



POWYS TEACHING HEALTH BOARD JOB DESCRIPTION

<u>JOB DETAILS</u>	
Job Title:	Principal Clinical/Counselling Psychologist Older Adult Psychology Services
Pay Band:	8b
Hours of Work and Nature of Contract:	To be completed on recruitment
Service Group:	Mental Health and Learning Disabilities
Department:	Older Adult Clinical Psychology
Base:	To be completed on recruitment
<u>ORGANISATIONAL ARRANGEMENTS</u>	
Managerially Accountable to:	Consultant Clinical Psychologist / Head of Older Adult Specialty
Professionally Accountable to:	Consultant Clinical Psychologist/ Head of Older Adult Specialty
<u>VALUES & BEHAVIOUR</u>	
	<p>Our Values and Behaviours are demonstrated through our 'Health Care Strategy' centred on the Needs of the Individual' through Respect, Trust, Integrity, Working Together, Kindness and Caring and Fairness and Equality.</p>

JOB SUMMARY / PURPOSE:

In conjunction with the Consultant Psychologist for Older Psychology services, to manage and oversee the day-to-day provision of psychological services to older adults affected by psychological and mental health difficulties.

Provide leadership on psychological knowledge and approaches for the Older Adult Community Mental Health Teams (CMHTs), Older Adult inpatient wards, and Memory Assessment services.

Carry a specialist clinical psychology caseload of clients across all service areas (inpatient ward, community, and memory assessment service).

Responsible for improving clinical practice and ensuring effective systems are in place for all staff who the post holder manages regarding their professional development and supervision arrangements.

Responsible for ensuring effective models of service delivery including the development of and evaluation of new models of practice and service delivery.

Provide expert and highly specialist treatment within these services and highly specialist supervision and consultation to multidisciplinary staff within the service.

Provide highly specialist teaching and training and plan, develop and organise delivery of specialist training programmes for PTHB staff in relation to psychological care.

Propose, develop and implement service developments and policy change as appropriate to other disciplines, departments, sections and part of PTHB and ensure that this wider psychological service is delivered with appropriate highly specialist and high-quality skill.

Work autonomously within professional guidelines and will be accountable for own professional actions. Responsible for service development to ensure the systematic governance of psychological practice within the service.

In consultation with the Consultant Clinical Psychologist for Older Adults Psychology services to have delegated responsibility for clinical leadership of aspects of the Older Adult service including a service management role as appropriate and line management of assistants, trainees, students from own and/or other professions.

DUTIES & RESPONSIBILITIES

It is anticipated the role will involve a 50:50 ratio of direct clinical work to indirect/non-clinical activity.

Clinical

Develop and undertake complex psychological assessments with clients through the appropriate use, interpretation and integration of complex data obtained from specialised psychometric tests, rating scales, observation, and specialist clinical interview. This will include offering extended psychological assessment / formulation, where clinically indicated.

Provide psychological formulations and implement a range of evidence-based therapeutic interventions for older adults based on theoretical and practical knowledge and experience of a wide range of psychological procedures and evidence-based practices (e.g CBT, EMDR, Narrative approaches, ACT, CAT, CFT, Family Therapy).

Work as an independent practitioner with full clinical responsibility for a complex clinical psychology caseload of clients referred to the Older Adult Clinical Psychology Service.

Make skilled clinical judgements, formulations, diagnoses, and decisions involving highly complex facts or situations e.g., the use of specialist neuropsychological assessments, psychometric tests in conjunction with clinical assessment to determine diagnosis and inform treatment planning across the team. This is most relevant where expert opinions differ and the analysis, interpretation and comparison of different explanatory models and a range of options is required to provide the basis for the development of therapeutic interventions with clients and their family members.

Work with the client and families to overcome these physical and psychological challenges using the highest level of interpersonal and communication skills, in situations which may be hostile, antagonistic, or emotive. Such situations can arise on a regular, day to day basis.

