

<b>JOB DESCRIPTION AND PERSON SPECIFICATION FOR:</b>	Principal Psychologist
<b>AGENDA FOR CHANGE BAND:</b>	Band 8B
<b>HOURS AND DURATION;</b>	As specified in the job advertisement and the Contract of Employment
<b>AGENDA FOR CHANGE REFERENCE NUMBER:</b>	3181
<b>DBS LEVEL:</b>	Enhanced DBS
<b>REPORTS TO:</b>	Personality Disorder Pathway Lead/ Consultant Clinical Psychologist
<b>ACCOUNTABLE TO:</b>	Personality Disorder Pathway Lead/ Consultant Clinical Psychologist
<b>LOCATION:</b>	The full time post is working in provision for people with emotional and relational difficulties, often associated with a diagnosis of "Personality Disorder", which is a county-wide provision. The base for this post is Gwendolen House, Leicester General Hospital. However, the Trust reserves the right, with consultation, to relocate post holders to any base within the Trust in line with service requirements.

**JOB SUMMARY:**

The post-holder will work autonomously within professional guidelines, Trust policies, procedures, and service priorities. The Post holder will hold responsibility for leading specialist area(s) within the Personality Disorder pathway working directly to the Lead for the pathway (Consultant Clinical Psychologist). This will require clinical leadership, line management responsibility and delegated deputising for the pathway lead. The role will include delivery on specified research/audit/service evaluation projects. The post holder will propose, implement, and consult on policy changes in line with the principles of the Personality Disorder pathway and the Leicester, Leicestershire & Rutland (LLR) integrated healthcare system.

The Post-holder will offer highly specialist clinical consultation and supervision on service users' psychological care to multi-disciplinary/multi-agency colleagues. The post-holder will manage and be responsible for the provision of clinical and managerial supervision to lower banded clinicians working into the personality disorder pathway.

The Post-holder will deploy knowledge and skills in specialist aspects of evidenced based psychological practice including the assessment and treatment of service users who present with high levels of complexity and risk. This will entail working with service users falling within the remits of this pathway and its catchment areas across the LLR integrated healthcare system.

The Post-holder will participate fully in multidisciplinary/multi-agency clinical teams as part of the Personality Disorder pathway, often leading them in relation to delivery of services for people who present with needs associated with personality disorder. The Post holder will

provide teaching, consultation and training utilising specialist clinical knowledge to assist colleagues working across the integrated healthcare system including to colleagues trained to a doctoral level.

## **MAIN DUTIES AND RESPONSIBILITIES:**

1. To provide specialist risk assessment, psychological assessment, formulation and intervention of clients referred to the "Personality Disorder" pathway with the aim of improving health outcomes and quality of life for those individuals.
2. To provide specialist psychological advice, guidance, training and consultation to others across a wide range of agencies and settings where appropriate.
3. To work as an effective member of the multi-disciplinary service delivering on the Leicestershire Partnership NHS Trust transformation agenda (The Step Up to Great Strategy) in line with service expectation.
4. Participate in partnership working with individuals, groups, communities and agencies to meet needs associated with the Diagnosis of "Personality Disorder".
5. Establish and maintain effective communication with various individuals and groups on complex and potentially stressful topics in a range of situations.
6. Has a delegated responsibility to manage the workload of Clinical Psychologists on lower bandings, Assistant and Trainee Clinical Psychologists, Clinical Associate Psychologists, and Mental Health Practitioners, within the framework of team policies and procedures.
7. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and in the work of team members of the "Personality Disorder" pathway.
8. Plan, organise and lead teaching and training activities of the pathway such as workshops, conferences and lectures.
9. To contribute to the service meetings and effective operation of the "Personality Disorder" pathway.
10. Familiarity with the principals of child protection procedures and legislation in relation to the client group and mental health.
11. Develop own skills and knowledge and contribute to the development of others.
12. Promote best practice in health, safety and security.
13. Promote people's equality, diversity and rights.
14. Collect, collate and report both routine and complex data and information.
15. To be responsible in the use and expenditure of the Trust's resources that you utilise.
16. Provide specialist consultation regarding the organisational dynamics of teams within the Trust. This may include incident de-briefing to staff groups and investigation of complaints and serious incidents.
17. Liaise, as appropriate, with clinicians and managers outside of the service over clinical and other issues, while remaining within the boundaries and parameters of the personality disorder pathway.

