



**GIG
CYMRU
NHS
WALES**

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

JOB DESCRIPTION

JOB DETAILS

Job title: Senior Clinical Psychologist – Health Psychology

Salary Scale: Band 8A

Hours of work:

Directorate:

Department : Health Clinical Psychology – Community Complex Conditions Service

Base: To be confirmed on appointment

2 Organisational Arrangements

Managerially Accountable to:	Head of Health Clinical Psychology
Reports to: Name Line Manager	Dr Rachel Skippon, Consultant Clinical Psychologist
Professionally Responsible to:	Head of Health Clinical Psychology

3 Job Purpose

- To assess and treat own specialist Clinical Psychology caseload of highly distressed and disabled patients within the defined Health Clinical Psychology Clinical Service Area.
- To undertake specialist clinical psychology assessments of clients and their families/carers, where appropriate
- To provide, develop and manage highly specialist clinical psychology interventions for these clients
- To liaise with [clinical service area] multidisciplinary team colleagues, other BCU teams and relevant non-BCU services regarding the psychological care of [clinical service area] patients, where appropriate
- To provide clinical supervision for less experienced Clinical Psychologists, Trainee Clinical Psychologists and Assistant Psychologists
- To provide specialist advice to other professionals and carers
- To undertake Research and Development Activities, lecturing, teaching and training

4 Duties and Responsibilities

4.1 Clinical

- 4.1.1 To provide a highly specialist Clinical Psychology service to patients within the [clinical service area] whose management is complicated by high levels of psychological and emotional distress and problematic behavioural coping styles that lead to increased disability.
- 4.1.2 To provide diagnostic clinical assessments and evidence-based therapies, drawing on advanced specialist theoretical and practical knowledge of a wide range of psychological procedures and evidence-based practices. This will be undertaken in hospital and community settings.
- 4.1.3 To make appropriate clinical judgements, diagnoses, formulations and decisions involving complex facts or situations, and which require the analysis, interpretation and comparison of a range of options, and provide the basis for the development of therapeutic interventions.
- 4.1.4 To communicate diagnoses, highly complex condition-related and highly sensitive life changing or contentious information to clients, relatives and other professionals. Significant barriers to acceptance and understanding may need to be overcome, and in situations which may be hostile, antagonistic or highly emotive.
- 4.1.5 To develop and implement individualised and specialised programmes of care and individual and group-based treatment interventions (e.g. Cognitive Behaviour Therapy, Mindfulness, Acceptance and Commitment Therapy (ACT) or Pain Management Programmes) for patients, and provide highly specialised advice concerning their care and treatment.
- 4.1.6 To work in clinical situations requiring intense concentration, which may involve frequent exposure to highly distressing or emotional circumstances (e.g. serious mental illness, child sexual abuse, family breakdown) and where there may be a risk of verbal or physical aggression.
- 4.1.7 To plan and organise a number of clinical activities or programmes, some of which may be ongoing, including planning and prioritising own clinical caseload, CPD and research activities.
- 4.1.8 To prepare reports derived from systematic assessment and therapy for a range of professional groups, including courts and other agencies as required. Reports for statutory/legal agencies external to BCUHB will be discussed in supervision prior to dissemination.
- 4.1.9 To carry out assessments of risk (e.g. child abuse, suicide, self-harm, risk to others). Such assessments carry considerable responsibility as errors could involve human and financial cost, and will be discussed in supervision.
- 4.1.10 To maintain and update client records in accordance with BCUHB and professional guidelines.
- 4.1.11 To be responsible for ensuring the integrity and proper evaluation of psychological assessments and interventions applied by Trainee Clinical Psychologists and Assistant Psychologists under the post holder's clinical supervision.
- 4.1.12 To be a member of the multi-disciplinary [clinical service area] team, and when necessary to co-ordinate inter-disciplinary and/or multi-agency clinical interventions regarding individual clients/patients on the post holder's caseload.
- 4.1.13 In common with all clinical psychologists, the post holder will be accountable for their own clinical decisions and professional actions, whilst equally obliged to consult appropriately with peers or a clinical supervisor.

