

### Job Description

<b>Post Title</b>	<b>Clinical Psychologist/Psychological Therapist</b>
<b>Band</b>	<b>8a</b>
<b>Hours of work</b>	<b>Full-time</b>
<b>Contract</b>	<b>Permanent</b>
<b>Directorate</b>	<b>Think Wellbeing Wigan</b>
<b>Location/Base</b>	<b>Wigan/ Leigh</b>
<b>Reports to</b>	<b>Operational Manager</b>
<b>Accountable to</b>	<b>Service Lead</b>

#### Job Summary/Purpose

The post holder will join the Step 3+ therapy provision within Think Wellbeing Wigan: NHS Talking therapies for anxiety and depression. They will be providing highly specialist psychological assessment and therapy for people with complex, co-morbid, chronic common mental health problems as well as ensuring the appropriate provision of high-quality, individual and group, clinical supervision to other psychological therapists as appropriate. They will provide expert advice and consultation outside the service to members of the primary health care team and, as appropriate, to secondary care services. Where required they will be expected to undertake appropriate audit, research, and service development activities pertinent to the evaluation and development of the service. The postholder will adhere to the service standards for clinical activity and work within the procedures, protocols and guidelines for the service. The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary, and should be committed to equal opportunities.

### Main Duties & Responsibilities

<b>Heading</b>	<b>Duty/Responsibility</b>
<b>Clinical</b>	<ul style="list-style-type: none"> <li>To carry an independent caseload and to deliver multi-theoretical psychological assessment and interventions to individuals, couples and groups, with 'common' and more complex mental health and psychological needs, who are experiencing emotional distress as a result of a range of psychological disorders, through the application of knowledge and skills in psychological assessment and intervention acquired through Doctoral (or equivalent) training, ongoing CPD activities and clinical supervision</li> </ul>
	<ul style="list-style-type: none"> <li>To undertake risk assessment and risk management for relevant patients as necessary, and to provide general advice to other professionals on psychological aspects of risk assessment and management.</li> </ul>
	<ul style="list-style-type: none"> <li>Make decisions on suitability of new referrals, adhering to service referral protocols, and where indicated refer unsuitable clients on to the relevant service or back to the referral agent.</li> </ul>
	<ul style="list-style-type: none"> <li>Formulate, implement and evaluate psychological therapy programmes for clients. This can include the interpretation and explanation of the results of cognitive tests in the context of the patient's circumstances and current difficulties, and the communication of these findings to those involved in the network of care and in care planning.</li> </ul>
	<ul style="list-style-type: none"> <li>Exercise an appropriate degree of autonomous professional responsibility for the assessment and treatment of clients in line with service standards and best practice guidance.</li> </ul>
	<ul style="list-style-type: none"> <li>Adhere to service performance standards and expectations re</li> </ul>

	caseload, throughput, and demonstrated effectiveness
	<ul style="list-style-type: none"> <li>Adhere to NHS talking therapies, commissioning, Trust, and service requirements re data collection.</li> </ul>
	<ul style="list-style-type: none"> <li>Attend relevant meetings relating to performance monitoring and service developments.</li> </ul>
	<ul style="list-style-type: none"> <li>Keep coherent electronic records of all clinical activity in line with service protocols.</li> </ul>
	<ul style="list-style-type: none"> <li>Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.</li> </ul>
	<ul style="list-style-type: none"> <li>Assess and integrate issues surrounding work and employment into the overall therapy process</li> </ul>
	<ul style="list-style-type: none"> <li>Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.</li> </ul>
	<ul style="list-style-type: none"> <li>Liaise with other health and social care staff from a range of agencies in the care provided clients as appropriate.</li> </ul>
	<ul style="list-style-type: none"> <li>Provide specialist advice and consultation to other professionals / individuals / groups / committees across Mental Health Trusts, Clinical Commissioning Groups and other voluntary agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.</li> </ul>
	<ul style="list-style-type: none"> <li>Organise own day-to-day activities; plan and prioritise own clinical workload and achieve expected service standards.</li> </ul>
<b>Training &amp; Supervision</b>	<ul style="list-style-type: none"> <li>Contribute to the teaching and training of mental health professionals and other staff working in the service, where appropriate.</li> </ul>
	<ul style="list-style-type: none"> <li>Provide clinical supervision to qualified psychological therapists, trainee clinical psychologists and other roles as appropriate.</li> </ul>
	<ul style="list-style-type: none"> <li>Ensure the maintenance and development of own skills in the areas of professional pre- and post-graduate teaching, training and clinical supervision.</li> </ul>
	<ul style="list-style-type: none"> <li>Employ a broad theoretical knowledge of psychology/common mental health problems and specialist skills to develop and support the skills of others through the development and delivery of within service teaching and training programmes</li> </ul>
<b>Professional</b>	<ul style="list-style-type: none"> <li>Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. HPC, BPS, UKCP, BABCP), and keep up to date on new recommendations/guidelines set by the Department of Health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).</li> </ul>
	<ul style="list-style-type: none"> <li>Be aware of, and keep up to date with advances in the spheres of psychological therapies.</li> </ul>
	<ul style="list-style-type: none"> <li>Ensure clear professional objectives are identified, discussed and reviewed with senior colleagues on a regular basis as part of the appraisal process, job planning and continuing professional development (CPD).</li> </ul>
	<ul style="list-style-type: none"> <li>Attend both clinical and managerial supervision on a regular basis as agreed with Manager.</li> </ul>
	<ul style="list-style-type: none"> <li>Participate in individual performance review and respond to agreed objectives.</li> </ul>
	<ul style="list-style-type: none"> <li>Keep up to date all records in relation to CPD and ensure personal</li> </ul>

	development plan maintains up to date specialist knowledge of the latest theoretical and service delivery models/developments.
	<ul style="list-style-type: none"> <li>• To undertake such CPD activities as are required to maintain and enhance clinical skills necessary for the delivery of high quality psychological therapy services.</li> </ul>
	<ul style="list-style-type: none"> <li>• Participate in service improvement by highlighting issues and implementing changes in practice.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• To contribute, as appropriate, to innovative approaches and the development of best practice within the service.</li> </ul>