## **KEY RESULT AREAS:**

### **Clinical**

- (a) To provide specialist psychological assessments of clients referred to the Personality Disorder Pathway based upon the appropriate use, interpretation and integration of data from a variety of sources including psychological and neuropsychological tests, self-reporting measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
- (b) To formulate, implement and recommend plans to colleagues, those in other agencies and carers 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 across the full range of care settings.

- (c) To be responsible for implementing a range of psychological interventions for individuals and groups offered in the Personality Disorder Pathway, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- (d) To evaluate and make decisions about treatment options considering both theoretical and therapeutic models relevant to the needs associated with a diagnosis of “Personality Disorder” and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
- (e) To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans.
- (f) To provide highly specialist psychological advice guidance and consultation to other professionals, which may include contributing directly to client’s formulation, diagnosis, risk and treatment plan.

- (g) 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.
- (h) To undertake risk assessment and risk management for individual clients and to provide advice/supervision to other professions on the psychological aspects of risk assessment and risk management.
- (i) To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under the Care Programme Approach including clients, their carers, referring agents and others involved in the network of care.
- (j) To communicate in a skilled and sensitive manner information concerning the assessment, formulation and treatment plans of clients., Within which coordination is held and to monitor progress during the course of their multidisciplinary assessment and intervention.
- (k) Responsible with others for facilitating effective multi-disciplinary team working by providing psychological expertise and perspectives to optimise the effectiveness of assessment, management of risk, and treatment for individual clients.
- (l) Provides expert clinical input to case conferences, referral allocation meetings, and meetings held jointly with other agencies.
- (m) Responsible for giving therapeutic/intervention advice to staff from other agencies.

### **Management**

- (a) The post holder will lead on the development and implementation of a specialist area within the pathway in line with the pathway clinical strategy.
- (b) To be a core member of the clinical pathway’s senior management team and provide support advice and clinical leadership.
- (c) To deputise for the TSPPD Service Lead as and when required.

- (d) To manage as a delegated responsibility the workloads of other Clinical Psychologists, Assistant Psychologists, Trainee Clinical Psychologists, Clinical Associate Psychologists, and Mental Health Practitioners within the framework of the service policies and procedures. This will include full line management responsibilities including performance management, management of sickness, and providing appraisals.
- (e) To support the implementation of monitoring professional standards and quality policies for those clinicians working into the pathway and wider as required, so that practice reflects best available evidence and up-to-date-recovery focused practice.
- (f) To ensure the clinical team achieves the standards and targets required by regulators and the commissioners in relation to professional practice and quality improvements.
- (g) To address performance and conduct concerns where required.
- (h) To provide regular information for use throughout areas of the Directorate of Mental Health (DMH) and Trust regarding the delivery of the clinical pathway.
- (i) To ensure the provision of good quality supervision for clinicians working into designated areas of the Personality Disorder pathway.
- (j) To work in partnership with senior clinical and operational leads from across the organisation and LLR integrated healthcare system to ensure an effective and cohesive approach is taken in the clinical provision for service users served by this pathway.
- (k) To work in partnership with operational managers to develop recruitment and retention approaches for the clinical teams, and to participate in recruitment and selection as required.
- (l) Liaise with staff, patients and relatives and provide support and guidance following a serious incident or in other traumatic circumstances.
- (m) To be involved, as appropriate, in the applicant recruitment and selection process for employment within the Trust.
- (n) Keeps statistical data as specified.
- (o) To contribute to multidisciplinary meetings and the effective operation of the clinical and managerial teams that the post holder contributes to.

### **Finances**

- a) Act as an authorised signature for financial payments, invoices, procurement, staff mileage and expenses as required.
- b) Inform service on the targeting of resources, monitoring, implementing, evaluating and delivery of plans by providing sophisticated high-quality information and analysis.

### **Research**

- (a) To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work/supervision with other team members.
- (b) Responsible for planning, executing and analysing relevant psychological research independently and/or in co-operation with others within Trust services.
- (c) Responsible for providing doctoral level Clinical Psychologists in training with research opportunities and acting as a field supervisor in respect of doctoral theses.
- (d) Co-operates with University and NHS colleagues in the planning and execution of relevant psychological research.
- (e) Communicates research findings to appropriate meetings, conferences and symposia at local and regional level.
- (f) When appropriate, submits research findings for publication in journals and other forms of professional communication.
- (g) Responsible for initiating and/or co-operating with service audit and service evaluation as well as providing psychological statistical and research methodology expertise.
- (h) To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

### **Teaching**

- (a) In agreement with the Personality Disorder Lead contributes to teaching sessions for doctoral (Clinical Psychologists in Training) at the University of Leicester and other accredited regional courses.
- (b) Provides teaching on psychological/clinical matters to undergraduate students as appropriate and to service colleagues and other psychologists/ psychological therapists.

