

**ANEURIN BEVAN HEALTH BOARD**  
**ADULT MENTAL HEALTH DIRECTORATE**

**JOB DESCRIPTION**

<b>POST:</b>	Senior Practitioner Psychologist, CMHT
<b>SERVICE:</b>	Adult Directorate
<b>ACCOUNTABILITY:</b>	Managerially accountable to CMHT Team Lead/Principal Psychologist (as agreed locally) Professionally accountable to Consultant Clinical Psychologist and Head of Adult Psychology.
<b>CONDITIONS OF SERVICE:</b>	As per Agenda For Change.
<b>BASE:</b>	Newport CMHT, Goldtops, Newport
<b>AGENDA FOR CHANGE BANDING:</b>	Band 8a, ref. P690

**CORE STATEMENT OF JOB:**

To provide specialist psychological services to adults with significant psychological difficulties who meet referral criteria for accessing assessment and intervention from CMHT. This includes face to face work with individuals, families, significant others, consultation work advising staff of other disciplines on the psychological aspects of casework and service user interventions. It involves conducting psychological assessments and the delivery of appropriate therapeutic interventions for the full range of difficulties experienced by service users.

To work with the multi-disciplinary team to ensure the implementation of an individualised intervention and management plan that meets the service user's needs and be responsible for ongoing assessment and monitoring of clinical outcomes, in order to evaluate interventions provided by the multi-disciplinary team and improve services.

To be responsible for identifying, providing or organising, and monitoring teaching, training and supervision to staff within the multi-disciplinary team.

To provide clinical leadership to the staff within the multi-disciplinary team where requested by the Principal Psychologist or Head of Adult Psychology.

To conduct and supervise research and audit, and to develop and evaluate new clinical interventions, as a major responsibility of the job. To participate in relevant research/audit groups, as required by the Mental Health and Learning Disabilities Division or Adult Psychology Specialty.

To participate and propose changes in the multi-disciplinary team's service planning and development, in agreement with the Head of Adult Psychology and the Senior Nurse.

To work as a member of the multi-disciplinary team and to contribute to the activities and developments of this team.

To gain further experience of Professional Issues and to become familiar with current Strategic thinking in the NHS in general and Adult Mental Health in particular.

## **DUTIES**

### **CLINICAL**

To conduct psychological assessments for service users who experience severe, complex or enduring mental health problems. This will include using interview techniques, psychometric tests, behavioural observation, functional analysis and consultation with relatives/carers where appropriate.

To conduct full formal psychometric testing of service users as appropriate.

To construct a psychological formulation of each service users' difficulties and develop an individualised intervention and Care plan.

To provide the psychological interventions required to address the service users' difficulties, as indicated by the formulation.

To provide consultation and advice to professional staff from other disciplines on psychological assessment, therapy and techniques for working effectively with particular service users.

To be a key contributor of psychological knowledge and expertise to the work of the multi-disciplinary team.

To work with the multi-disciplinary team to ensure the implementation of an individualised intervention and Care plan that meets the service user's needs.

To communicate and liaise with colleagues in the multi-disciplinary team about progress with the intervention and their work with the same service users.

To provide regular and timely feedback to the Referrer and others as necessary on the progress of their work with the service users referred.

To be responsible for all administrative tasks relating to case-work including keeping case notes, therapeutic correspondence, service user data base records etc. in line with the Policies and Procedures of the Health Board and the Adult Mental Health Psychology Specialty.

To engage in joint clinical work with colleagues where appropriate.

To advise staff of other disciplines and agencies about the psychological assessment, treatment, management and care of service users who access Secondary Care Services.

To be responsible for own clinical work and work as an independent practitioner.

To assist the multi-disciplinary team and be responsive to the needs of service users and their carers by developing and leading new approaches and interventions.

## **TEACHING, TRAINING, SUPERVISION AND CONSULTATION**

To be responsible for identifying, providing or organising, and monitoring, the training and teaching needs of other staff within the multi-disciplinary team.

To design and deliver training to address required psychological knowledge in other staff within the multi-disciplinary team.

To provide training in the use of psychological approaches to other staff within the multi-disciplinary team.

To be responsible for directly providing or organising, and monitoring, clinical supervision to all staff within the multi-disciplinary team.

To provide consultation and advice to other staff and agencies on the psychological treatment and management of service users who access Secondary Care Services.

To be responsible for developing consultation services to key referrers and professional groups within the Adult Mental Health service as agreed with the Head of Adult Psychology.

To provide clinical supervision to psychology undergraduates, Psychology Assistants and more junior Clinical Psychologists within the service as required.

Contribute to the training of own profession, including the provision of core and/or elective placements as the main Clinical Supervisor, and formal teaching for the South Wales Doctoral Course in Clinical Psychology.

