

<b>Job Title</b>	<b>Clinical Psychologist (Band 8 equivalent)</b>
<b>Department</b>	<b>AHP</b>
<b>Reports to</b>	<b>Therapy Manager and Consultant Clinical Psychologist</b>
<b>Direct reports</b>	

**Purpose of the Job:**

To provide a qualified clinical psychology service and manage clinical responsibilities to adult service users with complex neurological conditions, neurological impairments, psychological issues and associated physical disabilities.

Provide specialist neuropsychological assessment and therapy at the same time as offering advice and consultation on service users' psychological care to non-psychologist colleagues and to other non-professional carers.

To maintain a person-centred approach to rehabilitation, respecting the patient and family's views, culture, and goals, with an emphasis on open communication and collaboration to identify and meet each service user's needs.

Working autonomously as an independent practitioner within professional guidelines and the overall framework of the service and MDTs policies and procedures. To undertake and participate in appropriate audit to evaluate activities within this work area.

**Principle Responsibilities:**

**Clinical**

- To provide specialist neuropsychological and psychological assessment of service users based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with service users, family members and other involved in the service user's care.
- To communicate highly complex and sensitive information that requires empathy and reassurance in situations where there may be a highly emotive and/or hostile atmosphere with barriers to understanding.
- To formulate and implement treatment plans for the neuropsychological and psychological treatment and rehabilitation or management of a service user's complex disabilities and needs, based upon appropriate conceptual framework of the service user's problems, employing methods based upon evidence of efficacy across the range of care settings and in accordance with NICE guidelines.

- To be responsible for implementing a range of neuropsychological and psychological interventions for individuals and groups within and across teams. To be responsible for adjusting and refining neuropsychological and psychological formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To develop complex formulations and to evaluate and make 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 reconsider and adapt formulations and theories to match changes in clinical presentation and the addition of new information.
- To communicate and share sensitive information regarding assessment, formulation and treatment plans of service users under their care and to monitor progress during the course of both uni- and inter-disciplinary care.
- To provide specialist neuropsychological advice, guidance and consultation to the MDTs and other professionals contributing directly to service users' formulation, diagnosis and treatment plan.
- To exercise autonomous professional responsibility in the assessment, treatment and discharge of service users whose problems are managed by neuropsychologically based standard care plans.
- To contribute directly and indirectly to a neuropsychologically 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.
- To undertake risk assessment and risk management for individual service users and to provide advice to other professions on neuropsychological aspects of risk assessment and risk management.
- To act as care coordinator where appropriate, taking responsibility for initiating planning and review of care plans including service users, their carers, referring agents and others involved in the network of care.
- To provide specialist training to colleagues from other disciplines to support the treatment and implementation of best practice techniques for your caseload.
- To work in a range of ward and on-campus home settings, with service users of varying degree of neurological impairment, some of whom may present with challenging behaviours that exposes the Psychologist to hazards such a verbal and physical aggression

### **Organisational**

- Adhere to organisational standards, policies and procedures at all times.
- Comply with the organisations standing orders, standing financial instructions, policies, procedures and guidelines.

- Take all reasonable steps to manage and promote a safe and healthy working environment which is free from discrimination.
- Comply with the organisation's policy on confidentiality and the Data Protection Act 1998 as amended, relating to information held manually or on computerised systems.
- Respect the confidentiality and privacy of service users and staff at all times.
- Maintain a constant awareness of health and safety issues affecting colleagues, service users, visitors and themselves, reporting any accidents or fault in line with the organisation's policy.
- Fully participate in health and safety training.
- Participate in personal training, development and appraisal systems.
- Participate in all relevant training courses as required.

### **Communication / Documentation / Information resources**

- To work positively with colleagues to maintain effective relationships.
- To demonstrate and effectively apply a comprehensive range of communication skills with Service Users, colleagues, carers and external agencies.
- To ensure effective communication within the multi-disciplinary team ensuring information is communicated efficiently and timely.
- To document all clinical work, interactions, and conversations in the individuals's case notes, ensuring information is communicated efficiently and timely, according to Glenside and discipline specific therapeutic policies.
- To have good word processing skills and be able to use information technology for presentations.
- To assist with the monitoring and use of specialist testing equipment and materials and ongoing replacement as required.
- To liaise with external agencies and organizations as necessary.

