**CYGNET HOSPITAL TAUNTON**

**JOB DESCRIPTION**

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| **Title:** | **Clinical/Forensic** Psychologist |
| **Hours of work:** | **40hrs per week** |
| **Department:** | **Psychology** |
| **Accountable to:** | Head of Psychology  (Professional and line management) |

**Summary of Role:**

**Clinical (ward based and team) duties**:

The post holder will ensure the systematic provision of assessments and appropriate evidence-based interventions and ensure that members of the multidisciplinary team including nursing staff have access to a psychologically based framework for understanding service users through the provision of advice, consultation and the dissemination of psychological knowledge and theory.

The post holder will participate in CPD and other developmental activities, keeping up to date with relevant psychological research and national guidance. This includes developing and ensuring links with relevant agencies. They will receive clinical and operational supervision from the Head of Psychology and have access to a wide range of CPD activities and courses relevant for their role.

The post holder will utilise research skills for audit, policy, and research and service development within the hospital as a whole and specifically for the psychology department.

**KEY RESPONSIBILITIES**

**Clinical Skills**

1. Provide specialist psychological assessments of service users admitted to Cygnet Victoria House 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, outside agency; and others involved in the service user’s care.
2. To be responsible for developing, implementing and reviewing appropriate evidence-based treatment; with adjustment and refinement of complex formulations which draw on different explanatory models, and the maintenance of a number of provisional hypotheses.
3. To provide expertise and specialist psychological advice, guidance and consultation to other multidisciplinary professionals contributing directly to service users’ formulation, diagnosis and treatment planning.
4. To undertake clinical and risk assessment and management and to provide specialist advice for other professionals on psychological aspects of risk assessment and management.
5. To be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients.
6. 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.
7. To demonstrate outcome of treatment using appropriate outcome measures and to be able to adapt treatment according to service user’s mental state and motivational level in order to optimise outcomes within the framework of the department’s agreed treatment protocols.
8. To exercise autonomous professional responsibility for the assessment and treatment of service users whose problems are managed by psychologically based standard care plans.
9. To provide a CPA report for each service user in their designated ward area within the agreed framework and timescales of the psychology department.
10. To ensure implementation of best practice guidelines, NICE guidelines and Department of Health guidance for psychological services for serious mental illness and personality disorders.
11. To be mindful of the needs of individuals and families from a wide range of racial, cultural, sexual, religious, disability and social backgrounds and to develop with colleagues innovative ways of working across language, cultural and communication barriers.

**Teaching, Training and Supervision**

1. To provide post-qualification training (CPD) and clinical professional supervision unqualified psychologists in the department and across Cygnet as required.
2. Provide specialist consultation, training and (where agreed) clinical supervision to other multidisciplinary professionals for their provision of psychologically-based interventions for service users.
3. Develop and deliver, jointly with other qualified psychologists where necessary, teaching events for clinical and forensic psychology doctoral training programs.
4. Ensure the development, maintenance and development of the highest professional standards of practice, through active participation in internal and external CPD training and development programs.
5. In line with professional practice guidelines and HCPC registration requirements, take part in regular professional supervision and appraisal.
6. To receive and attend regular clinical professional supervision from the Consultant Clinical Psychologist and Head of Psychology to review caseload and clinical cases.

**Human Resources, Recruitment, Policy and Service Development**

1. Jointly with Head of Psychology, undertake the appraisals of non-qualified psychologists within the team.

1. To exercise responsibility for the systematic governance of psychological practice within the service/team.
2. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified clinical/counselling/ forensic psychologists.
3. To work in a coordinated and co-operative way with other psychologists employed in the department as well as wider psychology departments across Cygnet.
4. To communicate in an effective, calm and timely manner in a way that respects the views, autonomy and culture of others.
5. To share relevant information with colleagues to ensure that an overview of the psychology service is maintained.
6. To regularly liaise with Head of Psychology regarding the functioning of the department in relation to meeting the service’s needs, targets and standards and addressing service changes.

**Research and Service Evaluation**

1. To exercise responsibility for coordinating and maintaining data collection and for proposing and implementing audits designed to improve our understanding and effectiveness of psychological services delivered to service users.
2. To utilize theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To monitor and review the effectiveness of the clinical work undertaken either personally or jointly with other members of the multi-disciplinary team to ensure that it reflects the best available evidence for practice.
4. To participate in data collection, audit and clinical research designed to improve the understanding and effectiveness of services delivered to service users.
5. To initiate project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
6. To ensure the incorporation of psychological frameworks into the evaluation, monitoring and development of the team’s operational policies, through the use of professional skills in research, service evaluation and audit.