### **Supervision**

- (a) Responsible for the clinical supervision of Clinical Psychologists, doctoral Clinical Psychology Trainees, Clinical Associate Psychologists, Assistant Psychologists, and Mental Health Practitioners.
- (b) To receive regular clinical supervision from a qualified clinical psychologist and, where appropriate, other professional colleagues.
- (c) Ensures that clinical supervisory skills are updated and that formal training updates are undertaken in line with BPS/HPC and local university guidelines.

### **Continuing Professional Development**

- (a) 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 consistent with current recommendations from the HCPC and/or BPS in consultation with the supervising Psychologist.
- (b) Training needs should be evaluated with the Lead for the Personality Disorder Pathway, at least annually through the Performance Development Review process and training targets agreed.

- (c) Receive clinical supervision from a designated supervisory psychologist at a frequency of at least once a month, in line with Trust and professional guidelines.
- (d) To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other staff's psychological work as appropriate.

#### **Liaison with Other Disciplines and Agencies**

- (a) Establishes and maintains link with relevant professionals and agencies in respect of clinical services and service development.

#### **Other duties**

- (a) Contributes to the development of professional psychology and psychological therapies within the Trust and which may involve holding officer posts on relevant committees.
- (b) Attends as a matter of priority, relevant Governance Meetings and Training events.

#### **General**

- (a) 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 Lead for Personality Disorder Pathway.
- (b) To contribute to the development and articulation of best practice of psychological interventions 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.
- (c) 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 HCPC, British Psychological Society and Trust policies and procedures.
- (d) To maintain up to date knowledge of legislation, national and local policies and issues in relation to the specific client group.

The post-holder is required to comply with and actively promote the organisation's Equality, Diversity & Inclusion Policy.

The Job Description is not an exhaustive list and will be reviewed in the light of changing needs and organisational development. Any changes will be discussed with the post-holder who may be required to carry out other duties appropriate to the grade and scope of the post.

### **Internal/External**

- LPT Service Managers
- Multi-disciplinary team
- GPs
- Patients, carers and families
- Social Services & other council staff
- Voluntary Organisations
- User groups
- LPT Adult Mental Health Directorate
- Independent Sector
- LPT Clinical Governance Team
- LPT Business Management, Project and Administrative staff
- Specialist Commissioning colleagues, eg LLR Integrated Care Board
- LPT Neighbourhood Leads

### **ENVIRONMENTAL FACTORS:**

1. Physical Effort
  - 1.1. An occasional requirement to exert moderate physical effort for short periods.
2. Mental Effort
  - 2.1. Frequent and sustained concentration whilst undertaking assessments and therapeutic interventions with patients and when completing paper and computer records.
3. Emotional Effort
  - 3.1. Frequent exposure to distressing or emotional circumstances.
4. Working Conditions
  - 4.1. Clients will usually be seen in a consulting room or therapy areas but occasionally, others will be seen in community clinics where room will not necessarily be specifically equipped for psychological assessment and therapy. There will be a need to assess clients in hospital which may include out of area hospitals and units. Many clients will display aggressive and challenging behaviour posing a risk to personal safety. Others may show high levels of mental health disturbance in other ways such as severe depression and psychotic symptoms. Domiciliary visiting will be necessary where there are increased personal safety risks including those forming part of any journey.

The job description is not exhaustive and will be reviewed in the light of changing needs and organisational development. Any changes will be discussed with the post holder who may be required to carry out the duties appropriate to the grade and scope of the post.

### **ADDITIONAL INFORMATION:**

The NHS is in a period of continuing change due to developments and rationalisation of services. This will lead to a modification of structures and job descriptions. The postholder will be expected to co-operate with changes, subject to consultation, at any time throughout the duration of their contract.

**MOBILITY:**

The person specification for the role will detail the mobility requirements of the post. However, employees may be required to work at any of the other sites within the organisation subject to consultation.

