



CHILD PSYCHOLOGY
SENIOR CLINICAL PSYCHOLOGIST
JOB DESCRIPTION

JOB DETAILS:

Job Title	Senior Clinical Psychologist
Pay Band	8a
Hours of Work and Nature of Contract	To be completed on recruitment
Division/Directorate	Children & Young People's Services
Department	To be completed on recruitment
Base	To be completed on recruitment

ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	Team Lead/Clinical Service Manager
Reports to: Name Line Manager	To be completed on recruitment
Professionally Responsible to:	Consultant Clinical Psychologist or Head of Child Psychology

Job Summary/Job Purpose:

To provide a specialised clinical psychology service to clients of the sector, providing specialised psychological assessment and therapy to clients.

To work autonomously in accordance with The British Psychological Society Code of Conduct, Ethical Principles and Guidelines 2004, and Health and Care Professions Council.

Within the team, to exercise delegated responsibility for the management and supervision of assistant psychologists and the workload of trainees, within the framework of the team/service policies and procedures.



To contribute to the development of local team policies and procedures in order to facilitate improvement in service quality.

To advise service and professional management on aspects of the service related to the team where psychological and/or organisational matters need addressing.

To provide professional and clinical supervision for designated staff, as appropriate.

To provide clinical placements and supervision for Doctoral level trainee clinical psychologists and to deliver training to other professionals.

To utilise specialised research skills for audit, policy and service development, and research.

To act as a panel member in the recruitment of designated staff, as appropriate.

DUTIES/RESPONSIBILITIES:

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| 1 | Clinical |
| 1.1 | To exercise autonomous professional responsibility and be legally responsible and accountable for all aspects of professional practice, being guided by principles and broad occupational policies. |
| 1.2 | To provide specialised psychological assessments using a wide variety of methods, 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. |
| 1.3 | To analyse, interpret and integrate complex assessment information where the data are often conflicting and incomplete. |
| 1.4 | To formulate plans for formal psychological therapy, across a range of care settings, based on a number of provisional hypotheses derived from psychological theory and evidence-based practice. |
| 1.5 | To be responsible for implementing a range of specialised psychological interventions, for individuals, carers, families and groups. |
| 1.6 | To adjust and refine psychological formulations and therapy options based on continual re-assessment of clients during therapy, monitoring and evaluating progress during the course of both uni- and multi-disciplinary care, in order to maximise the effectiveness of therapeutic interventions. |



- 1.7 To be available to multi-disciplinary team colleagues for the provision of psychological advice and consultation on clinical practice.
- 1.8 To undertake risk assessment and risk management for individual clients and to provide case-related advice to other professionals on psychological aspects of risk assessment and management.
- 1.9 To act as a co-ordinator of care as appropriate, overseeing the provision of a care programme appropriate for the client's needs, co-ordinating the work of others involved with care, taking responsibility for arranging reviews as required, and communicating effectively with the client, his/her family and all others involved in the network of care, including professionals from other agencies.
- 1.10 In highly sensitive clinical situations, to communicate, in a skilled and persuasive manner, complicated information about assessment, formulation and therapy plans with clients who may be confrontational, have major communication difficulties or be difficult to engage and maintain in therapy.
- 1.11 In consultation with manager(s), to develop and maintain the highest standards of professional practice, through active participation in internal and external CPD training and development programmes.
- 1.12 To contribute to the development and articulation of best practice in psychology within the team, 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.
- 1.13 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.
- 2 Service Management and Development**
- 2.1 To contribute to the development of local team policies and procedures, and implement accordingly.
- 2.2 To suggest changes to team working practices in order to improve service quality.
- 2.3 To contribute to the development of local team services.
- 2.4 To advise service management on aspects of the service related to the team where psychological and/or organisational matters need addressing.



