job description PRACTITIONER PSYCHOLOGIST

**GRADE:** Clinical, Forensic or Counselling Psychologist

**OPERATIONAL ACCOUNTABILITY:** Hospital Registered Manager

**CLINICAL ACCOUNTABILITY:** Medical Director

**LOCATION:**  New Hall Independent Hospital

**HOURS OF WORK:** Full-time (Part-time considered)

**BENEFITS:** Flexible terms and conditions for the successful candidate. Eye care vouchers, Child care vouchers, free lunch and parking

**SALARY:** Commensurate with experience

**JOB SUMMARY**

* To ensure the provision of a high quality Psychology service to New Hall Independent Hospital and other services as needed in line with organisational values and Clinical strategy.
* To work autonomously within professional and organisational guidelines and exercise responsibility for the governance of psychological practice within the service.
* To provide psychological assessment, formulation and interventions to patients at New Hall and to act as a specialist resource to the wider professional community.
* To work collaboratively as a member of the Multidisciplinary team and in line with the organisational policy for Multidisciplinary Team working.
* To use research skills for audit, policy and service development within MHC. Engage in patient relevant research as appropriate.
* Provide systemic support and training to the nursing and support team, and wider MDT, to assist in the delivery of effective care and rehabilitation of service users.
* To contribute to service development, Clinical and Forensic governance and multi-disciplinary forums as directed.

**KEY RESULT AREAS**

* To provide specialist psychological assessment of patients based on the appropriate use, interpretation and integration of complex data from a variety of sources. This will include psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients and others involved in their care.
* To formulate and implement plans for the formal psychological treatment and management of a patient’s psychological and behavioural problems, based upon an appropriate conceptual framework of the patient’s problems, employing methods based upon evidence of efficacy. The appropriate assessment of risk and provision for its safe management is a key aspect of the work to be undertaken.
* To be responsible for implementing a range of psychological interventions and therapies for patients, while adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses where appropriate.
* To exercise autonomous professional responsibility for the psychological assessment and treatment of patients in liaison with the multidisciplinary team.
* To develop and implement specialist psychological interventions, which will be integrated into a multidisciplinary care package.
* To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to formulation, diagnosis and treatment plans, including risk formulation and risk management.
* To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all patients.
* To take a leading role in undertaking risk assessment and risk management for individual patients and to provide advice, both general and specialist, to other professions on psychological aspects of risk assessment and risk management.
* To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans and to monitor progress during the course of both individual and multidisciplinary care.
* To develop, supervise and deliver group work as appropriate.
* To provide comprehensive assessments and reports for all internal or external reviews of service users e.g. CTRs, CPAs, MHRTs, S117 reviews.
* To receive regular supervision and management from senior professional colleagues.
* To provide professional supervision to Trainee Forensic Psychologists and Assistant Psychologists working in the service and other services as needed.
* To provide specialist advice, consultation and training and supervision to other members of the MHC team for their provision of psychologically based interventions.
* To be involved with clinical supervision for the Nursing and Care team as appropriate.
* To develop, deliver and supervise reflective practice within the hospital.
* To continue to develop expertise in the area of professional pre- and post-graduate training and supervision.
* To provide training and support to staff working in Hospital services to ensure the delivery of effective care and rehabilitation of service users.
* Develop and provide specific training on such topics as are agreed priorities for the hospital.

**MANAGEMENT, RECRUITMENT, POLICY and SERVICE DEVELOPMENT:**

* To participate in the development of a high quality, responsive and accessible service for patients, carers and families within the service.
* To exercise responsibility for the systematic governance of psychological practice within the service depending on level of responsibility and experience.
* Development and maintenance of the therapy treatment modules and psychological therapy treatment pathway at New Hall.
* Provision of staff training and clinical supervision to support the provision of psychological interventions.
* Development of psychoeducation sessions as needed.
* Involvement in staff debriefing as required.
* Implementation of routine psychological outcome measures to monitor service user progression through the care pathway.

**RESEARCH and SERVICE EVALUATION:**

* To work with colleagues from across the service to plan and implement systems for the evaluation, monitoring and development of the service.
* To use theory, evidence-based literature and research to support evidence-based practice in individual work, work with other team members and across the service.
* To undertake appropriate research and provide research advice to other staff undertaking research within the service and MHC.
* Involvement in service audits as appropriate.
* To support the hospital to develop evidence based treatment pathways. To evaluate this information and feedback via reports and presentations.

