

Job Description

Blackpool Teaching Hospitals NHS Foundation Trust

JOB TITLE: Principal Clinical Psychologist: Child and Adolescent Mental Health Service (CAMHS)

BAND: 8B Subject to AFC

BASE: Whitegate Drive Health Centre Blackpool

RESPONSIBLE TO: Service Manager CAMHS

ACCOUNTABLE TO: Head of Mental Health and LD Services

DBS: Enhanced

JOB SUMMARY:

Provide a highly specialist psychological service to children and young people referred to the Child and Adolescent Mental Health Service (CAMHS). Ensure specialist psychological assessment and therapy for children, young people, and families. Take a lead role in providing psychological advice, consultation, and clinical supervision for a range of non-psychology team members and where appropriate clinically support projects and clinical developments across the service.

Utilise research skills for audit, policy, service development and research within the service. Where appropriate undertake work to inform providers and commissioners about the psychological need in the Blackpool area.

DUTIES AND RESPONSIBILITIES

- To provide highly specialist psychological assessments of children, young people and their families referred to the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, which require accurate physical administration and timing, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the child's or young person's care.
- To formulate and implement plans for the formal psychological therapy and/or management of a child's or young person's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings. Negotiating the implementation of such plans and sharing of complex, sensitive, confidential, and at times contentious information.
- To be responsible for developing and implementing a range of highly specialist psychological interventions for individual children, young people, parents, carers,

families and groups, within the team, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.

- To conduct neuropsychological assessments with children and young people, interpreting the results with reference to evidenced based models and providing verbal and written feedback to clients, their families and other professionals involved in the child's or young person's care.
- To evaluate and make decisions about therapy options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the child , young person, family or group.
- To exercise autonomous professional responsibility for the assessment, therapy and discharge of clients whose problems are managed by psychologically based standard care plans.
- To ensure that professionals in other agencies working with a child, young person or families have access to a psychologically based formulation and treatment plan for children, young people of families seen within the service, though the provision of effective communication, advice, consultation and dissemination of best practice and research..
- To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
- To screen/undertake risk assessments and risk management for individual children and young people and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- To take part in the CYP Options out of hours on call system as and when appropriate.
- To communicate and receive highly emotive, contentious, and complex, information in a sensitive manner in the course of psychological therapy and working with other professionals.
- To be aware of potential communication difficulties and /or cultural considerations and where appropriate adapt professional practice accordingly.
- To act as main care co-ordinator ensuring the provision of a care package appropriate for the client's needs, co-ordinating with the work of others involved with care.

Teaching, training, and supervision:

- To provide regular clinical supervision/caseload management appropriate to the development of specialist skills in accordance with professional practice guidelines.
- To continue to gain wider post-qualification experience of clinical psychology.
- To provide teaching, training and supervision to other MDT staff psychological work as appropriate.

- To contribute to the pre- and post-qualification teaching of clinical psychology, as appropriate.
- To provide advice, consultation and training to staff working across a range of agencies and settings, where appropriate.
- To participate in the out of hours supervisors on call rota as required.

Policy and service development:

- To contribute to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- To participate as a senior clinician on both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

Management and recruitment:

- To contribute to the clinical governance of practice within CAMHS.
- To be involved, as appropriate, in the short listing and interviewing of any vacant positions within the CAMHS service.

Research and service evaluation:

- To utilise routinely theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members.
- To lead and undertake appropriate research and provide research advice to other staff undertaking research, including electronic data entry, and analysis.
- To undertake projects and service development, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
- To record clinical observations and information relevant to children and young people's care in accordance with service policy, ensuring all documentation is accurate of clinical activity and outcomes.
- To collaborate with a range of other agencies e.g., Social Services Education, private and voluntary sector to promote a network of services providing help and support to children, young people, parents, and their carers.
- To participate in and provided training and supervision to other team members.
- To maintain a high standard of record keeping and reports.
- Participate in clinical governance programs within CAMHS.
- To evaluate the effectiveness of therapeutic interventions e.g., individual work, family work, group work whilst responding to the changing needs of the clients and the service.

- To attend and participate in regular clinical and managerial supervision within the multidisciplinary team.
- To attend team meetings on a regular bases.
- To support students and other trainees on placement with the service.
- To work in the context of an equal opportunities framework and to promote equality in all areas of work.

PROFESSIONAL

- Fully participate in the appraisals and personal development review process.
- Maintain and develop own professional skills and knowledge. Undertake all mandatory training and continuing professional development to ensure professional knowledge is current and complies with national guidelines and Trust policy.
- Always maintain appropriate professional appearance.
- Ensure Professional Registration is current.

MANAGERIAL

- To ensure agreed assessments and therapeutic work is undertaken within national and local target times.
- To undertake PDR meetings with junior staff.
- To provide caseload management/supervision to staff.
- To provide mentorship as appropriate and support students while on placement with the service.
- To maintain and provide accurate statistical information/data.
- To participate in the strategic development of the services across CYP Options incorporating principles of good psychological care and implement and agree policies as appropriate.