Work in clinical situations that require intense concentration, and which frequently involve highly distressing or emotional circumstances, such as family breakdown and childhood physical, sexual, and emotional abuse, or where there is a risk of verbal or physical aggression. This is on a regular and often daily basis.

Communicate and liaise with referrers and appropriate colleagues on the progress of assessments and therapeutic interventions with service users.

Engage with relatives, carers, and significant others as part of the psychological process, as appropriate.

Prepare complex reports derived from systematic assessment using clinical and neuropsychological tools, formulation, and intervention to inform a range of professional groups and other agencies as required.

Accountable for own clinical decisions and professional actions, whilst equally obliged to consult appropriately with peers and clinical supervisor/manager. Carry out assessments of risk (e.g., abuse, suicide, self-harm, risk to others), utilise safeguarding procedures as appropriate, and advise on risk management. Such assessments carry considerable responsibility as errors could involve human and financial cost.

Work in the Older Adult Community Mental Health Teams as the link psychologist to the team; attend Multidisciplinary Team Meetings, providing consultation, team formulation and specialist supervision to colleagues within the OACMHT; offering specialist psychological assessments and formulations; and liaising with colleagues in the OACMHT regarding referrals to the Older Adult Clinical Psychology Service.

Ensure the integrity and correct evaluation of psychological assessments and interventions applied by Trainee Psychologists, and Assistant Psychologists under the post holder's clinical supervision.

Efficiently and effectively plan and monitor own clinical workload, CPD and research activities.

Ensure appropriate data upkeep and use of relevant outcome measures.

Conversant and compliant with the Mental Health Measure legislative requirements.

Service Management, Planning, Organisational Development & Administration

Responsible for supporting the Consultant Clinical Psychologist in the day-to-day leadership and management of the older adult psychology services within the structure set by the Consultant.

Responsible for the operational management of small projects as directed by the Consultant Clinical Psychologist.

Responsible for developing and co-ordinating the delivery of specialist psychological intervention pathway/s or service/s in line with local and national service priorities, as a sub-specialty of the Older Adult Clinical Psychology Service, including long-term planning.

Lead and co-ordinate specific service development projects in line with Local and National priorities and as directed by the Consultant Psychologist.

Work closely with Psychology and Psychological Therapy training providers (including Clinical/Counselling Psychology Training Programmes, in North and/or South Wales to support the provision of psychology and psychological therapy training / placement opportunities in Powys.

Responsible for appropriate access to, safe keeping and maintenance of Older Adult Psychology Service equipment including valuable Neuropsychological tests and psychometric equipment.

Responsible for advising colleagues within related teams on psychological and/or organisational aspects of services, and to participate in the teams' working parties as necessary, as well as to encourage and support the development of multi-disciplinary teamwork within teams.

Gather, analyse, interpret, and advise on data regarding Older Adult Psychology activity.

Maintain up to date knowledge of statutory and legislative developments, national and local policies, and issues in relation to Older Adult Psychology.

Participate in the recruitment and selection of staff for the multidisciplinary teams including developing Job Descriptions and Person Specifications for job matching and undertaking the role of Appointing Officer as required.

Accountable for own professional actions and will interpret and work within PTHB organisational policies and procedures, and within HCPC and BPS professional and ethical guidelines.

Maintain and update client records, service user database records, etc. in accordance with PTHB policies and procedures, and professional guidelines.

Assist and deputise for the Consultant Clinical Psychologist for Older Adult Clinical Psychology in certain circumstances.

Join the managers On-Call rota for the Health Board following a period of induction.

Teaching, Training and Clinical Supervision

Responsible for the training and clinical supervision of attached Assistant Psychologists, and Clinical/Counselling Psychologists in training, as required.

Lead and provide expert knowledge on the provision of supervision, consultation and advice service to other professional staff and agencies on the psychological treatment and management of service user issues.