Identifies training needs and contributes to training events and conferences co-ordinated by the Adult Mental Health Service as required.

## **RESEARCH AND EVALUATION**

To be responsible for ongoing assessment and monitoring of clinical outcomes, in order to evaluate interventions provided by the multi-disciplinary team and improve services.

To be responsible for ensuring the development and dissemination of necessary reports regarding clinical outcomes and interventions provided to service users by the multi-disciplinary team.

To conduct and publish formal research in areas relevant to the delivery of service to people who receive Secondary Care Support Packages

To liaise with the Research Scrutiny Committee and Ethics Committee regarding specific research proposals.

To be responsible for developing, conducting and participating in Clinical Audit within the multi-disciplinary team.

To advise upon and supervise the formal research of psychologists and colleagues from other professions who provide services to people who receive Secondary Care Support Packages.

To conduct service evaluation projects to assist in the development of services for people who receive Secondary Care Support Packages.

When necessary to participate in Clinical Audit and Effectiveness meetings and activities in the Adult Mental Health Directorate.

## **PLANNING AND SERVICE DEVELOPMENT**

To contribute to the development of operational plans for services for people who receive care and treatment from the CMHT within the existing strategic framework for Adult Mental Health Services.

To contribute to the planning and development of Support Packages in agreement with the Head of Adult Psychology and the Senior Nurse.

To encourage and support the development of multi-disciplinary teamwork within the team.

To attend and contribute to the planning and service development meetings of Secondary Care making proposals and advise the Head of Adult Psychology and service managers about the proposals being suggested.

To contribute to the development of policies, procedures and protocols required in order to support people who access Secondary Mental Health Care Services.

To keep up to date with local and national strategic developments relevant to services for people who experience severe, complex or enduring mental health problems and disseminate relevant information to service managers.

To develop and evaluate new models of service delivery in agreement with the Consultant Clinical Psychologist, Head of Adult Psychology and/or the Senior Nurse.

## **MANAGERIAL AND ADMINISTRATIVE**

To provide Clinical Psychology Services to adults with a mental health problem who receive care and treatment in the CMHT in a manner agreed with the Consultant Clinical Psychologist, Head of Adult Mental Psychology and the Senior Nurse.

To work towards objectives agreed with the Consultant Clinical Psychologist, in consultation with the Senior Nurse where appropriate.

To contribute to the monitoring and appraisal of the multi-disciplinary team via the development, review and up-dating of Personal Development Plans.

To participate in the recruitment and appointment of staff for the multi-disciplinary team.

To utilise resources and time efficiently and effectively.

To manage diary to ensure adequate provision of direct clinical work, consultation, training/ teaching/supervision, service planning/development, research/ evaluation, professional development and attendance at key meetings.

To follow the policies and procedures of the Community Mental Health Team, the Mental Health and Learning Disabilities Division, Gwent Psychology Service and ABUHB.

To carry out such administrative tasks that may be required by the Consultant Clinical Psychologist, Head of Adult Psychology or the Senior Nurse.

## **PROFESSIONAL DEVELOPMENT**

Responsible for ensuring own continuing professional development is kept up-to-date, in line with the BPS recommendations and the Gwent Psychology Service CPD Policy.

To meet with the Consultant Clinical Psychologist/Head of Adult Psychology and Senior Nurse for the purposes of constructing, reviewing and up-dating a Professional Development Plan.

To meet regularly (at least 90 minutes every month) with an experienced Clinical Psychologist for Clinical Supervision, in accordance with the good practice guidelines as outlined in the Clinical Supervision Policy of the Gwent Clinical Psychology Service.

To keep an up-to-date record of supervision received according to the policy of the Gwent Psychology Service.

To keep up-to-date with current developments in Psychology practice, professional issues, service developments and developments in strategic thinking by reading, using the electronic library/ internet, attending short courses and embarking on more lengthy and Secondary Care training programmes leading to further qualifications as specified in the PADR.

Disseminates recently acquired knowledge to colleagues within the service following literature searches, and attendance at courses and conferences.

Responsible for developing an area of special interest relevant to the activity of the multi-disciplinary team as agreed with the Consultant Clinical Psychologist/Head of Adult Psychology and Senior Nurse.

Responsible for keeping up-to-date with the policies and procedures relevant to direct case work with adults, their carers etc.

When necessary to participate in the professional meetings and activities of the Gwent Psychology Service.

### **Health and Safety at Work**

All staff are reminded of their responsibilities as employees to take reasonable care of their own health and safety at work and of other persons who may be affected by their acts or omissions at work.

You are to attend all mandatory/statutory training according to Gwent Healthcare NHS Trust requirements.

### **Confidentiality**

In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff as appropriate. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager.