4.2 Policy and Service Development

- 4.2.1 To implement policies and service development strategies for own work area, and to propose changes to policies and procedures for own work area to line manager.
- 4.2.2 To communicate service related issues and priorities to the Consultant /Lead Clinical Psychologist, as appropriate.
- 4.2.3 To contribute to the development, evaluation and monitoring of [clinical service area] operational policies and services through the deployment of professional skills in research evaluation and audit.
- 4.2.4 To provide records and data regarding Psychology activity within the [clinical service area] as required by the Consultant/Lead Psychologist for [clinical service area] and the BCUHB.
- 4.2.5 To implement Clinical Governance initiatives within the [clinical service area] as required.
- 4.2.6 To maintain up to date knowledge of statutory and legislative developments, national and local policies and issues in relation to [clinical service area].
- 4.2.7 To be guided by principles and broad occupational policies, and use significant discretion to work within a set of defined parameters. To interpret policies in relation to a defined caseload or locality by agreement with the line manager.

4.3 Service Management & Recruitment

- 4.3.1 To be responsible for the day to day workload supervision and co-ordination of Assistant Psychologists and Trainee Clinical Psychologists in the [clinical service area].
- 4.3.2 To offer mentoring to less experienced qualified Clinical Psychologists
- 4.3.3 To be involved in short-listing and interviewing Assistant Psychologists, as requested.

4.4 Teaching, Training and Clinical Supervision

- 4.3.1 To provide clinical placements and clinical supervision for Trainee Clinical Psychologists from the North Wales Clinical Psychology Programme (NWCPP), and to evaluate their professional and clinical competence.
- 4.3.2 To provide teaching on the academic programme of the NWCPP on both clinical and professional issues.
- 4.3.3 To represent Clinical Health Psychology on NWCPP committees and working parties as appropriate.
- 4.3.4 To provide specialist advice, clinical supervision and training to (clinical service area) colleagues from other professional groups regarding psychological assessment and therapy.
- 4.3.5 To provide clinical supervision to attached Assistant Psychologists.

4.4 Research and Service Evaluation

- 4.4.1 To regularly undertake audit and research activities within the field of Health Clinical Psychology.

- 4.4.2 To be responsible for the supervision of doctoral Trainee Clinical Psychologists and others conducting research projects relevant to Health Clinical Psychology.
- 4.4.3 To utilise theory, literature and research to guide evidence-based practice in individual and group work, and in work with other colleagues.
- 4.4.4 To deploy professional skills in research, service evaluation and audit to help develop and improve services to patients, and to provide research advice to staff from other disciplines undertaking these activities
- 4.4.5 To organise research and development activities of attached Assistant Psychologists.

4.5 Financial and Physical Resources

- 4.5.1 To observe a personal duty of care in relation to equipment and resources supplied by the BCUHB and used in the course of everyday work, and be responsible for ensuring appropriate access to, and safe keeping and maintenance of equipment within the service.

4.6 Information Resources

- 4.6.1 To use specialist software to create formal assessment and clinical reports, to develop data collection measures and regularly analyse data compiled by others (e.g.test/ research results) for the purposes of assessment and audit. To use specialist software to generate and deliver teaching and training materials.

5 General Requirements

5.1 Registration

The post holder will be eligible for registration as a Chartered Clinical Psychologist, and is required to comply with the British Psychological Society's and Health Professions Council's codes of professional conduct. It is an essential condition of employment that all BCUHB Clinical Psychologists must maintain their registration with the Health and Care Professions Council.

5.2 Competence

The post holder is responsible for practising within the limits of their competence. The post holder must inform their line manager should they have any doubts about their competency during the course of their duties

In common with all clinical psychologists, the post holder must receive regular clinical supervision in accordance with BPS Division of Clinical Psychology guidelines.

5.3 Risk Management

The post holder will fulfil a proactive role toward the management of risk in all areas of their work.

5.4 Records Management

The post holder is legally responsible for all records they gather, create or use as part of their duties whether paper based or on computer. The post holder has a legal duty of confidence to service users and must consult with the Consultant/Lead Psychologist for [clinical service area] if in doubt as to the correct management of records.

