

Job Title	Clinical Lead / Lead Consultant Clinical Psychologist
Accountable to	Head of Mental Health Services
Reports to	Head of Mental Health Services
Location	Community Mental Health Service for Adults
Pay Band	8c
Job Evaluation Reference No.	0846v3/JE/16
Organisation Chart	See page 25
Job Purpose	<p>Work co-operatively and collaboratively with the Manager for Mental Health, Lead Nurse and Clinical Director (the Senior Leadership Group) in managing and developing all services provided by the Care Group in relation to the quality, safety and performance of the services. This will include, but not necessarily be limited to, the following:</p> <ul style="list-style-type: none"> ♥ Responsibility and accountability for the application of clinical governance within the care group, utilising the work of the Clinical Lead/s to understand the requirements and working with them to achieve quality and safety improvement ♥ Drawing up a Service Plan that strives to continuously improve services – ensuring staffing is available to meet the objectives within the Plan ♥ Having an understanding of the budget and ongoing budgetary position and considering remedial action where indicated ♥ Understanding productivity and performance and suggest or approve and ensure implementation of remedial actions ♥ Ensure the Care Group is prepared to participate in regulatory inspections (or other external reviews, audits etc.) ♥ Develop and share oversight of the implementation of Action Plans ♥ Working in conjunction with the Clinical Lead/s and the other members of the Senior Leadership Group to build the Risk Register for the Care Group, keeping all risks under regular review to ensure actions determined are being employed and the impact on the risk is quantified and addressed in the Risk Register ♥ As Lead Clinical Psychologist/Consultant provide professional clinical leadership and professional responsibility for all Clinical Psychologists, Neuropsychologists, CBT Therapists, DBT Therapists and Counsellors across Mental Health Services; ensuring maintenance of high standards of professional practice ♥ To ensure the systematic provision of a highly specialist clinical psychology service operating at the highest level of quality and best practice to clients of the Mental Health Service ♥ To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the Mental Health Service, and to ensure that systems are in place and working effectively, for the clinical and

	<p>professional supervision and support of all Clinical Psychologists, Neuropsychologists, CBT Therapists and Counsellors across Mental Health Services, including clear systems for effective recruitment, professional appraisal, and the identification of Continuing Professional Development (CPD) needs</p> <ul style="list-style-type: none"> ♥ Responsible for ensuring a professionally high quality, comprehensive, highly specialist Clinical Psychology, CBT, Counselling and Psychotherapy service across all clinical areas of the Mental Health Service. Provision occurs within a variety of settings, including primary care, the Community Wellbeing Service (CWS), the Community Mental Health Service for Adults (CMHSA), the Child and Adolescent Services (CAMHS) and the in-patient wards ♥ Responsible for carrying a specialist caseload of clients with severe and profound enduring complex mental health problems/psychological difficulties and for providing specialised, evidenced-based therapy for these clients ♥ To contribute to the systematic clinical and research governance for Clinical Psychology, Neuropsychologists, CBT, Counselling and Psychotherapy, within the Mental Health Service ♥ Responsible for ensuring the organization and implementation of systems for the clinical and personal supervision of Clinical Psychologists, CBT Therapists, Counsellors and Psychotherapists within Mental Health Services ♥ To take the lead to develop and implement policy and service development changes with respect to Mental Health Services. ♥ To act as a highly qualified expert, providing psychological advice and consultation to clinical teams and other professionals to other services and other agencies (Dept. of Social Care) on clients with extremely complex needs ♥ Participate when appropriate in the effective recruitment, professional appraisal and identification of CPD needs for Clinical Psychologists, Neuropsychologists, CBT Therapists, Counsellors and Psychotherapists within the Mental Health Service ♥ A major requirement of the job is to carry out audit, policy and service development, research and training activities and/or programmes ♥ Participate in strategic planning for the provision and development of Mental Health Services, as a member of the Senior Leadership Group ♥ Responsible for strategic planning in the provision and development of Clinical Psychology, Neuropsychology, CBT, Counselling, DBT and Psychotherapy Services across Mental Health Services and acting as a member of the Senior Leadership Group for Mental Health ♥ Responsible for representing Psychologists, Neuropsychologists, CBT Therapists, Counsellors and Psychotherapists at all service level meetings ♥ Responsible for interpreting the psychological recommendations of relevant Isle of Man and UK policies, strategies and guidelines, for example, the Strategic Plan for Mental Health and Wellbeing (IOM),
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	<p>the National Institute for Health and Clinical Excellence (NICE), National Service Framework (NSF) and the National Institute for Mental Health England (NIMHE); considering the implications for local Mental Health Services and specific service areas; developing service care pathways, strategy and policy.</p>
<p>Knowledge, training & experience required to do the job</p>	<ul style="list-style-type: none"> ♥ Doctoral level knowledge of clinical psychology as accredited by the Health Professions Council, including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics, neuropsychology, and two or more distinct psychological therapies (Dialectical Behavioural Therapy (DBT), Schema Therapy, psychodynamic psychotherapy; hypnotherapy; Eye Movement Desensitisation and Reprocessing (EMDR), Cognitive Behavioural Therapy (CBT) ♥ Assessed significant relevant experience of working as a qualified clinical psychologist ♥ 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 the full 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, verbal abuse and the threat of physical abuse ♥ To take responsibility for managing specialist psychological caseloads, assessing, planning and delivering timely and appropriate therapeutic treatment for complex cases, with often with multiple problems ♥ To take responsibility for assessment and provision of an appropriate range of evidence based therapeutic psychological interventions ♥ To assess and manage clinical risk ♥ To prioritise referrals to ensure that those clients who have the most urgent needs are seen first ♥ Experience of teaching, training and/or professional and clinical supervision ♥ Skills in the use of complex methods of psychological assessment, intervention and management, frequently requiring sustained and intense concentration ♥ A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS ♥ Skills in providing consultation to other professional and non-professional groups ♥ Ability to exercise judgment in highly complex situations requiring the analysis of conflicting opinions where expert opinion is likely to be divided ♥ Doctoral level knowledge of research design and methodology ♥ Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health including: The Department of Health

