

# JOIN OUR PSYCHOLOGY TEAM



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

Could you be part of our adult neurodevelopmental services team and make a significant contribution to our community-based services for adults with learning disabilities and / or autism?

We are looking for a

## **Specialist Clinical/Counselling Psychologist**

to work in collaboration with community support teams and other services providing specialist psychology services to adults with learning disabilities and / or autism.

You will be joining a multidisciplinary team, 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.

Covering Derby City and southern Derbyshire, this role has ample opportunities for skills development and professional advancement during your career Team Derbyshire Healthcare.

**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

<b>JOB TITLE:</b>	Specialist Clinical Psychologist (Community Support Team (CST) for Adults with Learning Disabilities, Adult Neurodevelopmental Services)
<b>ACCOUNTABLE TO:</b>	Consultant Clinical Psychologist/Lead Psychologist ANS/LD Services and Head of Psychology and Specialist Psychological Therapies
<b>REPORTING TO:</b>	Clinical Psychology Manager/Consultant Clinical Psychologist/Lead Psychologist ANS/LD Services and Area Service Manager (ASM) of CST
<b>GRADE:</b>	7/8a development post
<b>BASE:</b>	Derby City and Southern Derbyshire
<b>HOURS:</b>	Up to 37.5 hours per week

### Job Summary

Responsible for contributing to the provision of community-based specialist clinical psychology services, as a member of a multidisciplinary team, for adults with learning disabilities and/or autism, to ensure the systematic provision of a highly specialist clinical psychology service for well-established and developing Community Support Teams (CST) alongside other specialist adult neurodevelopmental services (ANS) and adult mental health services.

To provide specialist psychological assessment, formulation and intervention and to work autonomously within professional guidelines and the overall framework of service policies and procedures. Responsible for offering advice, supervision, consultation, from a psychological perspective to embed psychological understandings within the CST, ANS Services

To work collaboratively with local services including adult social care, primary care, specialist health care providers and other partner agencies to fulfil a specialist health role in relation to adults with learning disabilities and/or autism.

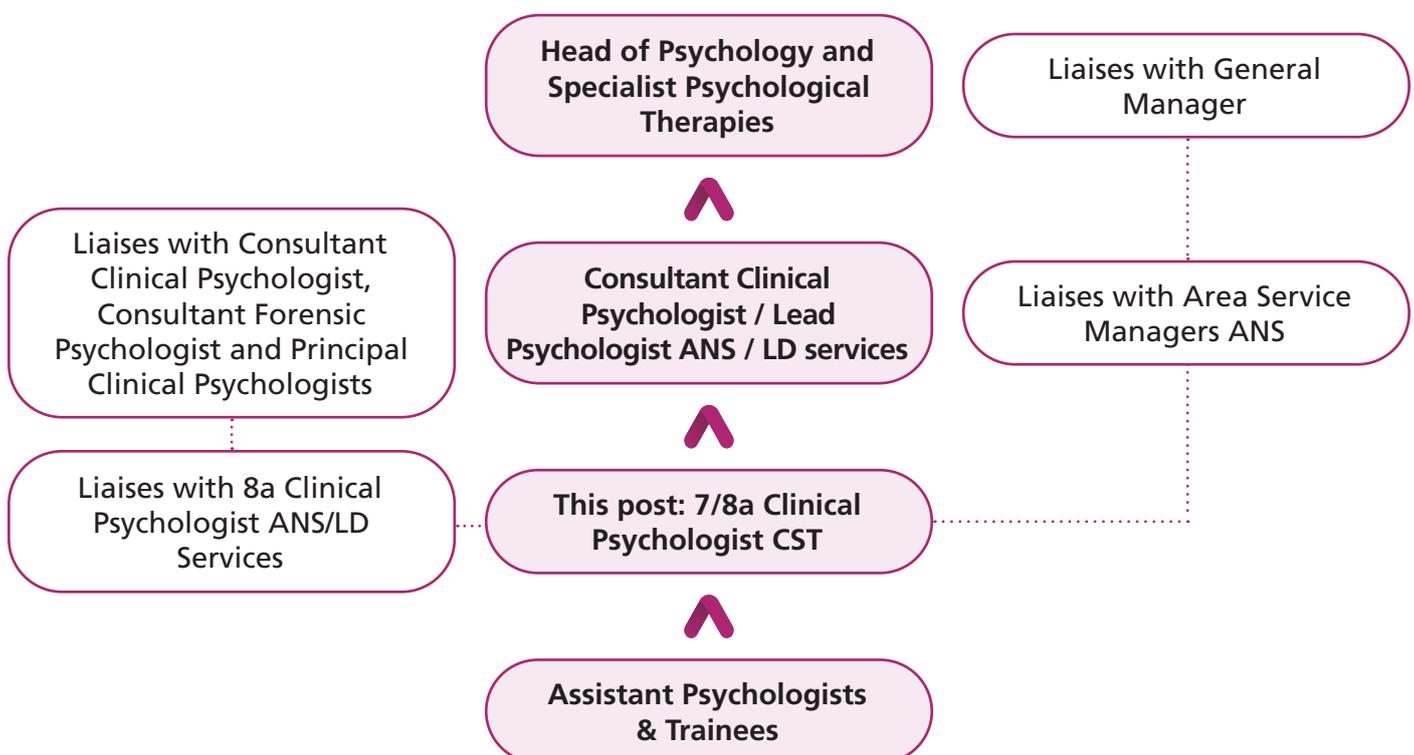
To utilise research skills for outcome measurement, audit, policy and service development and research. To offer management support and to propose and implement policy changes within the service.