5.5 Health and Safety

The post holder has 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 Trust to meet its own legal duties and to report any hazardous situations or defective equipment

5.6 Confidentiality

The post holder is required to maintain the confidentiality of members of the public and members of staff in accordance with BCUHB policies

5.7 Flexibility

The content of this job description represents an outline of the post only and is therefore not a precise list of duties and responsibilities. The job description is intended to be flexible and is subject to review and amendment in the light of changing circumstances, following consultation with the post holder

5.8 Personal Development/Appraisal

The post holder will undertake with the Consultant/Lead Psychologist for [clinical service area] periodic Personal Development Review/Appraisal and identification of Continuing Professional Development needs.

The post holder is responsible for updating their clinical knowledge by keeping abreast of new research, and undergoing additional skills training identified as part of their CPD/Personal Development Plan.

PERSON SPECIFICATION

Job Title: Senior Clinical Psychologist ,
Band: 8A

	Essential	Desirable	Method of Assessment
TRAINING AND QUALIFICATIONS	<ul style="list-style-type: none"> • Good Honours degree in Psychology. Eligibility for Chartered status with the BPS and HCPC registration. • Post-graduate Doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS. 	Clinical supervision training for Doctoral trainee Clinical Psychologists	Certificates Interview Application Form References CV NWCPP Logbook
EXPERIENCE	<ul style="list-style-type: none"> • Additional appropriate experience, working as a qualified Clinical Psychologist, including significant post-qualification experience within Clinical Health Psychology field. • . Experience of working with service users with adjustment and/or mental health difficulties taking into account lifespan and family circumstances 	Significant post-qualification experience in the field of Health Clinical Psychology (e.g. pain management, cancer/palliative care, renal medicine). Experience of teaching, training and/or supervision. Additional training in assessment	Interview CV References

		or therapeutic intervention	
KNOWLEDGE	<ul style="list-style-type: none"> • Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practised within clinical psychology. • Doctoral level knowledge of clinical psychology theory and practice, including neuropsychological and psychometric assessment and interpretation, psychological therapies and their application • Evidence of Continuing Professional Development as recommended by BPS • Has attended taught post-graduate course or pursued supervised self-directed study in the specialist field of clinical health psychology • Knowledge of legislation and its implications for both clinical and professional practice. 	Record of publications in peer reviewed or academic or professional journals and/or books	Interview D Clin Psy or PhD Thesis Logbook

SKILLS	<p><u>Communication & Relationship skills</u></p> <ul style="list-style-type: none"> • Ability to use highest level of interpersonal and communication skills to convey and receive highly complex/sensitive information effectively, requiring empathy and reassurance, in a highly emotive atmosphere and the ability to overcome psychological resistance to potentially threatening information, whilst maintaining high degree of professionalism at all times. • Ability to create and maintain effective working relationships • Ability to work collaboratively in multi-disciplinary settings <p><u>Analytical and Judgement Skills</u></p> <ul style="list-style-type: none"> • Ability to make clinical and service-related judgements involving highly complex facts requiring analysis, interpretation and comparison of several options • Ability to evaluate critically research evidence relating to clinical effectiveness and service development <p><u>Planning and Organisational Skills</u></p> <ul style="list-style-type: none"> • Ability to plan and organise a range of clinical or service-related activities or programmes • Ability to implement agreed policies and strategic long-term service developments <p><u>Physical Skills</u></p> <ul style="list-style-type: none"> • Formal training in neuropsychological and psychometric assessment skills, involving complex and simultaneous manipulation of test materials, observations and data, with high need for accuracy • Formal training in breakaway techniques 	<ul style="list-style-type: none"> • Ability to speak Welsh 	
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	<u>IT Skills</u> <ul style="list-style-type: none"> • Computer literate • Standard keyboard skills • Ability to use standard and specialist software 		
PERSONAL QUALITIES	Professionalism Confidence Independence Friendliness		Application Form Interview References
HEALTH	Able to pass Occupational health Department Medical Check up.		Occupational Health Department Certificate
OTHER RELEVANT REQUIREMENTS	Able to work within defined professional and organisational policies Ability to adhere to BPS Professional Guidelines and be accountable for own professional actions. Good presentation skills Willingness to travel between workplaces Willingness to work flexible hours as required Criminal Records Bureau clearance	Ability to travel between sites in a timely manner	Interview