	<p>Strategy; Child Protection Procedure; Mental Health Act; Vulnerable Adults Policy</p> <ul style="list-style-type: none"> ♥ Evidence of continuing professional development as recommended by the BPS [this is expanded further under “Professional”, below] ♥ 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, e.g. MS PowerPoint ♥ Ability to articulate and interpret clearly the role of the profession of clinical psychology based upon a good understanding of the framework of government and national professional policy.
<p>Main Duties & Responsibilities</p>	<p>CLINICAL</p> <ul style="list-style-type: none"> ♥ The post holder acts as Clinical Lead for the Dialectical Behavioural Therapy (DBT) multi-professional consult; enabling the Consult to practice safely and effectively within the paradigm of DBT and accompanying evidence base. Part of this role includes effective resourcing, training, supervision and development of the team ♥ The post holder provides highly developed specialist psychological assessments of clients referred to the Mental Health Service, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological 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 ♥ The post holder formulates plans for the formal psychological treatment and/or management of a client’s mental health problems based upon an appropriate conceptual framework of the client’s problems, and employing methods based upon evidence of efficacy across the full range of care settings ♥ The post holder is responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses ♥ The post holder makes highly skilled evaluations and 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 ♥ The post holder exercises full responsibility and autonomy for the treatment of and discharge of clients whose problems are managed as a psychologically based standard care plan, ensuring appropriate assessment, formulation and interventions, communicating with

	<p>the referral agent and others involved with the care on a regular basis</p> <ul style="list-style-type: none"> ♥ The post holder provides expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan ♥ The post holder ensures that all members of the clinical team have access to a psychologically based framework for the understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory ♥ The post holder undertakes risk assessment and risk management for relevant individual clients and to provide both general and specialist advice for psychologists, CBT Therapists, DBT Therapists, Counsellors, Neuropsychologists and other professionals on psychological aspects of risk assessment and management ♥ The post holder communicates in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care ♥ The post holder provides expertise and advice to facilitate the effective and appropriate provision of psychological care by all members of the team ♥ The post holder provides expert consultation about the psychological care of the client group to staff and agencies outside the Department of Health ♥ The post holder is involved in legal decisions on an occasional basis through preparation of psychological reports where requested by Social Care, the Department of Health, the Department of Social Care, the Probation Department, the Isle of Man Judicial Services, or other such organisations ♥ The post holder, as Clinical Lead and member of the Senior Leadership Group, has responsibility for setting service standards for Mental Health Services, and for ensuring those standards are met ♥ Post holder has regular direct contact with clients on a daily basis for assessment and therapy ♥ The post holder has contact with carers on a more occasional basis. ♥ The post holder gives specialist advice to other colleagues within the Mental Health Service and also to outside agencies. This is varying in frequency; typically 4-5 times per week ♥ The post holder makes decisions in relation to Child Protection Guidelines, as well as client confidentiality policy ♥ The post holder may be required to break client confidentiality where there is thought to be a risk of harm to client or others; e.g. decisions to inform Social Services without consent if in the best interests of the client or in the public interest ♥ The post holder highlights ethical dilemmas that may occur within his or her clinical practice and seeks peer consultation in order to deal effectively and ethically with any given scenario
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	<ul style="list-style-type: none"> ♥ The post holder is responsible for ensuring up to date written and electronic client records are maintained according to service and Department policy ♥ To take responsibility for managing specialist psychological caseloads, assessing, planning and delivering timely and appropriate therapeutic treatment for complex cases with often multiple problems ♥ To take responsibility for assessment and provision of an appropriate range of evidence based therapeutic psychological interventions ♥ To prioritise referrals to ensure that those clients who have the most urgent needs are seen first.
<p>Main Duties & Responsibilities</p>	<p>PROFESSIONAL</p> <ul style="list-style-type: none"> ♥ The post holder is required to maintain Registration as a Clinical Psychologist with the HCPC and eligibility for membership of the Clinical Division of the British Psychological Society (BPS) <p>This includes:</p> <ul style="list-style-type: none"> ♥ Knowledge of and adherence to the most recent version of the HCPC Code of Conduct, Ethical Principles, and Guidelines ♥ Keeping up to date with relevant professional literature ♥ Evidence of continuing professional development as recommended by the BPS. On an annual basis, submit a record indicating at least 40 hours of CPD activity, including ♥ Identification of personal development needs – demonstrating ability to think critically about personal practice with respect to current and future objectives and standards ♥ Planning appropriate development activities to meet identified needs – demonstrating competence in identifying an appropriate range of development activities to meet identified needs; and ♥ Reflecting upon learning and its application to practice - demonstrating evidence of having reflected upon new learning, and the application of learning in practice ♥ The CPD record should show evidence of activity in each of the competencies covered by the National Occupational Standards Applied Psychology Key Roles: ♥ Ethics - Develop, implement and maintain personal and professional standards and ethical practice ♥ Practice - Apply psychological and related methods, concepts, models, theories and knowledge derived from reproducible research findings ♥ Research and Evaluation - Research and develop new and existing psychological methods, concepts, models, theories and instruments in psychology ♥ Communication - Communicate psychological knowledge, principles, methods, needs and policy requirements ♥ Training - Develop and train the application of psychological skills, knowledge, practices and procedures ♥ Management - Manage the provision of psychological systems, services and resources ♥ As a result of the review and reflection process, further/future development needs should be identified for the following year

