

JOB DESCRIPTION

POST TITLE:	Locum Clinical Psychologist
BASE:	Willow House – Berkshire Adolescent Services
BAND:	7
LINE MANAGER:	Service Manager
PROFESSIONAL ACCOUNTABILITY:	Appropriate professional lead within CAMHs

OUR VISION AND VALUES

Berkshire Healthcare's vision is to provide the best care in the right place; developing and delivering excellent services in local communities with people and their families to improve their health, well-being and independence. We pride ourselves in recruiting staff who display our values and the right behaviours and work hard to create a culture which respects all of our staff for the unique contribution they make to ensuring high quality care is delivered. Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY: Clinical Psychologist

To provide a clinical psychology service to young people attending Willow House, across all levels of care; providing psychological assessment and therapy, facilitate group therapies and offering advice and consultation on psychological care to colleagues and to carers. To work autonomously within professional guidelines and the overall framework of the team's policies and procedures..

WORKING ENVIRONMENT

The Berkshire Adolescent Service provides multidisciplinary psychiatric services to young people between the ages of 12 - 18 years, together with their families. Facilities are available at the BAS for the assessment and treatment of inpatients and day patients. The Service has developed specific treatment programs for young people with severe and enduring mental illness, as well as for those with severe problems in social and emotional development.

The BAS serves the residents of Berkshire. As a Tier 4 service referrals come primarily from Specialist Child and Adolescent Mental Health Services. Requests from Common Point of Entry (CPE) Urgent Care Service for assessment of urgent cases requiring possible inpatient admission also comprise a component of the workload. The BAS clinical team comprises 2 Consultant Psychiatrists, Highly Specialist Clinical Psychologist, Junior Doctors and nursing and teaching staff. Members of the clinical team may at times be exposed to distressing situations or challenging

behaviour. The Clinical Psychologist will play a part in identifying, providing and promoting appropriate means of support to the clinical team.

RESPONSIBILITIES

1. Care delivery

- a. Be responsible for the effective delivery and quality of care standards for the service.
- b. To maintain and develop relationships with professionals external to the area of service, children and young people and their families (where appropriate) within area of service/specialism.
- c. To be able to assess, interpret and diagnose and implement treatment of children and young people's conditions, developing, planning, implementing and evaluating specialist packages of care, including the involvement of multi-agency input around the children and young people's needs.
- d. To provide effective analysis of a range of complex data from a variety of sources and situations. To formulate and implement plans for the formal 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 as well as evidence generating, across the full range of care settings.
- e. To make appropriate judgments that best improve the treatment outcomes for the child, young person and their families' as well as improve resilience and recovery and which mitigates risk to themselves or others.
- f. To formulate and design interventions as part of the children and young people and their families' care plan, ensuring that clinical policies and procedures are followed correctly and risks inherent in any procedures are minimised.
- g. To ensure services are delivered in a manner that is appropriate, relevant and respectful to all members, recognising the diversity of ethnicity, culture, belief, privilege and capacity of service users and carers.
- h. To provide specialist advice to other members of the service and agencies on the particular needs of children and young people and their families.
- i. The post holder is expected to lead by example in adopting the principles of the Care Programme Approach (CPA) and ensure their team works within the framework when assessing, planning and co-ordinating the care and medical treatment that a person requires.

2. Record keeping, information collection and communication

- a. Effectively manage highly complex and sensitive situations and condition related information regarding diagnosis and prognosis to children and young people and their families, other professionals and external agencies, where there may be barriers to understanding or a hostile and antagonistic working environment.
- b. To be able to communicate reassuringly, finding ways of enabling the information to be understood and providing empathy and reassurance to specialist children and young people groups.
- c. To be responsible for the accurate maintenance of clinical record keeping and the required communication of individual patient care packages for the post holder's area of responsibility/specialism.
- d. To ensure all systems (electronic and hard copy), records, data and information (stored and transferred) are of high quality across the service which will withstand inspection of

their effectiveness and appropriateness to support the delivery of safe services and compliance of Trust Business rules.

- e. To manage and maintain all electronic systems and data as required in the role, in particular RiO, service user outcomes and safeguarding systems.
- f. To be responsible for the accurate recording and transferring (to other services) of information relating to patients in receipt of care as determined by the Trusts operational policies or when directed by the team leader.
- g. To promote and encourage staff involvement, engagement and motivation, making sure there are effective channels of communication and staff satisfaction in area of service.

