



POWYS TEACHING HEALTH BOARD JOB DESCRIPTION

<u>JOB DETAILS</u>	
Job Title:	Consultant Clinical/ Counselling Psychologist (Complex Trauma)
Pay Band:	8c
Hours of Work and Nature of Contract:	To be completed on recruitment
Service Group:	Mental Health and Learning Disabilities Services
Department:	Psychology and Psychological Therapies
Base:	To be completed on recruitment
<u>ORGANISATIONAL ARRANGEMENTS</u>	
Managerially Accountable to:	Head of Psychology and Psychological Therapies
Professionally Accountable to:	Head of Psychology and Psychological Therapies
<u>VALUES & BEHAVIOUR</u>	
	<p><i>Our Values and Behaviours are demonstrated through our 'Health Care Strategy' centred on the Needs of the Individual' through Respect, Trust, Integrity, Working Together, Kindness and Caring and Fairness and Equality.</i></p>

JOB SUMMARY / PURPOSE:

Powys Teaching Health Board intends to create a bespoke service pathway for clients presenting with complex psychological needs. The Complex Trauma Recovery (CTR) Pathway will work with patients with a traumatic history who have developed coping strategies falling within the Cluster 8 typology and who might have been given a diagnosis of emotionally unstable personality disorder.

PTHB has successfully secured Mental Health Service Improvement Funding from the Welsh Government to redesign and develop this treatment pathway. The post-holder will co-ordinate the service across Powys (0.8 WTE).

Given the complexity and challenges of this pathway, it is important that a Senior Psychologist leads the service to ensure that the model has a psychological, trauma-led approach, is tightly managed, that strong boundaries are kept and supervision/team working is prioritised. This Psychologist will lead on the assessments for entry to the Pathway, co-ordinate the work of the team and will be involved in managing the most complex and challenging cases.

Expected to work closely with existing teams, including the Community Mental Health Teams and Crisis Resolution Home Treatment Teams, ensuring that CTR clients receive a consistent care approach across mental health services and different professional disciplines; identifying training needs and ensuring that staff are able to meet the needs of the client group.

The remaining time (0.2 WTE) will be utilised to manage a single point of access to psychological therapies across the Psychology Service in order to assist in the streamlining of the referral pathway to all treatment modalities that the Service offers. This approach seeks to allow clients to be seen more quickly, receive a preliminary formulation and be given access to brief interventions.

The post holder will:

Carry responsibility for ensuring systematic provision of a high-quality psychological therapies service both formal (with a range of evidence-based therapies to include CBT, MBT, CAT, systemic therapy, DBT), and informal (to include behavioural activation and structured clinical management) across the community teams in the service.

Provide clinical and professional leadership for psychological therapists, and support service developments across the psychologically-led treatment pathways including:

- i. Psychological Therapies: providing formal stand-alone psychological therapies, including CBT, CAT, DBT and systemic therapy.

- ii. PTSD and Complex PTSD: providing a modular, phased treatment programme, including provision of Behavioural Activation, EMDR and trauma-focused CBT.
- iii. Mood, Anxiety and Personality (MAP): providing a group programme for patients with complex depressive and anxiety disorders with co-morbid personality presentations.
- iv. Psychosis Psychological Pathway: providing therapies, including CBTp and family therapy.
- v. Personality Disorder: providing MBT and SCM.

Work closely with the Head of Psychology, and Team Managers, regarding decisions about the allocation of resources within budget to recruit Psychological Therapists and other staff to the CTR team.

Provide leadership, consultation and supervision to Psychological Therapists within the Complex Trauma Recovery team, ensuring the highest standards of delivery of psychological therapies and psychologically-informed clinical practice across all disciplines.

Hold responsibility for implementing clear systems for effective recruitment, professional appraisal and for facilitating the highest performance of the service with responsibility for systematic governance of psychological practice and implementation of the clinical governance agenda, ensuring that professional standards are met and that appropriate continuing professional development is in place. To delegate these responsibilities where appropriate.

Carry a specialist caseload of clients.

Responsible for monitoring performance, ensuring outcome measurement, audit, and surveys of service user and carer satisfaction are conducted within the service.

Work across Powys, conducting and managing clinics across the county and will be willing and able to travel between locations on a regular basis.

Develop an excellent knowledge of community services provided by the Third Sector in order to signpost to other organisations and sources of peer support and self-help.

Undertake research as appropriate to the post and forge strong links with the clinical and counselling psychology training programmes in Wales.

DUTIES & RESPONSIBILITIES

Managerial & Administrative

Participate fully as a senior clinician in the development of a high quality, responsive and accessible service for clients, their carers and families within the wider team, including participation in senior management meetings and advising on all aspects of the service where psychological and/or organisational matters need to be addressed.

