

Psychologist Job Description
Cygnnet Hospital Harrow
Cygnnet Health Care

Title: Clinical/Counselling/Forensic Psychologist

Hours of work: 37.5 hours per week

Responsible to: Head of Psychology

Purpose & Job Summary

The Psychologist will provide a psychology service to clients on the unit providing highly specialist psychological assessments as well as individual and group therapy as part of the inpatient rehabilitation programme. The post-holder is also expected to offer advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers, and to work autonomously within professional (HCPC and BPS) guidelines and the overall framework of Cygnnet service's policies and procedures. The post-holder is expected to be involved in audit, policy and service development and the assessment and interpretation of outcomes. As a member of the psychology department, there will be considerable opportunity for further professional development through access to various CPD activities/events and research.

Clinical Responsibilities

- Provide specialist psychological assessments of clients admitted to the unit 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 clients, family members and others involved in the client's care.
- Formulate and implement psychological treatment and management plans for individual service users relating to mental health, risk and social needs.
- In line with their competency base, to be responsible for implementing a range of specialist psychological interventions for individuals, carers, families and groups, including directing and facilitating psychological therapy groups relevant to all service users in conjunction with the other members of the therapy team.
- Make skilled evaluations and decisions about treatment options taking into account theoretical and therapeutic models and highly complex factors

concerning historical, social and developmental processes that have shaped the individual, family or group.

- Adapt assessments and interventions as appropriate to meet the needs of people from a range of cultural and ethnic backgrounds.
- Provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to the client's psychological formulation, diagnosis and treatment plan and facilitate the effective and appropriate provision of psychological care by all members of the team.
- Ensure all members of the clinical team have access to a psychologically based framework for the understanding and care of clients, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.
- Communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients, and monitor and evaluate progress during the course of both uni- and multi-professional care.
- Maintain accurate and detailed clinical notes at all times, to include management plans and outcome measurements amongst others, and ensure detailed communication of progress is relayed both verbally and in the clinical notes.
- Demonstrate the evidence base for all treatments and group therapies using standard assessment tools.
- Promote recovery and social inclusion in the care of service users at all times.
- Promote service user involvement.

Management and Service Development Responsibilities

- Participate in the development and improvement of the existing therapeutic programme and work in close partnership with occupational therapies staff in doing so.
- Ensure implementation of best practice guidelines, NICE guidelines and Department of Health guidance for psychological services for serious mental illness and personality disorders.
- Assist in planning for psychology service development.
- Assist and participate as required in quality and contract monitoring and keep adequate data records to this effect.
- Ensure compliance with all administrative standards including CPA reports, risk assessment documentation and other key performance indicators as required.
- Attend relevant meetings as requested.
- Advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- Develop new areas of service provision within the service, paying attention to a wide range of current evidence, and in consultation with professional colleagues and managers.

Research, Audit and Service Evaluation Responsibilities

- Utilise theory, evidence-based literature and research to support evidence-based practice in individual work, work with other team members and across the service.
- Undertake appropriate research, audit and service evaluations and provide research advice to other staff undertaking research within the service.
- Actively participate in and develop strategies for clinical audit and governance.

Training and Supervision Responsibilities

- Receive regular clinical professional supervision from the Head of Psychology and, where appropriate, other senior professional colleagues.
- Provide professional and clinical supervision of assistant/graduate psychologists and, as appropriate, to contribute to the supervision of individual cases for trainee psychologists.
- Provide advice, consultation and training and, where appropriate, clinical supervision to other members of the team for their provision of psychologically based interventions.
- Be responsible for sourcing, with clinical supervisor, appropriate CPD and further education and training as necessary.
- Actively participate in peer supervision and in the development of the clinical service.
- Contribute to providing specialist training to other members of staff as part of the mandatory training block.

General Responsibilities

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

Confidentiality

In the course of your employment, 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.

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.

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 on-going review in consultation with the post holder.

Signature.....

Date.....

PERSON SPECIFICATION

Job Title: Clinical/Counselling/Forensic Psychologist

Person Specification

	Essential	Desirable	How Tested
Training & Qualifications	<ul style="list-style-type: none"> <input type="checkbox"/> Post-graduate doctoral level training in clinical or forensic psychology, leading to eligibility for chartered status with the BPS Eligible for registration with the HCPC under the appropriate domain specific title Eligibility for Graduate 	<ul style="list-style-type: none"> <input type="checkbox"/> Training in dual diagnosis/substance misuse <input type="checkbox"/> Training in implementing the Recovery Approach 	<ul style="list-style-type: none"> <input type="checkbox"/> Application Form <input type="checkbox"/> Interview <input type="checkbox"/> References <input type="checkbox"/> Proof of qualifications and professional registration as relevant
Experience	<ul style="list-style-type: none"> <input type="checkbox"/> Experience of specialist psychological assessment and treatment of people with a wide range of mental health problems, of varying severity and complexity <input type="checkbox"/> Experience of working with a variety of patient groups, of varying severity, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems and verbal and physical abuse Experience of working on inpatient wards, and within an MDT framework <input type="checkbox"/> Experience of CBT group and individual work and in supervising/facilitating/running of therapeutic/psychoeducational groups 	<ul style="list-style-type: none"> <input type="checkbox"/> Further specialist training/experience of working with people with a dual diagnosis <input type="checkbox"/> Experience of working with individuals using a recovery oriented approach Experience of the application of psychology in different cultural contexts <input type="checkbox"/> Experience of working in secure and/or forensic services. <input type="checkbox"/> Experience of HCR20s 	<ul style="list-style-type: none"> <input type="checkbox"/> Application Form <input type="checkbox"/> Interview <input type="checkbox"/> References

	<ul style="list-style-type: none"> □ inpatient care and complex care Skills in the assessment and diagnostic formulation of □ common mental disorders in complex care setting Skills in developing, implementing, facilitating and □ evaluating group programmes in line with service users' needs Well developed skills in the ability to communicate effectively orally and in writing, complex, highly technical and or clinically sensitive information to patients, their families, carers and other professional □ colleagues both within and outside the NHS Knowledge of legislation and its implication for clinical practice and the appropriate management of people presenting with mental health problems □ Knowledge of our business and how it supports patient care □ Ability to work across organisational boundaries and to function effectively within organisational cultures 	<ul style="list-style-type: none"> □ approaches in line with evidence-based practice High-level knowledge in the assessment and evaluation of the psychological therapies 	
<p>Other</p>	<ul style="list-style-type: none"> □ Commitment to continuing professional development, to partnership working and to reflexive clinical practice □ Capacity to work in situations demanding careful clinical judgement and with limited specialist support □ Ability to teach and train others, using a variety of complex multimedia materials suitable for presentations within public, professional and academic settings □ Ability to identify and employ mechanisms of clinical governance as appropriate to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour □ Thorough understanding of NICE guidelines □ Enhanced DBS required 		<ul style="list-style-type: none"> □ Interview

Knowledge & Skills	<ul style="list-style-type: none"> □ Skills in the use of complex methods of assessment, intervention and management frequently requiring sustained and intense concentration Ability to demonstrate knowledge and therapeutic skills necessary to deliver psychological treatments in line with NICE guidelines as relevant to working within 	<ul style="list-style-type: none"> □ Knowledge of the theory and practice of specialised psychological approaches to working with patients from a range of cultural backgrounds □ Knowledge of developing a therapeutic milieu with an inpatient setting □ Practitioner skills in the delivery of CBT 	<ul style="list-style-type: none"> □ Application Form □ Interview □ References □ Assessment
-------------------------------	---	--	---