- 2.5 To comment on the content of draft policies and procedures.
- 2.6 To exercise delegated responsibility for managing assistant psychologists and the workload of trainees, within the framework of the team/service policies and procedures.
- 2.7 To act as a panel member in the short-listing and interviewing of child psychology staff within the team, and other staff, as appropriate.
- 3 Teaching, Training and Supervision**
- 3.1 To receive regular clinical, professional and managerial supervision and undertake appropriate Continuing Professional Development.
- 3.2 To provide clinical, professional and managerial supervision for designated child psychology staff below Senior level, and to provide clinical supervision to multi-disciplinary staff work within the team, as appropriate.
- 3.3 To provide clinical placements and supervision for trainee clinical psychologists at Doctoral level, and to assess and evaluate their competencies.
- 3.4 To develop and provide pre- and post-graduate teaching of clinical psychology, as appropriate.
- 3.5 To provide supervision for staff working in other services or partner agencies, as appropriate.
- 3.6 To develop and provide training to other disciplines across a range of settings and agencies, where appropriate.
- 4 Research and Development Activity**
- 4.1 To plan and carry out audit and service evaluation, with colleagues within the service, in order to help develop service provision.
- 4.2 To maintain specialised skills in the critical appraisal of relevant research literature, for the purposes of adhering to, and developing, evidence based practice.
- 4.3 To undertake appropriate research within the team.
- 4.4 To provide research advice to other staff undertaking research within the team, and Doctoral trainee clinical psychologists.
- 4.5 To provide formal research supervision to Doctoral trainee clinical psychologists and other staff, as appropriate.
- 5 Finance and Physical Resources**



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| 5.1 | To observe a personal duty of care in relation to equipment and resources supplied by the Health Board. |
| 6 | Information Resources |
| 6.1 | To make appropriate notes of clinical sessions and accurately record and analyse observational data, psychological test results and research findings. |
| 6.2 | To use the computer as necessary for clinical work, including literature searches, word processing, developing and maintaining training packs, information leaflets, inputting data, e-mailing, report writing and other tasks for the efficient running of the service. |
| 6.3 | To maintain and promote the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance. |
| 6.4 | To provide the post-holder's line manager with an adequate data set of personal clinical activity and timesheet or other work record. |



SEICOLEG PLANT
UWCH SEICOLEGYDD CLINIGOL
DISGRIFIAD SWYDD

MANYLION Y SWYDD:

Teitl y Swydd	Uwch Seicolegydd Clinigol
Band Cyflog	8a
Oriau Gwaith a Natur y Contract	I'w gwblhau wrth recriwtio
Uwch Adran/Cyfarwyddiaeth	Gwasanaeth Plant a Phobl Ifanc
Adran	I'w gwblhau wrth recriwtio
Canolfan Gweithio	I'w gwblhau wrth recriwtio

TREFNIADAU'R SEFYDLIAD:

Yn atebol ar lefel reolaethol i:	Arweinydd Tîm / Rheolwr Gwasanaeth Clinigol
Yn adrodd i: Enw'r Rheolwr Llinell	I'w gwblhau wrth recriwtio
Yn gyfrifol ar lefel broffesiynol i:	Seicolegydd Ymgynghorol Clinigol neu Pennaeth Seicoleg Plant

Crynodeb/Pwrpas y swydd:

Darparu gwasanaeth seicoleg glinigol arbenigol iawn i gleientiaid y sector, gan ddarparu asesiad seicolegol arbenigol a therapi i gleientiaid.

Gweithio'n unigol ac yn unol â chod ymarfer, egwyddorion moesegol a chanllawiau 2004 y Gymdeithas Seicolegol Brydeinig a Chyngor Galwedigaeth Iechyd a Gofal..

Yn y tîm, gweithredu cyfrifoldeb dirprwyedig dros reoli a goruchwyllo seicolegwyr cynorthwyol a llwyth gwaith seicolegwyr dan hyfforddiant, yn unol â fframwaith polisïau a gweithdrefnau'r tîm/gwasanaeth



Cyfrannu at ddatblygiad polisïau a gweithdrefnau'r tîm lleol er mwyn hwyluso gwelliannau yn ansawdd y gwasanaeth

Cynghori rheolwyr y gwasanaeth a rheolwyr proffesiynol ynghylch agweddau ar y gwasanaeth sy'n ymwneud â'r tîm lle mae angen mynd i'r afael â materion seicolegol a/neu sefydliadol.
Cynnig goruchwyliaeth broffesiynol a chlinigol i staff dynodedig, fel bo'n briodol.

Darparu goruchwyliaeth a lleoliadau gwaith clinigol i seicolegwyr clinigol dan hyfforddiant ar lefel Ddoethur a darparu hyfforddiant i staff proffesiynol eraill.

Defnyddio sgiliau ymchwil arbenigol ar gyfer archwilio, polisi a datblygu gwasanaeth, ac ymchwil.

Gweithredu fel aelod o banel wrth recriwtio staff dynodedig, fel bo'n briodol.