3. Leadership, Development & Supervision

- a. To apply up to date professional and other knowledge to ensure any options of care for individuals is evidenced based and informed by theoretical and practical learning and experience.
- b. Supervise junior staff, undertaking annual appraisals, PDP's and proactively supporting the development review cycle, the progression of personal performance and achievement of objectives, including career aspirations within the Trust and Partner Organisations processes.
- c. To develop and facilitate, with other members of the service, clinical groups, training sessions and workshops as appropriate.
- d. Maintain continuous professional development meeting professional requirements.
- e. To measure personal, team and service goals and ensure they align to the wider Trust goals and strategic objectives.
- f. To undertake Clinical Audits, research and test different types of aids as necessary for own area of specialism.

4. Professional & Trust policies

- a. The post holder must comply with all national, statutory, legislative, professional and local policy.
- b. The post holder is responsible for policies in own specialist area / sub division and should proactively contribute to improve local policy and any changes to improve service or protocols that impact on own service area as well as other professions.

5. Management Responsibility

- a. To ensure services are delivered, in area of specialism, that meets the quality and clinical effectiveness standards; to proactively participate in measuring children and young people and their families and staff satisfaction in service area.

GENERAL

- 1. This job description is not exhaustive and can be altered in consultation with the post holder.
- 2. Any other duties which may be requested by the line manager in order to facilitate the smooth running of the hospital.
- 3. The Trust is an equal opportunities employer. The post – holder is at all times expected to carry out their duties in accordance with the Trusts Equal Opportunities Policy.
- 4. The post – holder is required to take reasonable care of the health and safety of themselves and others affected by their acts or omissions at work, and to co-operate with the Berkshire Healthcare NHS Trust to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, all staff should refer to the associated behavioural framework relating to their role. These are based on the Trust's values, define the behaviours all staff are expected to display and underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

You may be required to work at or from any additional location as may be determined by the Trust from time to time. The Trust also reserves the right from time to time to change your base on a permanent basis to a location determined by it at the time that the change is made.

You may also be required to travel between Trust premises as may be required for the performance of your duties.

FLEXIBILITY

The Trust reserves the right to amend your job description and/or your duties from time to time. You also agree that you will work with the Trust to deliver the Trust's services, including without limitation, by complying with lawful and reasonable instructions from the Trust by adapting to new ways of working and attending training courses determined by the Trust from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

To attend and contribute to staff meetings and Forums, supervision sessions, training courses, seminars and workshops, to ensure the development and enhancement of current working practices.

To participate in all personal review meetings, and take responsibility for personal and professional development. Responsibility for developing the role and the services provided.

DATA PROTECTION ACT

You should be aware of the Data Protection Act and follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

You are required to take responsibility for Health and Safety Risk Assessment and Workplace Inspections, and to take reasonable care for your own health and safety and that of other persons who may be affected by your acts or omissions.

You are also required to co-operate with all staff to ensure that all statutory regulations, policies, Codes of Practice and departmental safety procedures are adhered to, and to attend relevant training programmes.

INFECTION CONTROL

Managers at all levels have a responsibility to act as role models to ensure that Infection Control is on the corporate and service agenda and remains a priority in terms of attention and resources.

All staff providing direct patient care must ensure that they follow procedures aimed at reducing the risk of passing on the organisms that can cause infections.

All staff, collectively and individually, have a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of Infection Control.

CONFIDENTIALITY

Your attention is drawn to the confidential aspects of this post. You must not disclose any information of a confidential nature relating to the Trust or the service that it provides, or in respect of which the Trust owes an obligation of confidence to any service user, client or third party during or after your employment except in the proper course of your employment or as required by law.

You must not remove or copy any documents or tangible items including software which belongs to the Trust or which contain any confidential information from the Trust's premises at any time without proper advanced authorisation. You must return to the Trust upon request and in any event upon the termination of your employment, all documents and tangible items which belong to the Trust or which contain or refer to any confidential information and which are in your possession or under your control.

A breach of confidence could result in dismissal.

You should be aware that regardless of any disciplinary action taken, a breach of confidence could also result in civil action for damages.

CLINICAL GOVERNANCE

The Trust aims to provide the highest standards of care. To further this aim you are expected to adhere to acceptable working practice as defined in Trust policies and guidelines. You also have a personal responsibility to your team and service to keep up to date and, if you encounter unacceptable practice, to raise through accepted channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

In order to comply with the Asylum and Immigration Act 1996, it is Trust policy to check documentation of all applicants in respect of proper immigration status to work in the UK. Employment will not be offered to any applicant or employee who does not have valid leave to remain in the UK or is subject to conditions, which prevent the individual from taking up employment.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Safeguarding of individuals who come into contact with our services, whether a child or young person, person with Learning Disabilities or an older or vulnerable adult, is the responsibility of all employees of Berkshire Healthcare NHS Foundation Trust in whatever capacity they are employed.

