

<b>Job Title</b>	<b>Principal Clinical Psychologist</b>
<b>Grade</b>	<b>Agenda for Change Band 8b</b>
<b>Hours per week</b>	<b>37.5 hours</b>
<b>Department</b>	<b>Lambeth CAMHS</b>
<b>Location</b>	<b>TBD</b>
<b>Reports to</b>	<b>Consultant Clinical Psychologist &amp; Service Lead</b>
<b>Responsible for</b>	<b>Neurodevelopmental Pathway</b>
<b>Professionally accountable to</b>	<b>HCPC</b>

### **Job Purpose:**

- To develop, co-ordinate and ensure the systematic provision of a psychology service to children and young people with neurodiversity and/or learning disability.
- To support colleagues with case work in this area in the form of co-working, training and consultation.
- Provide highly specialist clinical input.
- To contribute to enabling other staff, service users and carers from diverse backgrounds to flourish by working to create a psychologically safe environment.
- To provide clinical supervision and consultation as appropriate, functioning as a lead specialist in neurodevelopmental differences and learning disability alongside specialist knowledge in co-morbid mental health difficulties.
- To ensure that systems are in place and working effectively for the clinical and professional supervision and support of other psychologists within Lambeth CAMHS who are working with neurodevelopmental referrals.
- To undertake service evaluation, audit, research and policy development.
- To work as an autonomous professional within BPS and HCPC guidelines and codes of conduct, and guided by principles and policies or procedures of the service, taking responsibility for interpreting policies within defined parameters.
- To agree outcomes/results with clinical/professional lead and to decide how they are best achieved.
- To liaise with the Consultant Clinical Psychologist and Service Lead in relation to staff recruitment and retention.
- To liaise with the Consultant Clinical Psychologist and Service lead in relation to the systematic provision of psychology service within the neurodevelopmental pathway.

- To work as part of a wide professional network to ensure that the provisions for children and young people with additional needs are being met within the Local Authority, Health and Social Care services.
- To liaise closely and regularly with partners across the wider network (e.g. the Children with Disabilities Team; SEN; Educational Psychology).
- To lead on Educational and Health Care Plan contributions from the team, and to provide training, advice and consultation to clinicians asked to contribute to these plans.
- To provide high-quality Line Management, Performance Management and Clinical Supervision to staff, including Trainee Clinical Psychologists, and qualified staff from a range of disciplines.
- To identify any gaps in service provision and plan for how they will be met.
- To be part of Senior Management Teams, where joint decisions are made about strategic and operational aspects of the team.

## Our values and commitments:



## Key Responsibilities:

- To develop, co-ordinate and ensure the systematic provision of a highly specialist psychology service to Lambeth CAMHS and the neurodevelopmental pathway.
- To provide highly specialist psychological assessments, formulations and interventions for clients in the service including (e.g. *assessing/working with learning disabilities and neurodevelopmental disorders at levels expected of a psychologist who has achieved the equivalent of a PG Diploma-worth of post-qualification specialist development.*)
- To provide culturally appropriate psychological interventions with carers or families of referred clients when required.
- To assess and monitor risk and draw up appropriate risk management plans.
- To act as *care/CPA co-ordinator* taking responsibility for all aspects of the young person's care planning, assessment, formulation, intervention, outcome measurement and liaison with

external agencies where appropriate, *initiating planning and reviewing care plans, CPA co-ordination and meetings.*

## **KR 2 Responsibilities for team or service clinical functioning**

- To co-ordinate (and chair) meetings for the neurodevelopmental pathway and generic areas of the service where needed e.g. psychology meetings, referrals and allocations meetings etc to ensure effective functioning and review of the neurodevelopmental pathway when appropriate
- To take a lead in ensuring a psychologically informed framework for the neurodevelopmental pathway. To work closely with the Consultant Clinical Psychologist to ensure the neurodevelopmental pathway fits with the hub and spoke model of psychology delivery within Lambeth CAMHS.
- To take a lead in developing the team or service's delivery of accessible and acceptable services to diverse local communities.
- To be proactive in challenging discrimination and support the development of culturally competent services.
- To advise other members of the service on specialist psychological care of clients.
- To liaise with referrers, GPs and other professionals concerned with clients in order to develop and review care plans.
- To take a Lead role in SEND co-ordination for children and young people referred to Lambeth CAMHS.
- To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.

