

JOB FRAMEWORK

JOB TITLE:	Practitioner Psychologist
SERVICE:	Adult Mental Health
RESPONSIBLE TO:	Head of Adult Clinical Psychology Specialty
LINE MANAGEMENT:	Principal Clinical Psychologist, Borough CMHT/Team Lead CMHT
ACCOUNTABILITY:	Professional Head of own discipline
KEY RELATIONSHIPS:	Adult Community Mental Health Teams Primary Care Mental Health Support Services
BAND:	Band 7 (AFC A2274)
BASE:	Various
HOURS OF WORK:	33.75 hours per week

JOB SUMMARY:

This post for a Practitioner Psychologist to join established psychological therapies teams in Adult Mental Health. The overall aim of these posts is to increase access to psychological therapies and provide patients with access to a choice of therapies that can be delivered in a manner that is consistent with the principles of prudent health care. The main aim of the role is to:

To provide a psychological service to adults in the population served by the Borough CMHT as directed by the Principal Clinical Psychologist in the Borough or the Head of Specialty. This includes, face to face work with individuals, groups, families, significant others, and consultation work advising staff of other disciplines on the psychological aspects of casework and patient management plans. It involves conducting psychological assessments and the delivery of appropriate therapeutic interventions for the full range of referred difficulties accepted by the service.

To provide teaching, training and supervision of the psychological work of staff of other disciplines.

To conduct and supervise research and audit, to develop and evaluate new clinical and psychological programmes, as a major responsibility of the job. To participate in relevant research/ audit groups, as required by the Mental Health Division.

To contribute to the development of new psychological services and participate in the CMHT's service planning and development, as directed by the Principal Clinical Psychologist in the Borough.

To work as a member of the multi-disciplinary CMHT and to contribute to the activities and developments of this team.

MAIN DUTIES

1. CLINICAL

- 1.1. To identify which of those patients who have been referred to the CMHT have complex, severe, challenging psychological problems and who may benefit from Psychology services.
- 1.2. To conduct psychological assessments with patients who engage with Psychology services, using interview techniques, psychometric tests, behavioural observation, and consultation with relatives/ carers.
- 1.3. To construct a psychological formulation of each patient's difficulties and develop an individualised intervention and management plan.
- 1.4. To select which patients require urgent and immediate treatment and who are to be placed on the waiting list for psychological therapy.
- 1.5. To provide the psychological therapy required to address the patient's difficulties, as predicted by the formulation.
- 1.6. To provide consultation and advice to professional staff from other disciplines on psychological assessment, therapy and techniques for working effectively with particular patients.
- 1.7. To be a major contributor of psychological knowledge and expertise to the work of the multi-disciplinary team.
- 1.8. To communicate and liaise with colleagues in the CMHT about progress in therapy and their work with the same patients.
- 1.9. To provide regular feedback to referral agents on the progress of work with the patients referred.
- 1.10. To be responsible for all administrative tasks relating to case-work including keeping case notes, therapeutic correspondence, CTP records, patient data base records etc. in line with the Policies and Procedures of the relevant CMHT, the Adult Psychology Speciality and the Division as a whole.
- 1.11. To use the CTP documentation and process.
- 1.12. To be a Care Co-ordinator as decided in the CTP Meetings of the CMHT.
- 1.13. To engage in joint clinical work with colleagues where appropriate.
- 1.14. To advise staff of other disciplines and agencies about the psychological assessment, treatment, management and care of patients referred to the CMHT.

- 1.15. To manage all psychology referrals to the CMHT, organise own caseload, set up and run clinics, and manage the treatment and assessment waiting lists.
- 1.16. To be responsible for own clinical work.
- 1.17. To use breakaway techniques if in a challenging situation with a patient to preserve own safety.

TEACHING, TRAINING, SUPERVISION & CONSULTATION.

- 1.18. To provide training in the use of psychological approaches to other professional staff and agencies, undergraduates in psychology and Psychology Assistants where appropriate.
- 1.19. To supervise the psychological work of staff from other disciplines, undergraduates in psychology and Psychology Assistants, as appropriate.
- 1.20. To design and deliver teaching packages to address identified psychological skills gaps of other professional staff and agencies.
- 1.21. To provide consultation and advice to other staff and agencies on the psychological treatment and management of their patients.
- 1.22. To be responsible for developing consultation services to key referrers and professional groups within the CMHT as directed by the Principal Clinical Psychologist and/or Head of Adult Specialty.
- 1.23. Identifies training needs and contributes to training events and conferences co-ordinated by the Adult Psychology Service as required.

RESEARCH AND EVALUATION.

