

## Job Description

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| <b>Job Title:</b>      | Highly Specialist Practitioner Psychologist<br>(Clinical/Counselling/Forensic) – Adult Inpatient Mental Health |
| <b>Band:</b>           | Band 8A (preceptorship available at Band 7 until two years post qualification). Full time post.                |
| <b>Responsible to:</b> | Modern Matron, (Adult) Fulbourn Hospital<br>Consultant Practitioner Psychologist, In-Patient Pathway           |
| <b>Department:</b>     | Psychology   |
| <b>Directorate:</b>    | Adult & Specialist Mental Health (ASMH)  |

## Our Values

|                        | <b>Behaviour</b>  | <b>How we will demonstrate this behaviour</b>   |
|------------------------|---|---|
| <b>Professionalism</b> | We will maintain the highest standards and develop ourselves and others | By demonstrating compassion and showing care, honesty and flexibility                               |
| <b>Respect</b>         | We will create positive relationships                                   | By being kind, open and collaborative   |
| <b>Innovation</b>      | We are forward thinking, research focused and effective                 | By using evidence to shape the way we work  |
| <b>Dignity</b>         | We will treat you as an individual                                      | By taking the time to hear, listen and understand   |
| <b>Empowerment</b>     | We will support you   | By enabling you to make effective, informed decisions and to build your resilience and independence |

## Job Purpose

Under the overall co-ordination of the Consultant Clinical Psychologist and under clinical supervision of the Principal Clinical Psychologist to provide a qualified practitioner psychology service (clinical/counselling/forensic) to clients of our acute inpatient service at Fulbourn Hospital, Cambridge. To provide specialist psychological assessment including neuropsychology assessment, to provide NICE compliant specialist psychological therapy, to provide advice and consultation on clients' psychological care to non-psychologist colleagues and to other non-professional carers; leading on aspects of the training and on-going supervision of psychologists and non-psychologist staff in

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psychological interventions. To assist with appropriate governance arrangements for all psychological services within the teams. To contribute to the initial expert assessment of clients newly referred to the teams. To work autonomously within professional guidelines and the overall framework of the teams' policies and procedures. To provide advice on methods of evaluating the work of the team including advising on suitable outcomes measures. To utilise research skills for audit, policy and service development and research within the area served by the teams. The post does not have any budgetary responsibilities.

### **Working Environment**

To work with clients admitted to the AAU, in the community and within their own homes. At times there will be lone working in the community environments, where there is an expectation to follow the relevant safety protocols. To work with clients and carers who at times are experiencing high levels of distress and some of whom may become challenging both verbally and physically.

## **Key Responsibilities**

### **Clinical / Service Specific**

1. To provide specialist psychological assessments of clients referred to the teams 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, family members and others involved in the client's care.
2. 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 in line with Trust and inter-agency policies and procedures.
3. To develop psychological formulations of presenting problems or situations that integrate information from assessments within a coherent framework that draws upon psychological theory and evidence and which incorporates interpersonal, societal, cultural and biological factors.
4. To use psychological formulations to develop and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, and to use these plans to inform and lead the work of non-psychology members of the teams.
5. To support the teams in developing Psychological ways of understanding clients distress.
6. To facilitate the provision of group interventions with Mulberry 1 ward and Crisis Home Treatment Team.
7. To support the delivery and supervision of Brief Psychological Interventions by the teams.
8. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
9. 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, family, carers or group.

10. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients, and manage and maintain a caseload in line with service guidelines and under the overall co-ordination of the Consultant Practitioner Psychologist.
11. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
12. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients, and manage and maintain a caseload in line with service guidelines and under the overall co-ordination of the Consultant Practitioner Psychologist
13. 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.
14. To communicate, in a skilled and sensitive manner, to clients, family carers and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care
15. To monitor and evaluate progress during the course of both uni-and multi-disciplinary care, and to provide appropriate reports on this.
16. To produce reports on clients, in a timely manner, that convey the key findings of psychological assessment and formulation and treatment outcome in a way that does justice to the complexity of the problems described, but that are understandable to the recipients of the reports, including clients and referrers.
17. To assist in the management of the team caseload.
18. To attend and contribute to relevant team meetings and case discussion.
19. To work in partnership with other disciplines and to maintain links with statutory and non-statutory and primary care agencies as appropriate.

### **Research & Service Evaluation**

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
2. To undertake service orientated and clinically relevant research as agreed with the Consultant Practitioner Psychologist.
3. To lead on research, evaluation and clinical outcome monitoring for the teams.
4. To undertake appropriate research including making ethics and/or funding applications.
5. To prepare research reports for dissemination in peer-reviewed journals or at local or national conferences.
6. To provide advice to other professionals as required on research design and methodology including complex audit and clinical and service evaluation to help develop service provision.

### **Information Technology**

1. To use a computer as necessary for clinical work, including literature searches, word processing, developing and maintaining training packs and information leaflets, inputting data, emailing, report writing, recording patient contacts, and other tasks as necessary for the efficient running of the service and/or training needs.

2. To use statistical and other software (spreadsheets, word processing, graphics etc) for the analysis and presentation of clinical and research data
3. To adhere to the Trust policies for clinical record keeping. To maintain appropriate records of test results using standardised forms.
4. To create databases as required for clinical or research work.