SAFEGUARDING CHILDREN

The Trust adheres to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, and all employees have a duty of care and a responsibility to safeguard and promote the welfare of children.

SMOKE FREE

A smoke free policy is in operation and smoking is not permitted on any of the Trust's sites. The policy also applies to all persons travelling in vehicles (including owned and lease cars) whilst on official business. Smoking is not permitted in privately owned vehicles that are parked on Trust grounds, or when transporting services users or visitors on official Trust business. Staff will not be supported by taking additional breaks away from the workplace to smoke off site. Please refer to the Staff Smoke Free policy for further details.

PERSON SPECIFICATION
Band 7 Clinical Psychologist

CATEGORY	ESSENTIAL	DESIRABLE
Education/Qualifications		
Registration with a recognised approved body.	X	
1) Doctoral level training in psychology: <ul style="list-style-type: none"> Qualified Psychologist (or equivalent for those who trained before 1996) as accredited by the BPS or HCPC and registered with HCPC Or	X	
2) Masters level qualification or recognised equivalent qualification:- <ul style="list-style-type: none"> Qualified Systemic Family Therapist Masters level UKCP registered. or Qualified Psychotherapist registered with professional body i.e. ACP approved Child Psychotherapist. or Registered Mental Health Nurse (NMC). or Occupational Therapy degree level qualification and registered with HCPC. or Registered Social Worker with relevant social work qualification. or Other Health professional with relevant post graduate qualification. Registration with HCPC where required	X	
Additional post-qualification training equivalent to a minimum of 50 hours, supervision within a specific modality directly related to clinical practice including case presentations, group supervision, attendance of teaching programmes, courses etc.		X
A supervisory qualification in the relevant professional discipline or substantial supervision experience.		X
Professional qualification in CBT i.e. diploma or equivalent Accreditation with BABCP or ability to work towards the requirements		X
		X
Knowledge Skills and Experience		
Excellent knowledge and understanding of the health and social care systems and operating frameworks, clinical	X	

observations and the Mental Health Act and other legal frameworks		
Exceptional interpersonal, influencing, communication, observation and reporting skills. Ability to engage and communication with a wide range of professionals, staff and other service stakeholders	X	
Experience of working effectively in a multi-disciplinary team and multi-agency environment	X	
Strong organisational skills and the ability to analyse situations and be able to make the right decisions	X	
Demonstrates a knowledge of the issues surrounding child development and the impact it can have on meeting the five Every Child Matters outcomes The Children's Act 1989 and 2004 and The Mental Health Act 1983 and 2007	X	
Able to empathise, be supportive and sensitive to the needs of others as well as being able to cope with distressing circumstances	X	
Experience of managing complex caseloads and applying a range of interventions	X	
Ability to work to timescales and comfortably cope in pressurised situations, applying practical problem solving skills in everyday and complex situations	X	
Competent IT skills and the ability to navigate around various systems and software packages (<i>such as outlook, databases e.g. RiO, MS office and the internet</i>). Good keyboard skills.	X	
Able to work flexibly change to flexible hour's pattern as required and the ability to travel independently between locations to fulfil the requirements of the position.	X	
Ability to work autonomously and effectively in a team, reprioritising work and that of others work to reflect changing needs.	X	
Ability to manage clinical risk and understanding of child safeguarding procedures.	X	
		X
Additional Requirements		
Manage difficult situations with child or young person and their families that have complex mental health conditions and challenging behaviours.	X	
Evidence of continuing professional development.		X

High level of enthusiasm and motivation.	X	
Ability to work within a team and foster good working relationships across teams and agencies.	X	
Ability to work across a number of teams and integrate into the reporting structure of those teams.	X	
Ability to work effectively under pressure.	X	
Regard for others and respect for individual rights of autonomy and confidentiality.	X	
Ability to be self-reflective and use supervision effectively.	X	
The ability and skills to act as an advocate for a service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system.	X X	
Ability to work effectively in a team, demonstrates accountability of own work/decisions and working on own initiative.	X	
Car owner/driver and possess full UK driver's licence or evidence of ability to travel to designated base and other sites.	X	