

## Job Description

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<b>Job Title</b>	Principal Psychologist for Complex Care and Dementia Mid Locality
<b>Salary Band</b>	Band 8a
<b>Division/Service Line</b>	Complex Care and Dementia
<b>Department</b>	Psychology and Psychological Therapies

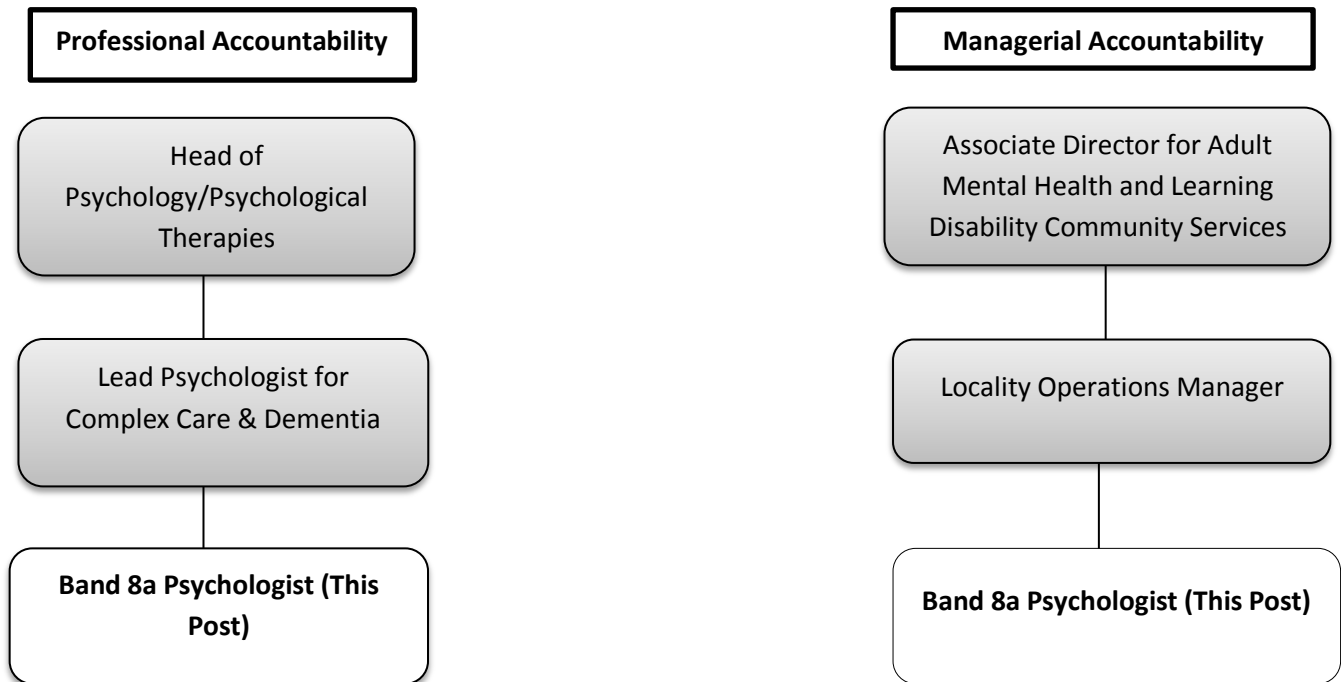
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### Job Overview

- In conjunction with the Lead Psychologist, the post holder will be responsible for implementing a range of psychological and neuropsychological assessments and interventions for individual clients, staff, carers, and groups. The post holder must be able to communicate in a skilled and sensitive manner, highly complex information concerning assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of multi-disciplinary care.
  - The post holder will be responsible for working in line with and contributing to pre-existing pathways such as the Cornwall Supporting Behaviour Pathway (based on the British Psychological Society briefing paper '*Alternatives to antipsychotic medication: Psychological approaches in managing psychological and behavioural distress in people with dementia*').
  - The post-holder will support the Lead Clinical Psychologist in the ongoing development of the service.
  - The post-holder will be responsible for supporting reflective practice with MDT colleagues, in order to maintain high standards of clinical service delivery and to increase the emotional resilience of staff working in a highly stressful context.
  - The post-holder will provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
  - The post-holder will maintain an overview of the work of designated Psychology and Psychological Therapies providers (which may include Practitioner Psychologists, Psychological Therapists, Trainee Clinical Psychologists, Clinical Associates in Psychology, Assistant Psychologists, and Psychology Interns) offering professional support and clinical supervision to them on a regular basis in line with the requirements of the British Psychological Society and the Division of Clinical Psychology.
  - The post holder will be responsible for the update and maintenance of computerised records as appropriate including RIO Care Plans, Risk Assessments, and the recording of clinical activity data using the same system.
  - The post holder will be required to undertake appropriate service evaluation and/or research and provide advice to other multi-disciplinary colleagues on these. The post holder will also maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
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## Organisational Chart



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## Duties and Responsibilities

### ***Communication and Working Relationships***

Via Line and Professional Management.