GENERAL

- To agree to and adhere to the Professional Code of Practice as drawn up by the HCPC and adhere to all Blackpool Teaching Hospital Trust policies and procedures.
- To work flexibly to plan working hours according to the needs of the Service and the achieving of an appropriate work-life balance.
- To contribute to services in line with government legislation and Local Authority and Trust implementation of the legislation.

- To contribute to the reduction of risk in areas of responsibility, including especially the risk from patients who may be potentially violent and who may be in danger of harming themselves or others.
- To be accountable for matters of professional clinical judgement and seek advice and guidance as required and appropriate from psychologist colleagues and other specialists.
- To undertake any other duties that fall within the scope and spirit of the job description.

OTHER RESPONSIBILITIES

- The Post holder is required to adhere to Trust policies and relevant legislation including the requirements of HCPC registration.

KEY WORKING RELATIONSHIPS:

- Heads of Services
- Service Manager CAMHS
- Team Leaders
- Consultant Psychiatrist
- CAMHS Team Members
- The post-holder will be a core member of the clinical leadership team.
- The post-holder will act as representative on relevant Strategic Planning Groups for the service,

KEY RESULT AREAS

- To collaborate with other specialist providers in implementing any relevant National standards, Guidance, or policy, including peer review.
- To collaborate with service colleagues to promote the development of the service, utilising specialist expertise and drawing on the expertise of clinical psychology colleagues accordingly.
- To increase colleagues' confidence and knowledge about how to access clinical psychology services to support best practice and multi-disciplinary working.
- To, where relevant, help to enhance the level of practice of non-psychologist colleagues in their understanding and handling of psychological issues.
- To maintain a specialist caseload and develop current practices in line with the key strategic directions of the Trust and in line with the Local and National Delivery Plans.
- To develop regional and national links relevant to the role and service need
- To develop research and audit within the clinical areas relevant to the role and service need

GENERAL REQUIREMENTS

1. Quality

Each member of staff is required to ensure that:

- a) The patient and customer are always put first;
- b) That in all issues, the patient/customer requirements are met and all staff contribute fully to achieving the Trust's corporate goals and objectives;
- c) That all staff hold themselves personally responsible for the quality of their work and therefore seek to attain the highest standards achievable within their knowledge, skills and resources available to them in furtherance of the Trust's Vision and in embedding the organisation's Values.

2. Confidentiality

Each member of the Trust's staff is responsible for ensuring the confidentiality of any information relating to patients and for complying with all the requirements of the Data Protection Act whilst carrying out the duties of the post. Any breaches in confidentiality will be dealt with by the Trust Disciplinary Procedure and may result in dismissal.

3. Data Protection/Freedom of Information Acts

Carry out any requirements within the duties applicable to the Data Protection Act, 1998 and the Freedom of Information Act 2000.

4. Health and Safety

Each member of the Trust's staff is responsible for ensuring that they carry out the duties of their post in accordance with all appropriate Health and Safety legislation (Health & Safety At Work Act 1974), guidance and procedures and they do not, by any act or omission on their part, create a threat to the Health and Safety of any other person.

5. Equality & Diversity

It is the responsibility of all employees to support the Trust's vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply through the implementation of the Trust's Equality and Diversity Strategies and Policies.

6. Working Time Directive

You are required to comply with the regulations governing working time and to any locally agreed associated arrangements.

7. Harassment & Bullying

The Trust condemns all forms of harassment and bullying and is actively seeking to promote a work place where employees are treated with dignity, respect and without bias.

8. External Interests

Each member of the Trust's staff is responsible for ensuring that any external interest they have does not conflict with the duties of their posts and they must disclose the external interest if this is likely to occur, or if they are in any doubt about a possible conflict of interest

9. Mandatory Training

Each member of the Trust's staff has a statutory obligation to attend mandatory training. It is the responsibility of each member of staff to ensure that they comply with this legal requirement.

10. Flexibility

This job description is intended to act as a flexible guide to the duties of the post and therefore will require revision in consultation with the post holder to reflect the changing requirements of the post, to enable the Trust to achieve its corporate goals and objectives.

11. Smoke-free Policy

In line with the Department of Health guidelines, the Trust operates a strict smoke-free policy.

12. Safeguarding

The Trust are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share its commitment.

Rigorous recruitment checks are carried out on successful applicants who may be required to undertake Enhanced Disclosure via the DBS.

Sustainability / Net Zero Carbon

Blackpool Teaching Hospitals are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy and water, minimise waste in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- **Energy:** Switch off non-essential electrical equipment / lighting when not in use. Report heating issues, building too hot / too cold to the Estates Team.
- **Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- **Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle do not overorder equipment / medicines. Healthcare waste must be disposed of in line with the Trust's waste management policy.
- **Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the estate team for further details
- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport

Active Travel

Blackpool Teaching Hospitals encourages employees to participate in active travel methods to and from their place of work, where possible. All main Trust sites are on local bus routes, have access to good cycle storage facilities and have safe paths for walking. Please note, car parking is limited at main Trust sites and therefore other modes of transport may be a more suitable, healthy, and sustainable choice.