

# Job Description and Person Specification

**Job Title:** Parent-Infant Mental Health Pathway Lead, Consultant Clinical Psychologist

**Directorate:** BWC-FTB -Mental Health Division 0-25 Years Mental Health Service

**Department:** Psychological Therapies: Department of Clinical Psychology

**Professionally accountable for:**  
*Delete if not applicable*

To ensure the systematic provision including organisation and management of a high quality specialist community clinical psychology service to pre-school children and their families across Birmingham, across all sectors of care, as part of the FTB city wide PIMH pathway. To ensure provision of an effective community clinical psychology service across Birmingham with specialist training and skills in Parent-Infant Mental Health (PIMH) providing specialist training and supervision to multi-agency professionals to ensure effective, sustainable implementation of evidence based programmes and deliver to an integrated PIMH pathway. Services will include assessment and intervention with children and families, group work with parents, staff training, consultation and support and provision of psychological advice.

**Responsible to:** *Head of Psychological Therapies*

**Accountable to:** *Head of Psychological Therapies*

**Pay band:** *Band 8C*

**Location:** *Blakesley Hub: City wide Pathway Lead role.*

**Hours of Work:** *0:6 WTE - 6 sessions- 22.5 hours*

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**Contract:** 12 Months Fixed Term Contract

**On call requirement:** No

**Disclosure required:** Enhanced

**Professional Registration:** Yes: HCPC registration

**Job outline:**

To represent clinical psychology within multi-agency development groups relating to community and primary care services for this specialty.

To deliver, supervise and support the psychological assessment and therapy in this specialty provided by other psychologists and other clinical members of FTB who provide psychologically based care and treatment and other senior psychologists working within the field. To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service. To utilise research skills for audit, policy and service development and research. To take responsibility for carrying out audit, policy and service development and service evaluation in the service. To support and supervise departmental research programmes. Management of effective working relationships at all levels within Health, Social Care, Birmingham Forward Steps and Third Sector partners.

## **RESPONSIBILITIES**

### **Clinical:**

1. Delivery of service provision within the parameters of parent-infant mental health in a multi-agency context.
2. To provide highly skilled specialist psychological assessments of children and adolescents referred to the service based upon the appropriate use, interpretation and integration of data from a variety of sources including psychological tests, self-report measures, direct and indirect observation and interviews with clients, family members and/or carers.
3. To formulate, make diagnoses where appropriate using DSM-IV and ICD 10 criteria and implement plans for psychological therapeutic intervention or management based on an appropriate conceptual framework, working in home and educational settings where appropriate.
4. To communicate sensitive, complex information to families who may be in a high degree of distress, maintaining a high degree of professionalism and respecting cultural diversity at all times.

5. To exercise full professional responsibility and autonomy for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans.
6. To provide psychological expertise, advice and consultation to facilitate the effective and appropriate provision of psychological care by other professionals working with the client group from health and other agencies in areas relevant to direct clinical work and to clinical psychology service provision. This will include contribution to planning meetings and multi-disciplinary and multiagency reviews and where appropriate convening meetings.
7. To ensure that all members of multiagency and multidisciplinary teams receiving a service have access to a psychologically based framework for understanding client's difficulties through the provision of advice and consultation and the dissemination of psychological research and theory.

8. To provide expert consultation and supervision about the psychological needs and care of children and young people to staff within FTB and to other agencies including health, education, social services and the voluntary sector.
9. To take a lead on complex cases and provide support and supervision for junior staff and trainees working with complex cases.
10. To ensure the effective provision of both a clinical and psychological services to children and young people and their families in Birmingham, coordinating the delivery of all available in-house PIMH psychological provisions (e.g. psychotherapy, psychology) to support the Head of Psychological Therapies.

**Management and service development:**

- To be responsible for a strategic overview of the organisation and management of FTB PIMH services within the First 1001 days; during pregnancy until a child's second birthday.
- To identify service priorities for the city in terms of evidence based interventions and need, and to plan and implement service developments in consultation with the Head of Psychological Therapies.
- To be responsible for the induction of new staff into the PIMH pathway.
- To be responsible for a strategic overview of the organisation and management of FTB PIMH services to children and young people.
- To take responsibility for service audit, review and service evaluation and submit statistical information as required and contribute to an annual report.
- To ensure that effective team communication systems are in place and that staff comply with BWC Trust and directorate wide policies and procedures.
- To be responsible for the organisation of staff supervision and training within the context of the PIMH pathway.
- To plan, communicate and work with relevant FTB pathways and services (e.g. PAUSE, STICK) and the FTB Perinatal Pathway to provide coherent and integrated specialist PIMH services to children, parents and carers in Birmingham.
- To participate fully in clinical governance including adequate Quality assurance, audit and review measures.

