

HOME GROUP LIMITED
JOB DESCRIPTION

1	JOB DETAILS	
	Job Title: Clinical Psychologist (Mental Health)	Date: May 2018
	Reports to: Senior Client Services Manager (Accountable to the Head of Clinical Practice)	Ref: HOMEJD625

2	JOB PURPOSE <p>The post-holder is responsible for providing a qualified clinical psychology service to young people (16 – 25), providing psychological assessment, formulation and therapy, and advice and consultation to colleagues, on psychological aspects of assessment, formulation, support and treatment.</p> <p>The post holder will offer individual and group reflective practice sessions with colleagues as well as debriefs following incidents. The post holder will advance colleague practice, helping them to develop a greater understanding of mental health, Psychologically Informed Practice and Trauma.</p> <p>The post holder will work as a member of the Operational Team ensuring that high quality individualised care is delivered which ensures safety and a commitment to promoting recovery and wellbeing and maximising independence.</p> <p>The post-holder will provide compassionate care that is based on empathy, kindness, respect and dignity. The post-holder will utilise research skills for clinical audit, and to inform service development within the remit of the post.</p>
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3	DIMENSIONS N/A
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4	ORGANISATIONAL CHART <pre>graph TD; A[Head of Service Delivery] --> B[Operational Manager]; B --> C[Senior Client Services Managers]; C --> D[Clinical Psychologist (Mental Health)]; E[Clinical Team] --> D; style D fill:#add8e6</pre>
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5	<p>KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED</p> <p>Knowledge, Skills, Training and Experience:</p> <p>Qualifications</p> <ul style="list-style-type: none"> • An Honours Degree in Psychology recognised for graduate membership of the British Psychological Society (BPS); • A Doctoral Degree or equivalent recognised by the Health Care Professions Council (HCPC) and BPS as qualification for the independent practice of Clinical Psychology in the National Health Service; • Eligible for membership of the Division of Clinical Psychology, British Psychological Society; • HCPC registered practitioner psychologist. <p>Skills and Knowledge</p> <ul style="list-style-type: none"> • Proven skills in Psychological assessment, formulation and intervention; • Knowledge of psychological theory and practice relevant to clinical settings including developmental and lifespan approaches; • The ability to analyse complex data and make expert judgements based on information from a variety of sources; • The ability to understand the role and contribution of colleagues and collaborate effectively with other agencies; • A high degree of communication skills; • The ability to plan, organise and deliver work, exercising clinical autonomy, and managing time effectively. <p>Experience</p> <ul style="list-style-type: none"> • Experience in clinical psychology in the field of adolescent and adult mental health, • including assessment, formulation and interventions, drawing on a range of psychological models and knowledge, and including work with customers with mild, moderate, severe and enduring mental health problems, including psychosis and personality disorder; • Experience of specialist psychological assessment of clients across the full range of care settings, including outpatient and community primary care, inpatient wards and collaborative work with other professional groups, e.g. medical, nursing, social work; • Experience during training in consultation, training, supervision and research activities.
6	<p>KEY RESULT AREAS</p> <p>Analytical and Judgemental Skills</p> <p>The Post Holder will:</p> <ul style="list-style-type: none"> • Be responsible for implementing a range of psychological interventions for customers and groups by adjusting and refining psychological formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses. <p>Planning & Organisation</p>

The Post Holder will:

- Plan and organise own workload in order to meet service objectives and in accordance with an agreed job plan;
- Plan and organise agreed project/ audit / research & development work;
- Plan, organise and deliver clinical work with customers, groups, and through working with other colleagues involved in the support of our customers, exercising clinical autonomy, and managing time effectively.

Customer care

The Post Holder will:

- Carry out specialised psychological assessment procedures, interpreting and integrating complex data from a variety of sources including psychological and neuropsychological tests, to help identify appropriate management of individual customers;
- Formulate and implement plans for the formal psychological treatment and/or management of a customer's mental health problems based upon an appropriate conceptual framework of the problems and employing methods based on evidence of effectiveness;
- Make reasonable adaptations to assessment and intervention processes to accommodate customers with mild learning disabilities;
- Contribute to new methods of service delivery, in order to encourage optimal opportunities for access to services for a vulnerable customer group;
- Engage in joint working with other colleagues to optimise the use of resources;
- Exercise autonomous professional responsibility for the assessment, treatment and move on of customers;
- Contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all customers of the service;
- Undertake risk assessment and risk management for individual customers and to provide advice to other colleagues on psychological aspects of risk assessment and risk management;
- Utilise theory, evidence based literature and research, to support evidence based practice in individual work and work with other colleagues;
- Utilise outcome measures and customer feedback in order to refine and develop clinical practice in line with the clinical governance agenda;
- Maintain awareness of local resources and self-help materials and the means of their access;
- Work flexibly to meet the needs of customers.

