

# JOIN OUR PSYCHOLOGY TEAM



Careers in **Psychology**  
at Derbyshire Healthcare  
NHS Foundation Trust

Could you be part of our community mental health team and responsible for the assessment, formulation and delivery of highly specialised care for older adults within Derby City?

We are looking for a

## Highly Specialist Clinical Psychologist

to work with our older adult clients who have severe and enduring mental health problems including those who have experienced complex trauma, have a diagnosis of dementia, and their families and carers.

You will be joining a multidisciplinary team based at St Andrew's House, Derby, which is based on positive relationships and a desire to develop and grow our skills.

You will be experienced in assessing needs and developing and implementing plans with individual service users, and comfortable working autonomously within professional guidelines.

Become the next great addition to our team and join us in making a positive difference to the people of Derbyshire. To find out more about the role, locations, and Trust, please read the full job description.

\*CQC inspection report 6 March 2020

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To find out more about the role, locations, and joining Team Derbyshire Healthcare, please read the full job description.

**Dr Louise Braham**

Head of Psychology and Specialist Psychological therapies



## Job Description

<b>JOB TITLE:</b>	Highly Specialist Clinical Psychologist (Band 8a)
<b>ACCOUNTABLE TO:</b>	Head of Psychology and Specialist Psychological Therapies
<b>REPORTING TO:</b>	Consultant Clinical Psychologist – Lead Psychologist for Older People's Services
<b>RESPONSIBLE FOR:</b>	Assistant Psychologists and Trainee Clinical. Psychologists as required.
<b>GRADE:</b>	Band 8a
<b>BASE:</b>	Various locations/posts available
<b>HOURS:</b>	Permanent 1.0 wte (37.5hrs/week)
<b>LIAISES WITH:</b>	Colleagues within the CMHTs, psychology colleagues within the Older People's Mental Health Division, colleagues within other teams within the wider Trust, including CMHT's, in-patient areas and specialist services and teams, staff within Primary Care teams, Social Services, Voluntary and Service User organisations

## Job Summary

The post holder will be a key member of the multidisciplinary community mental health team and will combine direct clinical work with supervision, training, consultation, research and service evaluation/development.

The post holder will have experience of working with those having a wide range of complex mental health needs and deliver evidence-based interventions to clients with severe and enduring mental health problems including those who have experienced complex trauma, have a diagnosis of dementia, and their families and carers.

The post holder will work autonomously within professional guidelines and the overall framework of team policies and procedures. They will provide supervision to Assistant Psychologists, and Psychologists during their postgraduate training and other Psychologists as appropriate. They will offer and provide advice and consultation to the team manager, team members from other disciplines, other colleagues, and non-professional carers, on matters related to the psychological needs and issues relevant to the service and its users.

## Key Result Areas

### 1. Clinical:

#### Responsible for:

- a. Provision of specialist psychological assessments of clients referred based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological 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.
- b. Formulating and implementing plans for the formal psychological treatment and/or management of referred client's, 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. Implementing a range of psychological interventions for individuals, carers, families and groups, adjusting and refining psychological formulations as required.
- d. Evaluating and making 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.
- e. Exercising autonomous professional responsibility, within the context of multidisciplinary team working, for the assessment, treatment and discharge of clients.
- f. Consulting, advising, and/or supervising colleagues from other disciplines on the psychological formulation and management of patients with mental health problems particularly in areas of specialist knowledge.
- g. Contributing directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service where the post holder is based, across all settings and agencies serving the client group.
- h. Implementing case management within the framework of the Care Programme Approach if appropriate, including fulfilling the role of care co-ordinator if appropriate, initiating planning and review of care plans involving clients, carers, and others involved in the care package, in this process.
- i. Assessing, monitoring, and managing clinical risk in order to minimise this risk to patients, other people, and oneself, and providing advice on psychological aspects of risk assessment and management.
- j. Communicating orally and in writing, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients, to referrers and others involved in the clients care on a need-to-know basis.
- k. Developing and maintaining links and liaison with officers and staff of Social Services, General Practitioners and other Health Care Workers in line with trust policies and procedures.
- l. Attending clinical meetings, case reviews, and case conferences as appropriate.
- m. Maintaining and managing the waiting list for referrals to Clinical Psychology within the teams where the post holder is based as required.