	<ul style="list-style-type: none"> ♥ The post holder participates in an Annual Performance review and appraisal process identifying his or her own personal and professional development needs in conjunction with the Line Manager.
<p>Training, Education & Research</p>	<ul style="list-style-type: none"> ♥ The post holder provides training and education to colleagues both within and without the Department of Health on specialist clinical skills ♥ The post holder provides training to Assistant Psychologists, Clinical Psychologists CBT Therapists, Counsellors, DBT Therapists and Psychotherapists. The post holder provides highly specialised training on both a formal and informal basis ♥ The post holder provides training both internally and externally: specifically provides highly specialist training to mental health service staff in both inpatient and community settings to manage complex clients presenting with complex needs ♥ The post holder engages in ongoing research and development activity, and takes the lead in ongoing research and development activity within the Mental Health Service ♥ The post holder is required to audit his/her own practice ♥ The post holder ensures <i>appropriate systems</i> for the clinical and professional supervision of qualified and unqualified psychologists in Mental Health and contributes to the appropriate systems for the clinical and professional supervision of qualified and unqualified psychologists in the Mental Health ♥ The post holder <i>provides</i> clinical and professional supervision to qualified and unqualified psychologists working in the Mental Health Service and contributes to clinical and professional supervision to qualified and unqualified psychologists in the Mental Health Service ♥ The post holder participates in peer supervision with colleagues within the Mental Health Service specifically Consultants, including suggestions for review of professional literature appropriate to specific cases ♥ The post holder provides specialist clinical placements for trainee clinical and/or counselling psychologists, ensuring that they acquire the necessary clinical and research skills to doctoral level where appropriate, and competencies and experience to contribute effectively to good psychological practice, and contributing to the assessment and evaluation of those competencies ♥ The post holder provides specialist advice, consultation and training and clinical supervision to members of the Mental Health Service for their provision of psychologically based interventions to help improve clients' functioning ♥ The post holder provides pre- and post-qualification teaching of clinical and/or counselling psychology as appropriate ♥ The post holder provides expertise in the area of professional pre- and post-graduate training and clinical supervision ♥ The post holder takes the psychology lead, as a senior clinician, in planning and implementing systems for the evaluation, monitoring and development of the Mental Health Service, through the deployment of professional skills in research, service evaluation and

