**Job Description**

**Job Title**: HCPC Registered Clinical Psychologist

**Reporting to**: Regional Director of Psychology

**Accountable to:** Regional Director of Psychology

**Location:** The Aspen Clinic

**Job Purpose**

To provide a specialist clinical psychology service to Cygnet Aspen Clinic with personality disorder and co-morbid presentations. To thereby help understand, prevent and ameliorate psychological distress and disorder and improve the mental health and wellbeing of service users. You will work as part of a MDT of clinicians and support staff, providing a psychological assessment and treatment service as part of a care programme approach and to undergo DBT training if not already completed.

**Job Summary**

*Delivery of clinical services:*

1. Provide psychological assessment and intervention as required, with a particular emphasis upon the assessment and management of service users who present with complex mental health needs, including self-harm, suicidal behaviour, and challenging behaviour, alongside personality disorder, learning disability, and possible forensic histories. Attend MDT reviews, complete risk assessments, outcome measurements and care planning exercises for each service user.
2. Governance, audit, research and clinical administrative activities, collecting, collating and analysing data, writing and presenting reports and assisting in project development. Uses IT equipment and software as required, including statistical and database spreadsheets.
3. Plans and organises teaching/training programmes and undertakes/contributes to teaching and train staff and patients 2-3 hourly cleaning, staff cleaning the unit with 2 hourly decontamination and steam cleaning- Extra HCSW brought to support cleaning team off with Covid 19- deep cleaning taking place using Haz tabs, full protective body equipment and steam cleaning afterwards. All bedroom areas to be cleaned after a further 7 days isolation if household sharing guidance changing activities as required. Contributes to group wide research projects.
4. Participates in personal appraisal and continuing professional development activities as agreed with psychology line manager, including general training required in accordance with the policies and procedures of Cygnet Healthcare.
5. Supervise assistant psychologists in the provision of psychological assessment and treatment.

**Organisational Chart**

Regional Director of Psychology

HCPC Registered Psychologist & Clinical Lead (this post)

HCPC Registered Psychologists

Assistant Psychologist

**Key Communications and Working Relationships**

Liaises with Assistant and Qualified Psychologists within the Group, members of other disciplines and professions responsible for the provision and evaluation of clinical care, research workers, first line operational managers, referral agencies, affiliated organisations, academic/educational and research departments, local education authorities.

**Working Environment**

The post holder will work with adults with personality disorders, self-harm/suicidal behaviours, challenging behaviour and other complex mental health problems. The post holder will work within a rehabilitation service and will work alongside care staff as part of an MDT.

**Principal Duties and Responsibilities (Key Result Areas)**

The post holder will be required to undertake any duties required in the efficient running of a professional clinical team focussed on the care of vulnerable adults, including the following clinical duties and responsibilities:

1. Undertakes assessments of neuropsychological status and function, personality, beliefs, attitudes, behaviour, emotional function, other relevant psychological characteristics and dimensions and factors relevant to the development, maintenance and understanding of the client’s difficulties, using standardised psychometric instruments, protocol based assessment tools, self-report measures, rating scales, direct and indirect structured observations and structured and semi-structured interviews as required. Utilise assessment techniques directly with clients and collects information from family members and others involved in the client’s care as appropriate.
2. Scores, analyses, interprets and reports on psychological assessments undertaken with clients and undertakes forensic risk assessments where necessary.
3. Assists in the formulation of the client’s difficulties and in the planning and delivery of care plans involving the psychological treatment and/or management of the client’s problems.
4. Delivers therapeutic interventions defined by protocol, for individual clients and for families, including, for example, planned programmes of CBT or other appropriate psychological interventions.
5. Assists in the planning, development, co-ordination and delivery of therapeutic care plans, including for example assessment and management of self-harm/suicidal behaviour and challenging behaviour, interventions to address risk factors associated with violence, behavioural plans to manage challenging behaviour, group approaches to the management of anxiety, stress, or anger, psycho-educational group approaches to the understanding and self-management of symptoms, and other protocol based group interventions. Acts as co-therapist with qualified psychologist, other Assistant Practitioners or other designated clinician and as appropriate runs groups in accordance with agreed protocols.
6. When completing clinical duties, receives, obtains and communicates highly complex and sensitive clinical and personal information, sometimes in emotionally charged or otherwise challenging circumstances, when there may be constraints on the motivation, cooperation, understanding or acceptance of the service users involved or their families.
7. Collaborates with other members of the MDT, and care staff in care reviews in the context of the Care Programme Approach and other relevant clinical systems.

**Teaching, training, supervisory, consultative/advisory**

1. Develops and provides programmes of staff training for members of the MDT, assisting in the planning and organisation of lectures and workshops and DBT training if not already completed.
2. Provides occasional presentations on relevant areas within Cygnet Healthcare and to other members of the psychology service.
3. Provides support and advice to other members of the MDT (e.g. nursing, OT, SLT staff) using psychologically informed assessment methodologies and treatment interventions as part of a client’s agreed care plan.

**Policy, Service Development, Service/Resource Management, Recruitment and Professional Leadership**

1. Contribute towards the design, implementation and evaluation of service development projects within the service as required.
2. Contribute towards and attend meetings in which service developments are planned and discussed, contributing information as appropriate and agreed with line manager and reporting back where necessary.
3. Co-ordinates work of assistant psychologists, undergraduates and non-graduate volunteers attached to the service.
4. Uses, transports and storage of material resources as allocated (test materials and equipment, books, stationery and IT equipment).

**Research and Service Evaluation**

1. R&D activity in support of innovative and evaluative research programmes relevant to the needs of the service.
2. Literature searches and reviews, particularly in respect of relevant clinical evidence, and provides summaries and reports that help clinical psychologists develop and deliver evidence-based practice in their individual work and in their work with other team members.
3. Designs and implements audit and research projects.
4. Collects research data using methods and procedures specified in relevant protocols.
5. Analyses data and produces/assists in the production of audit and research reports and summaries, using statistical procedures, statistical software (e.g. SPSS) and other information technology and software (including word processing, spreadsheet and databases) as appropriate.

**Professional Development and Practice**

1. Observes professional codes of practice of the BPS/HCPC, Cygnet Healthcare policies and procedures and terms and conditions of employment
2. Undertakes actions necessary for CPD.

**General Group Conditions and Expectations**

*Confidentiality*

It is a condition of employment that staff do not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and the terms of the Data Protection Act and relevant Group policies are met in respect of information held.

***This job description is indicative only and may be revised from time to time, and not less than annually, in consultation with the post holder and in the light of changing service demands, service priorities and other relevant circumstances and the post-holders personal appraisal. The post holder may also be required to provide cover in other areas following appropriate discussion.***

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| **Job Description Agreement:**  Post Holder Signature **……………**………………………………………………………….  Name **……………**………………………………………………………….    Date **……………**…………………………………………………………. |
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