

## **HERTFORDSHIRE PARTNERSHIP NHS FOUNDATION TRUST**

### **JOB DESCRIPTION**

<b>Title:</b>	Highly Specialist Clinical Psychologist
<b>Band:</b>	Band 7 – 8a
<b>Directorate:</b>	Mental Health Services for Older People (E&N SBU)
<b>Responsible to:</b>	North Herts Principal Clinical Psychologist
<b>Accountable to:</b>	Head of MHSOP Psychology/Senior Service Lead
<b>Base:</b>	Saffron Ground, Stevenage

#### **Hertfordshire Partnership University NHS Foundation Trust**

- Hertfordshire Partnership University NHS Foundation Trust (HPFT) is an exceptional organisation with big ambitions, our aim is to be the leading provider of mental health and specialist learning disability services in the country.
- With a workforce of 3,000 and an annual income of about £200m, the Trust is organised across Strategic Business Units and provides integrated health and social care services through a large network of community and inpatient settings, serving diverse communities across Hertfordshire, Norfolk, North Essex and Buckinghamshire. As a university Trust, HPFT continues to develop strong links with the University of Hertfordshire providing excellent learning and development opportunities, as well as strengthening our clinical research capability.
- Whilst it is a challenging period for the NHS, there has never been a more exciting time to join HPFT following our CQC rating of Outstanding awarded to us in April 2019. We are on our “five year forward journey” as we continue to innovate, improve, transform and ultimately deliver the very highest standards of care to the service users and communities that we serve.

## **Our Services**

We provide mental health and social care services - including Adults of Working Age, Older Adults, Children and Adolescents and Specialist Learning Disabilities services.

The Trust works in close partnership with Hertfordshire County Council and also with other NHS organisations to promote and support mental health in the community. We also provide specialist learning disability services in Norfolk and North Essex.

The Trust provides:

- Community services including local teams for mental health.
- Acute and rehabilitation services including inpatient services and crisis team.
- Specialist services such as mental health services for older people, eating disorders, and our mother and baby unit.
- Learning disability and forensic services.

## **Our Mission**

We help people of all ages live their lives to their full potential by supporting them to keep mentally and physically well.

Everything we do is aimed at providing consistently high quality, joined up care, support and treatment that:

- Empowers individuals to manage their mental and physical wellbeing.
- Keeps people safe from avoidable harm.
- Is effective and ensures the very best clinical and individual recovery outcomes.
- Provides the best possible experience.

## **Our Vision**

Our conversations with service users, carers, staff, commissioners and the wider communities we serve have informed a simple but ambitious vision:

***“Delivering great care, achieving great outcomes - together”***

We will achieve our vision by:

- Putting the people who need our care, support and treatment at the heart of everything we do – always.
- Consistently achieving the outcomes that matter to the individuals who use our services, and their families and carers, by working in partnership with them and others who support them.
- Providing the very best experience of joined-up care in line with what service users and carers have told us makes ‘Great Care’.

## Great Together

Great Together, our Trust strategy for 2023 – 2028, has been developed and co-produced with our service users, carers, staff, partners and local communities and gives us a clear roadmap to achieve our vision of great care and great outcomes.

Great Together places service users and carers at the centre of what we do; commits us to addressing inequalities and achieving equity; focuses on developing

our people and creating a vibrant learning organisation whilst working in strong partnerships to deliver high quality care.



## Values and Behaviours

Our values and behaviours have been developed by over 800 service users, carers and members of staff. They describe how we aim to be with service users, carers and each other. By living our values, we will deliver our ambition to be a leading provider for everyone we work with.

	we are...	you feel...
Our Values	<b>Welcoming</b>	✔ Valued as an individual
	<b>Kind</b>	✔ Cared for
	<b>Positive</b>	✔ Supported and included
	<b>Respectful</b>	✔ Listened to and heard
	<b>Professional</b>	✔ Safe and confident

### Our values set the tone for:

- The way we plan and make decisions.
- The way we behave with service users and each other.
- The kind of colleagues we recruit.
- The way we induct, appraise and develop our staff.