### **Further Information for Postholder(s)**

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy

## Person Specification

<b>Post Title</b>	<b>Clinical Psychologist/Psychological Therapist</b>
<b>Band</b>	<b>8a</b>
<b>Hours of Working</b>	<b>Full-time</b>
<b>Contract</b>	<b>Permanent</b>
<b>Directorate</b>	<b>Think Wellbeing Wigan</b>
<b>Location/Base</b>	<b>Wigan/ Leigh</b>
<b>Reports to</b>	<b>Operational Manager</b>
<b>Accountable to</b>	<b>Service Lead</b>

### **Job Summary/Purpose**

The post holder will join the Step 3+ therapy provision within Think Wellbeing Wigan: NHS Talking therapies for anxiety and depression. They will be providing highly specialist psychological assessment and therapy for people with complex, co-morbid, chronic common mental health problems as well as ensuring the appropriate provision of high-quality, individual and group, clinical supervision to other psychological therapists as appropriate. They will provide expert advice and consultation outside the service to members of the primary health care team and, as appropriate, to secondary care services. Where required they will be expected to undertake appropriate audit, research, and service development activities pertinent to the evaluation and development of the service. The postholder will adhere to the service standards for clinical activity and work within the procedures, protocols and guidelines for the service. The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary, and should be committed to equal opportunities.

<b>Essential</b>	<b>Desirable Criteria</b>	<b>How Assessed –</b> <b>AP = Application form</b> <b>IN = Interview</b> <b>OA = Other</b> <b>Assessment</b>
------------------	---------------------------	--

### **Education / Qualifications** - to be able to complete the duties as laid out on the Job Description

<p>Doctoral or Masters Degree or equivalent experience/qualification in clinical psychology or any other relevant psychological therapy.</p> <p>Further post-qualification specialist training research or study, conferring advanced theoretical and practical knowledge within a specialist field of psychological therapy.</p>	<p>Accredited membership of an appropriate psychological therapy professional body.</p> <p>Additional further training and qualifications in a range of therapeutic models (e.g. CBT, IPT, CAT) and in the use of specific psychometric and/or neuro-psychological assessment tools.</p> <p>Completion of appropriate supervision training.</p>	<p>Ap</p> <p>IN</p>
---	---	---------------------

### **Experience** - to be able to complete the duties as laid out on the Job Description

<p>Proven post-qualification experience as a psychological therapist within the NHS</p> <p>Experience working with a wide</p>	<p>Experience of representing psychological services in local policy forums.</p> <p>Development and delivery of group</p>	<p>AP</p> <p>IN</p>
---	---	---------------------

<p>variety of client groups, across the whole life course and full range of settings including primary care, community, inpatients and acute care settings, and with expert knowledge in common mental health difficulties.</p> <p>Experience of exercising full clinical responsibility for psychological assessment and intervention and evaluation with a range of common, acute and complex mental health needs.</p> <p>Proven ability to supervise others within the domain of service area.</p>	<p>therapy for complex presentations.</p> <p>Undergraduate and post graduate research experience.</p> <p>Experience of audit and service evaluation within psychological therapy services</p> <p>Experience in teaching and training and qualified psychological therapist and of non-psychology staff.</p> <p>Experience of the application of psychological therapy in diverse cultural and ethnic contexts.</p>	
<p><b>Knowledge</b> - to be able to complete the duties as laid out on the Job Description</p>		
<p>Thorough understanding of phenomenology and theoretical models of complex co-morbid common mental health disorders.</p> <p>Understanding of the national guidance and policy directives in relation to the development and delivery of psychological therapies for common mental health disorders.</p>	<p>Awareness of similarities and differences between schools of psychological therapy.</p>	<p>AP</p> <p>OA - Presentation</p>
<p><b>Skills and Abilities</b> - to be able to complete the duties as laid out on the Job Description</p>		
<p>Ability to formulate presenting problems using range of evidence based psychological models.</p> <p>Ability to formulate presenting problems from first principles drawing from appropriate knowledge base.</p> <p>Strategic planning, development and delivery of psychological services within and across organisations.</p>		<p>AP</p> <p>IN</p>
<p><b>Other Requirements</b> - to be able to complete the duties as laid out on the Job Description</p>		
<p>Willing to carry out all duties and</p>		<p>AP</p>

<p>responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</p> <p>Appointments to regulated and controlled activities require an enhanced DBS disclosure and registration with the Independent Safeguarding Authority (ISA), Vetting and Barring Scheme.</p> <p>There is a requirement to travel mainly within the Wigan borough in order to attend clinics and an occasional requirement to travel across the wide footprint of the Trust to attend meetings and events relevant to the role.</p> <p>There will be an expectation that the post holder will facilitate group work, provide both face to face clinics, sessions via teams/remote working and an evening clinic once per week.</p>		
---	--	--

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

**Drawn up by: D Kendall**  
**Designation: Operational Manager**  
**Date: 16/4/22**