# General Responsibilities

* To maintain the highest level of professionalism and integrity at all times.
* To maintain up-to-date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
* To ensure compliance within the codes of practice of the British Psychological Society, Health Care Professions Council and Cygnet Health Care policies and procedures.

**Statement:**

*This job description is not exhaustive and other duties which are not shown here but commensurate with the post may be required from time to time. It will also be used as a basis for the determination of objectives and performance required*

**Confidentiality**

In the course of your employment with Cygnet Health you may handle unless it is necessary in the pursuance of your legitimate duties confidential personal information concerning either patients or staff, which may be held by the Company. You must not read, discuss, disclose or pass on confidential information.

Unauthorised disclosure of such information will be treated as a serious disciplinary matter. In addition it is important that you realise that if this confidentiality is breached, this may result in civil proceedings or a criminal prosecution.

This confidentiality must continue at all times and this agreement will continue beyond your period of employment with Cygnet Health.

#### **Health and Safety**

You are required to make positive efforts to maintain your own personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice. You are also required to be aware of and comply with Cygnet’s policies on health and safety, etc.

#### **Equal Opportunities**

The aim of Cygnet’s policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, sex, marital status, disability, age, and nationality, ethnic or national origins. The company commits itself to promote equal opportunities and will keep under review its policies, procedures and practices to ensure that all users and provides of its services are treated according to their needs. The policy also applies to staff working within Cygnet Health Care.

#### **Service User and Carer Involvement**

Cygnet is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.

#### **Personal Development**

Your development will be assessed using Cygnet’s Performance Appraisal Review process. You will have the opportunity to discuss your development needs with your manager on an annual basis, with regular reviews.

**Terms and Conditions**

The post holder is subject to the terms and conditions of Cygnet Health Care.

This Job description gives an outline of the post and is subject to review in consultation with the post holder.

# PERSON SPECIFICATION

**Job Title: Clinical/ Forensic / Counselling Psychologist (Band 8a equivalent)**

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|  | ESSENTIAL | DESIRABLE |
| TRAINING & QUALIFICATIONS | **Doctorate Practitioner Psychologist** or with equivalent (statement of equivalence or its equivalent for those trained prior to 1996) **and** able to demonstrate eligibility for BPS CPsychol (Chartered Psychologist)  HCPC registration as a Practitioner Psychologist  Training in clinical supervision |  |
| *EXPERIENCE* | At least one year post qualification experience of working as a Practitioner Psychologist including substantial post-qualification experience of working across multiple service lines.  Experience of developing and delivering specialist training programmes.  Experience of supervising professional and clinical practice of qualified and unqualified staff.  Research and audit experience. | Experience of leading DBT or CBT programmes.  Experience of teaching, training and professional and/or clinical supervision to other professional staff.  Experience of facilitating reflective practice multi-disciplinary teams. |
| *KNOWLEDGE AND SKILLS* | Highly specialist knowledge of clinical applications of psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology.  Highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, and severely challenging behaviours etc.)  Highly developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to service users, their families, carers and other professional colleagues both within and outside mental health services.  Able to plan, organise and prioritise own workload.  Ability to work creatively, co-operatively, reliably and consistently as an independent practitioner, as a mentor and supervisor, and in multi-disciplinary and team settings.  Competence in advanced IT packages including keyboard skills.  Able to record and report on as required clinical information.  Competent in use of basic IT packages – word processing, excel, e-mail and internet.  Doctoral level knowledge of research design and methodology, including complex multivariate data analysis.  Up to date knowledge of psychological research and national guidance relevant to patient group  Knowledge of legislation and its implications for clinical practice with this client group. | Knowledge of reflective practice models  Knowledge of case consultation models |
| *PERSONAL* | Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services  Able to forge links and excellent working relationships within a team and external organisations.  Ability to contain and work with organisational stress and ability to ‘hold’ the stress of others. | An interest in group processes and models of group dynamics. |
| *OTHER* | Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.  Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.  Able to prioritise workload in the face of competing demands.  Effective time management and administrative skills.  Ability to ensure consistency of service delivery in line with demands, timescales and working hours of a hospital environment.  Hold an excellent attendance record.  Ability to scrutinise own practise through reflective practise. |  |