	<p>audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care</p> <ul style="list-style-type: none"> ♥ The post holder utilizes theory, evidence-based literature and research to support evidence based practice in individual work, work with other team members, and across the Department of Health and Social Care as appropriate ♥ The post holder is the Lead Psychologist, responsible for planning and implementing systems for the evaluation, monitoring and development of Psychology across Mental Health Services, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care ♥ The post holder utilizes theory, evidence-based literature and research to support evidence based practice in individual work, work with other team members, and across Mental Health Services ♥ The post holder undertakes appropriate research and provides research advice to other staff undertaking research within the Department of Health as appropriate ♥ The post holder initiates and implements project management, including complex audit and service evaluation, with colleagues within the Mental Health Service, and across the service as requested, to help develop and improve services to clients and their families.
<p>Planning & Organisational Skills</p>	<ul style="list-style-type: none"> ♥ The post holder has autonomous responsibility to manage the demands of the service on his or her time, and prioritise these appropriately ♥ The post holder as a senior clinician takes the lead in development of a high quality, responsive and accessible service for clients, their carers and families within Mental Health, including advising service and professional management on those aspects of the service where psychological and/or organisational matters need addressing ♥ The post holder as a senior clinician contributes to the development of a high quality, responsive and accessible service for clients, their carers and families within the Mental Health Service, including advising service and professional management on those aspects of the service where psychological and/or organisational matters need addressing ♥ The post holder exercises responsibility for managing the psychological resources available to Mental Health both in terms of psychological staff and psychological materials employed in the assessment and the treatment of patients ♥ The post holder exercises responsibility for the systematic governance of psychological practice within Mental Health, including planning, managing, and prioritising his/her own workload/caseload, altering or revising these as needed, and in assisting other psychologists or assistant psychologists in Mental Health to manage their workloads/caseloads ♥ The post holder initiates and implements service developments and projects within psychological services in Mental Health ♥ The post holder contributes to service developments and projects within Mental Health as a member of the Senior Leadership Group

	<ul style="list-style-type: none"> ♥ The post holder advises and participates in appropriate professional psychology recruitment within the Mental Health Service ♥ The post holder undertakes performance reviews for all qualified and assistant psychologists in the Mental Health Service on an annual basis, ensuring feedback on performance is given at regular intervals throughout the year ♥ The post holder monitors and evaluates service standards within his/her own practice and for all psychologists or assistant psychologists working in Mental Health ♥ The post holder calls case conferences where required to implement or review joint care arrangements for clients receiving psychological services within Mental Health ♥ The post holder is responsible for managing overall strategic planning and delivery of the psychology service in Mental Health ensuring adequate clinical and administrative time ♥ As Clinical Lead, the post holder takes the lead in developing written protocols and referral pathways and to disseminate these documents appropriately ♥ The post holder is responsible for ensuring that where appropriate information is passed to relevant other health professionals and/or others involved in providing care for of client bearing in mind professional guidelines re: confidentiality, Data Protection law and any other relevant policies or procedures.
<p>Communication</p>	<ul style="list-style-type: none"> ♥ The post holder provides timely and informative reports and discharge summaries for referrers, including GPs, Consultants, Department of Social Care, and others ♥ The post holder communicates in a highly skilled and sensitive manner, complex and sensitive information concerning the assessment, formulation and treatment plans of clients under his/her care, some of which may be unwelcome or difficult to accept information, and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care ♥ The post holder works to gain acceptance for treatment and motivate/persuade patients to comply with treatment programmes where there are significant barriers to understanding ♥ The post holder communicates results of client assessments to colleagues within Mental Health in support of off-island placement ♥ The post holder collaborates in development of assessment and training protocols for Mental Health Service staff through both formal reports and presentations ♥ The post holder has key working relationships with all members of multi-disciplinary teams in Mental Health, and with other professionals external to the service, including GPs and Social Care ♥ The post holder communicates with these colleagues to <ul style="list-style-type: none"> ○ coordinate services to clients; ○ inform about clinical progress of specific referrals; ○ inform about appropriate research relevant to improving client care; and ○ provide the opportunity to reflect on and learn from clinical experience.

	<ul style="list-style-type: none"> ♥ Some clients for whom the post holder provides clinical psychological services have barriers to communication, arising from emotional, mental or cultural difficulties or differences ♥ The post holder is required to communicate the necessity for any competence based improvement programmes to other colleagues within Mental Health and to work with them to achieve the required outcomes through both training and ongoing supervision ♥ The post holder may be required to break confidentiality e.g. where there may be child protection issues, which requires sensitivity, clear understanding of the appropriate ethical and policy information, awareness regarding to whom this information should be communicate, and highly developed communication skills so that this information may be provided effectively and with minimal disruption to the therapeutic alliance with the client.
Managerial/Leadership	<ul style="list-style-type: none"> ♥ Work co-operatively and collaboratively with the Manager for Mental Health, Lead Nurse and Clinical Director (the Senior Leadership Group) in managing and developing all services provided by the Care Group in relation to the quality, safety and performance of the services ♥ The post holder provides clinical direction and advice to colleagues within Mental Health ♥ The post holder is involved in the recruitment and selection of new staff ♥ The post holder is involved in inducting new staff ♥ The post holder undertakes appraisal and performance assessments of more junior staff or other health care staff ♥ The post holder provides ongoing supervision to colleagues in Mental Health and on a peer basis to colleagues in other services, including Consultants ♥ The post holder on occasion is required to go off-island to assess external inpatient services and their suitability for particular client placements. The post holder then prepares reports to advise senior management on whether such external placements are clinically appropriate and financially sound ♥ The post holder on occasion is required to go off-island to assess progress of clients placed with external inpatient services, and prepare reports to advise senior management regarding continuance, modification or termination of such placements.
Clinical Governance	<ul style="list-style-type: none"> ♥ The post holder contributes to policy development in Mental Health, including introducing new services, commenting on the development of protocols of care for clients within Mental Health, and contributing to development of clinical guidelines ♥ The post holder takes the lead in development of treatment plans in collaboration with other members of the multidisciplinary team ♥ The post holder makes recommendations on changes to clinical practice and/or working practices to his/her line manager that he/she is expected to assist in implementing ♥ The post holder makes decisions regarding ongoing psychological care of complex patients, particularly where such clients are in an inpatient setting



