job description APPLIED PSYCHOLOGIST

**GRADE:** Applied Psychologist

**OPERATIONAL ACCOUNTABILITY:** Hospital Manager

**LOCATION:**  New Hall Independent Hospital

**HOURS OF WORK:** (40 hours including a lunch break)

**BENEFITS:** Flexible terms and conditions for the successful candidate. Eye care vouchers, Child care vouchers, free lunch.

**JOB SUMMARY**

To ensure the provision of a high quality Psychology service to New Hall and other associated services in line with organisational values and Clinical or Forensic strategy.

To work autonomously within professional and organisational guidelines and exercise responsibility for the governance of psychological practice within relevant services.

To provide psychological assessment, formulation and interventions to inpatients at New Hall and to act as a specialist resource to the wider professional community.

To work collaboratively as a member of the Multidisciplinary team and in line with the organisational policy for Multidisciplinary Team working.

To utilise research skills for audit, policy and service development and research within MHC.

Provide systemic support and training to the nursing and support team to assist in the delivery of effective care and rehabilitation of service users.

To contribute to service development, Clinical or Forensic governance and multi-disciplinary forums as directed.

**KEY RESULT AREAS**

* To provide specialist psychological assessment of patients based on the appropriate use, interpretation and integration of complex data from a variety of sources. This will include psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients and others involved in their care.
* To formulate and implement plans for the formal psychological treatment and management of a patient’s psychological problems, based upon an appropriate conceptual framework of the patient’s problems, employing methods based upon evidence of efficacy. The appropriate assessment of risk and provision for its safe management is a key aspect of the work to be undertaken.
* To be responsible for implementing a range of psychological interventions and therapies for patients, while adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses where appropriate.
* To exercise autonomous professional responsibility for the psychological assessment and treatment of patients in liaison with the multidisciplinary team.
* To develop and implement specialist psychological interventions, which will be integrated into a multidisciplinary care package.
* To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to formulation, diagnosis and treatment plans, including risk formulation and risk management.
* To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all patients.
* To take a leading role in undertaking risk assessment and risk management for individual patients and to provide advice, both general and specialist, to other professions on psychological aspects of risk assessment and risk management.
* To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans and to monitor progress during the course of both individual and multidisciplinary care.
* To develop and deliver mental health groups i.e. depression, psychosis and personality disorders.
* To provide comprehensive assessments and reports for all internal or external reviews of service users e.g. CPAs, MHRTs, S117 reviews.

**TEACHING, TRAINING and SUPERVISION- Where appropriate:**

* To receive regular supervision and management from senior professional colleagues.
* To provide professional supervision to Assistant Psychologists working in the service.
* To provide specialist advice, consultation and training and supervision to other members of the MHC team for their provision of psychologically based interventions.
* Nursing clinical supervision
* Weekly reflective practice sessions with all staff across two wards
* To continue to develop expertise in the area of professional pre- and post-graduate training and supervision.
* To provide training and support to staff working in Hospital services to ensure the delivery of effective care and rehabilitation of service users.
* Developed and provided specific training on professional boundaries, personality disorder, psychosis, attachment schema therapy awareness, mentalisation/ communication skills, risk assessment
* Training staff and the implementation of the START risk assessment across two wards
* Involvement in the reviewing of services as part of the Quality Network for Forensic Mental Health Services

**MANAGEMENT, RECRUITMENT, POLICY and SERVICE DEVELOPMENT:**

* To participate in the development of a high quality, responsive and accessible service for patients, carers and families within the service.
* To exercise responsibility for the systematic governance of psychological practice within the service depending on level of responsibility and experience.
* Development of therapy treatment modules and psychology therapy treatment pathway to be implemented across both the LSU and locked rehabilitation wards.
* Provision of staff training and clinical supervision to support the provision of treatment modules.
* Development of psychoeducation sessions (e.g. psychosis and personality disorder)
* Development, training and implementation of staff/patient debriefing protocol on both the LSU and locked rehabilitation wards.
* Implementation of routine psychological outcome measures to monitor service user progression through care pathway

**RESEARCH and SERVICE EVALUATION:**

* To work with colleagues from across the service to plan and implement systems for the evaluation, monitoring and development of the stream.
* To utilise theory, evidence-based literature and research to support evidence-based practice in individual work, work with other team members and across the stream.
* To undertake appropriate research and provide research advice to other staff undertaking research within the stream.
* Contribute and actively involved with empirical research within the national specialist schema interest group
* Service audits of effectiveness of treatment groups
* To support the hospital to develop evidence based treatment pathways. To evaluate this information and feedback via reports and presentations to; care coordinators, commissioners, MDT, Clinical Governance, HIW, NHS All Wales and any other internal / external stakeholder as and when required.
* To support the hospital and lead on psychological outcome measures. To evaluate this information and feedback via reports and presentations to; care coordinators, commissioners, MDT, Clinical Governance, HIW, NHS All Wales and any other internal / external stakeholder as and when required.