Provide professional leadership for the psychological therapies staff within the CTR team.

Work towards objectives agreed with the Professional Head of Psychology, in agreement with the Assistant Director of Mental Health where appropriate, and in line with agreed strategies, policies and principles set out within the Directorate.

Oversee the provision of appropriate opportunities for the continuing professional development of staff within the team.

Oversee the recruitment and appointment of psychological therapies and other staff in the team.

Ensure that placements are made available for trainee clinical psychologists and for other trainees as appropriate.

Ensure that adequate information systems are in place.

Expected to work on own initiative, autonomously and with little supervision.

Exercise responsibility for managing the psychological resources available to the service both in terms of psychological staff and psychological materials employed in the assessment and treatment of patients.

Exercise responsibility for the systematic governance of psychological therapies and interventions within the team with responsibility for implementation of Health Board-wide recommendations on clinical governance.

Responsible for ensuring clear systems for professional appraisal, and the development of appropriate professional development plans in line with PTHB policies.

Attend or to ensure psychological representation at relevant meetings concerned with the planning and provision of mental health services in the mental health and learning disabilities directorate.

Measure, monitor and manage quality and performance outcomes and to develop and lead service improvement initiatives.

Initiate and implement service developments and projects within the team.

Liaise and co-ordinate with other teams within the directorate to ensure streamlined, joint working to provide excellent client care and treatment.

Meet with the Professional Head of Psychology on a regular basis to discuss potential developments in the service.

CLINICAL

Complex Trauma Recovery Pathway (0.8WTE)

Provide specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of complex psychological data from a variety of sources including psychological and neuro-psychological 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.

Ensure effective provision of evidence-based psychological therapies and psychologically-informed interventions for clients accepted onto the pathway.

Formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy, across the full range of care settings.

Responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.

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, family or group.

Exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically-based standard care plans.

Provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

Ensure that all members of the treating team have access to a psychologically-based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.

Undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.

Act as Care Coordinator, ensuring the provision of a care package appropriate for the client's needs, coordinating the work of others involved with care, taking responsibility for arranging Care and Treatment Plan reviews as required and communicating effectively with the client, his/her family and all others involved in the network of care, and to monitor progress during the course of multi-disciplinary interventions.

Communicate highly complex and potentially highly contentious information in a highly skilled and sensitive manner, in situations with patients who may be extremely hostile or highly emotional. Communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.

Communicate across language and cultural barriers, through appropriate interpreters where necessary, to ensure that highly complex treatments are carried out in a language easily understandable to the service user.

Provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

Provide expert consultation about the psychological care of the client group to staff and agencies outside the service line and Health Board.

Develop and advise on accessible sources of information for service users and elicit their views on services. Ensure that user involvement is considered and addressed within all aspects of service provision and delivery. Take a co-production approach to service design and delivery wherever practicable.

Responsible for all administrative tasks relating to casework, including keeping case notes, therapeutic correspondence, service user database records etc. in line with the Policies and Procedures of PTHB.

Responsible for own clinical work as an independent practitioner.

Assist the team and be responsive to the needs of service users, their carers and providers of social care by developing and leading new approaches and interventions.

Single Point of Access to Psychological Therapies (0.2WTE)

Manage all psychology referrals, organise own workload and manage the waiting lists in collaboration with the Head of Psychology and Psychological Therapies and in line with the processes outlined within the Mental Health & Learning Disabilities Directorate.

Triage and prioritise referrals as demand and the capacity of the service dictates.

Formulate and implement plans in conjunction with the wider team for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy, across the full range of care settings.

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, family or group.

Exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically-based standard care plans.

Provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

Form effective working relationships with other clinicians to ensure that client's needs are met in the most efficient way and that maintains high standards of care.

Teaching, Training, Supervision & Consultation

Ensure that all staff within the CTR team have access to appropriate professional supervision, appraisal and systems for continuing professional development and to ensure that training and supervision standards are met.

Ensure clinical and professional supervision of qualified staff, unqualified staff and honorary staff working in the team.

Responsibility for co-ordination of clinical/counselling psychology placements and placements for students from other disciplines within Complex Trauma.

Provide specialist clinical placements for trainee clinical and/or counselling psychologists, and psychotherapists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such

competencies.

Provide post-qualification training (CPD) and clinical professional supervision to qualified clinical and/or counselling psychologists attached to the team.

Provide advice, consultation and training and clinical supervision to other members of the team for their provision of psychologically-based interventions to help improve clients' functioning.

Provide pre- and post-qualification teaching of clinical and/or counselling psychology as appropriate.

Maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.

Provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Carry out duties in relation to local, regional and national initiatives in developing services.

Research & Evaluation

Conduct and publish formal research in areas relevant to the delivery of Adult Psychology Services and the CTR pathway.

Supervise or advise upon the formal research and complex audit conducted by qualified clinical psychologists, trainee clinical psychologists on placement, psychology assistants, psychology undergraduates and colleagues from other professions as required.

Promote the research activities of Clinical Psychology.

Planning & Service Development

Encourage and actively support the development of multi-disciplinary teamwork with the CMHTs, CRHTTs and others and develop their psychology expertise.

Responsible for contributing psychological knowledge and expertise to the strategic planning of services within PTHB.

Keep up-to-date with local and national strategic developments and to disseminate relevant information to staff within the Specialty.

Develop and evaluate new models of service delivery.

Manage own time to ensure adequate provision of all core roles of Clinical Psychology i.e. clinical practice, consultation, teaching, training and supervision, research and service evaluation, audit, service planning and development, and continuing professional development.

Professional Development

Participate in regular appraisal with Professional Head of Psychology and line manager, to produce and agree a Personal Development Plan.

Responsible for ensuring own continuing professional development is kept up-to-date in line with the BPS recommendations and mandatory training requirements set out by PTHB.

Meet regularly with an experienced Applied Psychologist for clinical supervision. Keep up-to-date with current developments in Psychological practice, professional issues, service developments and developments in strategic thinking by reading, using the electronic library/internet, attending short courses as agreed in the annual appraisal.

Disseminate recently acquired knowledge to colleagues within the service following literature searches, and attendance at courses and conferences.

Participate in the professional meetings and activities of the Powys Psychology Service.

Other Duties

Conduct other duties appropriate to the role and responsibilities of this post, as required and in negotiation with the Head of Psychology and Psychological Therapies.

PERSON SPECIFICATION			
ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	<p>Good Honours degree in Psychology (First class or 2:1)</p> <p>Post-graduate Doctorate degree in Clinical/Counselling Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS</p> <p>Eligibility for Chartered status with the BPS</p> <p>HCPC registration as a Clinical or Counselling Psychologist</p> <p>Training in clinical supervision of doctoral clinical psychologists in training</p> <p>Training and qualification in Leadership</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practised within clinical / counselling psychology</p> <p>Doctoral level knowledge of clinical psychology theory and practice, including neuro-psychological and psychometric assessment and interpretation; and psychological therapies and their application</p> <p>Evidence of continuing professional development as recommended by the BPS and HCPC</p> <p>Awareness of a wide range of therapeutic psychological models and an advanced understanding of at least two</p>	<p>Specialist training, in for example DBT, MBT, EMDR, systemic family therapy, CAT, research design & methodology</p> <p>Record of conference presentations and/or publications in peer reviewed or academic or professional journals and/or books</p> <p>Post-qualification training in a specialist model of Psychotherapy</p>	<p>Certificates</p> <p>Interview</p> <p>Application Form</p> <p>References</p> <p>D Clin Psych</p> <p>CPD Logbook</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge cont'd	Familiarity with key strategy documents, policies, and procedures, together with knowledge of legislation and its implications for both clinical practice and professional management in relation to mental health services		
Experience	<p>Relevant experience of working across a range of client groups that include Adults, Children and Families, people with a Learning Disability, and Older Age Adults gained through doctorate training</p> <p>Significant experience of working as a qualified Applied Psychologist in a mental health setting with a wide variety of client groups, across the whole life course presenting with problems that reflect the full range of clinical severity</p> <p>Advanced levels of clinical expertise in complex trauma/EUPD</p> <p>Experience of managing a specialist psychology/ mental health service</p> <p>Experience of managing, or significant clinical input to, a complex trauma/DBT service</p> <p>Substantial experience of providing individual and group supervision and consultation to other professional staff groups</p> <p>Providing supervision, leadership and management as appropriate to Clinical/Counselling Psychologists both qualified and in training; and to Assistant and graduate psychologists</p>		Application Form and Interview References

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience cont'd	<p>Broad experience of delivering teaching and training</p> <p>Experience of undertaking doctoral level research, service evaluations and ongoing audit activity in addition to advising and supervising others' research and audit activities</p> <p>Experience of recruitment and selection processes including developing Job Descriptions, Person Specifications and Job Advertisements, selecting candidates for interview and serving on appointment panels, in addition to a willingness to extend skills in this area such as gaining experience as Appointing Officer</p>		
Aptitude and Abilities	<p>Ability to use a high level of interpersonal and communication skills to convey and receive highly complex/sensitive information effectively, requiring empathy and reassurance in highly emotive, sometimes hostile atmospheres</p> <p>Ability to undertake comprehensive psychological assessments, interpret highly complex material, construct psychological formulations, develop specialised individualised intervention plans, and monitor and evaluate the intervention appropriately</p> <p>Ability to communicate highly technical, sensitive material verbally and in writing to clients, their families, carers, and other professionals within and outside the NHS</p>	Ability to speak Welsh	Interview Application Form D Clin Psych References

