

# JOB DESCRIPTION AND PERSON SPECIFICATION

<b>Job Title:</b>	Clinical Psychologist
<b>Band:</b>	7 preceptorship
<b>Hours:</b>	37.5
<b>Base:</b>	Petherton Resource Centre
<b>Reports to:</b>	Clinical Lead & Team Manager
<b>Professionally Accountable to:</b>	Clinical Lead & Team Manager

## Job Summary

1. To provide high quality, complex diagnostic assessments for adults suspected of having autism spectrum disorder.
2. To contribute to the development and implementation of a novel, evidence-based diagnostic assessment pathway
3. To be involved in the provision of a range of other services undertaken by the team, including: supervision of Assistant and Trainee Psychologists, consultation and reflective practice sessions to the wider MDT, training and supervision of other professionals across the care pathway and clinical audit, research and service development
4. To make a significant contribution to the development and delivery of a psychologically-informed post-diagnostic service, which will involve development of groups and the provision of evidence-based therapies, optimised for this client group.
5. To be responsible for own clinical activity and interventions and interpretation of agreed guidelines and policies as an autonomous practitioner.

## Description of the duties

### A. CLINICAL

1. To provide highly specialist, complex diagnostic assessments to service to users referred to the Bristol Autism Spectrum Service (BASS).
2. To develop and deliver specialist psychological assessment, formulation and intervention as part of the Post-Diagnostic Service offered to autistic adults.
3. To communicate, for prolonged periods of time, highly complex and sensitive information to service users and carers, including psychological formulations and intervention options.
4. To provide clinical supervision to assistant psychologists, trainee clinical psychologists and less qualified psychologists as appropriate.
5. To offer case discussion and reflective practice to the BASS MDT.
6. To provide consultation and training to health, social care and voluntary sector staff where

appropriate.

7. To participate in regular clinical and caseload supervision arrangements provided by BASS in accordance with good practice guidelines.
8. To maintain accurate records and to monitor clinical workload using agreed systems.

## **B. PROFESSIONAL**

1. To fully observe the BPS (2006) Code of Ethics & Conduct and the DCP (1995) Professional Practice Guidelines.
2. To maintain and further develop high standards of clinical psychology practice, through co-operative work with other clinical psychologists and peer supervision.
3. To be aware of, and adhere to, Trust and Psychology Service Policies and Procedures.

## **C. HUMAN RESOURCES**

1. To provide teaching, training and supervision for other health professionals and external agencies in psychological assessment, formulation and intervention for complex clients with autism spectrum disorder and severe and enduring mental health problems.
2. To contribute to teaching on a range of psychological approaches and professional issues to the Clinical Psychology Regional Training Courses
3. To contribute to the teaching and training of staff in AWPT and partner organisations on autism spectrum conditions, and the range of psychological approaches and theories.

## **D. SERVICE & POLICY DEVELOPMENT**

1. To support the lead clinical psychologist, consultant psychologist and team manager in service development work
2. To provide psychological knowledge and skills to health and social care professionals to support team and service development.
3. To participate in continuous professional development through attendance at training events and personal study to update knowledge of the evidence base for best clinical practice.
4. To support the lead psychologist in the implementation of effective Clinical Governance, and to participate in Clinical Governance processes across the Specialised Services SBU.
5. To liaise with other disciplines and agencies working with adults with autism spectrum disorder to ensure that best practice is shared, and to promote the use of effective psychological interventions.

## **F. RESEARCH & DEVELOPMENT**

1. To regularly undertake research and audit in areas relevant to the work of BASS and disseminate results.
2. To offer advice and supervision to other health and social care professionals engaged in research and audit relevant to the client group.

## **Communications and Working Relationships**

1. BASS lead clinical psychologist
2. BASS clinical lead/consultant psychologist
3. BASS team manager
4. BASS diagnostic, post-diagnostic and liaison team members
5. Neurodevelopmental Services Manager, AWP
6. Health, Social Care & Voluntary Sector Professionals within BNSSG
7. User/Carer Representatives

## General information for all employees

Below is the section of the Job Description with general information for all employees and the requirements on all employees to behave in accordance with AWP values and to support and comply with Policy and Legislation. Some policies are highlighted and must be read by all employees – all AWP policies are available on the intranet to employees or you can ask your manager for the policy. Anyone who has any difficulty understanding these requirements please highlight this to your line manager.

