

Job Description

Post:	Principal Clinical Psychologist / Child and Adolescent Psychotherapist
Band:	8b
Location/Base:	Stockport CAMHS / IPS (Infant Parent Service), Heywood, Middleton and Rochdale (HMR)
Responsible to:	CAMHS Operational Co-Coordinator
Main Contacts:	Internal or external contacts

Job Summary

As a senior highly specialist clinical psychologist/child and adolescent psychotherapist with substantial senior clinical experience and post-qualification training, the post-holder will provide a high level of specialist expertise with complex and or challenging cases within the CAMHS service for under 5 year-old children. This includes working with parent-infant mental health. The Principle Clinician will provide clinical leadership and high quality specialist psychological and psychotherapeutic assessments and therapy for infants, children under 5 years and their families who are referred to the Infant Parent Service. The post holder will provide clinical leadership to the development of effective psychological care of the IPS, providing consultation, support and where appropriate clinical supervision to other clinical psychologists/child and adolescent psychotherapists and other mental health service providers. The post holder will also have some line management responsibilities for clinical practitioners within the IPS.

The post holder will utilise research skills for audit and service development and will have a key role in developing clinical pathways and joint clinical practice during the CAMHS local transformation plan. In particular, this will involve developing integrated working with the Parenting Team, CAMHS and Children's Social Care for children under 5 years and their families.

Main Duties and Responsibilities

Clinical

- To provide highly specialist psychological/psychotherapy assessments, utilising information from a broad range of highly specialist psychological/psychotherapeutic assessments specifically for children under 5 years of age, for infants and parents during the perinatal period.

- Integrating highly specialist assessments into a psychological specialist formulation of complex and challenging service users drawing on a range of psychological/psychotherapeutic theoretical perspectives.
- To formulate and provide highly specialist and complex judgements based on a multi-factorial psychological/psychotherapeutic understanding and current research and evidence-based practice.
- To implement a range of specialist and highly complex psychological/psychotherapeutic treatment plans or management, for complex families with children under 5 years and for parent-infant mental health.
- To evaluate, analyse and make judgements on the effectiveness of the complex psychological treatments for complex and challenging service users.
- To make highly specialist adjustments to complex psychological care treatments ensure that most effective treatments are delivered.
- To make highly skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and development processes that have shaped the individual, family or group and following empirical research findings describing protective and risk factors.
- To undertake a range of highly specialist and complex psychological/psychotherapeutic therapeutic interventions, drawing on a range of psychological models and employing a range of modalities (individual, family and group) adapted and tailored to the needs of the individual and the context and the ongoing evaluation of the outcomes of the intervention. This will include ensuring the use of current research findings and best practice guidance.
- To provide clinical leadership and highly specialist psychological consultation, guidance and ongoing support to other psychological therapists, IPS and senior psychological therapists in the formulation and appropriate therapeutic approaches or intervention plans, and to be involved in, or oversee specialist psychological aspects of their implementation in collaboration with other staff.
- To undertake highly specialist psychologically based risk assessment and risk management for complex and or severe service users. Provide guidance and highly specialist formulations on the psychological aspects of risk in MDT working including medical staff.
- To provide expertise and guidance to facilitate the effective and appropriate provision of psychological practice throughout service delivery with practitioners engaged within the services/teams including medical staff.
- To exercise autonomous professional responsibility for the assessment treatment and discharge of own caseload of complex and challenging service users managed by IPS within a reasonable time limit.
- To organise own clinical time to enable the efficient provision of clinical time with a clinical caseload.
- To make decisions and clinical judgements involving a range of highly complex factors in the context of inadequate or unavailable information equivocal research/evidence or where expert opinion differs.

- To effectively communicate while having expert understanding and managing interpersonal skills barriers in complicated, difficult and contentious matters to service users, family/carers in a potentially emotive or hostile atmosphere.
- To be able to sit frequently for substantial periods of time, through clinical case work, and while delivering clinical supervision, maintain intense prolonged and frequent periods of concentration.
- To be able to communicate effectively while engaged in clinical work that is highly distressing and or challenging with episodes of verbal/threat of physical aggression.
- To ensure that all members of IPS and the Parenting Team have access to a psychologically/psychotherapeutic based framework for the understanding and care of service users of the service, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.
- To take substantial professional responsibility and exercise appropriate judgement, in consultation with the Operational Co-ordinator for CAMHS pathways.

