

## JOB DESCRIPTION

### Oxford Health NHS FT

Job Title:	Clinical Psychologist
Band:	7-8a Preceptorship/ 8a
Responsible to:	Consultant Clinical Psychologist
Accountable to:	Psychological Services Manager
Place of work:	Saffron House, High Wycombe.
Hours:	30 hours (0.8wte)

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### ***JOB PURPOSE***

To ensure the systematic provision of a high quality highly specialist clinical psychology service to the Memory Clinic and the Older People's CMHT based in South Buckinghamshire 0.8 WTE.

The Role includes:

- Contribution to care provision of patients by providing consultation to the multidisciplinary team and ongoing support to create and implement care and treatment plans
- Undertaking psychological assessment, including neuropsychological assessment where appropriate
- Delivering psychological interventions
- To supervise and support the psychological assessment and therapy provided by any assistant psychologists, doctoral trainee clinical psychologists and other clinical members of the team who provide psychologically based care and treatment.

### ***DUTIES AND RESPONSIBILITIES***

#### **Clinical:**

1. To provide specialist psychological assessments of clients referred to the team, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client'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.
3. To provide specialist psychological input with clinical autonomy and to work in ways which are sensitive to the needs of families from a wide range of racial, cultural and religious backgrounds. It is necessary to be able to work with clients where communication is challenging (such as with clients with severe mental illness affecting perception, cognitive disabilities such as dementia, sensory impairments such as deafness or loss of sight and concomitant physical health impairments affecting their psychological health).
4. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups adjusting and refining psychological formulations and drawing upon different explanatory models and maintaining a number of provisional hypotheses.
5. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models relevant to historical and developmental processes that have shaped the individual, family or situation.
6. To provide specialist psychological advice guidance and consultation to other professionals within the service, both individually, and by attendance at team referral and review meetings thereby contributing directly to clients' formulation, diagnosis and treatment plan.
7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients in receipt of older people's services, across all settings and agencies serving the client group.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. Complete all requirements relating to data collection within the service including use of routine outcome and patient experience measures.

10. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the HCPC and BPS and Trust policies and procedures

### **Teaching, training, and supervision**

1. To receive regular clinical professional supervision from a Clinical Psychologist
2. To gain additional specialist experience and skills relevant to clinical psychology, neuropsychology and the wider service as agreed through the job planning process with the line manager in consultation with the Consultant Clinical Psychologist and Clinical Lead, as appropriate.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other team member's psychological work as appropriate.
4. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
5. To provide professional and/or clinical supervision to trainee and assistant psychologists, as appropriate.

### **Management, recruitment, policy and service development**

1. To contribute to the development, evaluation and monitoring of the Psychological Service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To participate in multidisciplinary meetings concerned with the delivery and development of clinical services, as required, and be responsible for providing a psychological perspective as appropriate.
3. To provide and maintain adequate statistics and records of work as required by the Trust
4. To manage the workloads of assistant and trainee clinical psychologists, within the framework of the team/service's policies and procedures, as appropriate to the postholder's own level of experience.
5. To be involved, as appropriate, in the shortlisting and interviewing of assistant psychologists.
6. To exercise delegated responsibility for the safe, appropriate and legitimate use of psychological test material and other equipment deployed in post holder's area of duty. To advise senior colleagues on equipment and resources needed to maintain work undertaken and any shortcomings with these.