## **Financial Responsibility**

1. To adhere to Trust financial policies and procedures.

## **Human Resources**

1. To contribute to the analysis, development, evaluation and monitoring of the Trust's and teams' operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To support the recruitment of graduate, assistant, and junior qualified Psychology staff; leading on recruitment where appropriate.
4. To be involved, as appropriate and in conjunction with the Consultant Practitioner Psychologist, in the recruitment and selection of staff in other disciplines and/or agencies.
5. To provide and receive regular clinical supervision in accordance with good practice guidelines and Trust policy.

## **Training & Development**

- To participate in regular supervision in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.

## **Quality & Patient Safety**

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.

- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

## **General**

- 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 comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

## **Equality & Diversity**

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

## **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.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is

committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

## Person Specification

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| <b>Department:</b>     | Psychology   |

| Criteria                   | Essential  | Desirable  |
|----------------------------|--|--|
| Education / Qualifications | <ul style="list-style-type: none"> <li>• Doctorate level training in clinical / counselling/forensic psychology, including specifically models of psychopathology, clinical, psychometrics, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS and HCPC.</li> <li>• Undertaken training in the supervision of trainee clinical or other applied psychologists.</li> </ul> <p>Registered with Health and Care Professions Council as a practitioner psychologist</p>   | <ul style="list-style-type: none"> <li>• Chartered Psychologist</li> <li>• Relevant post-doctoral training</li> </ul>  |
| Experience                 | <ul style="list-style-type: none"> <li>• Substantial experience of specialist psychological assessment, formulation and treatment of clients across the full range of adult mental health care settings, including outpatient, community, primary care and in-patient settings.</li> <li>• 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</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of working within a multicultural framework.</li> <li>• Experience of representing psychology within the context of multi-disciplinary care.</li> <li>• Lived experience of mental health difficulties.</li> <li>• Experience of working within a crisis or acute assessment setting.</li> </ul> |

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|                    | <p>problems, verbal abuse and the threat of physical abuse.</p> <ul style="list-style-type: none"> <li>• Experience of exercising full clinical responsibility for client's psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care-plan</li> <li>• Experience of teaching, training and/or professional and clinical supervision.</li> <li>• Experience of the application of clinical psychology in different contexts</li> <li>• Able to demonstrate further specialist training / experience through having received a minimum of 50 hours clinical supervision of working as a specialist clinical psychologist over a minimum of 2 years, or an alternative agreed by the Head of Speciality</li> </ul>   |  |
| Skills & Abilities | <ul style="list-style-type: none"> <li>• Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills.</li> <li>• Skills in individual and group work and in programme planning.</li> <li>• Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</li> <li>• Willingness to be flexible, adaptable and innovative.</li> <li>• Planning and organising skills for caseload management.</li> <li>• Skills in self-management, including time-management</li> <li>• High standard of report writing for communication with professionals from NHS, Local Authority and other agencies, parents/ carers and clients.</li> <li>• Well developed skills in the ability to communicate effectively, orally</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc.).</li> <li>• Formal training in supervision of other psychologists.</li> <li>• High-level knowledge and skills in specialist neuropsychological assessment of adults.</li> </ul> |



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|                           | <p>and in writing, complex, highly technical and/or clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <ul style="list-style-type: none"> <li>• Skills in providing consultation to other professional and non-professional groups.</li> <li>• Capable of being individually accountable for own clinical interventions</li> <li>• Advanced keyboard and computer skills.</li> <li>• Able to contain and work with high levels of distress from clients.</li> </ul>  |  |
| Knowledge & Understanding | <ul style="list-style-type: none"> <li>• Doctoral level knowledge of psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, psychological aspects of physical health difficulties, and two or more distinct psychological therapies.</li> <li>• Knowledge concerning the management of qualified psychologists, including recruitment and retention, appraisals, and other HR policies and processes</li> <li>• Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of psychological medicine.</li> <li>• Knowledge of legislation and its implications for both clinical practice and professional management in relation to the patient group and mental health.</li> <li>• Evidence of continuing professional development as recommended by BPS.</li> <li>• An interest in models of service delivery, and an ability to articulate the value added by psychology services within the context of multi-disciplinary services</li> </ul> | <ul style="list-style-type: none"> <li>• Highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups</li> <li>• High-level knowledge of the theory and practice of at least two specialised psychological therapies.</li> </ul> |

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|                       | <ul style="list-style-type: none"> <li>• Good understanding of other professionals' theoretical perspectives of the adult group.</li> <li>• Knowledge of legislation in relation to the client group and its implications for clinical and professional practice.</li> </ul>  |  |
| Physical Requirements | <ul style="list-style-type: none"> <li>• Physical effort – ability to exert moderate physical effort during a session. Ability to sit for extended periods.</li> </ul>  |  |
| Other                 | <ul style="list-style-type: none"> <li>• Ability to travel independently</li> <li>• Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</li> <li>• Ability to articulate clearly the role of the profession of clinical psychology based upon a good understanding of the framework of government and national professional policy.</li> <li>• Demonstrates enthusiasm for service initiatives. Has a commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the service area.</li> <li>• Ability to exercise appropriate levels of self care and monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice.</li> </ul> | <ul style="list-style-type: none"> <li>• Record of having published in peer reviewed or academic or professional journals and/or books.</li> </ul> |

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.

27/11/2023