DYLETSWYDDAU A CHYFRIFOLDEBAU:

1 Clinigol

- 1.14 Ymarfer cyfrifoldeb proffesiynol annibynnol a bod yn gyfreithiol gyfrifol ac atebol o ran pob agwedd ar arfer proffesiynol, cael eich arwain gan egwyddorion a pholisïau galwediaethol eang.
- 1.15 Darparu asesiadau seicolegol arbenigol gan ddefnyddio ystod eang o ddulliau, gan gynnwys profion seicolegol a niwroseicolegol, mesurau hunan-adrodd, graddfeydd graddio, arsylliadau strwythuredig uniongyrchol ac anuniongyrchol a chyfweliadau rhannol-strwythuredig â chleientiaid, aelodau teulu ac eraill sy'n gysylltiedig â gofal y cleient.
- 1.16 Dadansoddi, dehongli ac integreiddio gwybodaeth asesu gymhleth lle mae'r data yn aml yn wrthdrawiadol ac yn anghyflawn
- 1.17 Ffurio cynlluniau ar gyfer therapi seicolegol ffurfiol, ar draws ystod o leoliadau gofal, yn seiliedig ar sawl rhagdybiaeth darpariaeth sy'n deillio o ddamcaniaethau seicolegol ac arferion yn seiliedig ar dystiolaeth
- 1.18 Bod yn gyfrifol am weithredu amrywiaeth o ymyriadau seicolegol arbenigol ar gyfer unigolion, gofalwyr, teuluoedd a grwpiau.
- 1.19 Addasu a mireinio fformwleiddiadau seicolegol ac opsiynau therapi ar sail ailasesiad parhaus cleientiaid yn ystod therapi, monitro a gwerthuso cynnydd yn ystod gofal un ddisgyblaeth ac amlddisgyblaethol, er mwyn cynyddu effeithiolrwydd ymyriadau therapiwtig gymaint â phosibl
- 1.20 Bod ar gael i gydweithwyr tîm amlddisgyblaethol ar gyfer darparu ymgynghori a chyngor seicolegol ar ymarfer clinigol



- 1.21 Ymgymryd ag asesu risg a rheoli risg ar gyfer cleientiaid unigol a rhoi cyngor sy'n ymwneud ag achosion i weithwyr proffesiynol eraill ar agweddau seicolegol ar asesu a rheoli risg
- 1.22 Gweithredu fel cydlynnydd gofal fel bo'n briodol, goruchwylio darpariaeth rhaglen ofal sy'n briodol i anghenion y cleient, cydlynu gwaith pobl eraill sy'n ymwneud â gofal, cymryd cyfrifoldeb am drefnu adolygiadau fel bo angen, a chyfathrebu yn effeithiol â'r cleient, ei deulu/theulu a phawb arall sy'n gysylltiedig â'r rhwydwaith gofal, gan gynnwys gweithwyr proffesiynol o asiantaethau eraill
- 1.23 Mewn sefyllfaoedd clinigol sensitif iawn, cyfleu gwybodaeth gymhleth am asesiadau, fformiwleiddio a chynlluniau therapi, mewn modd galluog a darbwyllo, â chleientiaid a all fod yn wrthdrawiadol, ag anawsterau cyfathrebu difrifol neu fod yn anodd ymgysylltu â nhw a'u cynnal mewn therapi
- 1.24 Gan ymgynghori â rheolwr/rheolwyr, datblygu a chynnal y safonau uchaf o ran arfer broffesiynol, trwy gymryd rhan mewn rhaglenni hyfforddi a datblygu DPP mewnol ac allanol.
- 1.25 Cyfrannu at ddatblygu a diffinio arfer gorau mewn seicoleg yn y tîm trwy barhau i ddatblygu sgiliau ymarferydd gwyddonol ymatblyg a myfyriol, gan gyfrannu at oruchwylio ac arfarnu proffesiynol rheolaidd ac aros yn ymwybodol â'r datblygiadau diweddaraf ym maes seicoleg glinigol a disgyblaethau cysylltiedig.
- 1.26 Sicrhau bod gwybodaeth am ddeddfwriaeth, polisiau cenedlaethol a lleol a materion mewn perthynas â'r grŵp cleientiaid penodol ac iechyd meddwl yn cael ei chadw'n gyfredol.
- 3 Rheoli a Datblygu Gwasanaeth**
- 3.1 Cyfrannu at ddatblygu polisiau a gweithdrefnau tîm lleol a'u rhoi ar waith yn unol â hynny.
- 3.2 Awgrymu newidiadau i arferion gwaith y tîm er mwyn gwella ansawdd gwasanaethau
- 3.3 Cyfrannu at ddatblygu gwasanaethau'r tîm lleol
- 3.4 Cynghori rheolwyr y gwasanaeth am agweddau ar y gwasanaeth sy'n ymwneud â'r tîm lle mae angen mynd i'r afael â materion seicolegol a/neu sefydliadol
- 3.5 Rhoi sylwadau ar gynnwys polisiau a gweithdrefnau drafft.
- 3.6 Gweithredu cyfrifoldeb dirprwyedig dros reoli a goruchwylio seicolegwyr cynorthwyol a llwyth gwaith seicolegwyr dan hyfforddiant, yn unol â fframwaith polisiau a gweithdrefnau'r tîm/gwasanaeth
- 3.7 Gweithredu fel aelod o'r panel wrth lunio rhestr fer a chyfweld staff Seicoleg Plant yn y tîm a staff eraill, fel bo'n briodol