### **Research and service evaluation**

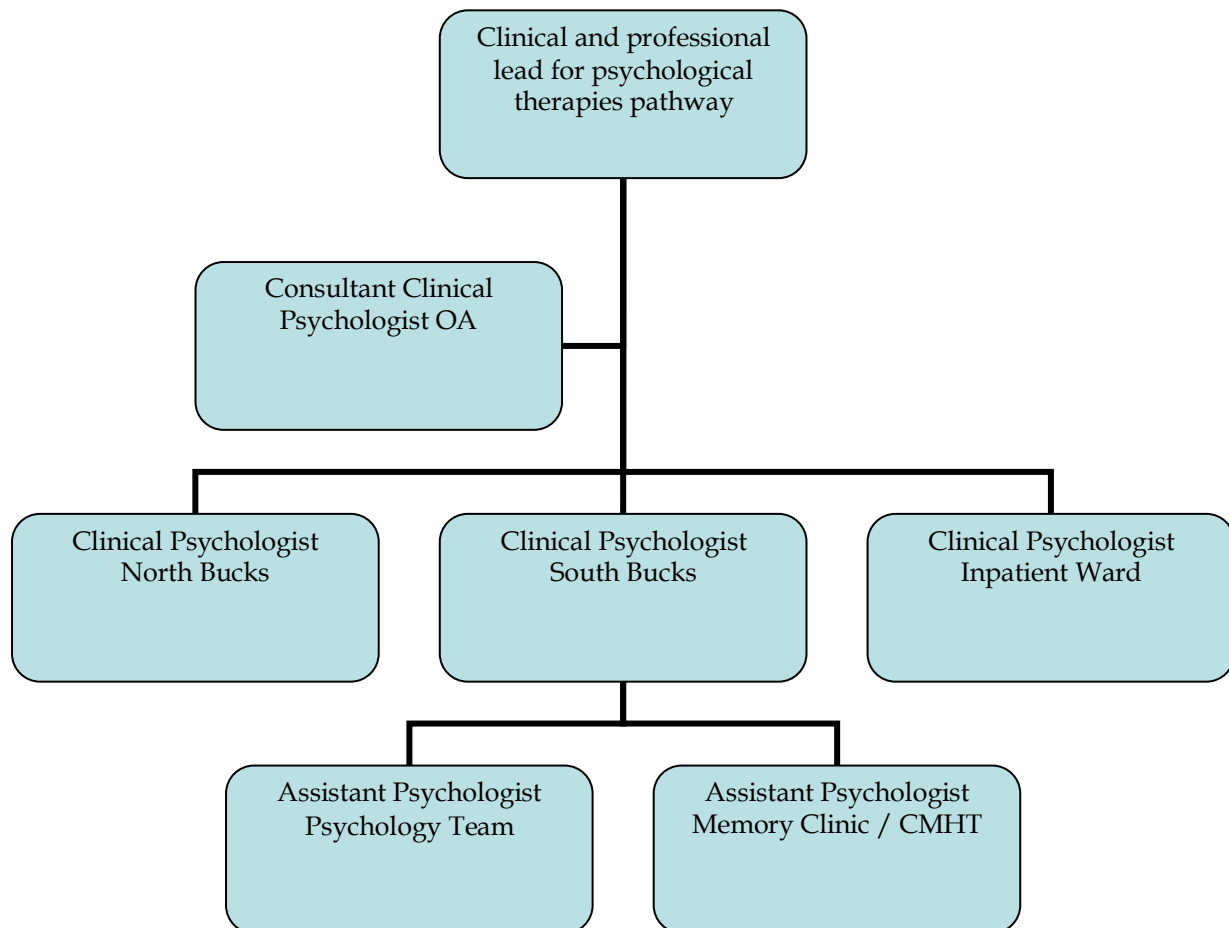
1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. To undertake appropriate research and provide research advice to other staff undertaking research as agreed by the locality clinical manager and psychological services management team.
3. To participate in project management, including audit and service evaluation as agreed with Consultant Clinical Psychologist and Clinical Lead guided by service objectives from Psychological Service Management team.
4. To participate in research and audit teaching and activity initiated within the team, service and / or professional group as required.

### **General and Professional**

1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's line manager.
2. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.

3. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
4. To contribute to the provision of psychological interventions across the county as appropriate with changing service needs.

#### STRUCTURE CHART



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## **CODE OF CONDUCT**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

### **Personal Development**

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

### **Code of Conduct**

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

### **Equal Opportunities/Diversity**

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

### **Health & Safety**

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

### **Infection Control**

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

### **Confidentiality and Data Security**

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

### **Safeguarding**

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

### **Other**

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

## PERSON SPECIFICATION

Band: Band 7-8a Clinical Psychologist Preceptorship		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge	<p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS.</p> <p>Knowledge of legislation in relation to older people and mental health.</p> <p>Knowledge of the theory and practice of specialised neuropsychological assessment for dementia</p>	<p>Knowledge of the theory and practice of specialised psychological therapies with older people.</p>
Qualifications – Academic/Skills/Professional	<p>Doctoral level training in clinical psychology (or equivalent training in Counselling Psychology with evidence of specific training in neuropsychological assessment and working with older people) including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS.</p> <p>Registered with HCPC</p>	<p>Pre-qualification training and qualifications or experience in research methodology, staff training and/or other fields of applied psychology.</p> <p>Post Qualification training and qualifications in relevant subject</p> <p>Formal training in supervision of other psychologists.</p>
Further Training or Job Related Aptitude and Skills	<p>Current full driving licence and use of a car that can be used for work.</p> <p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p>	<p>Skills in providing consultation to other professional and non-professional groups.</p>

	<p>The ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p>	
Experience	<p>Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, day services and in patient settings.</p> <p>Experience of working with a wide variety of clients, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems</p> <p>Experience of working with older adults with mental health problems</p> <p>Experience of working with clients with functional and with organic illnesses</p> <p>Experience of neuropsychological assessment of dementia</p> <p>Experience of representing psychology within the context of multi-disciplinary care.</p> <p>Experience of teaching and training.</p> <p>Experience of working with complex neuropsychological presentations</p> <p>Experience of working with families, carers and different care systems.</p>	<p>Experience of the application of clinical psychology in different cultural contexts.</p> <p>Experience of working with complex trauma</p> <p>Experience of providing supervision to others (e.g assistant psychologists, newly qualified psychologists and trainee clinical psychologists)</p>
Personal Qualities	<p>A positive approach to working with older adults</p> <p>Ability to work as part of a team and independently.</p> <p>Willingness to develop skills in teaching and training others</p>	



	Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.	
Contractual Requirements or other requirements	Ability to travel across Buckinghamshire to provide patient care, attend meetings etc.	