	<ul style="list-style-type: none"> ♥ The post holder takes the Clinical Lead role in making decisions regarding ongoing psychological care of complex patients, particularly where such clients are in an inpatient setting ♥ The post holder is involved in the assessment and management of clinical risk, with individual clients and on a service wide basis ♥ The post holder has responsibility for auditing specific areas of practice, service delivery, and quality standards within the psychological service within Mental Health ♥ The post holder takes the lead in service audit for Mental Health ♥ The post holder contributes to the development and monitoring of systems for assessment of clients within the Mental Health Service ♥ The post holder demonstrates understanding of the commitment to clinical governance, including reference to National Institute for Clinical Excellence (NICE) guidelines and other relevant evidence based practice ♥ The post holder will take the lead in identifying, developing and implementing clinical outcome measures which will support the service areas in which they work ♥ The post holder takes a leading role in assessing: <ul style="list-style-type: none"> ○ The level of distress of clients referred to the CMHSA and Steps 1 & 2. ○ Whether a particular client referred to the service has a clear need for the service; i.e. whether the client's level of distress falls outside normal limits ○ The post holder takes the lead in development and implementation of the Excel spreadsheet used to score and analyse data from referrals for psychological support within the CMHSA and Steps 1 & 2.
Systems & Equipment	<ul style="list-style-type: none"> ♥ Responsible and accountable for recording and updating appropriately own client caseload information on R.I.O, C.C.S.S. and the Social Care computerised database system. To be aware of and comply with safe practice guidelines to maintain client confidentiality ♥ The post holder is accountable for and required to keep manual and electronic records within client case notes keeping them securely and confidentially as per guidelines/policies ♥ The post holder has responsibility for ensuring security of a mobile phone and for confidentiality of data stored on the mobile phone whilst within department and when removed from department ♥ The post holder must understand and be able to use appropriately clinical risk documentation and other assessment or outcome measure documentation ♥ The post holder is responsible for ensuring client notes that are removed from the building are stored in the appropriate secure and confidential manner as per Service policies ♥ The post holder has a responsibility to bring any deficits or defects about the service systems or equipment to the attention of the appropriate manager/Department ♥ The post holder has skills in the use of computer software including word processing (MS Word), spreadsheet (MS Excel), database (MS

	<p>Access), presentation packages (MS PowerPoint) and email and calendaring software (MS Outlook)</p> <ul style="list-style-type: none"> ♥ The post holder contributes to the training of other staff in the use of spreadsheet, presentation, and email and calendaring software.
Decisions & Judgement	<ul style="list-style-type: none"> ♥ The post holder provides highly developed specialist psychological assessments of clients referred to the Mental Health Service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological 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 ♥ The post holder formulates plans for the formal psychological treatment and/or management of a client's mental health problems based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings ♥ The post holder is responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses ♥ The post holder makes highly skilled evaluations and 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 ♥ The post holder exercises full responsibility and autonomy for the treatment of and discharge of clients whose problems are managed as a psychologically based standard care plan, ensuring appropriate assessment, formulation and interventions, communicating with the referral agent and others involved with the care on a regular basis ♥ The post holder provides expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan ♥ The post holder undertakes risk assessment and risk management for relevant individual clients and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management. These risks may include risk of suicide; self-harming behaviour; and on occasion violence to vulnerable children or adults, or others ♥ The post holder participates in ongoing clinical supervision ♥ The post holder is required to make appropriate clinical and policy decisions. The recipients range from clients, carers, line manager, other clinicians, or external services ♥ The post holder must have the ability to make sound clinical decisions with confidence and expertise - often whilst working in isolation



	<ul style="list-style-type: none"> ♥ The post holder communicates recommendations to service managers and senior management ♥ The post holder acts autonomously and takes responsibility to ensure correct clinical decisions are made.
Confidentiality	In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.
Health & Safety	It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.
Safeguarding	The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment. Staff must work in accordance with all health and social care policies relating to safeguarding.
CARE	In Manx Care we pride ourselves on being Committed and passionate, Accountable and Reflective, Respectful and Inclusive and Excellent and Innovative. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.
JOB DESCRIPTION AGREEMENT	
I have read and agree with the content of this job description and accept that the role will be reviewed annually as part of the development review process.	
Job holder's name (please print)	Date
Job holder's signature	
Line manager's name (please print)	