## Dimensions (Financial responsibility)

The post holder will work closely with the other psychologists working in the Adult Neurodevelopmental Services (ANS) and in the Division of Psychology and Specialist Psychological Therapies. Psychological services are embedded in the wider ANS and so the post holder will also work closely with the Area Service Managers to ensure that available resources are focused on clinical need and service development, and to improve partnership working with other agencies for joint service provision in accordance with local and national policy.

The post holder will ensure equal opportunities, diversity and social inclusion in line with Trust Values, policy & procedure, ensuring people with different cultural backgrounds, ages and diverse identities have access to the specialist service. They will also ensure that trauma informed care underpins all areas of practice.

## Organisation Chart



## Key Result Areas

### 1. Clinical:

#### Responsible for:

- a. The provision of specialist psychological assessments of clients referred to the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including 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.
- b. To formulate and implement plans for the formal psychological treatment and / or management of a client's psychological difficulties based upon an appropriate conceptual framework of the client's presentation and employing methods demonstrating evidence-based practice across the full range of care settings.
- c. The implementation of a range of psychological interventions for individuals, carers, families and groups, 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 and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group and refer onto other specialist services where necessary.
- e. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
- f. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation of their mental health difficulties/complex psychological needs, possible diagnosis and treatment plans.
- g. To ensure all members of the service have access to a psychologically based framework for understanding and care, to the benefit of all clients of the service, across a range of settings through the provision of advice and consultation and the dissemination of psychological research and theory.
- h. To undertake risk assessment and risk management for individual clients and provide supervision and advice to other professions on psychological aspects of risk assessment and risk management.
- i. To be responsible for the formulation and delivery of care plans involving the psychological treatment and/or management of a client's problems, communicating effectively with the client, his/her/their family or carers and all others involved in the network of care, and monitoring progress during the course of multi-disciplinary interventions.