Design, plan, organise and deliver high contemporary standards of training and teaching to teams of colleagues from other professions and other agencies on the theory and use of psychological approaches.

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Advise and supervise other professionals designing, organising, and delivering training and teaching.

Contribute to the training of Clinical/Counselling Psychologists, Psychological Therapists in training by providing core or elective placements for Clinical/Counselling Psychologists in training and teaching sessions for the North and South Wales Clinical Psychology Programmes, as required.

Develop relevant materials for information and for the teaching and training of clients, carers, Clinical Psychology Trainees, and professional staff. These would include the development of workshops, case studies, relevant exercises to be used in training.

Research and Development Activity

Plan and oversee clinical research, including those of Trainee Clinical Psychologists and those requested by the Consultant Clinical Psychologist.

Plan, initiate, develop, co-ordinate and conduct clinically related audit and research for own specialist areas.

Responsible for ongoing assessment, monitoring, and reporting of clinical outcomes to evaluate interventions and improve services.

Deploy professional skills in research, service evaluation and audit to develop and improve services; and to provide research advice to other team staff undertaking these activities. This may include the analysis of outcome data and the review of specific treatment techniques.

Liaise with the Research Manager regarding specific research proposals.

Utilise theory, evidence-based literature, and research to guide evidence-based practice in own work, and support, advise on, and develop the evidence-based practice of other professionals and junior colleagues.

Advise and supervise research activities of attached Assistant Psychologists, Clinical Psychologists in training and colleagues from other mental health professions as required.

Professional Development

Responsible for the maintenance of high professional standards and practice through ensuring own continuing professional development is kept up to date, in line with BPS and HCPC recommendations and the Psychology Services CPD Policy.

Meet with the Consultant Clinical Psychologist for Older Adult Psychology services for the purpose of constructing, reviewing, and updating a Professional and Development Review.

Meet regularly (at least 90 minutes every month) with an experienced Clinical/ Counselling Psychologist for clinical supervision, in accordance with good practice guidelines.

Keep up to date with current developments in Clinical Psychology practice, professional issues, approaches to leadership, service developments and developments in strategic thinking.

Keep abreast of policies and procedures relevant to direct case work with adults their families and their carers, etc.

Fully participate in professional meetings and activities of the Older Adult Psychology Service and the Department of Psychological Services.

<u>PERSON SPECIFICATION</u>			
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT

Qualifications and/or Knowledge	<p>Honours degree in Psychology</p> <p>Post-graduate Doctorate degree in Clinical or Counselling Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS</p> <p>Eligibility for Chartered status with the BPS</p> <p>HCPC registration as a Practitioner Psychologist</p> <p>Training in clinical supervision (or equivalent experience)</p> <p>Training and qualification in leadership</p> <p>Doctoral level knowledge of research design and methodology</p> <p>Familiarity with key strategy documents, policies, and procedures, together with knowledge of legislation in relation to mental health services in Wales</p> <p>Evidence of continuing professional development as recommended by the BPS and HCPC</p> <p>Awareness of a wide range of therapeutic psychological models and an advanced understanding of at least two</p>	<p>Specialist training, in for example EMDR, CBT, systemic family therapy, CAT, research design & Methodology</p> <p>Record of Conference Presentations and /or publications in peer reviewed or academic or professional journals and/or books</p>	<p>Pre-employment checks</p> <p>Interview</p> <p>Application Form</p> <p>References</p> <p>CPD Logbook</p>
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ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
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Experience	<p>Substantial assessed experience of working as a qualified and senior Clinical Psychologist, normally including significant post qualification experience within the designated speciality where the post is located, or relevant transferable skills</p> <p>Assessed experience of working effectively as a qualified and senior level Clinical/Counselling Psychologist in the designated speciality, or relevant transferable skills</p> <p>Experience of working in community and inpatient settings</p> <p>Experience of neuropsychological assessment</p> <p>Significant experience of working as a qualified Clinical or Counselling Psychologist in a range of mental health settings with a wide variety of client groups, presenting with problems that reflect the full range of clinical severity</p> <p>Advanced levels of clinical expertise in at least one area of clinical practice within the Older Adult Psychology specialty field</p> <p>Substantial experience of providing individual and group supervision and consultation to other professional staff groups</p>	<p>To have supervised students, Assistant Psychologists and Trainee Clinical/Counselling Psychologists</p> <p>Academic teaching experience</p> <p>Research experience and statistical expertise</p>	Application Form and Interview
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ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience cont'd	<p>Providing supervision, to Clinical/Counselling Psychologists both qualified and in training; and to Assistant and graduate Psychologists</p> <p>Broad experience of delivering teaching and training</p> <p>Experience of undertaking doctoral level research, service evaluations and ongoing audit activity in addition to advising and supervising others' research and audit activities</p> <p>Experience of NHS Wales recruitment and selection processes</p>		
Aptitude and Abilities	<p>Ability to use a high level of interpersonal and communication skills to convey and receive highly complex/sensitive information effectively, requiring empathy and reassurance in highly emotive, sometimes hostile atmospheres</p> <p>Ability to undertake comprehensive psychological assessments, interpret highly complex material, construct psychological formulations, develop specialised individualised intervention plans, and monitor and evaluate the intervention appropriately</p> <p>Ability to work collaboratively in multidisciplinary settings</p>	Ability to speak Welsh	Interview Application Form