Line manager's signature

Date

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JOB DESCRIPTION APPENDIX 1

Physical, mental & emotional demands of the job and working conditions

<p>Physical effort</p>	<ul style="list-style-type: none">♥ The post holder is required to sit in a restrictive position for psychological therapy sessions of up to 90 minutes for at least ½ of the working day, monitoring his or her own behaviour to ensure that the client feels at ease in the room♥ To drive a car between different locations to see clients and attend meetings♥ To transport case-files, psychometric tests, teaching materials between different venues either on foot or from car-park to/from clinic/venue♥ To move tables and chairs into appropriate positions for psychometric testing♥ To move computer equipment, projectors, flip-chart boards for presentations♥ To have the ability to administer accurately and speedily complex psychometric test materials. This requires the following:♥ Dexterity: developed hand-eye coordination in handling test materials of a wide range of shape and size in a highly specified and efficient manner, and skilfulness at the task. Proficiency and competence following training are required. Presentation should be slick, and manually clever♥ Manipulation: advanced manipulation skills are required to handle the equipment and arrangement of the items in a managed and smooth way♥ Speed: The presentation of the test materials must be at the correct speed (e.g. precise timing of presentation of items – 1-second intervals/ 1.5-second intervals depending on test). There must be no long pauses or breaks. The rate of presentation needs to be fast enough without being rushed. Recording the responses of the client is made at the rate at which the client provides the
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	<p>response, necessitating fast writing and recording by the Clinical Psychologist</p> <p>♥ Accuracy: presentation and action need to be precise and correct according to the task in hand. The exact details of the task must also be correct. Pressure exists during every test situation in that the test protocol demands one opportunity only to collect the data (i.e., there is no second chance to administer the test at any one time, as to repeat administration renders the test result redundant due to practice effects). The accuracy of timing the responses of the client is crucial when obtaining test results. Extra marks are awarded to the client for faster responses. The score for some tests will be determined by the speed with which the client responded and completed the task. Errors in starting and /or stopping the 'clock' will lead to invalid results and incorrect conclusion being made.</p>
Mental effort	<p>♥ The post holder works with a wide variety of clients, coming from a variety of different backgrounds and nationalities, for some of whom English is not a first language. This requires intense and sustained concentration to ensure that relevant information is communicated, and received, accurately and appropriately</p> <p>♥ Frequent requirement for intense concentration for complex patient assessment and formulation, and for individual and group clinical interventions, where sustained concentration is required to process the patient's verbal and non-verbal communication whilst demonstrating active listening skills and considering appropriate explanatory theoretical models and intervention strategies</p> <p>♥ During psychological therapy sessions, the post holder must monitor ongoing changes in the therapeutic alliance to ensure that this crucial relationship with the client is maintained and enhanced. Work with complex clients is particularly demanding in this regard. This requires intense concentration on a variety of cues and behaviours, including</p> <ul style="list-style-type: none"> ○ the varied uses of empathy, in strengthening the relationship with the client, as a corrective emotional experience, as a pathway for better object relations, and as an emotional container; ○ therapist flexibility, including the ability to move beyond theory, improvise appropriately, be comfortable with unknowing, and being open to learn from the client; and ○ the ability to manage negative process, including the ability to contain protest, repair alliance ruptures, and be able to accept negative feedback from the client. All these factors tend to preserve the therapeutic alliance and minimise premature termination, thus keeping the client in treatment <p>♥ The post requires considerable mental effort to ensure that written reports/letters are completed appropriately. There may be varying guidelines or policies to take into account depending on the final destination of a document</p> <p>♥ A high degree of mental effort and sustained concentration is required when attending multidisciplinary clinical meetings to</p>