## Values and behaviours

AWP has a set of values. Your behaviours should reflect AWP **PRIDE** values:

**Passion:** Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

**Respect:** Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

**Integrity:** Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

**Diversity:** Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

**Excellence:** Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

## AWP Recovery Statement

AWP places recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope.
- Partnership.
- Maximising opportunities every day, in all that we do.

## Service User Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly AWP's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with AWP.

## Other Information

### CONFIDENTIALITY

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with relevant legislation, the Caldicott principles and the common law duty of confidentiality. The post holder must follow record-keeping guidelines to ensure compliance with the Freedom of Information Act.

### VALUING DIVERSITY & HUMAN RIGHTS

No person should receive less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and must not be placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. AWP has an **Equality Policy** and it is for each employee to contribute to its success.

### INFECTION CONTROL AND HEALTH AND SAFETY

The prevention and control of infection is the responsibility of all employees. Employees must be aware of **Infection Control Policies**, procedures and the importance of protecting themselves and their clients in maintaining a clean and health environment. All staff must comply with all **Health & Safety Policies and Procedures**. Staff must be aware of the responsibilities placed on them under Health and Safety legislation and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

### NO SMOKING

There is a **Smoke Free Policy** in operation. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

### DATA PROTECTION

If you have contact with computerised data systems you are required to obtain, process, and/or use information held on a computer or word processor in a fair and lawful way, to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed. All staff who contribute to patients' care records are expected to be familiar with, and adhere to the **Information Governance Policy**. Staff should be aware that patients' care records will be subject to regular audit.

## **RISK MANAGEMENT**

All AWP employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the **Risk Management Policy** and emergency procedures and attendance at training as required.

## **SAFEGUARDING & DUTY OF CANDOUR**

AWP is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the **Safeguarding Policy** and Procedures, act promptly on concern, communicate effectively and share information appropriately. All staff must be familiar with and adhere to AWP's safeguarding procedures and guidelines. All staff have a Duty of Candour to inform their line manager/supervisor as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient.

## **STANDARDS OF BUSINESS CONDUCT AND 'BOUNDARIES'**

You are required to adhere to all corporate policies, including AWP **Standing Orders and Standing Financial Instructions**. This includes not accepting gifts or hospitality in the course of your duties, not acting fraudulently and maintaining appropriate behavioural 'boundaries' regarding your interactions with service users, staff and stakeholders.

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on a regular basis. You may be required to work at other locations within AWP as determined by the duties of your post. You may be required to undertake any other duties at the request of the line manager, which are commensurate with the role, including project work, internal job rotation and absence cover. This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.

# PERSON SPECIFICATION

**JOB TITLE** Clinical Psychologist

Requirements	Essential	Desirable
<b>Education and Qualification</b>	Postgraduate qualification in Clinical Psychology  Eligible for Chartered Clinical Psychologist status  HCPC Registration	Post qualification training in psychological therapies  Post qualification training in supervision
<b>Experience and Knowledge</b>	Work within multi-disciplinary teams/with other mental health professionals  Some supervision of assistant psychologists and/or other mental health professionals  R&D skills  Extended casework with adults  Psychological assessment (including neuropsychological assessment), formulation and intervention skills  Familiarity with clinical governance processes	Experience of teaching/training other professionals  Specialist assessment and intervention with autistic adults, and severe and enduring mental health problems
<b>Skills and Abilities</b>	Demonstrable commitment to working with, and advocating for, this marginalized client group.  Effective team player with excellent communication skills  Well organized with good IT skills  Ability to cope with workload pressure and prioritise workload  Ability to work independently and with high levels of intense concentration  Self awareness and emotional resilience in face of highly distressing situations.	Risk assessment skills

<b>Other Requirements</b>	Empathy for individuals who have experienced mental health problems and ability to cope with behaviour which may be challenging at times.	
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**Date Job Description and Person Specification agreed:** Click or tap to enter a date.