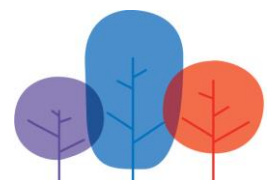


1. To liaise with other disciplines and agencies with regard to the development of Birmingham services. To participate in the management of multi-agency services by attendance at appropriate service planning meetings. To contribute to planning and service development at a Regional level where appropriate.
2. To bid for additional resource as required in conjunction with the Head of Psychological Therapies.
3. To exercise responsibility for managing the psychological resources in the district whether in the form of additional qualified and unqualified clinical psychology staff or in the form of materials employed in the assessment and treatment of clients.
4. To exercise responsibility for the systematic governance of psychological practice within the PIMH Pathway.
5. To participate in managing relevant staff recruitment with the Head of Psychological Therapies.
6. To participate in the development and management of wider Psychological Therapies by attendance at appropriate consultant leadership meetings and taking responsibility for some delegated duties, as required, by the Head of Psychological Therapies.

**Staff leadership and management will:**

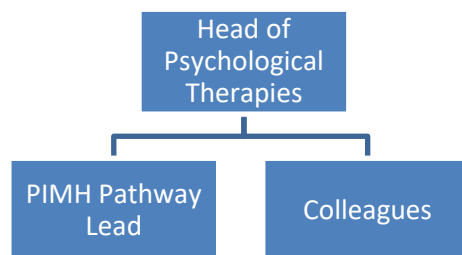
Provide effective leadership and management to staff which promotes the Trust's values and high performance standards both individually and as a team, in the achievement of the Trust's objectives and priorities. The Trust's success will be dependent on all managers playing an active role to make sure the existing areas of good employment practice are universally embedded within the organisation. Managers will be expected to:

- Understand the Trust's key priorities and those of your Department and how these translate within your area/team.
- Ensure clarity and effectiveness in developing and designing roles.
- Ensure management of staff is consistent with Trust's Values to the achievement of equality, equity and optimum performance.
- Complete annual Appraisals for all staff which reflect these priorities and ensure staff have access to appropriate training and development.
- Communicate regularly through meetings with teams and individuals and provide opportunity for two-way feedback.



- Promote an effective team ethos.
- Promote equality, diversity and rights, and treat others with dignity and respect ensuring services are developed, managed and delivered to meet the specific needs of those belonging to protected characteristics.
- Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.
  - Contribute to developing and maintaining equality of opportunity in working practices by complying with legislation and organisational policies. Advise colleagues about equality, diversity and human rights policies and procedures and ensure they are followed.
  - Ensure that colleagues are treated fairly. Behave in a non-discriminatory way and challenge the discriminatory behaviour of others. Be supportive of colleagues or service users who wish to raise issues about discriminatory practice or experience.

### Position in the Organisation & Key relationships



## SUPPLEMENTARY DUTIES AND RESPONSIBILITIES

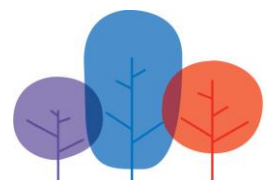
### HEALTH AND SAFETY

You have a legal responsibility not to endanger yourself, your fellow employees and others by your individual acts or omissions. The postholder is required to comply with the requirements of any policy or procedure issued in respect of minimising the risk of injury or disease.

### CONFIDENTIALITY

Attention is drawn to the confidential nature of the information collected within the NHS. The unauthorized use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information, could result in prosecution or action for civic damage under the Data Protection Act 1998.

It is a condition of your employment that, should you come into possession of information relating to the treatment of patients or the personal details of an employee, you should regard this information



as confidential and not divulge it to anyone who does not have the right to such information.

The Trust fully upholds the Caldicott Report principles and you are expected within your day to day work to respect the confidentiality of patient identifiable information.

#### **INFECTION PREVENTION AND CONTROL**

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work and must attend Infection Control training commensurate to their role.

#### **MAJOR INCIDENTS**

In the event of a Major Incident or Pandemic you may be asked to carry out other duties as requested. Such requests would be in your scope of competence, reasonable and with staff side agreement. You would also be reasonably expected to participate in training for these infrequent events.

#### **RISK MANAGEMENT**

The post-holder should be aware of the process for reviewing systems and improving them, in order to increase patient safety and improve the service provided by BCH. All staff (on permanent, temporary or honorary contracts) should have an awareness of the risk management processes and an understanding of risk management as part of the Governance agenda. This includes assessing, monitoring and managing all aspects of risk, including the planning and undertaking of any remedial action.

All staff should ensure they are aware of the Trust Risk Manual. All staff must be aware of their responsibility for reporting any adverse incidents, including “near miss” events, in accordance with the Trust’s Policy and guidance from the National Patient Safety Agency (NPSA).

#### **EQUALITY AND DIGNITY**

The postholder will be expected to adhere strictly to principles of fairness and equality in carrying out the role. At all times the postholder will be required to show respect for and maintain the dignity of patients, the public and work colleagues.

