

Job description for Senior Clinical Psychologist / Applied Psychologist Specialist Perinatal Mental Health Service (SPMHS)

About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

Our mission, making a difference for you, with you was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for, those we work with** and **those who work with us**. **Everyone is part of our team.**

Our core strategy is to be an **employer of choice, a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values, leadership behaviours, teams, enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



This role...

The postholder will hold a clinical caseload including complex cases, support clinical staff through training and clinical practice, clinical supervision and line management, be responsible for leading on an area of service development and contributing to the management and operations of psychological interventions within the SPMHS / MMHS. The postholder will support the management team and the Consultant and Principal Psychologist in their roles and develop clinical expertise CBT / generic Counselling / an IAPT modality step 3 interventions, dependent on core training.

The postholder will provide advice and consultation on clients' psychological care to non-psychologist colleagues; will work autonomously within professional guidelines and the overall framework of the Trust and Service's policies and procedures. The postholder will utilise research skills for audit, policy and service development and research within the area served by the service.

The postholder for this position will fulfil the following role:

1. **Senior Clinical Psychologist / Applied Psychologist Perinatal Mental Health Service (SPMHS)**

To provide a specialist perinatal psychological interventions to women experiencing or at risk of experiencing moderate to severe mental health conditions in the perinatal period. To provide specialist psychological assessment and therapy at the same time as offering advice and consultation on women's psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the teams' policies and procedures. To utilise research skills for audit, policy and service development and research within the area served by the team/service.

The post-holder will help with for the identifying gaps in the service and assisting with service improvement and developing pathways of care to meet the service needs in line with National and Local strategies and evidence-based best practice.

About you

Behaviours and Values	Knowledge and Experience
<p>Essential</p> <ul style="list-style-type: none"> To receive regular clinical professional supervision from Principal Clinical Psychologist. To gain specialist experience and skills relevant to the psychology specialty through a comprehensive, planned programme of CPD in accordance with professional guidance To further develop skills in professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate. To provide professional management and clinical supervision of trainee clinical or counselling psychologists and assistant or senior assistant clinical psychologists or psychological therapists working in the service sector to which the postholder is attached. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate. For psychologists, to supervise core clinical placements for trainee clinical or counselling psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and to be responsible for the assessment and evaluation of such competencies. OR supervise other professionals in training. <p>Desirable</p> <ul style="list-style-type: none"> To contribute to the pre- and post-qualification teaching of other professionals, as appropriate. To provide professional management and clinical supervision of 	<p>Essential</p> <p>EITHER</p> <ul style="list-style-type: none"> Doctoral level training in Clinical Psychology (or equivalent), including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS, or Doctoral level training in Counselling Psychology (or equivalent - masters level plus completed post qualification training). HCPC registration, if a practitioner psychologist <p>OR</p> <ul style="list-style-type: none"> Post-qualification training in Cognitive Behavioural Treatment (CBT) Accredited Counsellor or Psychotherapist on the Accredited Counsellor register of the Professional Standards Authority AND Accredited in an IAPT modality CfD, DIT, Couples Counselling for Depression, BCT or IPT Applicant must be fully accredited with the BABCP. <p>AND</p> <ul style="list-style-type: none"> Substantial post-qualification experience of working in a mental health, providing NICE compliant interventions Experience of leadership and service development within the NHS.

