

JOB DESCRIPTION

POST TITLE:	Specialist Clinical/Counselling Psychologist OR Specialist CBT Therapist
BASE:	Erlegh House, University of Reading, RG6 6BZ
BAND	7 (0.8 WTE); Permanent
LINE MANAGER: Psychological Therapist	Highly Specialist Clinical/Counselling Psychologist/
PROFESSIONAL ACCOUNTABILITY:	Berkshire Healthcare Birth in Mind Service Lead

OUR VISION AND VALUES

Our **vision** is to **be a great place to get care, a great place to give care.**

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services

working Together with you to develop innovative solutions

JOB SUMMARY

An exciting opportunity has arisen to be involved in the development and delivery of a specialist fear of birth pathway, within the Berkshire Healthcare Birth In Mind (BIM). BIM consists of two pathways, the Fear of Birth Pathway and the Birth Trauma Pathway and the post holder may be required to work across the service as necessary.

The post-holder will work across Birth in Mind, providing assessment, and intervention to women experiencing Fear of Birth (medically known as Tokophobia), as well as, further developing the Service and treatment pathways. The post holder will also work within the Birth Trauma Pathway providing treatment to women experiencing PTSD to their birth experiences, including (including miscarriage, still birth and neonatal loss). The post-holder will work alongside the Berkshire Perinatal Mental Health Service and will therefore be responsible for the development and maintenance of good working relationships between key stakeholders and relevant agencies, encouraging referrals into the pathway and promoting the Service.

The post-holder will conduct assessments, assessing for symptoms consistent with Fear of Birth or PTSD and suitability for specialist psychological intervention. This may also involve signposting clients to alternative appropriate services including NHS services, perinatal services, charities and third sector organisations.

The post-holder will hold their own caseload and will provide evidence-based psychological therapy to those clients within Birth in Mind. The post-holder will also provide clinical supervision and line-management of trainee and assistant psychologists, as appropriate.

It is anticipated that the post-holder will be involved in developing and delivering groups and other projects as the service continues to develop.

There will be opportunities for the post-holder to be involved in further service development including shaping the pathway and service delivery, providing consultation and teaching/training to other relevant services and promoting the service.

The post holder will work autonomously within professional guidelines and will engage in appropriate research activities for audit and service evaluation.

RESPONSIBILITIES

Clinical

1. To raise awareness of Birth in Mind and increase referrals.
2. Accept referrals via agreed protocols within the service.
3. To conduct specialist assessments to determine suitability for the pathway.
4. To make recommendations for appropriate interventions and to sign-post clients to relevant NHS services, charities and community services, as appropriate.
5. To develop and maintain strong working relationships between key stakeholders and relevant agencies through liaison and education.
6. To ensure positive engagement with GPs, raising awareness of fear of birth pathway and NHS perinatal services.
7. To exercise autonomous professional responsibility for the triage, assessment, treatment and management of clients.
8. To undertake risk assessment and risk management for individual clients, communicate identified risks to service lead and services involved in the clients care and to refer appropriately to local Crisis services.
9. To formulate and implement treatment plans for the specialist psychological interventions of fear of birth or PTSD to Birth experience (including miscarriage, still birth and neonatal loss).
10. To use current evidence based practice in the treatment of Fear of Birth and PTSD (such as trauma-focused CBT and EMDR) as recommended by the NICE guidelines.
11. To facilitate specialist groups for clients and potentially contribute to the development of future groups.

12. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment.
13. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
14. To contribute to service development projects as appropriate including service user feedback groups and developing specialist resources.
15. To be able to communicate across language and cultural barriers, including communication with clients through professional interpreters
16. To record all client activity and clinical sessions on RiO, the Trusts data information system.

Teaching, Training & Supervision

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To contribute to the teaching, training and supervision of qualified psychologists (where appropriate) trainee clinical psychologists, assistant/graduate psychologists or other professional colleagues, as appropriate.
3. To undertake post-qualification training for the development of additional highly specialist experience and skills relevant to the field of traumatic stress (as agreed with the lead clinical psychologist)
4. To provide advice, consultation and training to staff working with this client group across a range of agencies and settings, where appropriate.