### **Education and training**

- To participate in Continuing Professional Development; this includes attending mandatory training, in-service training, development of a CPD portfolio, and participating in the supervision and appraisal process.
- To continue to gain wider post-qualification experience of clinical psychology over and above that provided within the principle service area where the post holder is employed.

- To develop 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.
- To provide professional and clinical supervision of assistant and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists and Clinical Psychologists as appropriate.
- To provide advice, consultation and training to staff working with the service user group across a range of agencies and settings, where appropriate.

### **Supervision / Appraisal**

- To actively participate in clinical supervision appropriate for professional level and need and in accordance with good practice guidelines.
- To actively participate in appraisals with identified line manager according to Glenside policies.
- To review, reflect and change own practice through effective use of supervision and appraisal process, with evidence of growth and development documented through these processes.

### **Professional**

- Implemented and feedback on policies, procedures and service changes relevant to own work area.
- To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To contribute to the development and maintenance of the highest professional standards of practice, through active participation CPD training and development programmes, in consultation with the post holder's professional and service manager(s) and in line with HCPC requirements.
- 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 neuropsychology and related disciplines.
- 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 British Psychological Society and local policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to the specific service user group.
- To exercise good time management, punctuality, and consistent and reliable attendance.

- To work as part of a multi-disciplinary team, focused on principles of kindness, respect, and positive team-building attitudes.
- To manage and tolerate stress and seek supervision and guidance for stress management as required.
- To maintain awareness of professional boundaries with patients and family members, including when off-duty. This includes maintaining appropriate boundaries on social media and not encouraging dual relationships.

### **Ethics**

- To respect the confidentiality and individuality of Service Users, staff, and visitors.
- To comply with the code of ethics and professional conduct relevant to the Psychology Department.
- To work within guidelines and comply with standards for practice set by the British Psychological Society and the HCPC.
- To comply with standards for practice set by national governing bodies.
- To respect the individuality, values, cultural and religious diversity of Service Users and contribute to the provision of a service sensitive to those needs.
- To demonstrate the ability to reflect on ethical issues.

**PERSON SPECIFICATION: CLINICAL PSYCHOLOGIST – BAND 7 EQUIVALENT**

<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education, Training and Qualifications</b>		
Doctoral level training in clinical psychology, including specific models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS	X	
Current registration with the Health and Care Professions Council	X	
<b>Experience and Knowledge</b>		
Specialist interest in neuropsychology, rehabilitation and physical health	X	
Previous experience working with acquired brain injury, neurological conditions and associated physical disabilities	X	
Experience of specialist neuropsychological assessment and treatment	X	
Experience of working within a multidisciplinary team work	X	
Experience of providing teaching, training and/or supervision		X
Experience of the application of clinical psychology in different cultural contexts		X
Experience of working in a constantly changing environment	X	
Specialist knowledge underpinned by a theoretical knowledge and understanding of psychological concepts and methods acquired through degree, postgraduate doctoral degree plus short specialist courses and/or clinical supervision.	X	
Knowledge of relevant legislation and its implications for both practice and professional management in relation to the service user group		X
<b>Skills and Abilities</b>		
Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to service users, their families, carers and other professional colleagues	X	
Provide and receive highly complex, sensitive or contentious information, where there may be significant barriers to acceptance, hostile or highly emotive atmospheres	X	
Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration	X	

Ability to research, analyse and manage complex, multi-factual clinical information from a range of sources	X	
Skills in providing consultation to other professionals and non-professional groups	X	
Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings	X	
Ability to manage time and carry out duties with autonomy whilst being methodical and well organised	X	
Some familiarity with popular IT systems and software e.g. word processing, graphics, databases, statistics, internet and other resources	X	
Ability to work as part of a close knit team	X	
Self-motivated	X	
Literate and numerate in English	X	
Being flexible and adaptable at work in order to meet competing priorities	X	
Previous experience of supervising psychology and non-psychology staff		X
<b>Personal Qualities</b>		
Excellent organisational skills	X	
Ability to plan and prioritise own workload	X	
Professional attitude to own performance including interaction with service users and other professionals	X	