Management, Recruitment, Policy and Service Development

- To provide line management to a range of practitioners within the IPS service. This includes 1.1's, IPDR, attendance and with the support of the service co-ordinator.
- To participate in the recruitment, selection and induction of staff when requested by Line Manager.
- To act as a lead specialist in Under 5s and Parent Infant Mental Health and advise the CAMHS operational manager, Directorate Manager and other leads on those aspects of the service where psychological and/or organisational matters need addressing.
- To take a lead in the development, evaluation and monitoring of the Trust's operational policies and services, through the deployment of professional skills in research and service evaluation.
- To implement policy for Children under 5 years and their families and parent infant mental health service users within the IPS in collaboration with CAMHS and management.
- To contribute to the safe use of specialist psychological equipment within services.
- To contribute to the systematic governance of psychological practice within services, including maintaining systematic records and maintaining record keeping standards.
- To advise and participate in appropriate professional psychology/child Psychotherapy recruitment and the recruitment of other psychological therapies within services.
- To serve as a representative of the CAMH Service in meetings and service events when requested by the Line Manager.

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- To contribute to the CAMHS management of capacity and demand management and provide the Operational Co-ordinator with regular feedback and reports on referral trends, activity and waiting times.
- To advise the CAMHS Operational Coordinator on service developments within the IPS care pathway and be proactive in driving service improvement in terms of clinical outcomes and patient satisfaction.
- Signatory for financial payments/procurement e.g. timesheets/travel expenses

Teaching, Training and Supervision

- To provide highly specialist clinical supervision to members of the IPS.
- To provide clinical and professional supervision to qualified, assistant psychologists and the MDT working within IPS.
- To ensure the provision of specialist clinical placements for trainee clinical and other psychological therapists, ensuring they acquire the necessary clinical and research skills, competencies and experience to contribute effectively to good psychological practice and contributing to the assessment and evaluation of those competencies.
- To provide specialist advice, consultation and training and (where agreed locally) clinical supervision to other care clinicians and PIMH volunteers and midwifery staff to support their provision of psychologically based interventions to help improve clients' functioning.
- To provide pre and post qualification teaching of clinical and/or counselling psychology as appropriate.
- To continue to develop expertise in the area of professional pre and post-graduate training and clinical supervision.
- To participate in appropriate supervision and CPD in order to maintain registration with relevant professional bodies keeping up to date with national guidance and relevant research.

Research and Service Evaluation

- To take the lead and as a substantial part of role as a senior clinician, in the planning and implementing systems for the evaluation, monitoring and development of the IPS through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
- To utilise theory, evidence-based literature and research to support evidence-based practice in individual work, and in work with other members of the MDT including medical staff such as GP's.
- To undertake appropriate research and as a substantial part of role, provide research advice to other staff undertaking research within the community (including Third Sector providers).

- To take a lead in multiple and complex project management, including audit and service evaluation, with colleagues within and across the community, acute and third sector care pathways to help develop and improve services.
- To work with national research programmes if required, ensuring that the psychological therapies services within community and where appropriate acute care pathways and Third Sector pathways provide data and fully co-operate with the programme.
- To collate present and disseminate research findings e.g. via oral and written reports, publication in peer-reviewed journals, etc.

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process.

General Duties of all post holders

- To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.
- To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.
- To be aware of and work towards the Trusts strategic goals.

Standards of Business Conduct

- The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.
- The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.
- The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.
- The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.
- The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manner.
- All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders' responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

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Equality and Diversity and Equal Opportunities

- The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.
- The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.
- The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.

Safeguarding

- Appointments to regulated and controlled activities require an enhanced DBS disclosure.
- All staff have a responsibility to promote the welfare of any child, young person or vulnerable adult they come into contact with and in cases where there are safeguarding concerns, to act upon them and protect the individual from harm.
- All staff should refer any safeguarding issues to their manager and escalate accordingly in line with the Trust Child and Adult Safeguarding Policies.
- All staff should familiarise themselves with the NICE Guidelines "when to suspect child maltreatment 2009."

Professional and Personal Development

- The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.
- The post holder will be involved in a formal IPDR/KSF review with his or her manager at least every 12 months. Once performance / training objectives have been set, the staff member's progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
- The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Confidentiality and Information Governance

- Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of carrying

out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.

- All information obtained or held during the post-holders 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.
- The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately 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.
- The post holder must ensure compliance with the Data Protection Act 1998.

Health and Safety at Work

- The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.
- The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.
- The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.
- All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Infection Control

- Infection Prevention and Control is the responsibility of all Trust staff.
- All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.