

JOIN OUR PSYCHOLOGY TEAM



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

We are looking for a

Highly Specialist Clinical/ Counselling Psychologist

to join our supportive team providing community mental health services to adults of working age.



You will have experience of working with service users who have a wide range of complex mental health needs, including those with a diagnosis of personality disorder and complex trauma. You will be used to assessing needs and developing and implementing plans with individual service users, and you will be keen to support and develop the next generation of clinicians by supervising, teaching and mentoring postgraduate students, assistants and other colleagues.

You will be passionate about building on our 'departmental success of treating patients with compassion and kindness, respecting their privacy and dignity, and understanding the individual needs of patients.'*

Derbyshire Healthcare Foundation NHS Trust is focussed on leading the improvement

*CQC inspection report 6 March 2020

in experience and outcomes for people with significant emotional regulation and relationship difficulties. In this role, you would be a key member of our Emotion Regulation Pathway (ERP) team, co-facilitating groups and providing individual therapy.

Reporting to the Psychology Lead for Adult Community Service and ERP, this flexible role will be crucial in providing the excellent care our service users have the right to expect, and driving the service improvements we want to achieve.

This role represents the opportunity to combine your commitment to individual and group clinical work, with the wider departmental success measures of supervision, training, consultation, research and service evaluation/development.

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 joining Team Derbyshire Healthcare, please read the full job description.

Dr Louise Braham

Head of Psychology and Specialist Psychological therapies



Job Description

JOB TITLE:	Highly Specialist Clinical/Counselling Psychologist
ACCOUNTABLE TO:	Head of Psychology and Psychological Therapies
REPORTING TO:	Psychology Leads for Adult Community Services and ERP
RESPONSIBLE FOR:	Assistant Psychologists and Trainee Clinical Psychologists as required
GRADE:	Band 8a
BASE:	Various locations/posts available
HOURS:	Up to 37.5 hours per week
LIAISES WITH:	Community Mental Health Services staff, Service Managers, Staff within other NHS Services that refer people into the respective services, Psychologists/ Psychological therapists within the Trust, in-patient and specialist services teams, Primary Care Teams, Social Services staff, voluntary and user organisations.

Job Summary

Responsible for the provision of specialist psychological services, within an Adult Community Mental Health Team (CMHT). The postholder will be a key member of the multidisciplinary CMHT and work with adults of working age. The post holder will combine direct individual and group clinical work with supervision, training, consultation, research and service evaluation/development. In addition the post holder will contribute in a similar way to the Emotion Regulation Pathway within the CMHT.

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 service users with severe and enduring mental health problems, including difficulties associated with a diagnosis of 'personality disorder' and complex trauma.

The post holder will work autonomously within professional guidelines and the overall framework of team policies and procedures, and will utilise research skills for audit, policy, service development and research within the services.

They will provide supervision to assistants, and psychologists during their postgraduate training and other psychologists as appropriate. They will offer and provide advice and consultation to the team managers, team members from other disciplines, other colleagues, and non-professional carers, on matters related to the psychological needs and issues relevant to the services and their users.

Key Result Areas

1. Clinical:

Responsible for:

- a. Provision of specialist psychological assessments of service users referred to the teams 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 service users, family members and others involved in the service user's care.
- b. Formulating and implementing plans for the formal psychological treatment and/or management of a service user's mental health problems, based upon an appropriate conceptual framework of the service user'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 service users.
- 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 service users of the service, across all settings and agencies serving the service user group.
- h. Implementing case management including working within the framework of the Care Programme Approach, fulfilling the role of care co-ordinator as appropriate; initiating planning and review of care plans involving service users, 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 service users, to referrers and others involved in the service users 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 primary Health Care Workers.
- l. Attending clinical meetings, case reviews, and case conferences as appropriate.
- m. Maintaining / managing the waiting list for referrals to psychology within the teams where the post holder is based as required.
- n. Carrying out other clinical duties as may be agreed with the Lead Psychologists.