#### Within The Organisation

- Psychology Staff
- Managers
- Members of the Inpatient and Community teams
- Directorates of Information and Contracting, Finance and Psychology.

#### Within the NHS and Social Services

- General Practitioners
- Commissioners
- Practice Managers
- Other Clinical and Support Staff
- Clinical Staff in other Trusts
- Social Service
- Service Providers

#### Outside the NHS and Social Services

- Service Users
- Carers
- General Public
- Other Statutory and Non-Statutory Services

### ***Management and Personal Development***

- To contribute to the development, evaluation and monitoring of the service operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To manage the workloads of Psychology Interns, Assistant Psychologists, Trainee Clinical Psychologists, and Clinical Associates in Psychology within the framework of the team/service's policies and procedures.
- To be involved, as appropriate, in the recruitment of Psychology Interns and Assistant Psychologists.

### ***Clinical Activities***

- To provide specialist psychological assessments, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological 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.
- To 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, and employing methods based upon evidence of efficacy.
- To be responsible for implementing a range of psychological interventions for individuals, carers, and groups, across the service, employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To 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.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan. To carry a specialist caseload of clients.
- To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of all clients of the service through the provision of advice and consultation and the dissemination of psychological research and theory.
- To provide and further develop skills in the specific assessment and management of service users'

risk (of self-harm, suicidal intent and harm to others), behaviour that challenges, and cognitive difficulties, using recognised measures and clinically-informed interpretation to inform care planning, professional decision-making and enhance patient safety.

- To participate in, and lead where appropriate, multidisciplinary meetings such as CPA and professionals meetings as required, communicating effectively with the client, his/her family and all others involved in the network of care.
- To communicate in a skilled and sensitive manner, highly complex information concerning the assessment, formulation and treatment plans of clients under their care (including in the context of a hostile or highly emotive atmosphere) and to monitor progress during the course of multi-disciplinary care.

#### Teaching, training and supervision

- To receive regular professional supervision from the Lead Psychologist, and managerial and clinical supervision from your manager and an agreed senior professional colleague as agreed with the Lead Psychologist.
- To provide suitable training and on-going supervision for designated staff of the same and other professions using specific psychological models in group or individual work with clients.
- To contribute to the pre-and post-qualification teaching of Clinical Psychologists as appropriate.
- To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

#### ***Policy and service development***

1. In collaboration with the Lead Psychologist for Complex Care and Dementia, to take responsibility for the development of a high quality, responsive and accessible service including advising both service and professional management on aspects of the service where psychological and/or organisational matters need addressing.
2. To exercise responsibility for the systematic governance of psychological practice within the service/team.
3. According to assessed need, to progress the development and implementation of a specialist psychology service that may impact upon other professionals and service areas.
4. To manage the workloads of any psychology assistants, interns, clinical associates, trainees and newly-qualified psychologists within the framework of the team/service's policies and procedures.
5. To be involved, as appropriate, in the short-listing and interviewing of psychology assistants and interns.

### **Information Technology**

1. To be responsible for the timely inputting of clinical and activity data to the Trust's computerised patient record system, RIO, including Care Plans and Risk Assessments.
2. To be responsible for the maintenance of personal Electronic Diary's using RIO and nhs.net, making them available to work colleagues who are authorised to access RIO and nhs.net.
3. To maintain keyboard skills to Royal Society of Arts (RSA) 1 standard, or above, and general computer literacy skills to European Computer Driving Licence (ECDL) standard, or above.
4. To be responsible for using an nhs.net e-mail account to generate, monitor and respond to the e-mail traffic by which the Trust conducts much of its internal communication.
5. To be responsible for keeping track of current work in progress, making this available to colleagues, and ensuring against data loss, in line with Trust policies on Information Governance.

