

JOB DESCRIPTION AND PERSON SPECIFICATION FOR:	Consultant Clinical Psychologist
AGENDA FOR CHANGE BAND:	8c
HOURS AND DURATION;	As specified in the job advertisement and the Contract of Employment – Full time
AGENDA FOR CHANGE REFERENCE NUMBER:	2390
DBS LEVEL:	Enhanced DBS with Both Barred Lists Check
REPORTS TO:	Directorate Lead for Clinical Psychology and the psychological professions and clinical team lead
ACCOUNTABLE TO:	Directorate Lead for Clinical Psychology and the psychological professions
LOCATION:	The post holder will initially be based at the location specified in the job advertisement and the Contract of Employment. 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:	
<ul style="list-style-type: none"> • To ensure the systemic provision of a high-quality specialist clinical psychology service to clients across the East Midlands Provider Collaborative. • To work autonomously within professional guidelines and exercise responsibility for the systemic governance of psychological practice • To ensure that systems are in place and working effectively for the clinical and professional supervision and support of other psychologists, including professionally qualified and unqualified staff, and other mental health professionals within the service, including delegated systems for effective recruitment, professional appraisal, and the identification of CPD needs across the service in consultation with the Directorate Lead for the Psychological Professions. • As a major requirement of the job to carry out audit, policy and service development and research activities and/or programmes. • To implement policy and service development changes within the area served by the Team. • Supervise other Psychologists, associates, trainees and assistants • To provide a direct specialist clinical service which can include community and Inpatient services associated with this service. • To provide a specialist lead within the service; providing professional advice and support to management for the effective contribution of psychology. To offer psychology staff within the service, leadership, professional supervision, advice and support including the effective operation of clinical supervision structures and continued professional development. 	

MAIN DUTIES AND RESPONSIBILITIES:

1. To demonstrate the Trust's values in everything you do in the work environment.
2. To be responsible in the use and expenditure of the Trust's resources that you utilise
3. Delivery of Effective Healthcare within the organisation
4. Establishing Effective Leadership and Communication
5. Continuing Education, Professional and Personal Development
 - 5.1. Undertake the Trust's corporate and local induction, and maintain your learning and compliance with training requirements for your role
 - 5.2. Participate in supervision via agreed review and appraisal mechanisms
 - 5.3. It is mandatory for all professionally qualified staff and clinical support staff to actively participate in clinical supervision as an integral part of their professional development.
6. Clinical Governance, Reduction of Risk, Audit and Research
7. Management and use of Resources and Information
 - 7.1. All records that the role is responsible for or modifies must be kept up to date and maintained in an accurate and diligent manner
8. Operating with Quality in everything you do and Maintaining a Safe Environment

Clinical

- To provide a consultant level clinical service to the clinical service and to ensure the provision of a high-level clinical service, their families and carers in which the post holder is serving directly and through staff assigned to other teams within the service.
- To provide highly developed specialist psychological assessments, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and specialist 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.
- To formulate 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, across the full range of care settings.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To make highly skilled evaluations and 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 or group.
- To exercise full responsibility and autonomy for the treatment of and discharge of clients whose problems are managed as a psychologically based standard care plan, ensuring appropriate assessment, formulation and interventions, communicating with the referral agent and others involved with the care on a regular basis.
- To provide expertise and specialist psychological advice, guidance and consultation to other professional contributing directly to clients' formulation, diagnosis and treatment plan.

- To ensure that all members of the service have access to a psychologically based framework for the understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.
- To undertake risk assessment and risk management for relevant individual clients and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management.
- To act as care co-ordinator, where appropriate, ensuring the provision of a care package appropriate for the client's needs, arranging client's care reviews as required and communication effectively with the client, his/her family and all others involved in care.
- To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
- To provide consultant level expertise and advice to facilitate the effective and appropriate provision of psychological care by all members of the service.
- To provide support and consultancy to other consultant professional staff within the including consultant clinical psychologists.
- To provide expert consultation about the psychological care of the client group to staff and agencies outside the Directorate and Trust.

Teaching, training and supervision

- To ensure appropriate systems for the clinical and professional supervision of qualified and unqualified psychology staff across the service as delegated by the Directorate Lead for Psychology and the Psychological Professions.
- To provide clinical and professional supervision to qualified and unqualified psychologist working within services as agreed with the Directorate Lead for Psychology and the Psychological professions.
- To provide specialist clinical placements for trainee clinical and/or counselling psychologists, ensuring that they acquire the necessary clinical and research skills to doctoral level where appropriate, and competencies and experience to contribute effectively to good psychological practice, and contributing to the assessment and evaluation of those competencies.
- To provide specialist advice, consultation and training and clinical supervision to other members of the team for their provision of psychologically based interventions to help improve clients' functioning.
- To provide pre and post qualification teaching of clinical and/or counselling psychology as appropriate.