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
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Aptitude and Abilities cont'd	<p>Ability to communicate, highly technical, sensitive material verbally and in writing to clients, their families, carers, and other professionals within and outside the NHS</p> <p>Ability to tolerate direct exposure to highly distressing/emotionally demanding situations and interactions</p> <p>Good presentation skills</p> <p>Ability to create and maintain effective working relationships</p> <p>Ability to tolerate stress and anxiety that may be associated with service users' challenging, aggressive or risk-taking behaviour, whilst maintaining a high level of professionalism at all times</p> <p>Ability to make clinical and service-related judgements involving complex facts requiring analysis, interpretation and comparison of several options</p> <p>Ability to critically evaluate, disseminate and apply research evidence relating to clinical effectiveness and service development</p> <p>Ability to formulate solutions and plan and organise a range of clinical or service-related activities and programmes which impact across services / agencies</p>		
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ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Aptitude and Abilities cont'd	<p>Able to take action based on own interpretation of clinical/ professional / organisational / occupational policies which impact the Adult Psychology and other services, seeking advice as necessary</p> <p>Able to develop proposals for service developments</p> <p>Able to take on responsibility for the development of specific service initiatives within Older Adult Psychology Services in Powys</p> <p>Computer literate with the ability to use standard and specialist software</p> <p>Capable of working within organisational policies</p> <p>Ability to adhere to BPS and HCPC professional guidelines and be accountable for own professional actions</p>		
Values	Demonstrate PTHB Values		Interview Application Form
Other	<p>Willingness to travel between workplaces</p> <p>Willingness to work flexible hours as required</p>		Application Form and Interview

GENERAL REQUIREMENTS

Include those relevant to the post requirements

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with their organization's Compliance Notice under the Welsh Language Standards, as well as any local policies with regards the Welsh language; as well as taking every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during

