

**HUMBER TEACHING NHS FOUNDATION TRUST
JOB DESCRIPTION**

Job Title: **CLINICAL or COUNSELLING PSYCHOLOGIST**

Band: **8a**

Department: **Mental Health Division : Unplanned Care**

Responsible to: **Service Manager and Professional Lead**

Responsible for: **Assistant Psychologists and Trainee Clinical Psychologists**

Location: **Mill View Court ,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, including junior psychologists within planned and unplanned care.
- 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 provide 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 provide 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 provide professional supervision to psychology staff and participate in three way appraisal annual meetings 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 and when appropriate ,professional lead for adult mental health psychology , 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 ensure the systematic provision of a high quality psychology service, to service users of a particular service area, by providing strong, effective professional direction, ensuring the delivery of evidence based psychological interventions and practice.
- To provide clinical supervision for doctoral trainees and assistant psychologists and to develop skills in the area of professional post-qualification teaching, training and supervision of other staff in the delivery of psychological services
- To continue to demonstrate advanced psychological skills in practice and provide support and advice regarding service development/development and implementation of highly specialist psychological interventions and the delivery of the highest quality of care in collaboration with service users, carers, staff, managers and, other agencies across a number of teams/geographical areas.
- To utilise research skills by contributing to the identification, initiation and co-ordination of audit and research within the relative service area

Communication and Relationships Skills

- To effectively communicate highly complex information to users and carers regarding personal, psycho-social problems in a skilled empathic and supportive way. This will involve using a range of highly developed inter-personal 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 patients 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 patients and their carers, based on the analysis of highly complex facts and situations. Interventions will take into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group
- Demonstrates critical thinking and diagnostic reasoning skills in clinical decision making
- Obtains, analyses and interprets assessment information, presenting symptoms and physical health to develop the appropriate intervention plan
- To undertake risk assessment and management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management. This may also inform and contribute to the legal, professional framework appropriate to the clinic area/services.
- Uses sound judgement in assessing conflicting priorities and needs

Planning and Organisational Responsibilities

- Plans own patient workload, implements diagnostic strategies and therapeutic interventions to help patients with unstable and complex health care problems regain stability and restore health, in partnership with the patient and multi-professional health care teams/agencies and other organisations
- To contribute the professional element in planning and organisation of psychological services within the service area as agreed with the Professional Lead/Operational Manager
- Organisation and delivery of comprehensive programmes of inter-service and postgraduate training in psychological therapies

Physical Skills

- Maintain up to date training and knowledge of violence and aggression
- Up to date competency in the use of psychometric test equipment
- The job requires sitting in a restricted position for extended periods

Responsibilities for Patient Care

- Provides a range of specialist psychological advice, assessment and interventions
- Develops and maintains the patient's control over decision making, assess the patient's commitment to the jointly determined plan of treatment, and fosters personal responsibility for health
 - Delivers diagnostic specialist/advanced care interventions and psychological advice in a variety of settings that promote patient flexibility/choice, and which are sensitive to cultural preferences



- Responsible for ensuring assistant psychologists within the team/service contribute to the effective implementation of programmes of treatment
- Responsible for the systematic governance of psychological practice within the team/service area
- To promote positive patient experience

Responsibilities for Policy and Service Development Implementation

- To implement policy and practice procedures/protocols within own area of responsibility/specialism.
- To contribute to service/practice development, implementation and change e.g. Clinical Governance, business planning, psychological strategy
- Contribute the psychological perspective in reviewing, developing and monitoring operational/clinical policy
- Evaluates patients responses to the health care provided and the effectiveness of the care

Responsibilities for Financial and Physical Resources

- Ensure clinical/operational managers are informed of the need for relevant 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 staff.
- Contribute to the training/teaching of assistant psychologists
- Responsible for supporting the training/teaching of trainee psychologists on placement
- Contribute to the development of other psychologists
- Contribute to the recruitment, appointment, induction and continuous professional development of staff within own area of responsibility

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

- To take a leading role in the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care
 - To utilise theory, evidence based literature and research to support evidence based practice in individual work and work with other team members



- To undertake appropriate research and provide research advice to other staff undertaking research
- To demonstrate clinical effectiveness through day to day practice, research, audit and benchmarking (Clinical Governance)

Freedom to Act

- Accountable for own professional actions, working within professional code of conduct, organisational policy and guidance
- To provide specialist/advanced 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 challenge/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:	JE2003a
Date of Job Evaluation:	Oct2020, reviewed June 2023

Person Specification

	Essential	Desirable	How assessed
Qualifications and Knowledge	<ul style="list-style-type: none"> Completed post-graduate doctoral level of training in clinical or counselling psychology as accredited by the BPS (or equivalent if qualified before 1996) Additional short specialist courses with demonstrable impact on practice. To hold and maintain current professional registration in line with HCPC Clinical supervision training for doctoral trainees 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 Knowledge of and experience in the use of a wide range of psychometric and other objective assessment tools as applied in mental health work Skills in co-ordinating programmes of care, and providing consultation and specialist 	<ul style="list-style-type: none"> Post-doctoral training in one or more specialised areas of psychological practice relevant to this client group Leadership or management qualification Advanced/expert understanding/application of relevant clinical practice/standards/audit within identified clinical area Evidence of policy implementation and development Broadly based knowledge of the theory and practice of advanced psychological therapies in specific difficult to treat groups (e.g. complex PTSD, personality disorder, dual diagnosis, people with disabilities etc) Knowledge of and experience in the use of a wide range of neuropsychological assessment tools as applied in mental health work 	<ul style="list-style-type: none"> Application form Interview Formal qualifications/certificates



	<p>advice to other professional and non-professional groups</p> <ul style="list-style-type: none"> • Doctoral level knowledge of research design and methodology, and application of this to research and development activity within the service area • Basic IT skills • To maintain, as part of continual professional development, up to date clinical advanced/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 advanced/specialist advice and consultation to all other professionals within the speciality • To take a senior clinical role in partnership with the clinical team in managing complex cases • 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 • Advanced 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"> • Demonstrable experience of working as a clinical or counselling psychologist, to include a significant period of working at a senior level in the specific field where the post is held • Evidence of continuing professional development (CPD) relevant to the clinical area. • 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 exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care co-ordinator and also within the context of a multidisciplinary care plan. • Experience of teaching, training and/or professional and clinical supervision • Evidence of advanced practice skills and able to demonstrate the impact of this on practice change/development • Evidence of promoting/supporting active user/carer involvement/participation • Professional networking locally and regionally • Be able to effectively Chair meetings 	<ul style="list-style-type: none"> • A breadth of clinical practice including clinically specialising in the field where the post is held • Proven leadership/management experience, able to demonstrate examples of positive impact/change within service delivery/practice at an advanced level • Ability to work across team/organisational boundaries developing and maintaining multi-professional and multi-agency partnerships • Experience of developing others through education, mentorship, coaching, teaching, assessing, presentations, publishing • Experience of the application of psychology in different cultural contexts 	<ul style="list-style-type: none"> • Application form • Interview • Portfolio
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Skills and Competencies	<ul style="list-style-type: none"> • Effective inter-personal skills and experience in supervising • Able to demonstrate effective communication skills • Good time management skills • Work within the culture of improving working lives and working time directive • Ability to lead and motivate staff to embrace change • Working knowledge of Trust policies and procedures in order to effectively lead and manage others • 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 • Be able to demonstrate leadership/management skills at an advanced level 	<ul style="list-style-type: none"> • Application form • Interview • Formal qualifications/certificates
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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	√				√	Driving 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	√			√		Occasionally the work pattern will be unpredictable
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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