Clinical Governance

1. To actively contribute to clinical governance activities in the service, including CQC and risk procedures.
2. To contribute to keeping CQC and other clinical governance information for the service up to date and to keep the team up to date with clinical governance issues.

Management, recruitment, policy and service development

1. To contribute to the development, evaluation and monitoring of the Pathway through the deployment of professional skills in service management, research, service evaluation and audit.
2. To contribute to the line management of trainee clinical psychologists, graduate psychologists/CBT therapists, as appropriate.
3. To attend regularly, meetings appropriate to the running and development of the pathway and BIM departmental meetings, as appropriate.

IT responsibilities

1. To contribute to routine data collection, analysis and audit in the service
2. To keep all relevant databases up to date, including Trust based databases such as RiO, as well as service specific databases.

Research and 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 appropriate research and provide research supervision and advice to other staff undertaking research.
3. To undertake project management, including complex audit and service evaluation with colleagues within the service to help develop service provision.

General Responsibilities

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 manager.
2. To contribute to the development and articulation of best practice in psychology across the service, 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.
3. 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 of the British Psychological Society and Trust policies and procedures.
4. 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.
5. To participate in the Trust's objective setting and appraisal policies to identify areas for continuing professional development and to attend appropriate training.
6. To undertake such other duties and responsibilities appropriate to the grade of the post as may be agreed with the Lead Clinical Psychologist and/or Line Manager.

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.

3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

The Health and Social Care Act 2008: (code of practice on the prevention and control of infections and related guidance) sets out responsibilities for NHS managers, Heads of departments, Clinical Leads and all staff to ensure patients are cared for in a clean and safe environment. Cleanliness and prudent antimicrobial stewardship (AMS) is essential to ensure that people who use health and social care services receive safe and effective care.

Prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients and to the safety of staff and visitors. As a core element of the trust's clinical governance and risk programmes, all staff are required to be aware of their responsibilities and comply with infection prevention and control policies and guidelines.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.



SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

SMOKE FREE

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.



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PERSON SPECIFICATION

CATEGORY	ASSESSMENT METHOD		
1. Education/Qualifications /Training Holder of an HCPC regulated Clinical/Counselling Psychology qualification OR Post graduate certificate in evidence based psychological treatments and BABCP accreditation Psychology degree	Application Form Essential or Desirable E E D	Interview Essential or Desirable	Selection Tool Application form Application form Application form
2. Continuous Professional Development			



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Evidence of continuous professional development relevant to the current setting	E		Application form/ Interview
Training in evidence-based psychological therapy for PTSD	E	E	Application form/ Interview
Received training on assessment/management of risk and carried out risk assessments within scope of practice	E	E	Application form/ Interview
3. Previous Experience			
Evidence of working with people who have experienced common mental health problems, across the lifespan and from different cultures.	E		Application form/ Interview
Evidence of experience using evidence-based therapy (TF-CBT) when working with traumatised people including those with PTSD.	E	E	Application form/ Interview



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Experience of working with C-PTSD	D		Application form/ Interview
Experience of running therapeutic groups	D	D	Application form/ Interview
Experience of working with people experiencing peri/post natal difficulties	E	E	Application form/ Interview
Experience of working directly with birth trauma and/or Fear of Birth.	D	D	Application form/ Interview
Experience of other models of trauma-focussed therapy including EMDR, NET and compassion-focussed therapy.	D		Application form/ Interview
Experience of designing and disseminating teaching and training	D		Application form/ Interview
Evidence of providing specialist consultation and liaison with other services, including non-psychologists, third sector	D		Application form/ Interview



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organisations, service users and carers. Experience of service development, research and service evaluation.	D		
4. Knowledge, Skills & Abilities			
Excellent Written communication skills	E		Application form
Evidence of specialist skills in treating PTSD and trauma related psychological distress within the NICE guidelines	E	E	Application form/ Interview
Demonstrates understanding of the specific needs of clients who have experienced a birth trauma and the impact this can have on postnatal mental health and on care-giver bonding	D	E	Application form/ Interview
Demonstrates an understanding of common mental health difficulties and social care needs	E		Application form/ Interview
High level of enthusiasm and motivation for working with PTSD	E	E	



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