**POLICIES AND PROCEDURES:**

All staff should comply with the Trust's Policies and Procedures. It is the employee's responsibility to ensure that they are aware of the relevant Policies and Procedures for their area of work. Key Policies and Procedures will be explained as part of local induction arrangements

**SAFEGUARDING CHILDREN AND ADULTS:**

The Trust takes the issues of Safeguarding Children, Adults and addressing domestic violence very seriously. All employees have a responsibility to support the Trust in its duties by adhering to all relevant national and local policies, procedures, practice guidance and professional codes; promptly reporting any concerns to the appropriate authority in line with safeguarding policy and guidance; attending mandatory training on safeguarding children and adults; being familiar with individual and the Trust's requirements under relevant legislation.

**MENTAL CAPACITY ACT:**

All clinical staff will be aware of their responsibilities under the Mental capacity Act and will ensure that assessment for Deprivation of Liberty Safeguards is in place for any patient that is deemed to lack capacity to consent to their care and treatment.

**MAKING EVERY CONTACT COUNT:**

All staff are positively encouraged to contribute to improving health for themselves, their patients, service users and colleagues. This happens when, in everyday contact, the opportunity is taken to raise the subject of choosing better health by stopping smoking, reducing alcohol intake, eating more healthily and becoming more active. The Trust's Making Every Contact Count programme has further information.

## **HEALTH AND SAFETY:**

It is the duty of all employees of the Trust to ensure that a safe working environment and safe working practices are maintained at all times. Any specific duties you are required to fulfil as part of the job you are employed to undertake will be detailed as part of your job description.

All employees must comply with the duties imposed on them by the Health and Safety at Work Act 1974, i.e.

- To take responsibility for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- To co-operate with their employer as far as is necessary to meet the requirement of the legislation.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health and safety or welfare

These duties apply to all staff whenever and wherever they are engaged on Trust business.

## **DATA PROTECTION:**

In line with national legislation, and the Trust's policies, you must process all personal data fairly and lawfully, for the specific purpose(s) it was obtained and not disclosed in any way incompatible with such purpose(s) or to any unauthorised persons or organisations, unless a lawful exemption applies.

The post holder must be familiar with and comply with all Trust Policies on Data Protection, Confidentiality and Information Security and requests for personal information.

The post holder must be familiar with and comply with the Eight Data Protection Principles contained within the Data Protection Act 1998, GDPR and updated Data Protection regulations.

Personal Data must be:

- Processed fairly and lawfully
- Processed for specified purposes
- Adequate, relevant and not excessive
- Accurate and kept up-to-date
- Not kept for longer than necessary
- Processed in accordance with the rights of data subjects
- Protected by appropriate security
- Not transferred outside the EEA without adequate protection

## **CONFIDENTIALITY:**

The Trust attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, personal data and other data held and processed by the Trust. All data should be treated as confidential and should only be disclosed on a need-to-know basis.

Some data may be especially sensitive and is the subject of a specific organisation policy,

## **QUALITY AND DIVERSITY:**

We aim to design and provide services and employment practices that meet the diverse needs of our service users and staff, ensuring that none are placed at a disadvantage over others. You will be expected to take into account the provisions of the Equality Act 2010 to advancing equal opportunity. You must act in your role to ensure that no one receives less favourable treatment due to their protected characteristics i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation.

In carrying out its functions, you must have due regard to the different needs of different protected equality groups in their area.

## **INFECTION CONTROL:**

All employees have a responsibility to protect from infection themselves and other people, whether they be patients, other staff or visitors, as well as making all reasonable effort to reduce or prevent the risk of infection in their working environment. All staff have a duty to make themselves familiar with and comply with LPTs Infection Prevention and Control Policies and Procedures, carry out duties required by legislation such as the Health and Social Care Act 2008 (updated 2015) (and subsequent legislation), and to attend mandatory training relating to infection prevention and control.

## **COUNTER FRAUD:**

Staff are expected to report any incidences of potential fraud to the Counter Fraud Helpline on 0800 028 40 60.

## **SMOKING AT WORK:**

The Trust has a "Smoke Free Policy", which applies to:

- All persons present in or on any of the Trust grounds and premises
- All persons travelling in Trust owned vehicles (including lease cars) whilst on official business.
- Privately owned vehicles parked on Trust grounds or when transporting Service Users, Visitors on official Trust business.
- When wearing an NHS uniform.

## **ELECTRONIC ROSTERING:**

'Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all LPT staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role'.