- 1.24. To conduct and publish formal research in areas relevant to the delivery of Psychological and Adult Mental Health services.
- 1.25. To supervise or advise upon the formal research and complex audit conducted by qualified Clinical Psychologists, Trainee Clinical Psychologists, Psychology Assistants, Psychology Undergraduates, and colleagues from other professions.
- 1.26. To liaise with the Research Scrutiny Committee and Ethics Committee regarding specific research proposals.
- 1.27. To develop and evaluate on a regular basis new clinical and psychological programmes relevant to the delivery of Psychological and Adult Mental Health services.

- 1.28. To conduct service evaluation projects to assist in the development of Adult Mental Health services as required by the Mental Health Directorate.
- 1.29. To conduct ongoing assessment and monitoring of clinical outcomes, in order to evaluate current interventions and improve services.
- 1.30. To conduct, participate in, and advise upon Clinical Audit of Psychological and Adult Mental Health services.
- 1.31. To participate in Clinical Audit meetings and activities in the Mental Health Division.
- 1.32. To participate in Clinical Effectiveness meetings and activities in the Mental Health Division.

PLANNING AND SERVICE DEVELOPMENT

- 1.33. To monitor referral patterns within the CMHT, identifying trends and potential issues to be addressed as directed by the Principal Clinical Psychologist in the Borough and the Head of Specialty.
- 1.34. To develop and evaluate new models of service delivery in consultation with the Principal Clinical Psychologist and the Head of Adult Psychology, including regular discussion of “cross speciality” issues with colleagues from the Child, Older Age Adults and Learning Disabilities services.
- 1.35. To contribute to the planning and development of Clinical Psychology services in consultation with the Principal Clinical Psychologist and the Head of Adult Psychology.
- 1.36. To encourage and support the development of multi-disciplinary teamwork within the CMHT.
- 1.37. To attend and contribute to the planning and service development meetings of the Borough as directed by the Principal Clinical Psychologist and the Senior Nurse or Head of Specialty.

MANAGERIAL AND ADMINISTRATIVE

- 1.38. To provide Psychology Services to adults in the area served by the Borough CMHT as directed by the Principal Clinical Psychologist.
- 1.39. To work towards objectives set by the Principal Clinical Psychologist and Head of Specialty, in agreement with the Borough Manager.

- 1.40. To follow the policies and procedures of the CMHT, the Division of Mental Health and Learning Disabilities, the Gwent Psychology Service, and Aneurin Bevan University Health Board.
- 1.41. To carry out such administrative tasks as may be required by the Principal Clinical Psychologist and Head of Specialty or the Borough Manager.
- 1.42. To utilise resources and time efficiently and effectively.
- 1.43. To manage diary to ensure adequate provision of direct clinical work, consultation, training/ teaching/supervision, service planning/development, research/ evaluation, professional development and attendance at key meetings.

PROFESSIONAL DEVELOPMENT.

- 1.44. To meet with the Principal Clinical Psychologist and Head of Specialty on a regular basis to discuss service issues in the CMHT and the wider directorate.
- 1.45. To meet with the Principal Clinical Psychologist and Head of Specialty on a regular basis to discuss potential developments in Clinical Psychology Services in the CMHT.
- 1.46. Responsible for ensuring own continuing professional development and registration is kept up-to-date, in line with the appropriate governing body and the Gwent Psychology Service CPD Policy.
- 1.47. To meet with the Principal Clinical Psychologist and Head of Specialty for the purposes of constructing, reviewing and up-dating a Personal Appraisal Development Review (PADR).
- 1.48. To meet with the Borough Manager to discuss the PADR with a view to reaching agreement on its aims and objectives.
- 1.49. To meet regularly (at least 90 minutes every two weeks) with an experienced Clinical Psychologist for Clinical Supervision, in accordance with the good practice guidelines as outlined in the Clinical Supervision Policy of the Gwent Psychology Service.
- 1.50. To keep an up-to-date record of supervision received according to the policy of the Gwent Psychology Service.
- 1.51. To keep up-to-date with current developments in Clinical Psychology practice, professional issues, service developments and developments in strategic thinking by reading, using the electronic library/ internet, attending

short courses and embarking on more lengthy and intensive training programmes leading to further qualifications as specified in the PADR.

- 1.52. To disseminate recently acquired knowledge to colleagues within the service following literature searches, and attendance at courses and conferences.
- 1.53. Responsible for developing an area of special interest relevant to the activity of the Adult Psychology Speciality as directed by the Principal Clinical Psychologist and agreed with the Head of Adult Psychology.
- 1.54. Responsible for keeping up-to-date with the policies and procedures relevant to direct case work with adults, their carers etc.
- 1.55. To gain wider experience of Clinical Psychology and health services.
- 1.56. To receive mandatory annual training in breakaway techniques.
- 1.57. To participate in the professional meetings and activities of the Gwent Psychology Service or relevant profession.
- 1.58. To contribute to the development of Clinical Governance initiatives within the Adult Mental Health Psychology Speciality, the CMHT and the Adult Mental Health Directorate.