### Job Summary:

To provide a high-quality specialist clinical psychology service for older people with mental health issues and all adults with dementia in the North of the county. To work autonomously within professional guidelines and support the governance of psychological practice within the North Herts MHSOP community mental health team. To supervise and support the psychological assessment and intervention provided by assistant psychologists and other clinical members of the team who provide psychologically based care and treatment.

To undertake specialised clinical work within the MHSOP Psychology service and with external agencies, which will include assessment, direct and indirect intervention, supervision, training and consultancy. To provide specialist knowledge and consultation to staff where appropriate and relevant. Where required, to contribute specialist psychological skills and advice with regards to the design and implementation of strategic planning, organisational and service developments, staff training and support initiatives within the service and Hertfordshire Partnership NHS Foundation Trust and to other professional organisations. To utilise research and training skills and knowledge to support audit, policy and service development, research activity and other programmes within the service.

## **Job Responsibilities**

### **Knowledge, Skills and Experience:**

1. Doctoral level training as a practitioner psychologist including specific models of psychopathology, psychometrics and neuropsychology, with two or more distinct psychological therapies and lifespan development psychology, as accredited by the BPS.
2. Experience of specialist psychological assessment (including risk assessment) and treatment of clients within inpatient settings.
3. Experience of working with a wide variety of client groups across the whole life course and presenting problems that reflect the full range of clinical severity and maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
4. Formal training in the supervision of other psychologists.
5. Ability to teach and train others using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.
6. 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.

### **CLINICAL**

1. To provide highly specialist psychological assessments (including risk assessments) of clients identified within the designated 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 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 difficulties and risk 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 be responsible for implementing a range of highly specialist psychological interventions for individuals, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual.
5. To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to a client's formulation, diagnosis and case management plan.

6. To provide a key role directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients within the service, across all

settings and agencies serving the client group.

7. To undertake complex risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
8. To use well developed skills in the ability to communicate effectively orally and in writing, complex highly technical and/or clinically sensitive information to clients and other professional colleagues.

## **TEACHING, TRAINING AND SUPERVISION**

1. To receive regular clinical & professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision for other professional staff's psychological work as appropriate, including psychological reflective practice.
3. To provide professional and clinical supervision to assistant psychologists within the service.
4. To provide clinical placements for trainee clinical psychologists ensuring that trainees develop the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies. To continue to develop skills in the area of clinical supervision.
5. To contribute to the pre and post qualification teaching of professional psychology.
6. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
7. Contribute through consultation and training to the understanding of team dynamics and the impact of working with personality disorder in ways which strengthen the working of the team in the interests of risk management.

## **MANAGEMENT, RECRUITMENT, POLICY AND SERVICE DEVELOPMENT:**

1. To support psychological aspects of service development in the service area of primary responsibility. To support 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.
2. To advise relevant health services and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

3. To manage where required the workloads of assistants, and practitioner psychologists in training within the framework of the team/service's policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate psychologists.
5. To be an active participant in all multi-disciplinary forums related to the delivery of services e.g. clinical reviews, referral meetings etc.

#### **INFORMATION RESOURCES:**

1. To be responsible for personal record keeping, processing and storage of data and taking and transcribing minutes where appropriate.
2. To ensure that all databases related to their service area are maintained satisfactorily.

#### **RESEARCH AND SERVICE EVALUATION:**

1. Doctoral level knowledge of research methodology, research design and complex multivariate data analysis as practiced within the field of professional psychology.
2. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work, work within the team and relevant service areas.
3. To contribute when required in appropriate research and provide research advice to other staff undertaking research.
4. To undertake when required project management with support from senior colleagues, including supporting complex audit and service evaluation to help develop service provision.

#### **GENERAL:**

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 post holder's professional and service managers.
2. To contribute to the development and articulation of best practice in
3. psychology across the service by continuing to develop the skills of a 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.