7 Addysgu, Hyfforddiant a Goruchwyliaeth

- 7.1 Derbyn goruchwyliaeth glinigol, broffesiynol a rheolaethol rheolaidd ac ymgymryd â Datblygiad Proffesiynol Parhaus priodol
- 7.2 Rhoi goruchwyliaeth glinigol, broffesiynol a rheolaethol ar gyfer staff dynodedig y Gwasanaeth Seicolegol Plant sydd islaw lefel Uwch, a darparu goruchwyliaeth glinigol o ran gwaith staff amlddisgyblaethol yn y tîm, fel bo'n briodol
- 7.3 Darparu goruchwyliaeth a lleoliadau gwaith clinigol ar gyfer seicolegwyr clinigol dan hyfforddiant ar lefel Doethur, ac asesu a gwerthuso eu cymwyseddau
- 7.4 Datblygu a darparu addysgu cyn- ac ôl-raddedig seicoleg glinigol, fel bo'n briodol
- 7.5 Darparu goruchwyliaeth i staff sy'n gweithio mewn gwasanaethau eraill neu asiantaethau sy'n bartneriaid, fel bo'n briodol
- 7.6 Datblygu a darparu hyfforddiant i ddisgyblaethau eraill ar draws amrywiaeth o leoliadau ac asiantaethau, lle bo hynny'n briodol.

8 Gweithgarwch ymchwil a datblygu

- 8.1 Cymryd rhan mewn archwiliadau a gwerthusiadau gwasanaeth â chydweithwyr yn y gwasanaeth, er mwyn helpu i ddatblygu darpariaeth y gwasanaeth.
- 8.2 Cynnal sgiliau arbenigol wrth werthuso llenyddiaeth ymchwil briodol yn feirniadol, at ddibenion cadw at arferion yn seiliedig ar dystiolaeth a'u datblygu
- 8.3 Ymgymryd ag ymchwil priodol yn y tîm.
- 8.4 Rhoi cyngor ymchwil i staff eraill sy'n ymgymryd ag ymchwil yn y tîm, a seicolegwyr clinigol dan hyfforddiant Doethur
- 8.5 Rhoi goruchwyliaeth ymchwil ffurfiol i seicolegwyr clinigol dan hyfforddiant Doethur a staff eraill, fel bo'n briodol

9 Adnoddau Cyllid a Ffisegol

- 9.1 Arsylwi dyletswydd bersonol o ofal o ran cyfarpar ac adnoddau a gyflenwir gan y Bwrdd Iechyd.

10 Adnoddau Gwybodaeth

- 10.1 Gwneud nodiadau priodol yn ymwneud â sesiynau clinigol a chofnodi data arsylwadau, canlyniadau profion seicolegol a chanfyddiadau ymchwil a'u dadansoddi.



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| 10.2 | Defnyddio'r cyfrifiadur yn ôl yr angen ar gyfer gwaith clinigol, gan gynnwys chwilio am lenyddiaeth, prosesu geiriau, datblygu a chynnal pecynnau hyfforddiant, taflenni gwybodaeth, mewnbynnu data, anfon negeseuon e-bost, llunio adroddiadau a thasgau eraill yn ymwneud â gweithrediad effeithlon y gwasanaeth |
| 10.3 | Cynnal a hybu'r safonau uchaf o ran cadw cofnodion clinigol gan gynnwys mewnbynnu a chofnodi data electronig a chofnodi, llunio adroddiadau ac ymarfer hunan lywodraethu proffesiynol gan ymddwyn yn gyfrifol. |
| 10.4 | Darparu set data digonol o weithgarwch clinigol a ffurflenni amser neu gofnod gwaith arall ar gyfer rheolwr llinell deilydd y swydd. |