**GENERAL:**

* To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes in line with HCPC recommendations.
* To ensure the development and articulation of best practice in psychology within the service area. To ensure the highest standards of 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 HCPC and MHC policies and procedures.
* To maintain up-to-date knowledge of legislation, national and local policies and issues.
* To maintain your regulatory registration and to keep the Hospital manager up to date with registration dates.
* To support the process of KPI information reporting and gathering; appraisals and supervisions and all clinical aspects of training for the hospital.

***ADDITIONAL INFORMATION:***

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 the Managing Director and Registered 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 MHC policies, procedures and guidelines, including those relating to Equal Opportunities, Health & Safety and Confidentiality of Information.

***Codes of Professional Conduct:***

*Staff are required to abide by the all relevant Company policies and procedures and any relevant national / professional Codes of Conduct or Practice.*

***Confidentiality:***

*Information relating to patients, employees and business of the Company must be treated in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Whistleblowing Policy.*

***Health & Safety:***

*Employees are required to ensure they are aware of, and comply with, policies and procedures relating to Health & Safety (whether statutory or Company), and assist in ensuring the compliance of other staff.*

***Equality & Diversity:***

*The Company is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.*

***Policies:***

*It is the responsibility of staff to be familiar with Company policies that affect them, and work within the scope set out in them. Managers are responsible for ensuring staff know of, and work within the Company’s policies, procedures and protocols.*

person specification

Clinical, Forensic or Counselling Psychologist

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| **ATTRIBUTE** | **ESSENTIAL** | **DESIRABLE** |
| **Training & Qualifications** | * HCPC registration as a Clinical, Forensic or Counselling Psychologist.
* Experience of leadership in a service for people with intellectual disability, autism and behaviours that challenge.
 | * Training in one or more additional areas of psychological practice.
* Certified training in an area of Clinical or Forensic practice relevant to work with individuals with Intellectual Disability and Autism
* Training in Clinical or Forensic Supervision.
* Training in HCR-20, RSVP etc.
* Consultant status or wish to work towards Consultant status.
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| **Experience** | * Intellectual Disability
* Autism Spectrum Conditions
* Positive Behaviour Support
* Representing Psychology in an MDT.
* Working with patients detained under the Mental Health Act
* Experience in the delivery of individual and group interventions for individuals
* Experience of service Clinical Governance
 | * Experience of the application of Clinical, Forensic or Counselling Psychology in different cultural contexts.
* The development of relationships with commissioners and other professional groups.
* Evidence of previous service development, quality improvement or audit activity.
* Experience involving service users in service development or governance.
* Involvement with national specialist interest groups
* Experience of specialist psychological assessment and treatment of patients across care settings, including community and inpatient settings.

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| **Knowledge & Skills** | * Skills in methods of complex psychological assessment, intervention and management.
* Well-developed and effective oral and written communications skills.
* Knowledge of legislation in relation to the relevant client group, in particular the Mental Health Act (1983) and Mental Capacity Act (2005).
* Knowledge of policy and practice guidance relevant to services for individuals with Intellectual Disability and behaviours that challenge services.
* Knowledge of research design and methodology
* Evidence of Continuing Professional Development as required by the HCPC.
* Knowledge of IT systems including word processing, E-mail and electronic patient information systems.

  | * Knowledge of the theory and practice of specialised psychological therapies for the client group
* High-level knowledge of the theory and practice of at least two specialised psychological therapies.
* Experience of working with people with substance misuse difficulties.
* Use of adapted forms of communication appropriate for individual cognitive difficulties.
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| **Personal** | * Ability to identify and provide appropriate support to carers exposed to challenging behaviour and distressing situations.
* Physical capability to work with individuals with behaviours that challenge services.
* Ability to use reflection with colleagues and within individual practice.
* Ability to understand and work with organisational and team dynamics.
* Ability to work autonomously and to demonstrate self-motivation in a professional role.
* An ability to understand and maintain professional boundaries in challenging circumstances
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| **Other** | * Ability to accept, use and seek out supervision appropriately and effectively.
* Holder of a valid driving licence and have access to a car
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