To continue to develop expertise in the area of professional pre and post graduate training and clinical supervision.

Management, recruitment, policy and service development

- To participate as a senior clinician in the development of a high quality, responsive and accessible service for clients, their carers and families within the Service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To join the senior managers on-call rota, providing operational support out of hours for services in FYPC.LDA
- Responsible for the systematic provision and development of psychology services.
- To serve as a member of the senior management team and with other professional heads and the Service Managers, ensures the effective operation of the Service including the development of robust clinical governance, service delivery, research and audit, staff recruitment and retention policies and the implementation of agreed strategic policy objectives for the service.
- Liaises with team leaders and managers to ensure that psychologists assigned to the component service teams contribute effectively to multidisciplinary team working including compliance with multidisciplinary team operational policies.
- Responsible for the coordination of the purchase of psychometric tests, equipment and resources and their secure keeping and appropriate use within the service.
- Has responsibility for advising team leaders and contributing to the recruitment of psychology staff, including conducting interviews and delivering an appropriate induction for new staff.
- Support Team Leaders with performance management and cause for concerns issues relating to psychology staff.
- Responsible for coordinating the placement of Clinical Psychologists in Training attached to the sub-division as agreed with the Senior Clinical tutor-University of Leicester and other accredited courses.
- To exercise delegated responsibility for managing the psychological resources available to the sector both in terms of psychological staff and psychological materials employed in the assessment and the treatment of patients.
- To exercise line management responsibility for delegated psychologists within the Service.
- To exercise responsibility for the systematic governance of psychological practice within the Team.
- To initiate and implement service developments and projects within the Service.
- To advise and participate in appropriate professional psychology recruitment within psychological services.

Research and service evaluation

- To take the psychology lead, as a senior clinician, to planning and implementing systems for the evaluation, monitoring and development of the locality service, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work, work with other team members
- To undertake appropriate research and provide research advice to other staff undertaking research.
- To use appropriate means of analysis for research data (eg use of computer packages such as Microsoft Excel, Access and SPSS) for departmental or service projects supporting other team members.
- To communicate research/audit findings in a professional manner through use of IT packages (eg Microsoft Word and Powerpoint) for the preparation of documentation.
- To initiate and implement project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

General and Professional

- To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.

To ensure the development and articulation of best practice in psychology within the Team and contribute across the service by exercising 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.

- To ensure 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, HCPC and Trust policies and procedures.
- To contribute with other consultant psychologist and discipline leads to the development and articulation of best practice in psychology across the Directorate.

COMMUNICATION AND WORKING RELATIONSHIPS:

- **To be an effective communicator and able to develop strong working relationships with others**

ENVIRONMENTAL FACTORS:

9. Physical Effort

9.1 A combination of sitting, standing and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods.

10. Mental Effort

10.1 The post holder will be required to operate for periods of sustained mental effort.

11. Emotional Effort

11.1 The post holder may be required to directly deal with patients and loved ones who are highly distressed and who may exhibit verbal or physical aggression/challenging behaviours.

11.2 There may also be highly emotive situations to deal with e.g. abuse, neglect and trauma.

12. Working Conditions

12.1 In addition to seeing patients online, you may see them in general outpatient clinic rooms, community bases and on wards. Domiciliary visiting may be necessary, where there may be 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.

OUR LEADERSHIP BEHAVIOURS: IT STARTS WITH ME

Our leadership behaviours framework set the standards of expectation we aspire to in our daily work. Meeting these standards and developing the capability to exceed them, will not only ensure that we continue to improve and respond flexibly to changing needs as an organisation, but will also help our staff to fulfil their potential, both in terms of personal achievement and career advancement.

The behaviours we expect to see at LPT are:



Valuing one another



**Recognising and valuing
people's differences**



Working together



**Taking personal
responsibility**



**Always learning and
improving**

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 post holder 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 and 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 the 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.

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, including information relating to the diagnosis, treatment and/or care of patients and service users, as well as individual staff records. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. In addition, staff must not access personal information unless authorised to do so as part of their role.

