



JOB DESCRIPTION

JOB DETAILS:

Job Title	Clinical Psychologist
Pay Band	7
Hours of Work and Nature of Contract	
Division/Directorate	BCUHB Psychology
Department	Health Clinical Psychology – Community Complex Conditions
Base	TBC

ORGANISATIONAL ARRANGEMENTS:

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

Job Summary/Job Purpose:

- To be an active and integrated member of the designated physical health care team
- To assess and provide psychological interventions to own Clinical Psychology caseload of highly distressed adult patients who have complex physical and psychological health needs, and who access the designated specialism of health clinical psychology
- To develop and manage specialist clinical psychology interventions for these clients
- To provide day to day clinical supervision for any attached Assistant Psychologists, and any other relevant lower grade staff.
- To undertake research and development activities, lecturing, multidisciplinary advice, consultation and training.

DUTIES/RESPONSIBILITIES:

Clinical

- To provide a specialist clinical psychology service to adult health clinical psychology patients, referred to the designated service, whose management is complicated by high levels of psychological and emotional distress and sub-optimal behavioural coping styles which result in increased health challenges.
- To provide specialised psychological assessments and evidence-based psychological therapies, drawing on specialist theoretical and practical knowledge of a wide range of psychological procedures and evidence-based practices. This will be undertaken in outpatient, inpatient and community settings as required.
- 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.
- To communicate diagnoses, highly complex condition-related and highly sensitive or life changing information to clients, relatives and other professionals, where barriers to acceptance and understanding may need to be overcome, and in situations which may be hostile, antagonistic or emotive.
- To work in clinical situations that require intense concentration and which involve highly distressing or emotional circumstances or where there is a risk of verbal or physical aggression.
- To develop and implement individualised and group based specialised treatment interventions (e.g. where appropriate CBT, Mindfulness, ACT therapeutic group programmes) to the designated health psychology population, and provide specialised advice concerning their care and treatment.
- To prepare reports derived from systematic assessment and therapy for a range of professional groups, including courts and other agencies as required. Reports for legal agencies external to BCUHB will be discussed in supervision before dissemination.
- To carry out assessments of risk (e.g. abuse, suicide, self-harm, risk to others). Such assessments can carry considerable responsibility as errors could involve human and financial cost and will be discussed in supervision.
- To plan, organise and deliver a range of clinically related activities or programmes, some of which may be ongoing, including planning and prioritising own clinical caseload, CPD and research activities.
- To maintain and update client records in accordance with BCUHB and professional guidelines.

- To ensure the integrity and proper evaluation of psychological assessments and interventions applied by assistant psychologists and other relevant staff under the post holder's clinical supervision.
- 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.
- To ensure database upkeep and use of relevant outcome measures.

Policy and Service Development

- 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.
- To communicate specific issues from own work area to the Consultant/Lead Clinical Psychologist, for the specialism of health clinical psychology appointed to, as appropriate.
- To notify line manager and appropriate heads of speciality about the service needs and priorities and to implement agreed policy and service changes and developments.
- To contribute to the development, evaluation and monitoring of role related operational policies and services through the deployment of professional skills in research evaluation and audit.
- To be responsible for advising colleagues within the team on psychological and/or organisational aspects of services and to participate in the team's working parties as necessary.
- To provide records and data regarding Psychology activity within the service area appointed to, as required by the Consultant/Lead Psychologist and BCUHB.
- To implement Clinical Governance initiatives as required
- To maintain up to date knowledge of statutory and legislative developments, national and local policies and issues in relation to Clinical Psychology and the physical health specialism the post holder works within.
- 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.

Teaching, Training and Clinical Supervision

- To be responsible for the day to day management and clinical supervision of attached Assistant Psychologists if necessary.
- To provide advice, clinical supervision and training to BCU colleagues from other professions regarding psychological theory, assessment and therapy, relevant to the role occupied.

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- To provide teaching for the North Wales Clinical Psychology Programme.

Research and service evaluation

- To undertake audit and research activities within the field of Health Clinical Psychology with the agreement of the Consultant/Lead Clinical Psychologist reporting to..
- To deploy professional skills in research, service evaluation and audit to help develop and improve in reach prison mental health services, and to provide research advice to other staff undertaking these activities.
- To utilise theory, evidence-based literature and research to guide evidence-based practice in individual work and work with other staff members.
- To organise research activities of attached Assistant Psychologists as required

Financial and Physical Resources

- 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 service equipment.

Information Resources

- 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 purpose of assessment and audit. To use specialist software to generate and deliver teaching and training materials.

General Requirements

Registration

- The post holder will work within BCUHB organisational policies and procedures, and within HCPC and BPS professional and ethical guidelines. They will be eligible for registration as a Chartered Clinical Psychologist.