## **KR 3 Policy and service development**

- To implement policies and procedures in own area of work.
- To identify any aspects of the neurodevelopmental pathway which could be improved and propose changes to practices or procedures that affect this pathway and may also affect other services.
- To initiate and implement service development projects, as agreed with clinical/professional lead.
- To participate in the ongoing implementation of new initiatives (e.g. national guidelines) across relevant services.
- To lead the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.

## **KR 4 Care or management of resources**

- To take care of, and use carefully, the Trust's equipment and physical resources.
- To ensure that the post-holder has sufficient resources by estimating future needs and requesting or ordering supplies as needed.

## **KR 5 Management and supervision**

- To provide clinical leadership to more junior psychologists, psychotherapists and other professionals, as appropriate.

- To be responsible for the allocation and/or clinical supervision of the work of more junior psychologists.
- To supervise trainee applied psychologists within own area of specialism.
- To contribute to the appraisal of more junior psychologists, as appropriate.
- To contribute to the recruitment of more junior psychologists, as appropriate.

#### **KR 6 Teaching and Training**

- To undertake occasional teaching and training of pre and post- qualification psychologists and specialised training to other professions as appropriate.
- To contribute to the development of the knowledge and skills base within the Lambeth CAMHS service and neurodevelopmental pathway by maintaining an active awareness of current developments in psychology and the broader service by implementing knowledge gained in practice.
- To disseminate research and service evaluation findings through presentations and published articles.

#### **KR 7 Record-keeping and Information Governance**

- To ensure that all information generated by own work is recorded as required by Trust policies and local procedures.
- To ensure the highest standards of clinical record keeping and report writing, according to professional and Trust guidelines, including electronic data entry, in those parts of the service for which the post-holder has leadership responsibility.

#### **KR 8 Research and development**

- To initiate, undertake, support and supervise regular complex service evaluation and audits.
- To initiate and carry out appropriate research.
- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same.

#### **KR 9 Maintaining professional standards and continuing professional development**

- To receive regular clinical and professional supervision from a more senior psychologist according to HCPC and Trust guidelines.
- To ensure own Continuing Professional Development in line with BPS and Trust Personal Development Plan requirements and the HCPC 'Standards for Continuing Professional Development'.
- To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
- To comply with the HCPC 'Standards of Conduct, Performance and Ethics' and 'Standards of Proficiency', and ensure professional development in line with these.
- To adhere to the BPS's Professional Practice Guidelines and Trust policies and procedures.
- To ensure that all psychology and psychotherapy staff for whom the post-holder has leadership responsibility, maintain professional standards and continuing professional development.

**KR10 General**

- To travel to *home visits, community placements, psychology meetings* as appropriate and across the Trust when required.
- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow trust policies relating to its management.
- To respond appropriately and professionally to emotionally distressing situations (*put in appropriate for service, such as challenging behaviour, abuse etc*) and to support others involved in such situations.
- To work flexibly which may include offering some regular commitment to late clinics or Saturday working, within the overall Job Plan.

## Person Specification

(I). Candidates should not be hired unless they have ALL essential requirements. Areas that can be developed through L&D can be deemed desirable.