- j. To communicate orally and in writing, to referrers and others involved in the client's network of care in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients. Information will only be shared on a need to know basis and in accordance with the situation and persons involved. This may involve situations where information of a difficult or emotive nature needs to be imparted to individuals or carers.
- k. To establish rapport and build effective working relationships with clients and all those involved in their care, whilst respecting diversity and treating everyone with dignity and respect, acting in ways that acknowledge and recognise people's expressed beliefs, preferences and choices.
- l. To develop and hold the skills and experience to undertake complex assessments (e.g. those within the criminal justice system and family court).
- m. Carrying out other clinical duties as may be agreed with the Lead Psychologist.
- d. To maintain and develop skills in the area of professional pre and postgraduate training and clinical supervision.
- e. To support with the provision of reflective practice and clinical supervision meetings for team members and ensure that they are accessing appropriate additional supervision relating to their professional registration.
- f. To provide professional and clinical supervision of assistant psychologists and develop skills to progress to the provision of supervision to trainees and registered psychologists.
- g. To provide consultation, training and supervision opportunities for colleagues across the trust in respect of learning disabilities and neurodevelopmental disabilities to staff working with 'co-morbid' presentations of across services provided by the Trust as well as to a range of agencies and settings where appropriate. To provide advice, consultation, training and supervision to other members of the service for their provision of psychologically based interventions to help improve clients functioning and QoL.

## **2. Teaching, Training and Supervision:**

- a. To receive regular clinical, managerial and professional supervision in accordance with good practice guidelines.
- b. To maintain a high level of clinical expertise and competence.
- c. To demonstrate continued professional development through development of knowledge and skills and to remain up to date with professional practice.
- h. Identifying and advising on staff training, development and support needs for the team.
- i. To be cognisant with procedures and methods of working with other agencies and to remain up to date on legislation guidance and best practice relating to the service user group.
- j. To provide advice, consultation, supervision and training to staff working with the service user across a range of agencies and settings as appropriate.

- k. To contribute to the joint provision of clinical placements to doctoral level trainee clinical psychologists whilst attaining post-doctoral supervisor training.
- l. To provide bespoke professional and clinical one to one supervision in respect of areas of specialism and contribute to the development, planning and delivery of specialist training sessions to other professionals and services as required.

### **3. Policy and Service Development:**

- a. Implementing policies and procedures relevant to the delivery of Trust Services within CST and ANS services.
- b. Contributing to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- c. Identifying potential improvements to working practices and procedures within own area of work.
- d. To support the development of staff working across teams to provide a psychologically informed care plan and to propose policy changes in relation to psychological interventions within teams.
- e. To attend service and business meetings within Psychology and Specialist Psychological Therapies and affiliated services as required and appropriate.
- f. To attend Specialty meetings and Special Interest Groups to maintain professional network and contribute to development of the service.

### **4. Human Resources**

- a. To manage the workload and supervise the work of assistant psychologists, within the framework of the team's policies and procedures as appropriate.
- b. Planning, organising, and providing teaching and training sessions on topics related to ANS clinical psychology for colleagues and/or staff from other disciplines, voluntary organisations, and self-help groups.
- c. To complete post-doctoral supervisor training in the context of this being a development post.
- d. To develop further highly specialist skills relating to the role of a clinical psychologist in ANS.
- e. Continuing to gain wider post-qualification experience of clinical psychology over and above that provided within the principal service area where the post holder is employed, up to two sessions per week [pro rata].
- f. Observing a personal duty of care in relation to equipment and resources used in the course of one's own work.
- g. Providing, as required, professional and clinical supervision of assistant psychologists including workload management.
- h. Providing advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

## 5. Information technology

- a. To collect, record, maintain and provide data and statistics, including clinical information, in accordance with the trust and national requirements and policy, and comply with appropriate monitoring and review processes as required.
- b. To use computer software to record and create reports, documents and visual aids and charts for clinical, research or training purposes as required.
- c. To use a variety of secure video services employed by the Trust for meetings with professionals, service users, families and carers in line with Trust policy and information governance.

## 6. Research and service evaluation

- a. To contribute to the evaluation, monitoring and development of the service's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of care.
- b. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
- c. To design and undertake high quality research in areas appropriate to the needs of adults with learning disabilities and/or autism and associated complex needs, using qualitative or quantitative measures.
- d. To provide research advice to other staff undertaking research, including providing

support and assistance to assistant and trainee clinical psychologists undertaking doctoral research, single case evaluations and small-scale research projects.