**GENERAL:**

* To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes in line with BPS/HCPC recommendations.
* To ensure the development and articulation of best practice in psychology within the service area. To ensure the highest standards of 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 British Psychological Society/HCPC and MHC policies and procedures.
* To work alongside other members of the team to ensure that all professionals within the stream maintain up-to-date knowledge of legislation, national and local policies and issues.
* To maintain your regulatory registration and to keep the Hospital manager up to date with registration dates.
* To support the process of KPI information reporting and gathering; appraisals and supervisions and all clinical aspects of training for the hospital.

***ADDITIONAL INFORMATION:***

This is not an exhaustive list of duties and responsibilities and the post-holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Manager.

This job description will be reviewed regularly, in the light of changing service requirements and any such changes will be discussed with the post holder.

The post holder is expected to comply with all relevant MHC policies, procedures and guidelines, including those relating to Equal Opportunities, Health & Safety and Confidentiality of Information.

***Codes of Professional Conduct:***

*Staff are required to abide by the all relevant Company policies and procedures and any relevant national / professional Codes of Conduct or Practice.*

***Confidentiality:***

*Information relating to patients, employees and business of the Company must be treated in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Whistleblowing Policy.*

***Health & Safety:***

*Employees are required to ensure they are aware of, and comply with, policies and procedures relating to Health & Safety (whether statutory or Company), and assist in ensuring the compliance of other staff.*

***Equality & Diversity:***

*The Company is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.*

***Policies:***

*It is the responsibility of staff to be familiar with Company policies that affect them, and work within the scope set out in them. Managers are responsible for ensuring staff know of, and work within the Company’s policies, procedures and protocols.*

person specification

Applied Psychologist

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| **ATTRIBUTE** | **ESSENTIAL** | **DESIRABLE** |
| **Training & Qualifications** | * HCPC registration as a Applied Psychologist.
 | * Post graduate training and/or Master’s level qualification.
* Training in one or more additional areas of psychological practice.
* Certified training in an area of Clinical or Forensic practice relevant to work with individuals with Mental Health Difficulties
* Training in Clinical or Forensic Supervision.
* Training in HCR-20, RSVP, PCL-R, START
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| **Experience** | * Experience of specialist psychological assessment and treatment of patients across care settings, including community and inpatient settings.
* Experience of teaching and / or presentation of research or Clinical or Forensic work in a range of settings.
 | * Experience of the application of Clinical or Forensic Psychology in different cultural contexts.
* Experience in the delivery of individual and group interventions for individuals with a propensity to offend.
* Training in the use of formal risk assessment tools and the ability to provide assessment based on structured Clinical or Forensic judgement.
* Experience of explaining Clinical or Forensic services through the development of relationships with commissioners and other professional groups.
* Evidence of previous service development, quality improvement or audit activity.
* Experience in involving service users in service development or governance.
* Attendance and representation within LMH and MHRT
* Involvement with national specialist interest groups and forensic network reviewing
* Trained in the HCR-20
* Experience of representing Clinical Psychology within a multi-disciplinary team.
* Experience of working with individuals with mental health difficulties and a forensic history or challenging behaviour.
* Experience of working with patients detained under the Mental Health Act (1983).

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| **Knowledge & Skills** | * Skills in methods of complex psychological assessment, intervention and management.
* Well-developed and effective oral and written communications skills.
* Knowledge of legislation in relation to the relevant client group, in particular the Mental Health Act (1983) and Mental Capacity Act (2005).
* Knowledge of policy and practice guidance relevant to services for individuals with mental health difficulties and challenging behaviour.
* Knowledge of research design and methodology
* Evidence of Continuing Professional Development as required by the BPS/HCPC.
* Knowledge of IT systems including word processing, E-mail and electronic patient information systems.

  | * Knowledge of the theory and practice of specialised psychological therapies in individuals with mental illness.
* High-level knowledge of the theory and practice of at least two specialised psychological therapies.
* Experience of working with people with substance misuse difficulties.
* Use of adapted forms of communication appropriate for individuals cognitive difficulties.
* Trained in the use of IPDE and PCL-R
* Training on a number of risk assessments: RSVP, HCR-20, START
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| **Personal** | * Ability to identify and provide appropriate support to carers exposed to challenging behaviour and distressing situations.
* Physical capability to work with individuals with mental illness and challenging behaviour.
* Ability to use reflection with colleagues and within individual practice.
* Ability to understand and work with organisational and team dynamics.
* Ability to work autonomously and to demonstrate self-motivation in a professional role.
* An ability to understand and maintain professional boundaries in challenging circumstances
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| **Other** | * Ability to accept, use and seek out supervision appropriately and effectively.
* Holder of a valid driving licence and have access to a car
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