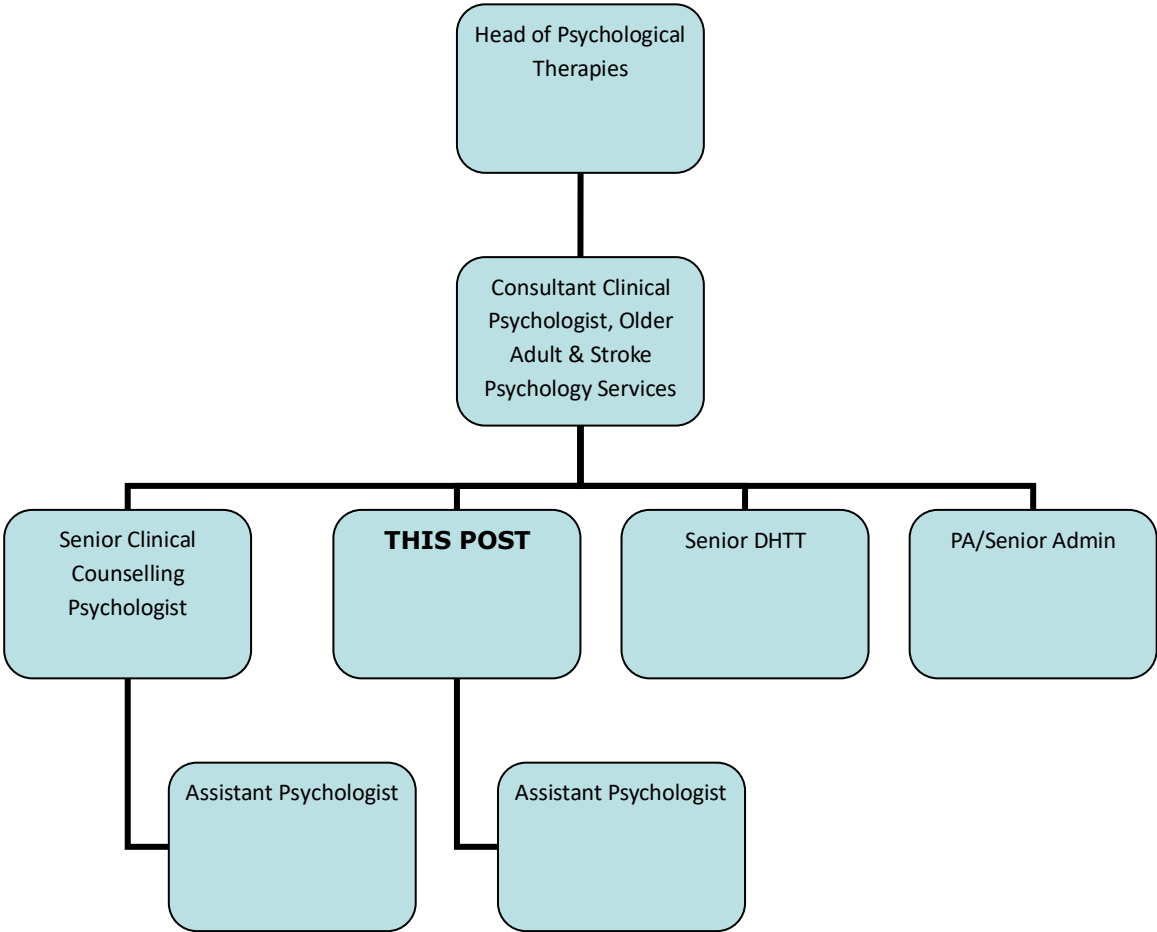
the course of their duties. This will in many cases include access to personal information relating to service users.

- **Data Protection:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the General Data Protection Legislation and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation and the HB or Trust Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB/Trust to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB/Trust is committed to ensuring that no job applicant or employee receives less favourable treatment on any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have **direct contact** with patients / service users / vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhanced Disclosure Check as part of the HB/Trust's pre-employment check procedure.
- **Safeguarding Children and Adults at Risk:** Powys Teaching Health Board is fully committed to safeguarding people. Employees and workers (including agency and bank workers) are responsible for ensuring they understand what actions to take if they have reasonable cause to suspect that a child or an adult is at risk of harm and mandatory safeguarding training is completed in line with their role specific competencies.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring

healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board/Trust Infection Prevention & Control Policies and Procedures.

- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board/Trust sites, including buildings and grounds, are smoke free.
- **Flexibility Statement:** The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

Organisational Chart



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