HEALTH AND SAFETY AT WORK

All staff are reminded of their responsibilities as employees to take reasonable care of their own health and safety at work and of other persons who may be affected by their acts or omissions at work.

You are to attend all mandatory/statutory training according to Gwent Healthcare NHS Trust requirements.

CONFIDENTIALITY

In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff as appropriate. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager.

Similarly, no information of a personal confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your

employers as serious gross misconduct, which could result in disciplinary action being taken against you. Individuals with the Aneurin Bevan University Health Board are responsible for any records they create, use or handle. This responsibility is established at, and defined, by law.

All employees working for or within the NHS who record, handle, store or otherwise come across information, have a personal common-law duty of confidence. The Data Protection Act 1988 now places statutory restrictions on the use of personal information, including health information. All staff need to acknowledge the importance of health records and their personal responsibilities.

Its security is of prime importance and serious consequences can result should a record go missing. Any disclosure of such information without permission is a disciplinary offence and may result in dismissal.

Post Holder

Manager

Name:

Name:

Signature:

Signature:

Date:

Date:

REVIEW

The job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not part of your contract of Employment and your duties may well be changed from time to time to meet changes in the Health Board's requirements in consultation with yourself.

Person Specification

Practitioner Psychologist

	Essential	Desirable
Education and Training	<ul style="list-style-type: none"> • Good Honours Degree in Psychology recognised by the BPS as being eligible for Graduate Basis for Registration • Doctorate in Clinical or Doctorate in Counselling Psychology (or equivalent Doctoral level training which must include Children, Adults, People with Learning Disabilities and Older adults) • Ability to write for publication 	<ul style="list-style-type: none"> • Teaching qualification • Masters Degree
Experience	<ul style="list-style-type: none"> • Relevant and significant experience of providing evidence based psychological interventions at band 6 or higher. • Experience within Adult Mental Health Services. • Experience of researching, developing and delivering training packages • Experience in providing supervision for clinicians working with psychological distress and complexity. • Experience of dealing with conflict and working with individuals who may be in a high state of distress or agitation. • Experience of working in multi-disciplinary teams and multi agency working • Experience in planning and developing services • Experienced in speaking & lecturing in public & professional forums • Experience of research 	<ul style="list-style-type: none"> • Member of specialist interest groups and networks locally and nationally • Worked as part of IAPT programme or innovative means of delivering psychological care and treatment
Skills and Aptitudes	<p><u>Communication & Relationship Skills</u></p> <ul style="list-style-type: none"> • High level communication and interpersonal skills to convey and receive complex, highly technical, sensitive information effectively at both a written and oral level. • Skilled in working with people at all levels from all disciplines and interagency level. • Ability to lead with vision and engage others in collaborative change processes • High level of presentation and report writing skills for clinical and academic content in a range of contexts. <p><u>Analytical & Judgement Skills</u></p> <ul style="list-style-type: none"> • Ability to make clinical and service-related judgements involving complex facts requiring analysis, interpretation and comparison of a range of options. • Ability to critically evaluate research evidence relating to clinical effectiveness and service development. <p><u>Planning & Organisational Skills</u></p> <ul style="list-style-type: none"> • Ability to plan, formulate, organise and implement a broad range of complex clinical and service related operational activities, programmes and plans,. 	<ul style="list-style-type: none"> • Experience in presenting papers in conferences • Ability to speak Welsh • Ability to analyses statistical data

	<p><u>Clinical skills</u></p> <ul style="list-style-type: none"> • Specialist skills in working with patients experiencing moderate – severe levels of psychological distress. • Skilled and experienced in providing clinical supervision to a range of clinicians. <p><u>Information Technology skills</u></p> <ul style="list-style-type: none"> • Computer literate • Good Keyboard skills 	
Knowledge	<ul style="list-style-type: none"> • Professional knowledge acquired through degree/Doctorate supplemented by specialist training, experience, and short courses. • Knowledge of research design, methodology and analysis. • Up to date knowledge of legislation, policy and professional issues pertinent to the area of specialism and its contexts. • Up to date knowledge of relevant mental health legislative frameworks for adults and older adults. 	
Personal Qualities	<ul style="list-style-type: none"> • Strategic thinker. • Professional attitude • Able to lead complex communication processes where there are opposing views and significant barriers to acceptance and understanding. • Able to focus and concentrate on complex issues on a daily basis and deliver high quality outcomes. • Able to work consistently and therapeutically with frequent exposure to highly emotional, distressing and sensitive clinical circumstances. • Able to deliver work within timescales and manage boundaries sensitively. • Practices equal opportunities and respect for others. 	
Other job requirements	<ul style="list-style-type: none"> • Ability to travel to meet the needs of the service 	