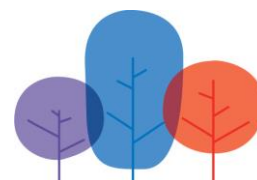
The Trust will not tolerate any form of bullying or harassment, violence or aggression against its employees.

#### **SAFEGUARDING**

As a Trust employee you are required to comply with all legislation and guidance relating to safeguarding children and promoting their health and welfare. If you are being investigated regarding child protection concerns, or become subject to such investigations, appropriate steps may have to be taken such as redeployment, increased supervision etc. and, depending on the outcome of the investigation, there may be implications for your continued employment. You are required to inform the Head of Child Protection Support Service if your own children are/become subject to child protection procedures. This information will be treated in a confidential manner.

#### **COMMUNICATION (STAFF WITH SUPERVISORY/MANAGERIAL/LEADERSHIP RESPONSIBILITY)**

An integral part of the role of any manager or person with leadership responsibilities is to



communicate effectively with their staff and colleagues. It is an expectation of this role that resources and time will be allocated to communicate fully with staff and involve them in the decisions affecting them.

Arrangements should be made to ensure that local and Trust wide matters are communicated and discussed via appropriate means i.e., team meetings, written briefings etc.

**INDUCTION**

It is the responsibility of every employee to participate fully in induction.

A Trust wide induction course is held on the first and third Monday of each month and local induction will be provided within your own place of work.

**APPRAISAL AND PERFORMANCE MANAGEMENT**

All staff will be expected to fully participate in the Appraisal/ Performance Management process. This obligation will include the preparation for and attendance at appraisal/performance management interviews and completion of the associated documentation.

For Consultant Medical Staff an annual appraisal and review of the Job Plan is a contractual requirement.

Failure to participate in any stage of the process will render the process ‘incomplete’.

**WORKING TIME DIRECTIVE**

The working Time Regulations 1998 require that you should not work more than an average of 48 hours each week, i.e. in a 17 week period no more than 816 hours or 1248 hours in a 26 week period. To work more you must have the authorisation of your manager and you must sign an opt-out agreement that you choose to work more.

Should you have more than one job with the Trust or have a job with another employer, then the total hours worked in all your jobs should not exceed the average of 48 hours as above. You are therefore required to inform your manager if you continue to work elsewhere and the number of hours you work, or if you take up work elsewhere during your employment with the Trust.

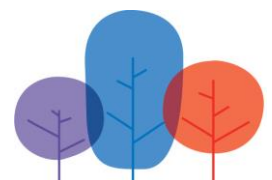


**Person Specification**

**Post :** Consultant Clinical Psychologist, FTB PIMH Pathway Lead

**Department:** Psychological Therapies - Clinical Psychology

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>Diploma, masters, doctoral degree or equivalent</li> <li>accepted by the British Psychological Society as qualifying the person to work as a clinical psychologist.</li> </ul>	<ul style="list-style-type: none"> <li>Post doctoral training course in areas relevant to clinical/counselling/community psychology services to children and young people.</li> <li>Specialist training and/or</li> </ul>





	<ul style="list-style-type: none"> <li>• HCPC Registered</li> </ul>	<p>experience of PIMH and early years</p>
Experience and knowledge	<ul style="list-style-type: none"> <li>• Extensive experience of working as a child specialist clinical psychologist with children in community/district settings.</li> <li>• Extensive experience in assessment and therapeutic work with children and families across the age range with a full range of presenting problems and across settings including community, outpatient and clinic settings.</li> <li>• Experience of exercising full clinical responsibility for clients' psychological care and treatment independently and within a multidisciplinary and multiagency context.</li> <li>• Experience of providing consultation to with health care, social services, education and other professionals on child and adolescent issues.</li> <li>• Experience of providing teaching, training and professional and clinical supervision.</li> <li>• Experience of service development within a clinical</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of professional management of qualified clinical psychologists</li> <li>• Experience of multi-professional management of teams or services in CAMHS and/or 0-25 years service.</li> <li>• Experience of the application of clinical psychology in different cultural contexts.</li> </ul> <p>Delivery of training, consultancy and supervision in areas of inclusion, diversity and cultural competency</p> <ul style="list-style-type: none"> <li>• Experience of representing psychology in local policy fora.</li> <li>• Specialist training and/or experience in PIMH and early years.</li> </ul>

### Our mission:

To provide outstanding care and treatment, to share and spread new knowledge and practice, and to always be at the forefront of what is possible.

### Our vision:

To be a world-leading team providing world-leading care.

### Our goal:

To be the best place to work and be cared for, where research and innovation thrive, creating a global impact.

### Our values:

- Ambitious
- Brave
- Compassionate



**Approved by:**

**Name**

**Post holder**

**Approved**

**Manager**

**Date**