- n. Carrying out other clinical duties as may be agreed with the Head of Psychology and Specialist Psychological Therapies and the Consultant Clinical Psychologist for Older People's Services.

## 2 Policy And Service Development:

### Responsible for:

- a. Implementing policies and procedures relevant to the delivery of services within the agreed area of work.
- b. Contributing to the development, evaluation and monitoring of the team's operational policies and services, by providing a psychological perspective, and through the deployment of professional skills in research, service evaluation and audit.
- c. Identifying and advising the team, service, Consultant Clinical Psychologist or Head of Psychology and Specialist Psychological Therapies on potential improvements to working practices and procedures within own area of work.

## 3 Human Resources:

### 3.1 Clinical Supervision, Teaching and training

#### Responsible for:

- a. Receiving regular clinical supervision in accordance with Trust and professional good practice guidelines.
- b. Planning, organising, and providing teaching and training sessions on topics related to area of work for colleagues and/

or staff from other disciplines, voluntary organisations, and self-help groups.

- c. Offer training and provide supervision to other MDT staff's related to their psychological work, as appropriate.
- d. Observing a personal duty of care in relation to equipment and resources used in the course of ones own work.
- e. Attending service and business meetings within the Department of Clinical Psychology and work area as required and agreed with the Head of Psychology and Specialist Psychological Therapies and the Consultant Clinical Psychologist for Older People's Services.
- f. Providing, as required, professional and clinical supervision of assistant psychologists including workload management.
- g. Contributing to regional clinical psychology training through, for example, provision of clinical placement supervision for trainees, ensuring acquisition of required skills and competencies, and contributing to the monitoring and evaluation of these.

### 3.2 Management and recruitment

- a. To manage the workloads of Assistant and Trainee Clinical Psychologists working within the team within the framework of the team/ service's policies and procedures.
- b. To be involved, as appropriate, in the short listing and interviewing of Assistant Psychologists.

## 4 Research And Development:

### Responsible for:

- a. Conducting and supervising research, particularly in areas of clinical relevance if appropriate and agreed.
- b. Utilising theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
- c. Undertaking clinical project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

## 5 Information Technology:

### Responsible for:

- a. Collecting, recording, maintaining and providing data and statistics, including clinical information, in accordance with Trust and National requirements and policy, and comply with appropriate monitoring and review processes as required.
- b. Processing text and constructing databases and spreadsheets for teaching and/or audit or research purposes.

## 6 Information Governance

- a. The Derbyshire Healthcare Foundation NHS Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.
- b. All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.
- c. Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.
- d. All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.
- e. Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.
- f. Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.



## 7 Infection Control

- a. All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control, and ensure that they comply with them in fulfilling their role.

## 8 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 post holder's professional and service manager(s)
- b. 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.
- 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 Health & Care Professions Council. 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 both the specific client group and mental health and/or learning disabilities.

### *To be noted:*

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties that fall within the grade of the job, in discussion with their manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

## 9 Values

Our vision is underpinned by four key values, which have been developed in partnership with our patients, carers, staff and wider partners.

We can only provide good quality services through our dedicated colleagues, working together with a common purpose. Our values reflect the reasons why our workforce chooses to work for the NHS and for Derbyshire Healthcare.

- **People first** – We focus on our colleagues, in the knowledge that a well-supported, engaged and empowered workforce results in good patient care.
- **Respect** – We respect and value the diversity of our patients, colleagues and partners and support a respectful and inclusive environment.
- **Honesty** – We are open and transparent in all we do.
- **Do your best** – We work closely with our partners to achieve the best possible outcomes for people.

## 10 Safeguarding Children & Vulnerable Adults Is Everyone's Responsibility

Safeguarding – the action we take to promote the welfare of children and vulnerable adults and protect them from harm.

