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# JOB DESCRIPTION

## Principal Applied Psychologist – Band 8b

**Post Title:** Principal Applied Psychologist

**Department:** Physical Health Psychology

**Location:** Across PHP bases in Sandwell, Dudley and Wolverhampton.

**Directorate:** Adult Mental Health

**Band:** 8b

**Hours:** 26.25

**Contract Type:** Fixed Term

**Responsible to:** Dr Sam Oakley (Consultant Clinical Psychologist) & Ranjit Nall  
(Operational Service Lead for PHP)

**Responsible for:** 7/8a Senior Applied Psychologist/s/ Trainees / Counsellors/  
Psychotherapist and Assistant Psychologists

## Job Purpose

- Accountable for own professional practice in the delivery of highly specialist psychological care to clients with highly complex and contentious mental health conditions or learning disabilities which include challenging behaviours and possible risk of physical aggression.



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- To be compassionate in meeting the needs of clients, their carers and families.
- To promote at all times a positive image of people with mental ill health or learning disabilities.
- To promote at all times a positive image of the service and the wider Trust.
- In line with the banding of the post and its service context to:
  - Exercise supervisory/professional responsibility for other psychological therapists
  - Provide leadership in multi-disciplinary training and development
  - Provide leadership in service audit and development
  - Provide leadership in service evaluation and research

Ensure that a psychological perspective is brought to service redesign and cultural change

### Main Duties/Responsibilities

#### 1.0. Clinical Responsibilities, Patient Contact

- 1.1. Provides highly specialist psychological assessment of clients with highly complex and contentious conditions based on the appropriate use, interpretation and integration of data from a variety of sources, which may include neuropsychological testing.
- 1.2. Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.
- 1.3. Undertakes risk assessment and risk management for individual clients and provides highly specialist advice to other professionals on psychological aspects of risk assessment and risk management and the high physical risks inherent in the client group.
- 1.4. Formulates plans for highly specialist psychological therapy and/or management of clients' mental health conditions based upon an appropriate conceptual framework and evidence-based practice. Negotiates the implementation of such plans with clients and/or their carers.
- 1.5. Implements a range of highly specialist psychological therapies for individual clients, carers, families and groups, adjusting and refining psychological formulations as required.



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- 1.6. Undertakes highly skilled evaluations and makes decisions about treatment options.
- 1.7. Provides highly specialist psychological advice, guidance and consultation to other staff contributing directly to client's diagnosis, formulation and intervention plan.
- 1.8. Facilitates decision-making by planning and mapping processes/interventions with members of the team to determine the most appropriate treatment modality or service for clients.
- 1.9. Leads the multi-disciplinary care team in the development and implementation of multi-disciplinary care plans where appropriate. Monitors progress during the course of multidisciplinary interventions.
- 1.10. To liaise with other professionals working within the NHS, Social Inclusion and Health and the voluntary sector on matters relating to client care that have implications for the service.

### **2.0 Supervisory/Professional Responsibility**

- 2.1. Clinical supervision of Trainee Applied Psychologists and Assistant Psychologists
- 2.2. Supervises Band 7 and 8a Applied Psychologists
- 2.3. Specialist psychological supervision and scaffolding in a care pathway/cluster
- 2.4. Line manage Assistant Psychologists
- 2.5. Will hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.
- 2.6. To keep abreast of current developments in this field through reading, attendance at appropriate training courses, and a range of other CPD activities, and to ensure that a log is kept of this in line with HCPC requirements.
- 2.7. To contribute, as appropriate, to the teaching offered on the local Applied Psychology training courses.

### **3.0 Multi-Disciplinary Training and Development**

- 3.1. To work with members of the multi-disciplinary team to develop and maintain psychologically minded ways of understanding and working with clients using



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the services, both to promote and maintain the mental health and coping strategies of the clients and to maintain the safety of clients and staff.

- 3.2. Provides highly specialist advice, guidance and consultation to other direct care staff in MDT
- 3.3. Provide clinical supervision to other direct care staff in MDT
- 3.4. Ensures appropriate clinical supervision and scaffolding is in place to enable embedding of psychological skills in relation to a specific care pathway/cluster
- 3.5. Assesses the need for and develops a plan for training in psychological interventions for the team in relation to a specific care pathway/cluster
- 3.6. Devises and delivers training to staff which may include those outside immediate MDT in consultation with Consultant Applied Psychologist

### 4.0 Service and Organisational Development

- 4.1. Clinically leads MDT in development, implementation and monitoring of MD care plans/ pathways/clusters
- 4.2. Takes a lead role in MDT delivery of CQUIN and QIP projects, NICE benchmarking and compliance requirements as required within MDT
- 4.3. Able to identify service priorities and to work with Consultant Applied Psychologist and/or Team/Service Managers on developing these into action plans

### 5.0 Service Redesign and Cultural Change

- 5.1. Bring an understanding of psychological change processes to own role within MDT and to help MDT to cope with changes, in consultation with Consultant Applied Psychologist
- 5.2. Bring an understanding of psychological change processes to help Team/Service Managers to devise suitable plans for change
- 5.3. Represent a psychological perspective in regular specific Division-wide forums around governance, quality and redesign under guidance from Consultant Applied Psychologist

### 6.0 Service Evaluation and Research



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- 6.1. Take a lead role in clinical audits as required within MDT
  - 6.2. Evaluates training and competencies of staff who have been trained in psychological therapies in relation to the care pathway/cluster
  - 6.3. Undertake service evaluation and research
  - 6.4. Working on projects from conception to delivery
  - 6.5. Leading projects across MDTs in agreement with Consultant Psychologist and Team/Service Manager
  - 6.6. Engaging multiple stakeholders in project work including service users and/or carers
  - 6.7. Developing and implementing outcome monitoring within MDT
  - 6.8. Supervise Applied Psychology trainee service evaluation and/or research
- 7.0 Other**
- 7.1. To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality Team service.

### Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

### Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if



you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

### Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

### No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

### Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

### Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

### Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

### Safeguarding Adults





Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

### Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

### Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.

### Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

### Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

### Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.



## Person specification – PRINCIPAL APPLIED PSYCHOLOGIST

**Post Holder's Signature:**

**Date:**



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## Person Specification

**Job Title:** Principal Applied Psychologist

**Band:** 8b

**Department:**

**All candidates will be considered on their ability to meet the requirements of this person specification.**

E = Essential criterion for the role      D = Desirable criterion for the role.

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Attributes/Skills	Key Requirements	Criteria E/D
Education/Qualifications	<ul style="list-style-type: none"> <li>Post-graduate doctoral level training in applied Psychology (or its equivalent) as accredited by the BPS including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</li> <li>Post-doctoral training in one or more additional specialised areas of psychological practice</li> <li>HCPC registration as an Applied Psychologist with Chartered Status</li> <li>Trained in clinical supervision and the supervision of doctoral trainees</li> <li>Evidence of continuing professional development</li> <li>Registration with BPS</li> </ul>	<p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>D</b></p>
Experience	<ul style="list-style-type: none"> <li>Working as a qualified applied psychologist within the designated service including a wide variety of client groups, across the whole life course and a range of clinical severity across a range of care settings.</li> <li>Exercising full clinical responsibility for clients' psychological care as a care coordinator within the context of a</li> </ul>	<p><b>E</b></p> <p><b>E</b></p>



## Person specification – PRINCIPAL APPLIED PSYCHOLOGIST

	<p>multidisciplinary team.</p> <ul style="list-style-type: none"> <li>• Liaison and joint working with statutory, voluntary and private sector agencies</li> <li>• Teaching, training, consultancy and clinical supervision and field supervisor for doctoral theses.</li> <li>• Research and development</li> <li>• Active participation in quality and service improvement initiatives</li> <li>• Project management</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>D</p>
<b>Knowledge</b>	<p>Knowledge of:</p> <ul style="list-style-type: none"> <li>• Evidence-based practice relevant to the role</li> <li>• Risk assessment and risk management</li> <li>• Clinical governance</li> <li>• Knowledge of legislation in relation to the client group and mental health and its implications for clinical practice</li> <li>• Audit and research methodology</li> <li>• Social inclusion agenda</li> <li>• The Trust's Quality Improvement System</li> <li>• Highly developed knowledge and skills in the care of difficult to treat groups e.g. dual diagnoses, additional disabilities or severely challenging behaviour</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>
<b>Skills/Personal Qualities</b>	<p>Must be able to:</p> <ul style="list-style-type: none"> <li>• Communicate highly complex, highly sensitive and contentious information effectively, to a wide range of people</li> <li>• Adapt creatively the evidence base for the interventions relevant to the client group (define)</li> <li>• Articulate the value added by applied psychology services within the context of multidisciplinary mental health and learning disability healthcare provision</li> <li>• Undertake complex multiagency working and liaise with multiple</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>



## Person specification – PRINCIPAL APPLIED PSYCHOLOGIST

	<p>systems</p> <ul style="list-style-type: none"> <li>• Utilise psychometric tests competently</li> <li>• Provide effective teaching, training, consultancy and clinical supervision for the multidisciplinary team</li> <li>• Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours</li> <li>• Utilise appropriate clinical governance mechanisms within own work</li> <li>• Demonstrate effective keyboard skills</li> <li>• Utilise multimedia materials for presentations in professional, academic and public settings</li> <li>• Project manage</li> <li>• Able to work in accordance with the Trust Values and Behaviours</li> <li>• Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances</li> <li>• Respects and has awareness of the advantages of joint working with other experienced professionals in a multidisciplinary setting</li> <li>• Able to work flexibly and co-operatively as part of a team</li> <li>• Able to use own initiative and make decisions independently</li> <li>• Committed to continual quality and service improvement</li> <li>• Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision</li> <li>• Enthusiasm for a broad range of psychological phenomena, theories and application</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
<b>Trust Behaviours</b>	<ul style="list-style-type: none"> <li>• Be compassionate, empathetic and caring to everyone</li> </ul>	



## Person specification – PRINCIPAL APPLIED PSYCHOLOGIST

	<ul style="list-style-type: none"><li>• Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone</li><li>• Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do</li><li>• Act with transparency and honesty, respect and value others to do the right thing at the right time for everyone</li></ul>	
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