- e. To undertake project management, including complex audit and service evaluation, together with colleagues within the service to help develop service provision.

## 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 manager.
- b. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop skills of a reflexive and reflective 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 BPS, ACP, HCPC and Trust policies and procedures.
- d. To maintain up to date knowledge of legislation, national and local policies and issues in relation to adults with learning disabilities, autism, mental health problems and complex behaviour issues.

- e. To be a member of a multidisciplinary service, fulfilling a specialist health role in relation to adults with learning disabilities and/or autism in line with the service specification.
- f. To be flexible and able to work remotely and at a clinical base as clinical need and service demand requires in line with Trust and national policy and procedure.

**To be noted:**

- This is not an exhaustive list of duties and responsibilities, and the post Holder may be required to undertake other duties which 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.

## Information Governance

The Derbyshire Healthcare NHS Foundation 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.

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.

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.

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.

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.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

## Infection Control

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.

## Values

As an employee of Derbyshire Healthcare NHS Foundation Trust you are required to adhere to the Trust's overriding value of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values:

- **People first** – We put our patients and colleagues at the centre of everything we do
- **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.

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

### **SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY**

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.

## Health & Safety

In addition to the responsibilities of the Trust under Health and Safety legislation you are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

## Communications and Working Relationships

- To be responsible for ensuring effective communication systems are in place between the post holder, team, wider service, and the Trust and partner agencies.
- Encourage and motivate staff to communicate complex information regarding assessment, formulation and treatment plans to adults with learning disabilities and/or autism and their families in highly emotive situations in a skilled and sensitive manner.
- To ensure that a high standard of data inputting is maintained at all times and to play a leading part in the further development of Team information systems.
- To develop and maintain an adequate level of computer / IT literacy in line with the requirements of the post and be part of the implementation of a full electronic patient record system.
- To develop structures and protocols to ensure the views of people with learning disabilities and/or autism and their carers are sought and used in the development of services.

## Most Challenging Part of your Job

- Providing psychological understandings to the MDT and Service ensuring the delivery of evidence-based practice to the highest possible standard and the most efficient use of the Team resources.
- Ensuring that the service can provide a specialist health service including specialist psychological assessments, treatments and interventions to vulnerable, challenging individuals in very complex situations. Dealing with high risk presentations including challenging/ aggressive behaviour, acute mental health problems and difficult social circumstances.
- Working to interagency models that promote the safety and welfare of vulnerable adults and children.

## Job Description Agreement

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

Senior Officer/Head of Department Signature:

..... Date: .....

## Job Description Additional Information: Appendix A

<b>JOB TITLE:</b>	Highly Specialist Clinical Psychologist (8a)
<b>LOCATION:</b>	Derby City and South Derbyshire
<b>REPORTS TO:</b>	Consultant Clinical Psychologist/Lead Psychologist and Area Service Managers
<b>ACCOUNTABLE TO:</b>	Consultant Clinical Psychologist/Lead Psychologist and Head of Psychology and Specialist Psychological Therapies

### Physical Effort

There is a need to travel across a large geographical area as required. Post holder may be expected to physically manage incidents of violence and aggression.

### Mental Effort

The working environment is one of unpredictability, due to the needs of the service users. The work pattern requires frequent assessment of the needs of the service users in crisis or immediate distress both in a range of placements including hospitals, service users' homes, residential placements and police custody. The post holder may also be in receipt of highly confidential and often distressing information about an individual.

### Emotional Effort

The post holder may experience service users in distress who can be verbally abusive and/or physically aggressive. Post holders need to deal with safeguarding incidents as they become aware of them and may be called to give evidence in some cases. The post holder may be required to support other colleagues in debrief around distressing situations.

### Working Conditions

The post holder may be in contact with unpleasant conditions that relate to suicide, self-harm, overdose, criminal behaviour as well as potential aggression from service users who may be suffering from a degree of distress.



## Job Appendix Agreed

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

Senior Officer/Head of Department Signature:

..... Date: .....