

JOB DESCRIPTION
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<b>JOB TITLE:</b>	<b>Clinician: Psychologically Informed Consultation and Training (PICT) Service</b>
<b>BAND:</b>	<b>8A</b>
<b>HOURS OF WORK:</b>	<b>30 hours per week</b>
<b>LOCATION:</b>	<b>Islington Children and Families Services</b>
<b>SPECIALTY/DEPARTMENT:</b>	<b>Camden Division</b>
<b>ACCOUNTABLE TO:</b>	<b>Lead of the PICT service</b>
<b>RESPONSIBLE TO:</b>	<b>Lead Psychologist, PICT</b>

### **1. JOB SUMMARY**

The Psychologically Informed Consultation and Training (PICT) service provide a model of consultation, training and joint working that supports the wider system to work more effectively with people presenting with complex mental health presentations, including personality disorder (not necessarily diagnosed) among other difficulties. The approach we use aims to equip staff working with complexity, with the knowledge, skills, and confidence to understand the person beyond their surface behaviours.

The PICT team brings our mental health expertise to frontline services with the aim of promoting greater knowledge, understanding, curiosity and skill, enhancing the working relationship between frontline staff and their service users, supporting integration of healthcare, local authority and other organisations.

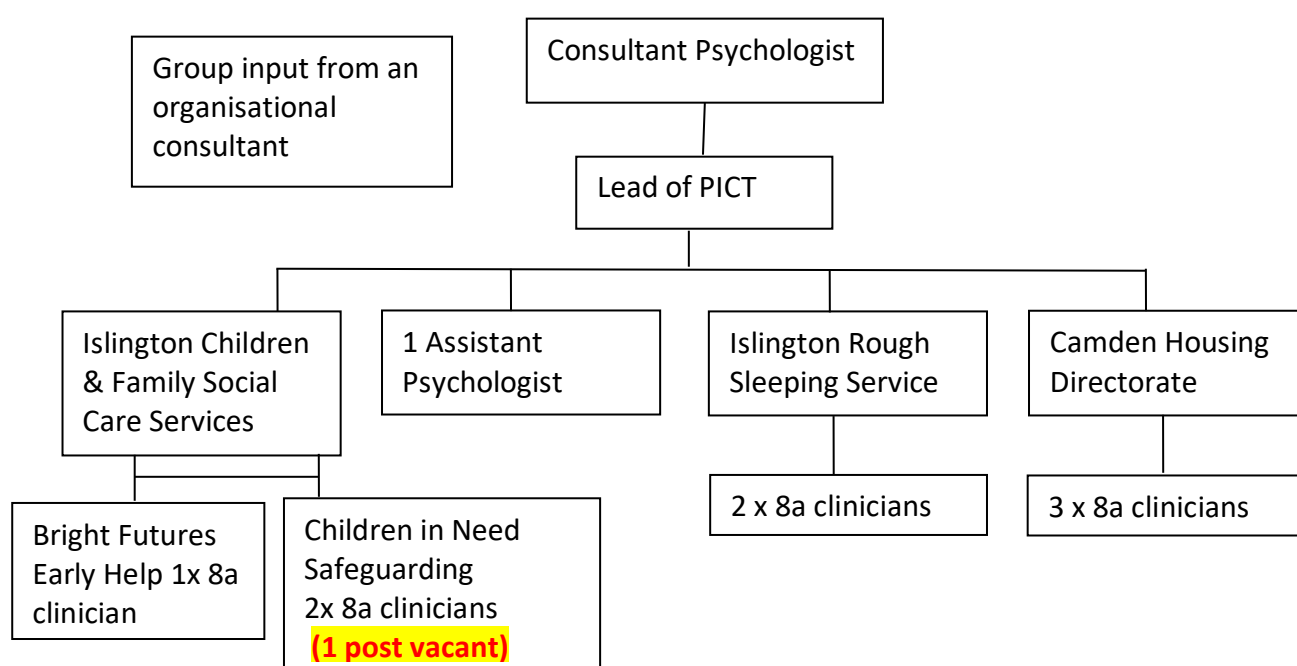
The focus of this role will be to provide PICT services to professionals based within Islington Council's Children and Families Services. Specifically, we work within Children in Need services and Early Help services. The post is usually co-located with the relevant team. Interventions will include:

- Individual and group consultation with staff and with service users
  - To attend consultation sessions and support the identification of mental health and wellbeing needs of adults in the family. The approach used requires formulation as well as understanding local service provision, to support access to appropriate interventions.
  - To carry out screening, brief intervention work to support engagement with services, risk and safeguarding for a small number of clients, where the need is indicated.
- Training to staff to help improve understanding and confidence in working with clients with complex needs.
- Ensure effective liaison and joint working between Council Services and Adult Mental Health Services and, where appropriate, supporting access to appropriate interventions.