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe



## 11. Organisational Chart



## 12. Job Description Agreement

Job Holder's Signature: ..... Date: .....

Lead Clinical Psychologist Signature: ..... Date: .....

## PERSON SPECIFICATION

### Older Adult Community Mental Health Team Derby City

	Essential	Desirable	How Tested
Training & qualifications	Good Honours degree in Psychology (2:1 or above).		Application form
	Eligibility for Graduate membership of the BPS.	Membership of the BPS	Application form
	Post-graduate doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer) as accredited by the BPS/HPCP.		Application form
	Registered as a Practitioner Psychologist by the HCPC.		Application form
	Eligible for Chartered status with the BPS.	Chartered status with the BPS	Application form
	In addition to routine CPD and supervision, has demonstrated a clear commitment to developing a specialist area of expertise relevant to the post through significant training, personal study, experience and/or research as evidenced by CPD log, and during the appraisal.		Application form
	Post qualification training in supervision of other psychologists.		Application form
	Able to demonstrate significant post qualification specialist training / experience through having provided assessment/ intervention to older people with mental health problems, including dementia and other cognitive problems, under clinical supervision whilst working as a Specialist Clinical Psychologist.		Application form

	Essential	Desirable	How Tested
<b>Experience</b>	Experience of specialist psychological assessment and treatment of clients across a broad range of settings.		Application form & Interview
	Experience of working with older people with a range of mental health problems, those with suspected cognitive impairment, and those diagnosed with dementia, across a variety of settings.	Experience of conducting neuro-psychological assessments	Application form & Interview
	Experience of taking full clinical responsibility for clients with a range of mental health problems and severity, within the context of multi-disciplinary care.		Application form & Interview

	Essential	Desirable	How Tested
<b>Knowledge &amp; skills</b>	Evidence of continuing professional development as recommended by the BPS & HCPC.		Application form
	Assessment and therapeutic skills related to complex, severe and enduring mental health problems.		Interview
	Assessment and therapeutic skills related to complex, specialist areas of expertise within older people's mental health services.	Knowledge and skills related to neuro-psychological assessment	Interview
	Specialist assessment and therapeutic skills with a broad range of older people's mental health problems, including dementia.		Interview
	Awareness of, and ability to assess and manage risk.		Interview
	Very high level of interpersonal and communication skills enabling written and oral presentation and receipt of complex and sensitive information, to facilitate acceptance, and relate effectively in an emotive and hostile environment.		Interview
	Ability to provide consultation to other non-psychology colleagues, and teaching and training skills.		Interview

	Essential	Desirable	How Tested
<b>Knowledge &amp; skills continued...</b>	Skills in the use of complex methods of psychological assessment, intervention and management, frequently requiring sustained and intense concentration.		Interview
	Ability to make judgements in complex clinical situations through assessment, analysis and interpretation of information and deciding on appropriate action from a range of options.		Interview
	Ability to plan and organise tasks, activities or programmes and adapt these to changing needs and circumstances.		Interview
	Ability to prioritise complex work demands.		Interview
	Ability to identify clinical governance issues and contribute to the improvement of standards and practice.		Interview
	Ability to complete basic work-related records.		Interview
	Doctoral level knowledge of research design and methodology.		Interview
	Knowledge of current legislation and guidance for clinical practice and professional management in relation to people with mental health problems.		Interview
	Ability to process text, set up and use databases and spreadsheets.		Interview

	Essential	Desirable	How Tested
<b>Personal</b>	Possess an enthusiasm for psychology in relation to mental health problems.		Interview
	Resilience to, and ability to maintain a high degree of professionalism, in the face of distressing or emotional situations and hostile environments.	Experience of conducting neuro-psychological assessments	Interview
	Ability to concentrate intensely during clinical interventions.		Interview

	Essential	Desirable	How Tested
Other	Ability to meet the travel requirements of the post, which includes being able to travel efficiently to different bases and completing home visits.		Application form
	Must be capable of planning and prioritising own work on a day to day basis with support of regular supervision, and able to recognise when further advice is required.		Interview