	<p>ensure that referrals to Psychology are appropriate, and to provide input to other team decisions to ensure best service to clients discussed by the team</p> <ul style="list-style-type: none"> ♥ The post holder has to concentrate fully, participate actively, and respond to clients in situations which are often highly complex and emotive, in an empathic and helpful way. The post holder is required to interact with client in a dynamic way, providing psychological interventions, as well as observing and recording interactions. The post holder is required to complete written notes regarding the psychological therapy process and content of sessions ♥ Attendance at clinical and professional meetings requires concentration to remain attentive and focused in order to contribute professionally to clinical discussions/decisions.
Emotional effort	<ul style="list-style-type: none"> ♥ The post holder works regularly with complex Mental Health clients who may be in a highly emotional state and with significant mood swings. These may vary widely from one client to another or within one psychological therapy session with a client. The content of the sessions is often very emotive and distressing e.g. the client may disclose emotional, physical or sexual abuse. The post-holder must be highly attuned and sensitive to the individual needs of each client and be able to maintain sustained focus on these needs. Sessions may last for up to 90 minutes. The effort required to maintain focus on the client's often changing emotions, verbal and non-verbal communication while maintaining focus on the changing dynamics in client presentation can be both emotionally exhausting and draining ♥ The post holder is required on a regular basis to deal with highly distressing, traumatic and emotional material. Helping clients come to terms with various painful losses is an ongoing component of most psychological therapy, which can be quite emotionally draining ♥ The post holder's role may expose them to disclosure of traumatic material and/or images following road traffic accidents, sudden death or personal assaults often with little time to prepare themselves. Particularly when working with clients with Post-traumatic Stress Disorder, the post holder may be required to have sustained contact with disturbing or horrific images and events in order to facilitate resolution of these matters in the client ♥ The post holder frequently provides psychological therapy for those recently bereaved.
Working conditions	<ul style="list-style-type: none"> ♥ The post holder is required to work with other organisations as part of job requirements, including the Department of Social Care, etc. The post holder is required to judge what information is appropriate to share with these organisations given the need to protect confidentiality and privacy for clients. This at times can require some difficult negotiation given differing standards/ways of working in these other organisations ♥ Required to manage these challenges and fully communicate needs to a diversity of staff

	<ul style="list-style-type: none"> ♥ There is additionally a responsibility of post holder to ensure adequate cover/plan in place if long period of annual leave/planned sick leave ♥ The post holder works alone in a room with a client for up to 90 minutes. There is a personal alarm in each room should it be necessary to call for assistance. The post holder may be subject to verbal abuse and hostility or aggression from clients due to their heightened emotional state and/or other mental health problems ♥ The post holder is required to attend mandatory training as directed by his Line Manager ♥ Due to the potential of physical risk, the post holder is required to attend mandatory training on 'Play It Cool' (talk-down techniques) and 'Breakaway' (physical restraint training) ♥ The post holder is required to have a full driving licence and the use of own car. The post holder is required to be competent in driving and to deal with demands of meeting time constraints and managing road conditions, in order to access other sites as part of job responsibilities. A variety of different locations outside of the office base may be used, including sites not within the organisation ♥ On occasion there are requirements to work outside of normal hours when assessing clients placed in inpatient services off-island, conducting care plan meetings which may run over-time due to the complex needs of the clients being reviewed and the coordination of multidisciplinary services involved in meeting these needs ♥ There is an occasional requirement to carry and transport training and display materials.
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Agreement of above description

I have read and agree with the content of this job description and accept that the role will be reviewed annually as part of the development review process.

Job holder's name (please print)

Job holder's signature

Line manager's name (please print)

Line manager's signature

Date

Date



Person Specification

Criteria for selection	Essential requirements	Desirable requirements	Method of assessment
Qualifications	<ul style="list-style-type: none"> ♥ Doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the HCPC, including specifically models of psychopathology, clinical psychometrics, two or more distinct psychological therapies such as CBT, DBT and Schema Therapy. ♥ Registration as a Clinical Psychologist with the Health and Care Professions Council (HCPC). ♥ British Psychological Society (BPS) Practitioner Full Membership Qualification in 	<ul style="list-style-type: none"> ♥ Post-doctoral training in one or more additional specialised areas of psychological practice. 	CVPre-employment Checks



	<p>Clinical Psychology and Chartered Membership of the BPS Division of Clinical Psychology.</p> <p>♥ Management Qualification such as the Integrated Leadership and Management Programme (ILM) - operational/strategic level.</p>		
Knowledge & Experience	<p>♥ Assessed significant relevant experience of working as a qualified clinical psychologist.</p> <p>♥ Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology, and two or more distinct psychological therapies.</p> <p>♥ Doctoral level knowledge of research design and methodology.</p> <p>♥ Knowledge of legislation and its implications for both clinical practice and professional management in relation to general health.</p> <p>♥ Evidence of continuing professional development as recommended by the BPS/HCPC.</p> <p>♥ 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 the full 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, verbal abuse and the threat of physical abuse.</p> <p>♥ Experience of exercising full clinical responsibility for</p>	<p>♥ Experience of professional management of qualified and pre-qualified clinical psychologists.</p> <p>♥ Experience of multi-professional management of teams or services within the designated specialty.</p> <p>♥ Experience of representing the profession in local policy groups.</p> <p>♥ Experience of the application of psychology in different cultural context.</p> <p>♥ Highly developed knowledge of the theory and practice of highly specialised psychological therapies.</p> <p>♥ Familiarity and experience of working with personality disorder, post-traumatic stress disorder and adult survivors.</p> <p>♥ Highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g.</p>	CV Interview