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<p>Aptitude and Abilities cont'd</p>	<p>Ability to apply at least two models of intervention in a therapeutic situation with a high level of competency</p> <p>Able to provide highly specialist clinical advice which contributes to diagnoses and care plans, as well as psychological and diagnostic assessments requiring skills in the use of complex, highly specialist methods of assessment including specialist clinical interview, cognitive, neuro-psychological, risk, and developmental assessments, which require sustained and intense concentration, a high level of skill in the use of psychometric test equipment, and the ability to actively and effectively respond</p> <p>Ability to tolerate direct exposure to highly distressing/emotionally demanding situations and interactions</p> <p>Ability to tolerate stress and anxiety that may be associated with service users' challenging, aggressive or risk-taking behaviour, whilst maintaining a high level of professionalism at all times</p> <p>Ability to create and maintain effective working relationships</p> <p>Ability to work collaboratively in multi-disciplinary settings</p> <p>Ability to make clinical and service-related judgements involving complex facts requiring analysis, interpretation and comparison of several options</p>		

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Aptitude and Abilities cont'd	<p>Ability to critically evaluate, disseminate and apply research evidence relating to clinical effectiveness and service development</p> <p>Ability to formulate solutions and plan and organise a range of clinical or service-related activities and programmes which impact across services/agencies</p> <p>Able to take-action based on own interpretation of clinical / professional / organisational / occupational policies which impact the Complex Trauma Recovery Pathway and other services, seeking advice as necessary</p> <p>Ability to propose policy or service change which impacts on the Adult Psychology Service and beyond</p> <p>Ability to plan and provide day to day management, allocate work, supervise, monitor and evaluate the activities of Clinical, Counselling and Assistant Psychologists and other staff as appropriate, as well as identify and ensure they receive appropriate training and CPD</p> <p>Computer literate with the ability to use standard and specialist software</p> <p>Able to sit in restricted positions for a substantial proportion of the working day</p>		
Values	<p>Demonstrate PTHB Values</p> <p>Professionalism</p> <p>Confidence</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Values cont'd	<p>Independence</p> <p>Committed to continual quality and service improvement</p>		
Other	<p>Must be capable of working within organisational policies</p> <p>Must be able to work harmoniously within a multidisciplinary team</p> <p>Ability to adhere to BPS and HCPC professional guidelines and be accountable for own professional actions</p> <p>Good presentation skills and the ability to use multimedia materials</p> <p>Ability to travel both in and out of county</p> <p>Willingness to travel between workplaces</p> <p>Good leadership skills</p> <p>Ability to work flexibly and co-operatively and able to adapt to changing service needs</p> <p>Ability to manage personal stress levels</p>		<p>Application Form</p> <p>Interview</p> <p>References</p> <p>CPD Record</p>

GENERAL REQUIREMENTS

Include those relevant to the post requirements

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Healthcare Support Workers:** Healthcare Support Workers make a valuable and important contribution to the delivery of high-quality healthcare. The national Code of Conduct for NHS Wales describes the standards of conduct, behaviour and attitude required of all Healthcare Support Workers employed within NHS Wales. Health Care Support Workers are responsible, and have a duty of care, to ensure their conduct does not fall below the standards detailed in the Code and that no act or omission on their part harms the safety and wellbeing of service users and the public, whilst in their care.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

- **Welsh Language:** All employees must perform their duties in strict compliance with the requirements of their organization's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.
- **Data Protection:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the General Data Protection Legislation and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation and the HB or Trust Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB/Trust to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB/Trust is committed to ensuring that no job applicant or employee receives less favourable treatment on any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have **direct contact** with patients / service users / vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhanced Disclosure Check as part of the HB/Trust's pre-employment check procedure.
- **Safeguarding Children and Adults at Risk:** Powys Teaching Health Board is fully committed to safeguarding people. Employees and workers (including agency and bank workers) are responsible for ensuring they understand what actions to take if they have reasonable cause to suspect that a child or an adult is

at risk of harm and mandatory safeguarding training is completed in line with their role specific competencies.

- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board/Trust Infection Prevention & Control Policies and Procedures.
- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board/Trust sites, including buildings and grounds, are smoke free.
- **Flexibility Statement:** The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

Organisational Chart