<p>trainee clinical or counselling psychologists and assistant or senior assistant psychologists or psychological therapists working in the service to which the postholder is attached.</p> <ul style="list-style-type: none"> • To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit. • To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing. • To manage the workloads of supervisees, within the framework of the team/service's policies and procedures. • To be involved, as appropriate, in the shortlisting and interviewing of other psychological practitioners. 	<ul style="list-style-type: none"> • Experience of specialist psychological assessment and treatment of clients across a range of physical and mental health conditions and across care settings, including outpatient, community, primary care and in patient settings. • Experience of working with a wide variety of client groups, 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, particularly trauma. • Experience of interdisciplinary working. • Meeting the CPD requirements for ongoing accreditation with the relevant professional body, or an alternative agreed by the Principal Psychologist. • Experience of supervising other psychological therapist practitioners within a clinical mental health service. • Experience of teaching, training and/or supervision of staff from a range of clinical backgrounds. <p>Desirable</p> <ul style="list-style-type: none"> • Experience of working with severe and complex mental health difficulties during the perinatal period. • Experience of risk assessment and risk management strategies and their application to practice, particularly in the perinatal period. • Experience of the applications of psychological interventions in different contexts. • Experience of multi-disciplinary and multi-agency working across primary, secondary, tertiary and non-statutory organisations. • Parent Infant Therapy/VIG/EMDR • Specialist Perinatal Mental Health Training • Experience in Safeguarding children and adult processes and inter-agency work with families.
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	<ul style="list-style-type: none"> • Experience of contributing to service development initiatives. • Perinatal training or experience • Training or experience of compassion focused therapy. • Full, clean, driving license
Skills and Abilities	
<p>Essential</p> <ul style="list-style-type: none"> • Broad knowledge of specialist mental health services of mothers and their infants and the wider network of mental health services in the NHS. • Knowledge of policies and procedures relating to Child Protection. • Knowledge and understanding of diversity and equality issues and their application in perinatal mental health services. • Well-developed knowledge of the theory and practice of specialised psychological therapies relevant to the perinatal period. • Well-developed skills in the ability to communicate effectively, orally and in writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professionals colleagues both within and outside the NHS. • Skills in the use of complex methods of psychological assessments, intervention and management frequently requiring sustained and intense concentration. • Skills providing consultation to the other professional and non-professional groups. • Skills creating and delivering presentations and training programmes. Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. 	<p>Desirable</p> <ul style="list-style-type: none"> • 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 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. • Experience of leading and carrying out research projects and interpreting data using statistical analyses. • Formal training in supervision of other psychologists and IAPT practitioners. <p>Other Requirements:</p> <p>Physical Effort:</p> <ul style="list-style-type: none"> • Requirement to transport laptop and other equipment from venue to venue • Full UK Driving License and ability to drive between locations <p>Mental Effort:</p> <ul style="list-style-type: none"> • Frequent requirement for intense concentration in activities, report writing. <p>Emotional Effort:</p> <ul style="list-style-type: none"> • 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.

- Proficiency in both individual and group therapy approaches.
- Formal training in supervision of other psychologists.
- Basic IT and keyboard skills
- Doctoral level knowledge of research methodology, research design and complex multivariate data analysis as practiced within the clinical or counselling field of psychology. OR Or:
- Post-Qualification practice of, and skills in, CBT and full accreditation as a CBT Therapist

Or:

- Post-Qualification practice of, and skills in, Counselling and full accreditation as a Counsellor and in an IAPT modality
- Evidence of continuing professional development as recommended by the HCPC, BPS, BACP, BPC and BABCP.
- Proven ability in carrying out service evaluation projects.
- Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.
- 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.

- Previous experience of trauma focused work.

Working Conditions:

- Home and clinic visits
- Online Working

About the role – linking with our 4 Leadership Behaviours



ENGAGING PEOPLE/WORKING TOGETHER

- 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. To work with clinicians and managers in relation to the development and implementation of clinical governance initiatives and policy review and implement the Strategy for Adult Services.
- To receive regular clinical supervision from the Principal Psychologist for the perinatal service
- To undertake mandatory and statutory training, supervision and annual appraisal as required by Trust policy.
- To contribute and commit to undertaking an annual Development Review/appraisal.
 - Collect the data required across area of work to meet audit and performance management targets in a timely manner and ensure that the data informs resource changes in the service.
 - Leading and monitoring skills of the mental health nurses within the team, ensuring they meet the required standard to enable them to carry out their role safely in accordance with identified and agreed competency and skills by staff band/role.
 - Participate in the recruitment of new staff, including induction and orientation, where necessary.
 - Undertake professional supervision, personal development planning and appraisal and provide feedback on performance regularly through the year.
 - Demonstrate a commitment to own personal development and training and ensure that appropriate skills and