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 psychologist, the post holder must receive regular clinical supervision in accordance with BPS Division of Clinical Psychology guidelines.

Risk Management

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

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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 reporting to if in doubt as to the correct management of records.

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 Health Board to meet its own legal duties and to report any hazardous situations or defective equipment

Confidentiality

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

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

Personal Development/Appraisal

- The post holder will undertake with the Consultant/Lead Psychologist reporting to 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

The knowledge to be measured in the minimum needed to carry out the full duties of the job to the required standards. Qualifications should be used to provide an indicator of the level of knowledge required. Training and experience is also a means of acquiring the knowledge required for a job such as on-the-job training, short courses and experience to an equivalent level of knowledge which should be specified.

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<p>Training and Qualifications</p>	<p>Good Honours degree in Psychology. Eligibility for Chartered status with the BPS.</p> <p>HCPC registration as a Clinical Psychologist.</p> <p>Post-graduate Doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS.</p>	<p>Advanced training in research design and methodology</p>	<p>Certificates</p> <p>Interview</p> <p>Application Form</p> <p>References</p> <p>Application form and pre-employment checks</p>
<p>Knowledge</p>	<p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practised within clinical psychology.</p> <p>Doctoral level knowledge of clinical psychology theory and practice, including neuropsychological and psychometric assessment and interpretation, psychological therapies and their application.</p> <p>Willingness to develop knowledge of legislation and its implications for both clinical practice and professional management in relation to the population served.</p> <p>Participation with CPD as recommended by BPS & HCPC.</p>	<p>Record of publications in peer reviewed or academic or professional journals and/or books.</p>	<p>Interview</p> <p>D Clin Psy or PhD Thesis</p> <p>CPD Logbook</p>
<p>Experience</p>	<p>Willingness to develop additional specialist skills through supervised training or experience in Health Clinical Psychology including case</p>	<p>Knowledge and experience of a variety of relevant</p>	<p>Application form and interview</p>

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	<p>presentations, group supervision and short courses post-qualification.</p> <p>Willingness to undertake training in supervisory skills</p>	<p>therapeutic approaches</p> <p>Experience of teaching and liaising with other professional groups</p>	
Aptitude and Abilities	<p><u>Communication and Relationships Skills</u></p> <p>Ability to use highest level of interpersonal and communication skills, ability to convey and receive highly complex/sensitive information effectively, requiring empathy and reassurance, in a highly emotive atmosphere.</p> <p>The ability to overcome psychological resistance to potentially threatening information, whilst maintaining high degree of professionalism at all times.</p> <p>Ability to create and maintain effective working relationships.</p> <p>Ability to work collaboratively in multi-disciplinary settings.</p> <p>Demonstrates high standards in written and verbal communication.</p> <p><u>Analytical and Judgement Skills</u></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 evaluate critically research evidence relating to clinical effectiveness and service development.</p> <p><u>Planning and Organisational Skills</u></p> <p>Ability to plan and organise a range of clinical or service-related activities and programmes.</p>	<p>Ability to speak Welsh</p>	<p>Interview</p>

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	<p>Ability to implement agreed policies and strategic long-term service developments within the service.</p> <p><u>Physical Skills</u></p> <p>Formal training in breakaway techniques</p> <p><u>IT Skills</u></p> <p>Computer literate, and ability to use standard and specialist software</p>	Ability to travel between sites in a timely manner.	
Personal Qualities	<p>Professionalism</p> <p>Confidence</p> <p>Independence</p> <p>ApproachableCompassionate nature</p> <p>High levels of enthusiasm and motivation.</p> <p>Regard for others and individual rights.</p> <p>Ability to engage in clinical supervision and self development positively and effectively.</p> <p>Sensitivity to diversity.</p>		Application Form Interview References
Other	<p>Must be 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> <p>Good presentation skills</p> <p>Willingness and ability to travel within geographical area.</p> <p>Willingness to work flexible hours as required</p>		Application form and interview

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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 the requirements of their organisation's Welsh Language Scheme and take 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 Act 1998:** 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 Data Protection Act 1998 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 (Data Protection Act) and the HB 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

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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 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 is committed to ensuring that no job applicant or employee receives less favourable treatment of 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 and 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/ children/vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhance Disclosure Check as part of the Trust's pre-employment check procedure.
- **Safeguarding Children and Vulnerable Adults:** The organisation is committed to safeguarding children and vulnerable adults. All staff must therefore attend Safeguarding Children training and be aware of their responsibility under the Adult Protection Policy.
- **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 Infection Prevention & Control Policies and Procedures.
- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board 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.

Job Title: Clinical Psychologist

APPENDIX 1

Organisational Chart

The Organisational Chart must highlight the post to which this job description applies showing relationship to positions on the same level and, if appropriate, two levels above and below.

Complete, add or delete as appropriate the text boxes below showing the organisational relationships.