Due to the importance that the organisation attaches to confidentiality, disciplinary action will be considered for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

With the increased use of information technology and e-communications, staff should also be aware that safe guards are in place to protect the privacy of individuals when using these mechanism, both inside and outside of work. This includes the use of social media i.e. Facebook, Twitter, Snapchat etc. Where privacy is breached disciplinary action will be considered.

All employees should be mindful of the seven Caldicott principles when dealing with person identifiable information.

1. Justify the purposes of using confidential information
2. Only use it when absolutely necessary
3. Use the minimum that is required
4. Access should be on a strict need to know basis

5. Everyone must understand his or her responsibilities
6. Understand and comply with the law
7. The duty to share information can be as important as the duty to protect patient confidentiality

If there is any doubt whether or not someone has legitimate access to information, always check before you disclose.

EQUALITY 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 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 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
Demonstrates a commitment to the Trust's Values					
1.1 Compassion	3		x		
1.2 Trust	3		x		
1.3 Respect	3		x		
1.4 Integrity	3		x		
Qualifications (Equivalent qualifications will be considered where their equivalency can be demonstrated)					
2.1 Post-graduate doctoral level training in Clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, including specifically models of Psychopathology, Clinical Psychometrics and Neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology with evidence of specific experience.	3	X	x		
2.2 Post-doctoral training in one or more additional specialised areas of psychological practice relevant to the post and/or as specified in the job advert.	3	X	x		
2.3 Current registration with the health and Care Professions Council as a Clinical Psychologist.	3	X	x		
2.4 Training and experience in supervision of qualified staff	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			
		Application form	Interview	Test	Presentation
Knowledge and Skills					
3.1 Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology, and two or More distinct psychological therapies.	3	X	x		
3.2 Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.	3	X	x		
3.3 A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS.	3	X	x		
3.4 Skills in providing consultation to other professional and non-professional groups.	3	X	x		
3.5 Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.	3	X	x		
3.6 Knowledge of legislation and its complications for both clinical practice and professional management in relation to the client group and mental health.	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			
		Application form	Interview	Test	Presentation
3.7 Evidence of continuing professional development as recommended by the BPS.	3	X	x		
3.8 Formal training in supervision of others.	3	X	x		
3.9 Highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (eg personality disorder, dual diagnoses, people with additional disabilities and severely challenging behaviours etc.)	1	X	x		
3.10 Highly developed knowledge of the theory and practice of highly specialised psychological therapies.	1	X	x		
Experience (both work and 'life' related)					
4.1 Assessed substantial experience of working as a qualified clinical psychologist	3	X	x		
4.2 Post qualification experience of working with people with mental health difficulties, including substantial experience of risk management	3	X	x		
4.3 Training/experience of providing evidence based Interventions.	3	X	x		
4.4 Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full	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			
		Application form	Interview	Test	Presentation
<p>range of care settings including outpatient, community, primary care, inpatient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and stressing problems, verbal abuse and the threat of physical abuse.</p> <p>4.5 Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care co-ordinator and also within the context of a multi-disciplinary care plan.</p> <p>4.6 Experience of teaching, training and/or professional and clinical supervision.</p> <p>4.7 Experience of professional leadership of qualified and pre-qualified and pre-qualified Clinical Psychologists.</p> <p>4.8 Experience of multi-professional leadership of teams or services within the designated speciality.</p> <p>4.9 Experience of representing the profession in local policy.</p> <p>4.10 Experience of the application of psychology in different cultural contexts.</p>	<p>3</p> <p>3</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p>		<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>		
<p>Personal Attributes</p> <p>5.1 Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to</p>	<p>3</p>		<p>x</p>		

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
articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services.					
5.2 Ability to contain and work with organisational stress and ability to 'hold' the stress of others.	3		x		
5.3 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.	1		x		
5.4 Ability to demonstrate leadership and management skills.	1		x		
5.5 Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.	3	X	x		
5.6 Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.	3		x		
5.7 Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.	3		x		
5.8 Ability to articulate and interpret clearly the role of the	3		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
profession of clinical psychology based upon a good understanding of the framework of government and national professional policy.					
5.9 Experience of working within a multicultural framework.	1		x		
5.10 Record of having published in either peer reviewed or academic or professional journals and/or books.	1		x		
Standard Requirements					
Commitment to Equality & Valuing Diversity Principles	3	X	X		
Understanding of Confidentiality & Data Protection	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		
Mobility		You must demonstrate how you would meet the stated mobility requirement on your application form			
Own transport or suitable alternative. Dependence on public transport is not suitable for this role					