Policy and Service Development

The Post Holder will:

- Advise service and professional management on aspects of the service where psychological and/or organisational matters require addressing;
- Attend appropriate meetings e.g. clinical governance and project meetings, commenting on issues of service and policy development for the psychological service;
- Contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal, and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines;
- Contribute to assessments and reviews, as well as informal and formal colleague training, coaching and mentoring;

- Help ensure optimal use of psychological skills and principles;
- Contribute to the development and maintenance of the highest professional standards of practice, through active participation in the internal and external CPD training and development programmes, in consultation with the clinical lead and service managers and in line with the requirements of HCPC and the BPS.

Information Resources

The Post Holder will:

- Maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self governance in accordance with professional codes of practice of the HCPC and BPS as well as Home Groups policies and procedures;
- Have responsibility, via paper or electronic systems, for maintaining accurate and contemporaneous records and securely storing and retrieving necessary information/documentation;
- Maintain an up to date knowledge of legislation, national and local policies and issues in relation to mental health issues in general and as they specifically impact upon individuals with mental health difficulties. Additionally to maintain knowledge of legislation otherwise relevant to the post.

Research and Development

The Post Holder will:

- Undertake complex audit and service evaluation with colleagues within the service to help develop service provision;
- Ensure the appropriate dissemination of research findings;
- Ensure that all clinical practice is evidence based;
- Keep up to date with relevant Research in the field in order to evaluate current practice
- and implement service improvement;
- Contribute to the improvement of quality and clinical effectiveness and work towards continually improving the customer experience and satisfaction with services.

Freedom to Act

The Post Holder will:

- Exercise autonomous professional responsibility for the assessment, treatment and move on of customers;
- Use initiative in prioritising cases and other aspects of the workload;
- Work within the professional codes of practice of the British Psychological Society;
- Engage in all mandatory training and other required training identified through appraisal.

7 COMMUNICATIONS & WORKING RELATIONSHIPS

Internal:

1. Operational Manager and Senior Client Services Manager for business related support
2. Clinical Lead Mental Health for Clinical Supervision

External:

1. Partner agencies and providers (housing, health and social care professionals, benefits, welfare and advocacy agencies and landlords)
2. Commissioners and regulators as appropriate (according to service / client groups)

8 SCOPE FOR IMPACT**Colleagues**

- Promotes a positive working environment and contributes to making Home Group a great place to work as evidenced by colleague engagement and satisfaction;
- Supports customer facing colleagues and front line managers in their work with customers to enable them to identify their own positive and negative risks and assist them to weigh up the potential benefits and harms and facilitate the development of plans and actions if agreed and appropriate;
- Facilitates team learning sessions to refresh knowledge and improve professional practice on an ongoing basis;
- Conducts quality conversations with team members to identify development needs, carries out pre-learning and post learning discussions to encourage effective transferring of learning (knowledge and skills) to the workplace;
- Ensure practice is in line with requirements and professional standards, providing real time feedback and support as appropriate.

Customers

- Provides specialist support and advice to team members on appropriate interventions to enable customers to achieve their outcomes, particularly customers with complex or challenging needs;
- Advances customer involvement practices by engaging and consulting with customers regarding service delivery;
- Implements local initiatives designed to improve working practices and services to customers, monitors and measuring the impact of these;
- Delivers effective customer-facing work as required;
- Performs the role of expert in developing and delivering effective interventions in support of service delivery and understanding of the customer groups.

Quality / Cost

- Sources, analyses, and provides management information, data and reports to support Key Performance Indicators and to contribute to business performance;
- In conjunction with colleagues, monitor the quality of link working, support planning and risk assessment to ensure all customers receive consistent and appropriate levels of support aligned to contract requirements, commissioner expectations and customer aspirations;
- Up-to-date knowledge of new and emerging practices in customer-centred / personalised services and the courage to explore and implement these;
- Makes effective use of all core systems to ensure information is accurate, up to date and supports professional working practices;
- Maintains confidentiality of records and complies with data protection requirements regarding personal data of customers;
- Prepares clear and accurate reports for more senior managers;
- Effectively record achievements and results in order to demonstrate the impact on customers lives.

9	CORPORATE RESPONSIBILITIES <ul style="list-style-type: none"> • To take full responsibility for the health, safety and welfare of yourself and ensure that through your acts and/or omissions you do not affect your colleagues; • Actively follow the Group's Health and Safety Policy, Procedures and Safe Systems of Work. This includes following instructions and actively participating in training or development to ensure compliance and best practice in this area; • To understand and follow all relevant policies and procedures that impact on learning activities; • To participate in all reasonable training, learning and development activity designed to support you in performing your role and supporting the development of your team; • To promote equality, diversity and inclusion as an integral aspect of working at Home Group and lead by example in both actions and behaviors; • To undertake any further duties as requested by your Line Manager commensurate with the level of your post.
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	JOB DESCRIPTION AGREEMENT	
	Job Holders Signature:	Date:
	Managers Signature:	Date: