview • Formal qualifications/ certificates



Job Risk Profile – Effort Factors

This role involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting Weights / objects between 6 – 15 kilos	√			√		For example, moving assessment materials between locations
Lifting weights / objects above 15 kilos		√				
Using equipment to lift, push or pull patients / objects		√				
Lifting heavy containers or equipment		√				
Running in an emergency	√		√			
Driving alone / with passengers / with goods	√				√	Travelling between visits and meetings
Invasive surgical procedures		√				
Working at height		√				
Concentration to assess patients / analyse information	√				√	Frequent intense periods of concentration, to give in-depth proactive mental attention to client assessment and treatment during therapy sessions. Frequent intense concentration to analyse information gathered for the purpose of clinical work and research or audit
Response to emergency situations		√				



To change plans and appointments / meetings depending on the needs of the role	√			√		Need to be flexible and responsive to change according to client and service needs
Clinical Interventions	√				√	Frequent clinical intervention work, requiring intense concentration, sitting in constrained positions for extended periods, and exposure to highly distressing and emotional circumstances
Informing patients / family / carers of unwelcome news	√			√		Exposure to emotional or distressing circumstances. For example, to impart sensitive or distressing information to patients, their relatives and others.
Caring for terminally ill patients	√			√		May include counselling for terminally ill patients
Dealing with difficult family situations	√				√	Frequent exposure to highly distressing or emotional circumstances whilst providing assessment and therapy to people experiencing challenging family situations



Caring for / working with patients with severely challenging behaviour	√				√	Frequent exposure to highly distressing or emotional circumstances Some exposure to hazards e.g. occasional exposure to verbal and physical aggression.
Typing up of minutes / case conferences	√			√		Requirement of frequent concentration e.g. assessments, care plans, and typing up of minutes Light physical effort for long periods, and sitting in a constrained position
Clinical / hands on patient / client care	√				√	Clinical care for clients on a regular basis
Contacts with blood / bodily fluids		√				
Exposure to verbal aggression	√			√		Some exposure to hazards e.g. occasional exposure to verbal and physical hostility and aggression.

Exposure to physical aggression	√			√		Some exposure to hazards e.g. occasional exposure to verbal and physical hostility and aggression.
Exposure to unpleasant working conditions dust / dirt / fleas		√				
Exposure to harmful chemicals / radiation		√				
Attending the scene of an emergency		√				
Food preparation and handling		√				
Working on a computer for majority of work	√				√	Requirement of frequent concentration and sitting in a constrained position to undertake work on a computer
Use of road transport	√				√	Ability and willingness to travel across various locations

Caring, Learning & Growing



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