2. Policy and Service Development:

Responsible for:

- a. Implementing policies and procedures relevant to the delivery of psychological services within the relevant locality.
- b. Contributing to the development, evaluation and monitoring of the teams' operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- c. Identifying and advising the Lead Psychologists on potential improvements to working practices and procedures within own areas of work.

3. Human Resources:

3.1 Clinical Supervision, Teaching and training

Responsible for:

- a. Receiving regular clinical supervision in accordance with good practice guidelines.
- b. Planning, organising, and providing teaching and training sessions on topics related to the psychological aspects of adult mental health and pain management for colleagues and/or staff from other disciplines, voluntary organisations, and self-help groups.
- c. Offer training and provide supervision to other MDT staff related to their psychological work, as appropriate.
- d. Continuing to gain wider post-qualification experience of psychology over and above that provided within the principal service area as agreed with Lead Psychologists.

- e. Developing skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate.
- f. Observing a personal duty of care in relation to equipment and resources used in the course of one's own work.
- g. Attending service and business meetings within the Psychology and Psychological Therapies Service and localities as required and appropriate.
- h. Providing, as required, professional and clinical supervision of Assistant Psychologists including workload management.
- i. 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. 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 services, 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 (where appropriate) 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.
- d. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific service user group and mental health.

8. 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.

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

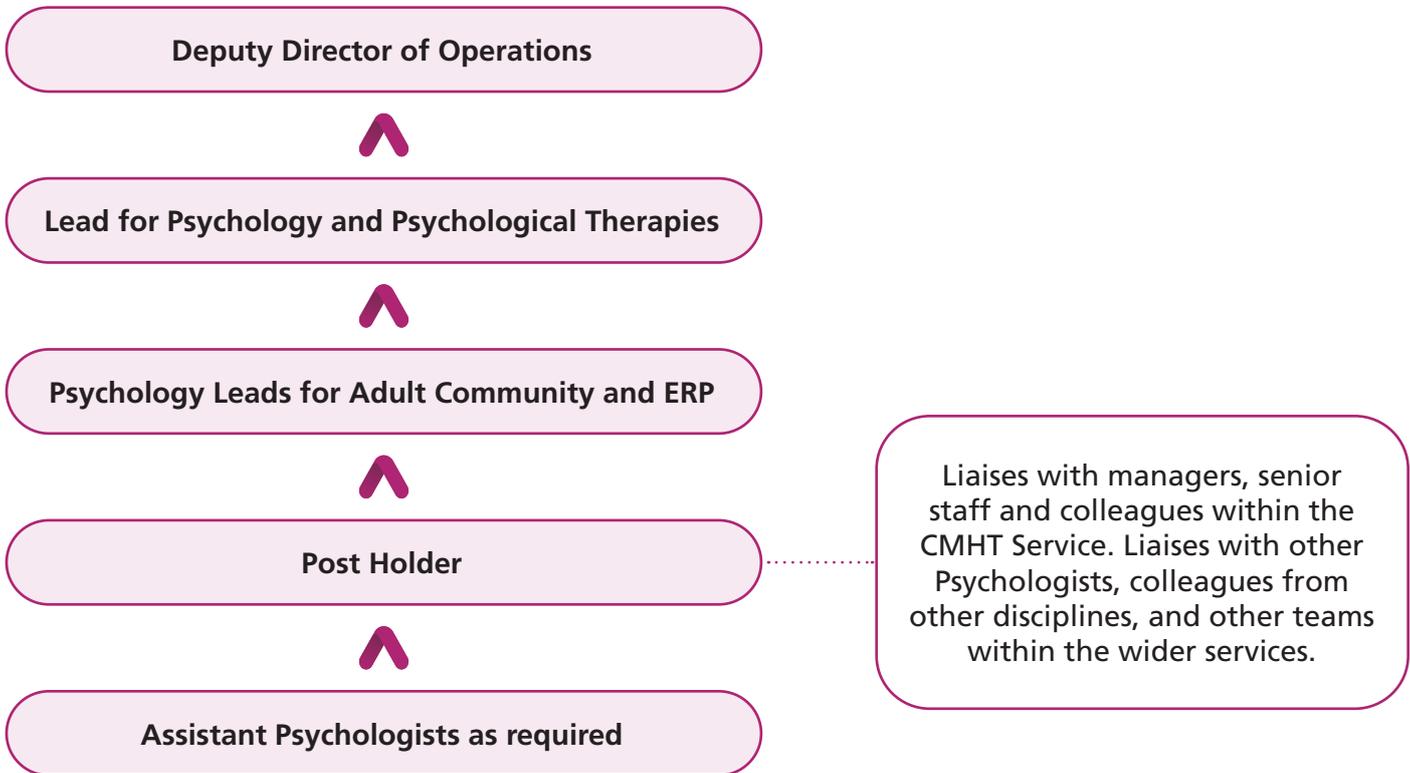
Safeguarding – the action we take to promote the welfare of children and vulnerable adults and protect them from harm.