- Providing group reflective practice.
- Maintaining good knowledge and links with Camden and Islington Mental Health Trust services through attending relevant team and/or clinical meetings and educating the Trust about Children and Family services, when needed.

The post holder will join a multi-disciplinary team providing the PICT model across a range of services in Camden and Islington boroughs. Support for staff in PICT roles includes regular supervision, monthly team reflective practice, peer-consultation, in-house training, seminar and learning sessions. We are diversifying our team by opening this role to other allied professionals with sufficient experience.

### **Organisational Position (illustrative)**



## **2. RELATIONSHIPS/COMMUNICATIONS**

The post holder is expected to establish and maintain positive interpersonal relationships with other staff members characterised by trust, mutual respect, and open, honest communication.

### **Internal Relationships**

- PICT Lead
- PICT colleagues
- Trust staff (colleagues and admin staff)

### **External Relationships**

- Managers within Islington Council children and family services

- Staff members within the teams you work in e.g., staff in Children in Need / Early Help Bright Futures teams.

### **3. KEY RESPONSIBILITIES**

- To provide specialist psychological consultation, education, and guidance to other professionals, drawing upon a range of clinical and systems theory models.
- Where indicated, undertake joint appointments with the allocated worker, about the mental health needs of identified clients, using formal individual, systemic and other assessment methods in line with best practice guidelines.
- To formulate and devise high quality, time limited, evidence led psychologically informed treatment, management, and support plans for identified clients informed by psychological theory and models.

#### **Management**

- To provide supervision and undertake management responsibilities if required by the service. For example, overseeing the work of an assistant psychologist when necessary.

### **4. CLINICAL RESPONSIBILITIES**

- To keep accurate records of all clinical (direct and indirect) work undertaken with appropriate documentation and communication within the service and with other parties, following GDPR compliance.
- To provide summaries / reports and communicate verbally in a skilled and sensitive manner concerning the consultation, screening, formulation, and suggestions regarding the service user.
- To liaise with other health and social care staff, from a range of agencies, regarding the work.
- To provide specialist consultation on risk assessment and management of service users with complex mental health needs and risk.

### **5. OPERATIONAL RESPONSIBILITIES**

- To contribute to appraisal processes
- If supervising others, to follow good practice principles regarding documentation and implementation of supervision.

### **6. POLICY / SERVICE DEVELOPMENT**

#### *Responsibilities for development and implementation of policy and/or services*

- 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 organisational matters need addressing.
- To manage and supervise Band 7 / Trainee / Assistant psychologists where appropriate.

### **7. RESEARCH AND DEVELOPMENT**

- To undertake project management, including audit and service evaluation, with colleagues within the service, to help develop and evaluate service provision.

- To communicate and liaise with partner organisations in the development of any research, audit, or evaluation of the work in their services.
- To utilise theory, evidence-based literature, and research to support evidence-based practice in individual and teamwork with other team members.
- To undertake appropriate research and provide research advice to other staff undertaking research, as negotiated with professional managers.

## **8. PLANNING & ORGANISATIONAL SKILLS**

- The post holder will be required to plan and organise complex activities and programmes associated with the work. This would include providing a PICT intervention to the host team. For example, training events, consultation sessions.
- The post holder will be required to undertake consultation and administrative tasks in a timely manner, providing written and verbal feedback to staff members receiving the consultation.