	<p>clients' psychological care and treatment, both as a professionally qualified care co-ordinator and also within the context of a multi-disciplinary care plan.</p> <ul style="list-style-type: none"> ♥ Experience of teaching, training and/or professional and clinical supervision. ♥ Experience of working within a strategic management team, service development and representing psychology services within multi-professional meetings. ♥ Experience of exercising full clinical responsibility for the psychological care and treatment of clients with severe and complex psychological needs. ♥ High level experience of teaching, training and professional and clinical supervision. ♥ Experience of providing consultation to other professional and non-professional groups. ♥ Experience of having sole responsibility for a key area of service provision within psychology services. ♥ Proven ability to plan, implement, develop and evaluate new service initiatives. ♥ Experience of strategic planning and service development. 	<p>personality disorder, dual diagnoses, people with additional disabilities and severely challenging behaviours, eating disorders etc.).</p> <ul style="list-style-type: none"> ♥ Highly developed knowledge of the theory and practice of highly specialised psychological therapies. 	
CARE	<p>COMMITMENT & PASSION</p> <ul style="list-style-type: none"> ♥ Working with client's who are hard to reach. ♥ Keeping the Child in Mind. ♥ Personal Development. <p>ACCOUNTABILITY & REFLECTION</p> <ul style="list-style-type: none"> ♥ Understand the potential personal impact of safeguarding work on self and other professionals. 		Interview

	<ul style="list-style-type: none"> ♥ Understand the benefits of peer supervision and the importance of attending safeguarding supervision. <p>RESPECT & INCLUSION</p> <ul style="list-style-type: none"> ♥ Support equality and value diversity. ♥ Recognise the impact of a family’s cultural and religious background when assessing risk and managing concerns. <p>EXCELLENCE & INNOVATION</p> <ul style="list-style-type: none"> ♥ Improve Public Health Outcomes. ♥ Address Health Inequalities. ♥ Service Development. ♥ Co-production. 		
Personal Attributes	<ul style="list-style-type: none"> ♥ Ability to work at a high level of professional autonomy and responsibility and also as a lone worker in circumstances where there may be exposure to high levels of emotional distress, verbal and/or physical aggression. ♥ Ability to operate in a non-judgemental and value-free way acting as a champion for service development and an advocate for individual clients. ♥ Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services. ♥ Ability to contain and work with organisational stress and ability to ‘hold’ the stress of others including colleagues, clients and their carers. ♥ Ability to demonstrate attributes and qualities of leadership and management skills at a high level. 	<ul style="list-style-type: none"> ♥ Experience of liaison and collaboration with charitable and non-statutory service providers. ♥ A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the service area. ♥ Ability to demonstrate leadership and management skills. 	Interview

	<ul style="list-style-type: none"> ♥ Ability to sustain intense periods of concentration. ♥ Ability to work within an environment of sustained physical, mental and emotional effort. ♥ Able to prioritise work to meet short deadlines and an unpredictable work pattern which requires regular revisions to plans. 		
Skills & Abilities	<ul style="list-style-type: none"> ♥ Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration. ♥ Skills in providing consultation to other professional and non-professional groups. ♥ A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside Mental Health Services. ♥ Skilled in the use of complex methods of psychological assessment and intervention and management frequently requiring sustained and intense concentration. ♥ A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the Mental Health Service. ♥ Highly developed skills in providing consultation to other professional and non-professional groups, both at 		CV Interview

	<p>clinical and organisational levels.</p> <ul style="list-style-type: none"> ♥ Skills in providing professional leadership at the highest level across the whole of an organisation and skills in co-ordinating and integrating a wide variety of staff and services within a unifying and constructive framework. ♥ Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology. ♥ Knowledge of legislation and its implications for both clinical practice and professional management in relation to client groups and mental health. ♥ Evidence of continuing professional development as recommended by the BPS. ♥ High level skills in clinical and professional supervision. ♥ Written and formalised contributions to professional practice (including models of service delivery, referrals etc., policies and procedures relating to best practice) locally, regionally or nationally. ♥ Highly developed presentation and teaching skills and ability to use complex multi-media materials for presentation in public, professional and academic settings. ♥ Able to demonstrate critical reasoning skills, to question received wisdom and arrive at sound judgements where information is not available and expert opinion may differ. ♥ Ability to think strategically, to retain the wider picture and create a viable vision, to demonstrate critical reasoning. 		
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	<ul style="list-style-type: none"> ♥ High level analytical and judgemental skills. ♥ High level planning and organisational skills. ♥ Familiarity with computer use including word processing, spreadsheets, database programmes and PowerPoint. 		
Other Relevant Requirements	<ul style="list-style-type: none"> ♥ 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. ♥ Ability to articulate and interpret clearly the role of the profession of clinical psychology based upon a good understanding of the framework of government and national professional policy. ♥ Satisfactory Police Check. ♥ Current, valid driving licence and access to own vehicle. 	<ul style="list-style-type: none"> ♥ Experience of working within a multicultural framework. ♥ Record of having published in either peer reviewed or academic or professional journals and/or books. ♥ Isle of Man Worker. 	<p>Interview Application Pre-employment Checks</p>

Manx Care
Organisation Chart