### Research and service evaluation

1. To undertake and offer advice on the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit, ensuring incorporation of psychological frameworks to inform the provision of high quality care.
2. To utilise theory, evidence-based literature, and research to support evidence based practice in individual work and work with other team members.
3. To undertake appropriate research and service evaluation activities and provide advice and supervision to other staff undertaking research and service evaluation.
4. To undertake project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

### General

1. 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.
2. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service, exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional, clinical, and management supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
3. To maintain and promulgate 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 British Psychological Society (BPS), The Health and Care Professions Council (HCPC) and Trust policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and guidance and

issues in relation to both the specific client group and to the wider mental health arena.

5. To act as a full member of the psychology department and contribute as appropriate to its business, representation and professional development.

#### Adverse Working Conditions

- The post holder will be required to carry a lap-top computer for the inputting of data to RIO, and any necessary test equipment (such as iPads, neuropsychological tests, personality inventories, etc.), in line with Trust policies. The post holder will be required from time to time to carry and transport the necessary equipment for delivering lectures, including a laptop computer, a projector, and associated hardware and notes. To accommodate this, the post holder will be required to attend annual training in Manual Handling.
- The post holder will be required to transport themselves to their base, to other community and inpatient bases, to monthly meetings away from base, and to patients' homes and care homes.
- The post holder will be required to undertake activities in connection with his or her continuing professional development (CPD), which must total not less than ten days per year to conform to the CPD requirements of the British Psychological Society (BPS) and HCPC.
- The post holder will be required to work, on a frequent and protracted basis, with clients, carers, and relatives who are describing, and distressed by, family breakdown, rape, child sexual abuse, combat and other traumatic experiences, and the deleterious effects of chronic mental conditions such as psychosis. In addition, the post holder will be required to work with individuals who regularly harm themselves by cutting, burning, or other means, and who frequently threaten to kill themselves, and sometimes do so. To accommodate this, the post holder will be required, in common with all other mental health workers, to engage in regular personal supervision for the purpose of monitoring and countering any actual or potential adverse emotional impact that might affect his or her ability to continue providing an effective service.
- The post holder will be required to work with clients, carers, or families who, for a variety of reasons, may become hostile, antagonistic, angry, verbally abusive, physically violent, or a combination of these. To accommodate this, the post holder will be required to attend compulsory annual training.
- The post holder will be required to deploy exceptional levels of concentration, without the opportunity to leave, or take breaks, sustained for each client over periods of an hour or more, in order to provide effective psychological therapy, and carry out complex psychological and psychometric assessments. To accommodate this, the post holder will be required to monitor his or her own levels of emotional and mental fatigue, and plan, pace, and schedule his or her work and breaks accordingly so that the highest standards of service delivery are maintained.
- The post holder will be required to make and justify complex decisions under conditions of high risk and uncertainty. He or she will be obliged to choose carefully between courses of action when faced with clients exhibiting suicidal and other high-risk behaviours, and make multi-factorial psychological treatment choices where clinical precedents and opinion are contradictory, and evidence-based recommendations or definitive guidance from published protocols or policy documents are unavailable.
- To accommodate this, the post holder will be required to attend compulsory annual training in Risk Analysis and Management, engage in regular reflective practice to monitor personal decision style, and attend other professional courses that enhance his or her ability to make defensible decisions under uncertainty.

### *To be noted*

- This is not an exhaustive list of duties and responsibilities, and this job description will be subject to annual review and may be amended to meet the changing needs of the Trust so that the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information. The Trust operates a no smoking policy.
- Rehabilitation of Offenders Act - This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal record check with the Disclosure and Barring Service (DBS) before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.
- Should you be offered the post it will be subject to confirmation of satisfactory health status by the Occupational Health Department before the appointment is confirmed.

### *Specific Responsibilities*

The post holder is required to comply with the Code of Conduct of the British Psychological Society and the Health Care Professions Council and other professional bodies as appropriate.

## Effort and Environmental Factors

### Physical Skills

Physical Effort – please choose the highest level of physical effort the post holder is required to exert, the frequency and the length required.		
<b>Light Physical Effort</b> <i>lifting, pushing or pulling objects weighing from 2 – 5 kilos; bending, kneeling or crawling; working in cramped conditions; working at heights, walking more than 1km at any one time</i>	<b>Frequently</b> <i>occurs on half the shifts worked or more</i>	<b>Short periods</b> <i>up to and including 20 minutes per occasion</i>