4. 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.
5. 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.

**To be noted:**

- 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 manager.
- 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, Health & Safety and Confidentiality of Information.

**Physical Working Conditions and Environment**

This post is based at Saffron Ground, Stevenage as part of MHSOP at the East and North Strategic Business Unit of Hertfordshire Partnership University NHS Foundation Trust.

Frequent exposure to distressing and emotional circumstances through the need to review with clients, in detail, the circumstances of their background and often traumatic histories is required. This includes discussing in detail clients' histories which may include severe psychological trauma across the lifespan and the distress of cognitive impairment and terminal physical conditions such as dementia. Occasional exposure to traumatic incidents such as severe verbal abuse, challenging behaviour and risk of physical aggression from clients may arise. Ability to cope with clients who can be hostile, aggressive, severely disturbed suicidal and self-harming.

**Additional Information:**

**Knowledge and Skills Framework:**

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

**Health and Safety**

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

**Infection Control**

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

### **Equality and Diversity**

Hertfordshire Partnership University NHS Foundation Trust (HPFT) is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users & carers and ensuring a supportive environment free from harassment. Because of this HPFT actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

### **Confidentiality**

All staff must be aware of the Data Protection Act 1984, and its subsequent amendments, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and the individual may be prosecuted.

### **Standards of Business Conduct and Conflicts of Interest**

The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of staff to ensure that they do not abuse their official position for personal gain or seek to advantage or further private business or other interests in the course of their official duties. Staff should be informing their line manager if they are working for any other organisation to ensure that this Trust complies with the Working Time Regulations.

### **Information and Records Management**

The post holder must be competent in using IT and have the relevant skills to carry out the activities required for the post.

To comply with the Data Protection Act 1998, Freedom of Information Act 2000 and Department of Health Code of Confidentiality in line with Trust procedures.

To adhere to the Trust's policies on records management including creation, use, storing and



retention and disposal of records.

Adhere to the Trust's Corporate Identity (using the standard templates – available on [www.hpt.nhs.uk](http://www.hpt.nhs.uk)).

### **Safeguarding Adults and Children**

The Trust is committed to ensuring adults and children are protected and come to no harm from abuse. All employees have a responsibility to be aware of national and local policies, their individual responsibilities with regards to the protection and safeguarding of both adults and children, and must adhere to them at all times.

### **Organisational Change**

As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

## PERSON SPECIFICATION

**Title:** Practitioner Psychologist (Clinical)

**Band:** 7 – 8a

**Directorate:** MHSOP, East and North SBU

CRITERIA	ESSENTIAL	DESIRABLE
<b>TRAINING AND QUALIFICATION</b>	<p>Doctoral level qualification in clinical psychology or equivalent.</p> <p>Registered as either a clinical/counselling psychologist with the Health and Care Professions Council (HCPC).</p>	<p>Additional post graduate training or qualification in a specific psychological therapy or Neuropsychology).</p>
<b>EXPERIENCE</b>	<p>Experience of specialist assessment and therapy with service users across a range of care settings.</p> <p>Experience of working with a wide variety of service user groups with presenting problems that reflect a range of clinical severity, including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Experience of working in a multi-disciplinary team.</p>	<p>Experience of working within older people in a clinical role.</p> <p>Direct experience of using therapy with older people</p> <p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of psychological services in different cultural contexts.</p>
<b>KNOWLEDGE AND SKILLS</b>	<p>Skills in the use of complex assessment, therapy or intervention.</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in</p>

CRITERIA	ESSENTIAL	DESIRABLE
	<p>frequently requiring sustained and intense concentration.</p> <p>Well developed skills in communicating effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to service users, their families, carers and other professional colleagues, both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychological services.</p>	<p>specific groups (e.g. people with cognitive impairment)</p> <p>High level knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Knowledge of capacity and other legislation in relation to the client group.</p>
<b>OTHER</b>	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <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.</p>	<p>Experience of working within a multi-cultural framework.</p>