Similarly, no information of a personal confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as serious gross misconduct, which could result in disciplinary action being taken against you. Individuals with the Gwent Healthcare NHS Trust are responsible for any records they create, use or handle. This responsibility is established at, and defined, by law.

All employees working for or within the NHS who record, handle, store or otherwise come across information, have a personal common-law duty of confidence. The Data Protection Act 1988 now places statutory restrictions on the use of personal information, including health information. All staff need to acknowledge the importance of health records and their personal responsibilities.

Its security is of prime importance and serious consequences can result should a record go missing. Any disclosure of such information without permission is a disciplinary offence and may result in dismissal.

## **Review**

The job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not part of your contract of Employment and your duties may well be changed from time to time to meet changes in Aneurin Bevan Health Board's requirements in consultation with yourself.

### **Post Holder**

**Name:** .....

**Signature:** .....

**Date:** .....

### **Manager**

**Name:** .....

**Signature:** .....

**Date:** .....

**Aneurin Bevan Health Board**

**ADULT MENTAL HEALTH DIRECTORATE**

**PERSON SPECIFICATION FOR BAND 8a SENIOR PRACTITIONER  
PSYCHOLOGIST,**

**1. Qualifications**

**Essential:**

- Good Honours degree in Psychology
- Eligibility for Graduate Membership of the British Psychological Society (BPS)
- Doctorate in Clinical or Counselling Psychology, accredited by the BPS, or equivalent accredited by the BPS.
- Training in clinical supervision or demonstrable experience commensurate to the same

**Desirable:**

- Accreditation in a psychological model
- IT skills training
- A post graduate research degree

**2. Experience**

**Essential:**

- Significant Doctorate training or equivalent across a range of client groups including Children, Adults, people with a Learning Disability, or Older Age Adults.
- Suitable post qualification clinical experience of working with adults with a mental health disorder.
- Has completed at least 10 training days per year, on courses relevant to the provision of Adult Mental Health Services.
- Has kept up-to-date on current clinical practice in Clinical Psychology and in Adult Mental Health Services.
- Has begun to develop an advanced level of clinical expertise in at least one area of clinical practice within the field of Adult Mental Health (e.g. Cognitive Analytic Therapy, DBT, MBT or EMDR) and has undergone or is undergoing specialist post qualification training and supervision in it as part of the CPD process.
- Has a proven record of providing direction to others through supervision, teaching and training.
- Research experience and statistical expertise.



**Desirable:**

- Experience of leading on an aspect of service development in a multi-agency/disciplinary setting.
- Experience of working in a multi-agency/disciplinary team.
- To have obtained further experience of working within other Psychology specialties e.g. Child services or Learning Disability services.
- Academic teaching experience.

**3. Knowledge and Skills****Essential:**

- Ability to communicate highly complex information and relate to people warmly and with empathy.
- Ability to understand the highly complex and conflicting messages from service users and organise this in a way that allows them to guide the service user and carer through a complex process of change. To be able to do this even when the service user is highly distressed, there is a highly charged atmosphere, and/or when the service user is expressing high levels of anger.
- Ability to communicate sensitive material in writing.
- Ability to assess, interpret, formulate and intervene in situations where the material is highly complex, and where there are a range of possible options, where different courses of action could be taken and where expert opinions may differ.
- Ability to plan and organise complex activities or programmes, which may be service or client focused, and may have long-term implications requiring ongoing monitoring and adjustment.
- Must be able to tolerate the stress and anxiety of being responsible for service users' psychological treatment, particularly when severe challenging behaviour is threatened.
- Must be able to manage personal stress levels.
- Ability to provide direction through supervision, teaching and training to other psychologists, disciplines and agencies.
- Possess a working knowledge of strategies, policies and procedures relevant to working with adults with a mental health disorder.
- To be aware of race and cultural issues in professional practice.
- Doctoral level knowledge of research design and methodology.
- Has a good grasp of the main Professional Issues effecting Psychological services in the NHS and is becoming familiar with key Strategies documents relevant to Adult Mental Health e.g. Improving Access to Psychological Therapies (IAPT), Together for Mental Health, Psychological Therapies Matrics Cymru.
- Evidence of the ability to lead a multi-disciplinary team in developing and adopting new approaches and interventions.

**Desirable**

- The ability to speak Welsh

#### **4. Other Qualities and Requirements**

##### **Essential:**

- Can provide direction to a multi-disciplinary team.
- Innovative.
- Highly motivated and energetic.
- Can work independently and take responsibility for own actions.
- Able to develop proposals for service developments.
- Works within professional guidelines.
- A team player who relates well to people.

##### **Desirable:**

- Has had own work published in either peer reviewed or academic professional journals and/or books.