## PERSON SPECIFICATION

**JOB TITLE:** Principal Clinical Psychologist (8b)

**AFC REF NO:** 3181

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Appli- cation form	Intervi- -ew	Test	Prese- ntation
<b>Demonstrates a commitment to the Trust's Values</b>  1.1 Compassion 1.2 Trust 1.3 Respect 1.4 Integrity	3  3 3 3		x  x x x		
<b>Qualifications (Equivalent qualifications will be considered where their equivalency can be demonstrated)</b>  2.1 Honours Degree in Psychology or with Psychology as the main subject.	3	X	X		

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Appli- cation form	Intervi- -ew	Test	Prese- ntation
2.2 Eligibility for Graduate Membership of the British Psychological Society	3	X	X		
2.3 Doctoral (DPsych) or equivalent qualification in Clinical Psychology	3	X			
2.4 Registered as a qualified Practitioner Psychologist with the UK Health Care Professions Council	3	X			
2.5 Post-qualification training in evidence-based psychotherapeutic approaches relevant to working with people diagnosable with Personality Disorder e.g. Cognitive Analytic Therapy, Dialectical Behaviour Therapy, Mentalization Based Therapy, Schema Therapy	1	X	X		
2.6 Computer, IT and internet skills	1	X	X		
<b>Knowledge and Skills</b>					
3.1 Doctoral level of knowledge of Clinical Psychology including knowledge of Lifespan Developmental Psychology, models of psychopathology, psychometrics and neuropsychology as well as Cognitive Behavioural Therapy (CBT) and two or more distinct psychological therapies to at least practitioner level.	3	X	X		
3.2 Skills in the use of methods of complex and individualised psychological assessment from foundational psychological theory, intervention and management of risk, frequently requiring sustained and intense concentration.	3	X	X		
3.3 Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.	3	X	X		

3.4 Skills in providing consultation to other staff groups outside applied psychology services.	3	X	X		
3.5 Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practised within the clinical fields of psychology.	3	X			
3.6 Evidence of ability to publish the output of scholarly investigations in peer reviewed journals.	3	X			
3.7 Knowledge of the theory and practice of specialised psychological therapies in difficult to treat groups, including with people with difficulties associated with a diagnosis of "Personality Disorder".	1	X	X		
3.8 Awareness of cultural and other diversity issues.					
3.9 Familiarity with the principles of child protection procedures and legislation in relation to the client group and mental health.	3	X	X		
	3	X			
<b>Experience (both work and 'life' related)</b>					
4.1 Experience or working in a clinically orientated multi-disciplinary and multi-agency mental health setting	3	X	X		
4.2 Experience of highly specialist risk and psychological assessment and treatment of clients across the full range of care settings: inpatient, residential and community, including for people with difficulties associated with a diagnosis of "Personality Disorder".	3	X	X		
4.3 Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical aggression.	3	X	X		
4.4 Supervision of assistants and clinical staff across a range of professional backgrounds and levels of experience in relation to the provision of psychological interventions , including with people with difficulties diagnosable with difficulties	3	X	X		

associated with a diagnosis of  
"Personality Disorder".

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4.5 Experience of conducting group  
work with adults.

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X

X

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Application form	Interview	Test	Presentation
<b>Personal Attributes</b>					
5.1 Able to work independently in the context of consultation and supervision from the Lead for the Personality Disorder pathway.	3	X	X		
5.2 Ability to communicate with patients effectively and	3		X		
5.3 Able to communicate to referrers and other professional staff effectively.	1	X	X		
5.4 Able to cope with less than optimum work settings including other institutions and domiciliary settings.	3		X		
5.5 Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.	3	X	X		
5.6 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.					
5.7 Capacity to negotiate successfully with others and work collaboratively to resolve conflict	3	X	X		
5.8 Willingness to bring a problem solving approach and flexibility in thinking/approach in relation to changes required in how we deliver the pathway within the therapeutic stance of the pathway and adhering to principles of good practice, willing to embrace and lead on change as required.	3	X	X		

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Appli- cation form	Intervi- -ew	Test	Prese- ntation
<b>Standard Requirements</b>					
Commitment to Equality, Valuing Diversity & Inclusion Principles	3	X	X		
Understanding of Confidentiality & Data Protection Principles	3	X	X		
Understanding of the Service Users of the Trust (which could include lived experience of conditions the Trust deals with or of receiving services relevant to those the Trust provides)	3	X	X		
<b>Mobility</b> Car driver/owner or suitable alternative. Dependence on public transport is not suitable for this role.	3	You must demonstrate how you would meet the stated mobility requirement on your application form			