## **9. RESPONSIBILITY FOR HUMAN RESOURCES**

The post holder is responsible for the line management of any staff that directly report to you and to motivate the staff for which you have line management responsibility. This can include:

- Accountability for the management, mentoring and career development of staff for which you have direct line management responsibility.
- Setting objectives for and measuring performance against objectives set.
- Ensuring individual roles and responsibilities are clearly defined within the team, including responsibility for managing cover during periods of annual leave and sickness.
- Developing appropriate systems to monitor the performance of your directly managed staff in accordance with trust policies and procedures.
- Staff appraisal and development, including identification of training needs and monitoring of training undertaken.

## **10. GENERAL**

- **All staff are responsible for the continual compliance with CQC standards and outcomes.**
- **The postholder must be aware of, and work in line with, the Trust's Safeguarding Adults and Children procedures.**
- To ensure the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programme and as required by your regulatory body e.g., the Health Care Professionals Council or Nursing and Midwifery Council.
- To contribute to the development and articulation of best practice in your profession within the service areas. This would likely be via taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in your professional field and related disciplines.
- 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.

- To maintain up to date knowledge of legislation, national and local policies, and issues of relevance to the service and client groups.
- To be willing to work flexible hours as agreed with the manager of the post.
- To undertake such other duties and responsibilities, appropriate to the grade of the post, as may be agreed with Professional and Line Managers.

## **9. PERSONAL DEVELOPMENT**

All staff are required to be appraised by their line managers at least once a year at a personal development review meeting where progress made over the last year is discussed and agreed. Focus on the following year's departmental and personal objectives will be identified, discussed, and agreed. Where necessary, help and support will be provided, and development opportunities agreed in line with service provision and knowledge and skills competency framework.

## **MANDATORY TRUST RESPONSIBILITIES**

### **AMENDING THE JOB DESCRIPTION**

This is a newly created role, and it is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the postholder. This will be done in consultation with the postholder, and it is hoped that agreement can be reached to any reasonable changes.

### **PROBATIONARY PERIOD**

This post is subject to the requirements of a six-month probationary scheme for new staff only.

### **CONFIDENTIALITY**

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with "Caldicott principles".

### **CODE OF CONDUCT**

Camden and Islington NHS Foundation Trust has a code of conduct for all non-registered staff in a direct care role. As an employee of the Trust, you are expected to always comply with this code, and any breach of it whilst in practice will be investigated by the Trust.

Copies of the code of conduct can be obtained from the Human Resources Department and it is also available on the Camden and Islington NHS intranet.

### **DATA PROTECTION**

All staff who contribute to patients' care records are expected to be familiar with, and adhere to, the Trust's Standards of Records Keeping Policy. Staff should be aware that patients' care records throughout the Trust will be subject to regular audit.

All staff who have access to patients' care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Trust's Confidentiality of Health Records Policy.

All staff have an obligation to ensure that care records are maintained efficiently, and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and on the basis that, on accepting their job description, they agree to maintain both patient / client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act.

## **PROFESSIONAL REGISTRATION**

If you are employed in an area of work which requires membership of a professional body to practice (e.g., Nursing & Midwifery Council for nurses), it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.

You are required to advise the Foundation Trust if your professional body in any way limits or changes the terms of your registration.

Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.

If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment. Furthermore, throughout your employment with the Foundation Trust, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any professional body or in respect of any required qualifications.

## **RISK MANAGEMENT**

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff receive appropriate training, that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Governance Committee and Risk and Assurance Committee.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are potentially inadequate, managers are responsible for

bringing these risks to the attention of the Clinical Governance Committee or Risk and Assurance Committee if resolution has not been satisfactorily achieved.

#### **POLICIES & PROCEDURES:**

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of the Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health & Safety at Work etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

#### **SAFEGUARDING**

The Trust is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All staff are expected to implement the Trusts' Safeguarding policies and procedures, act promptly on concern, communicate effectively, and share information appropriately.

#### **HEALTH AND SAFETY**

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work etc Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for the other employees and visitors.

#### **INFECTION CONTROL**

Employees must be aware of the responsibilities placed upon them by The Health Act (2007) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE)

#### **GENERAL**

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As the Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

#### **EQUAL OPPORTUNITIES POLICY**

The Trust operates in a multi-ethnic area. All members of staff are expected to consider equalities in all areas of work.

All employees are expected to abide by the Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

**Date: 22/04/2024**

**Prepared By: Dr Gemma Mitchell**