BEING AUTHENTIC

- Demonstrate qualities of openness, honesty and empathy with service users, carers and health and care staff
- Experience of working with a wide variety of client groups, 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.
- Openness to constructive criticism and ability to demonstrate flexibility and change in learning from adverse experiences/serious untoward incidents
- Recognising the limits to competence and experience and willingness to seek help and guidance where appropriate

knowledge are developed within the SPMHS as a mentor and role model.

- To promote the principles of Improving Working Lives and NHFT Leadership Behaviours model the team and in own practice, ensuring fairness and equity for all.
- To be part of the team in providing an effective learning experience for students.
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TAKING RESPONSIBILITY

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.
2. 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 and Trust policies and procedures.
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. For this post these specifically include:
 - a. Current Mental Health Legislation
 - b. Local and national developments
 - c. Risk Assessment and Management
 - d. Clinical Governance
 - e. Joint working practices between voluntary and statutory sector
 - f. NICE guidelines
7. To provide consultation and training in relation to adult mental health to a range of colleagues and professional groups as appropriate.
8. To be aware of current risk assessment procedures and management plans.
10. To implement and contribute to policy and quality as appropriate.
11. Establish links with other psychological practitioners and to learn from examples of best practice.

EMBRACING CHANGE

- Taking a positive and constructive attitude towards change
- Supporting MDT with the process of embracing of change
- Advocating and providing feedback about the process of change and striving for change that aims to bring about positive outcomes for the service user and carers

12. Initiate and lead practice development to enhance the clinical and counselling psychology contribution and quality of care within the service.

- To undertake personal development as identified in the Personal Development Plan (PDP)
- The Post holder will exercise individual accountability in line with clinical governance and professional requirements and initiate and participating in the maintenance of quality governance systems and processes across the organisation and its activities.
- Understand and apply legal issues that support the identification of vulnerable and abused adults and be aware of health procedures and local guidance.
- Where necessary supervise the work of trainee psychologists and other practitioners within the service, promoting an effective learning environment.











This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the clinical lead.

This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The post holder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by the clinical lead.
- The post holder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- Northamptonshire Healthcare NHS Trust operates a no smoking

policy. The Trust has been smoke free since 01 January 2006.

Benefits

Salary 	Location of work 	Permanent/fixed term 								
Band 8a. You will be paid on the 27 th of each month. If this date falls at a weekend you will be paid on the Friday before this date.	Countywide working with base at either Campbell House Northampton or Rectory Road Rushden. Must be able to travel independently to other bases in the Trust across Northamptonshire.	Fixed Term (Maternity Cover)								
Hours/pattern of work 	Annual leave and bank holiday entitlement 	Pension entitlement 								
37.5 per week	<table><tr><td>Length of service</td><td></td></tr><tr><td>On appointment</td><td>27 days + 8 days</td></tr><tr><td>After five years' service</td><td>29 days + 8 days</td></tr><tr><td>After ten years' service</td><td>33 days + 8 days</td></tr></table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	Details on the benefits of the NHS Pension Scheme can be found here: https://www.nhsbsa.nhs.uk/nhs-pensions
Length of service										
On appointment	27 days + 8 days									
After five years' service	29 days + 8 days									
After ten years' service	33 days + 8 days									
Health and Wellbeing  Because your health matters too	Learning and Development 	Equality and diversity 								
Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you. 	Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.	We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.								

Find out more about us at:

www.bit.ly/24hoursinNHFT

www.nhft.nhs.uk

Confidentiality and Data Protection

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust;

- 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.

Professional Registration

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

Review of Job Description/ Person Specification

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the postholder's initial place of work or at any other of the Trust's establishment.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.