Qualifications (Essential)	Qualifications (Desirable)
<ul style="list-style-type: none"> <li>Entry-level qualification in Applied Psychology (professional Doctorate, or combination of MSc plus PG Diploma level additional training) that has been accepted by the HCPC for purposes of professional registration. <b>(A/I)</b> <i>Clinical psychologist: Doctorate in Clinical Psychology or equivalent;</i> <i>Counselling psychologist: MSc and PG Diploma in Counselling Psychology;</i></li> <li>Additional training in a specialised area of psychological (e.g. <i>neurodisability</i>) practice through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses, or an evidenced portfolio of supervised practice–based learning in a specialist area of clinical practice, assessed by an experienced clinical supervisor to be of equal level to a Postgraduate Diploma. <b>(A/I/R)</b></li> <li>Completed training course in clinical supervision. <b>(A/I/R)</b></li> <li>Registered with the HCPC as Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC. <b>(A/I)</b></li> </ul>	
Experience [Essential requirements]	Experience [Desirable requirements]
<ul style="list-style-type: none"> <li>Evidence of having worked as a clinical specialist under supervision in neurodevelopment. <b>(A/I)</b></li> <li>Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of a complex nature in neurodevelopment. <b>(A/I)</b></li> <li>Experience of supervising assistant and trainee psychologists having completed the relevant training. <b>(A/I)</b></li> <li>Experience of providing teaching and training to psychologists or other professional groups. <b>(A/I)</b></li> <li>Post-qualification experience that supports working with, and addressing issues of, diversity within local communities. <b>(A/I)</b></li> <li>Experience of carrying out post-doctoral research, audit or service evaluation projects. <b>(A/I)</b></li> <li>Experience of proposing and implementing service development projects within own service area. <b>(A/I)</b></li> <li>Record of publications in either peer reviewed, academic or professional journals/books <b>(A/I/R)</b></li> </ul>	

Knowledge [Essential]	Knowledge [Desirable]
<ul style="list-style-type: none"> <li>Highly developed knowledge of the theory and practice of specialised psychological therapies for neurodevelopmental client group <b>(A/I/R)</b></li> <li>Advanced theoretical knowledge of psychopathology and the evidence base for the relevant treatment (<i>specify for the post if necessary</i>). <b>(A/I/R)</b></li> <li>Advanced knowledge of psychological assessment and clinical psychometrics (<i>specify for the post if necessary</i>). <b>(A/I/R)</b></li> <li>Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, and equalities. <b>(A/I/R)</b></li> <li>Doctoral level knowledge of psychological research methodology and complex statistical analysis. <b>(A/I/R)</b></li> <li>Knowledge of factors affecting acceptability and accessibility of mental health care. <b>(A/I/R)</b></li> <li></li> </ul>	
Skills [Essential]	Skills [Desirable]
<ul style="list-style-type: none"> <li>To deliver psychological therapy across cultural and other differences.</li> <li>To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources, on which expert opinion may differ.</li> <li>To communicate skilfully and sensitively complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to or rejection of information.</li> <li>To plan and schedule assessment and interventions for individual clients and groups and carers, and to organise meetings such as CPAs and case reviews, and joint activities with staff of partner agencies.</li> <li>To plan projects and work schedules for groups of psychologists.</li> <li>To be expert in the skilled administration of psychometric tests, including skilled manipulation of test materials; and to be able to supervise others in administration of psychometric tests.</li> <li>Well-developed IT skills including entry and analysis of research data. <b>(A/I/R)</b></li> <li>Skills in providing teaching and training to other professional groups <b>(A/I/R)</b>.</li> </ul>	
Abilities[Essential]	Abilities [Desirable]
<ul style="list-style-type: none"> <li>Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. <b>(A/I/R)</b></li> <li>Ability to identify and employ mechanisms of clinical governance as appropriate. <b>(A/I/R)</b></li> <li>Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings <b>(A/I/R)</b></li> <li>Ability to maintain concentration and to remain in restricted positions for long periods during observations, assessments and psychological</li> </ul>	

<p>interventions, and to deal with unexpected interruptions or changes during these. <b>(A/I)</b></p> <ul style="list-style-type: none"> <li>• Ability to manage emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour. <b>(A/I)</b></li> <li>• Ability to manage verbal aggression and hostility directed at self. <b>(A/I)</b></li> <li>• <i>(if applicable)</i> Ability to manage physical aggression directed at self, including use of physical interventions as prescribed by Trust policies. <b>(A/I)</b></li> <li>• Completed training course in clinical supervision and/or accredited to supervised qualified psychological practitioners in relevant discipline. <b>(A/I/R)</b></li> <li>• Evidence of continuing professional development as required by the professional body. <b>(A/I)</b></li> </ul>	
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## About South London and Maudsley:

**South London and Maudsley NHS Foundation Trust (SLaM)** provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

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## Trust Policy and Procedures:

### 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 consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

**Service/Department 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 the financial processes and procedures.

**Safeguarding Children & Vulnerable Adults:**

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

**Code of Conduct:**

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

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**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 of the post holder.