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

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 the 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.

11. Organisational Chart



12. Job Description Agreement

Job Holder's Signature: Date:

Consultant Psychologist's Signature: Date:

PERSON SPECIFICATION

Band 8a – Highly Specialist Clinical/Counselling Psychologist

	Essential	Desirable	How Tested
Training & qualifications	Good Honours degree in Psychology (2:1 or above) giving eligibility for graduate membership of the BPS.		Application form
	Postgraduate doctorate in Clinical or Counselling Psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer) as accredited by the BPS and giving eligibility for membership of the HCPC.		Application form
	Registered with the HCPC as a Practitioner Psychologist.		Application form
	Eligibility for Chartered status with BPS.	Chartered with the BPS	Application form
	Post qualification training in supervision of other psychologists.		Application form
	Able to demonstrate post qualification specialist training/experience through having provided assessment and intervention to people with complex, severe and enduring mental health / psychological problems including with personality disorder and complex trauma under clinical supervision.		Post qualification training in a therapy model

	Essential	Desirable	How Tested
Experience	Experience of working with people with range of mental health / psychological problems and across a variety of settings.	Expertise and interest in a specialist area relevant to adult mental health. Training and interest in working within a DBT framework.	Application form

	Essential	Desirable	How Tested
Experience continued...	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, assessed during an appraisal process.		Interview / application form
	Evidence of taking full clinical responsibility for service users with a range of mental health problems and severity, within the context of multi-disciplinary care.		Interview

	Essential	Desirable	How Tested
Knowledge & skills	Assessment and therapeutic skills related to complex, specialist areas of expertise within mental health services.	Specialist assessment and therapeutic skills with a broad range of mental health problems. Knowledge and skills related to individuals with a learning disability and/or neurodivergent individuals.	Interview
	Ability to provide consultation to other non-psychology colleagues and apply teaching and training skills.		Interview
	Ability to work effectively as part of an MDT.		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.	Ability to process text, set up and use databases and spreadsheets.	Interview
	Skills in the use of complex methods of psychological assessment, intervention and management, frequently requiring sustained and intense concentration.		Interview

	Essential	Desirable	How Tested
Knowledge & skills continued...	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
	Awareness of, and ability to assess and manage risk.		Interview
	Ability to plan and organise tasks, activities or programmes and adapt these to changing needs and circumstances.	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

	Essential	Desirable	How Tested
Personal	Possess an enthusiasm for psychology in relation to Mental Health Problems. Interest in developing/consolidating skills in working with complex trauma and people meeting criteria for diagnosis of 'personality disorder'.		Application form Interview
	Resilience to, and ability to maintain a high degree of professionalism, in the face of distressing or emotional situations and hostile environments.		Interview

	Essential	Desirable	How Tested
Other	Ability to meet the travel requirements of the post.		Application form
	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

	Essential	Desirable	How Tested
Trust values	People first –put patients and colleagues at the centre of everything you do.		Interview
	Respect – respect and value the diversity of our patients, colleagues and partners and support a respectful and inclusive environment.		Interview
	Honesty – open and transparent in all you do.		Interview
	Do your best – work closely with our partners to achieve the best possible outcomes for people.		Interview