### Mental Effort

Physical Effort – please indicate the highest level of mental effort required by the postholder and the frequency and predictability of this.		
<b>Intense Concentration</b> <i>required in-depth mental attention, combined with proactive engagement with the subject, e.g. carrying out intricate clinical interventions, cross-examination in court.</i>	<b>Frequently</b> <i>occurs on half the shifts worked or more</i>	<b>Unpredictable</b>

### Emotional Effort

Physical Effort – Please indicate the highest level of emotional effort needed by the postholder and the frequency and type of exposure.		
<b>Highly distressing or emotional</b> <i>imparting news of terminal illness or unexpected death to clients and relatives, dealing with clients with severely challenging behaviour</i>	<b>Direct</b> <i>directly exposed to a situation</i>  <b>Indirect</b> <i>exposed to the information, e.g. typing up reports on child abuse</i>	<b>Frequently</b> <i>occurs on half the shifts worked or more</i>

### Working Conditions

Working conditions – Please indicate the highest level of unpleasant working conditions the postholder experiences and the frequency of exposure.	
<b>Unpleasant conditions</b> <i>includes direct exposure to dirt, dust, smell, noise, inclement weather, extreme temperatures, controlled chemicals/samples, verbal aggression, being in the vicinity of, but not directly dealing with, body fluids, foul linen, fleas, lice</i>	<b>Occasional</b>
<b>Is there an occasional requirement for the postholder to use road transportation in emergency situations?</b>	<b>No</b>



<i>Is there a frequent requirement for the postholder to use road transportation?</i>	Yes
<i>Is there a frequent requirement for the postholder to work outdoors?</i>	No
<i>Is there a requirement for the postholder to use Visual Display Unit (VDU) equipment more or less continuously on most days?</i>	Yes

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## **Additional Information**

### *Code of Conduct*

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

### *Confidentiality and Data Protection Act*

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 1998. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

### *Safeguarding Children and Vulnerable Adults*

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

### *Personal Development*

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

### *Risk Management and Health and Safety*

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

### *Infection Prevention and Control*

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

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### *Location/Mobility*

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

### *Equal Opportunities*

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

### *Review of the Job Description*

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

### *Rehabilitation of Offenders Act*

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

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**The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.**

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## Person Specification

<b>Job Title</b>	Principal Psychologist for Complex Care and Dementia Mid Locality
<b>Salary Band</b>	Band 8a
<b>Division/Service Line</b>	Complex Care and Dementia
<b>Department</b>	Psychology and Psychological Therapies

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Post-graduate doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the British Psychological Society (BPS), including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.	✓	
Registered as a Practitioner Psychologist with the Health Care Professions Council (HCPC).	✓	
Post-doctoral training in one or more additional specialised areas of psychological practice, including training in supervision skills.	✓	
Advanced keyboard skills		✓
Other related academic qualifications to Masters or Doctoral level		✓
Clinical supervision training for Doctoral Trainees.		✓
Relevant prior experience of working as a qualified psychologist in older adult mental health or an associated client group where the experience gained is relevant and transferable.		✓
Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across a range of care settings including outpatient, community, primary care, in-patient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems and verbal and physical abuse.	✓	
Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.	✓	
Experience of teaching, training and/or professional and clinical supervision.	✓	
Experience of working autonomously within the professional guidelines of the British Psychological Society, the Division of Clinical Psychology and the Health Care Professions Council (HCPC)	✓	
Experience of representing psychology within the context of multi-disciplinary care.		✓
Experience of assessing and treating clients across the full range of care settings.		✓

<i>Skills and Abilities</i>		
Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.	✓	
Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.	✓	
Ability to analyse highly complex information in which expert opinion may differ to allow the formulation of an appropriate treatment plan.	✓	
Skills in the ability to organise on-going and complex activities including managing own caseload	✓	
Skills in providing consultation to other professional and non-professional groups.	✓	
Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.	✓	
Knowledge of key legislation in relation to mental health and learning disabilities, with particular reference to those most relevant to Adult Mental Health	✓	
Evidence of continuing professional development as recommended by the British Psychological Society (BPS) and required to maintain HCPC professional registration	✓	
Well-developed knowledge of the theory and practice of specialised psychological therapies.		✓
Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.		✓
High level knowledge of the theory and practice of at least two specialised psychological therapies.		✓
<i>Other</i>		
Demonstrates evidence of Trust "CARE" values	✓	
Ability to travel independently to attend clinics and clinical appointments, meetings, training and other events away from base.	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.	✓	
Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.	✓	
Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.	✓	
Record of having published in either peer reviewed, academic or professional journals/books		✓

