



MANX CARE

JOB DESCRIPTION

Job Title:	Consultant Clinical Psychologist, Health Liaison
Location:	Noble's Hospital
Accountable to:	General Manager of Integrated Care
Reports to:	Consultant Clinical Psychologist for Mental Health
Pay Band:	8c
Job Evaluation Reference No:	0846v2/JE/12
Organisation Chart: (attached)	<pre>graph TD; A[Consultant Clinical Psychologist for Adult Services] --- B[Neuropsychologist]; A --- C[Health Psychologist];</pre>



JOB PURPOSE

- To ensure the systematic provision of a highly specialist clinical psychology service to service users with physical health needs.
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice and to ensure that systems are in place and working effectively for the clinical and professional supervision and support of all other therapists, including clear systems for effective recruitment, professional appraisal, and the identification of Continuing Professional Development (CPD) needs.
- Participate in peer supervision with colleagues within physical health services.
- To take the lead to develop and implement policy and service development changes with respect to psychology services within Nobles Hospital.
- To act as a highly qualified expert, providing psychological advice and consultation to clinical teams and other professionals and other agencies on service users with extremely complex physical health needs.
- Carry out audit, policy, service development, research and training activities and/or programmes.



KNOWLEDGE, TRAINING & EXPERIENCE REQUIRED TO DO THE JOB

- Doctoral level knowledge of clinical psychology as accredited by the Health Care Professions Council (HCPC) and the British Psychological Society (BPS).
- Assessed experience of working as a qualified clinical psychologist for a minimum of six years, including at least 3 years post qualification experience within general Health.
- 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 case loads, 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 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.
- 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 Strategy; Child Protection Procedure; Mental Health Act; Vulnerable Adults Policy.
- 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.



MAIN DUTIES & RESPONSIBILITIES

? CLINICAL

- The post holder provides highly developed specialist psychological assessments, 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 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 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 community psychologists 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 Manx Care.



- The post holder is involved in legal decisions on an occasional basis through preparation of psychological reports where requested by the judiciary.
- The post holder has responsibility for setting service standards for psychological services with respect to his/her lead role 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.



- ② The post holder gives specialist advice to other colleagues within the Health Service interdepartmentally and also to outside agencies. This is varying in frequency; typically 4-5 times per week.
- ② The post holder makes decisions in relation to Child Protection Guidelines, as well as client confidentiality policy.
- ② 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.
- ② 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.
- ② The post holder is responsible for ensuring up to date written and electronic client records are maintained according to service and Department policy.

- **PROFESSIONAL**

The post holder is required to maintain Registration as a Clinical Psychologist with the HCPC and BPS. This includes:

- Knowledge of and adherence to the most recent version of the HCPC and BPS 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.

- ☐ The post holder participates in an Annual Performance Development Review (PDR) and appraisal process identifying his or her own personal and professional development needs in conjunction with the Line Manager.



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TRAINING, EDUCATION & RESEARCH

- The post holder provides training and education to colleagues both within and without Manx Care on specialist clinical skills.
- The post holder provides training to assistant psychologists, clinical psychologists, and other clinical colleagues.
- 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 relating to physical health psychology.
- The post holder is required to audit his/her own practice.
- The post holder devises appropriate systems for the clinical and professional supervision of qualified and assistant psychologists.
- The post holder provides clinical and professional supervision to qualified and assistant psychologists.
- The post holder provides specialist clinical placements for trainee clinical and/or other therapists, 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 their professional health colleagues, 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 required.
- 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 health psychology provision, 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.



- The post holder undertakes appropriate research and provides research advice to other staff undertaking research within the DHSC.
- The post holder initiates and implements project management, including complex audit and service evaluation, with colleagues across the service as requested, to help develop and improve services to clients and their families.

2 PLANNING & ORGANISATIONAL SKILLS

- 2 The post holder has autonomous responsibility to manage the demands of the service on his or her time, and prioritise these appropriately.
- 2 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 physical health services, including advising service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- 2 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, including advising service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- 2 The post holder exercises responsibility for managing the psychological resources available within physical health services, both in terms of psychological staff and psychological materials employed in the assessment and the treatment of patients.
- 2 The post holder exercises responsibility for the systematic governance of psychological practice within physical health services, 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 Nobles Hospital to manage their workloads/caseloads.
- 2 The post holder initiates and implements service developments and projects within psychological services in physical health services.
- 2 The post holder advises and participates in appropriate professional psychology recruitment within physical health services.
- 2 The post holder will contribute to physical health service performance reviews for all qualified and assistant psychologists in physical health services on an annual basis ensuring feedback on performance is given at regular intervals throughout the year.
- 2 The post holder monitors and evaluates service standards within his/her own practice and for all psychologists or assistant psychologists working in physical health services.
- 2 The post holder calls case conferences where required to implement or review joint care arrangements for clients receiving psychological services within Nobles Hospital.
- 2 The post holder is responsible for contributing to overall strategic planning and delivery of the psychology service in physical health services ensuring adequate clinical and administrative time.
- 2 As a senior clinician, the post holder takes the lead in developing written protocols and referral pathways.
- 2 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.



COMMUNICATION

- The post holder provides timely and informative reports and discharge summaries for referrers, including GPs, Consultants, Manx 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 support decision making regarding off-island placement.
- The post holder collaborates in development of assessment and training protocols for physical health services through both formal reports and presentations.
- The post holder has key working relationships with all members of multi-disciplinary teams in Health, and with other professionals external to the service, including GPs and Social Care.
- The post holder communicates with these colleagues to
 - 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.
- 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 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

- The post holder's management contribution is strategic.
- The post holder deputises for the Clinical Lead to provide clinical direction and advice to the Consultant Psychologist for Mental Health Services.
- 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.



CLINICAL GOVERNANCE

- The post holder contributes to broad policy development in physical health services, including introducing new services, commenting on the development of protocols of care for clients of Nobles Hospital, and contributing to development of clinical guidelines for these client groups.
- 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 on occasion takes the lead clinical role in making decisions regarding ongoing care of complex patients.
- 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.
- The post holder takes the lead in service audit for health psychology services.
- The post holder contributes to the development and monitoring of systems for assessment of clients.
- 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 takes the lead in identifying suitable outcomes measures, collating of date and responding accordingly.

SYSTEMS & EQUIPMENT

- Responsible and accountable for recording and updating appropriately own client caseload information on R.I.O. 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 Manx Care and when removed from Manx Care.
- 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 is responsible for ensuring that 'rooms' used for psychological therapy purposes are appropriate.
- 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 Access), presentation packages (MS PowerPoint) and email and calendaring software (MS Outlook).
- The post holder contributes to the training of other staff in the use of spreadsheet, presentation, and email and calendaring software.

DECISIONS & JUDGEMENTS

- ② The post holder provides highly developed specialist psychological assessments of clients referred to either PTS or Nobles Hospital 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.
- ② 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.
- ② 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.
- ② 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.
- ② 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.
- ② The post holder provides expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- ② 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.
- ② The post holder participates in ongoing clinical supervision on a fortnightly basis.
- ② 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.
- ② The post holder must have the ability to make sound clinical decisions with confidence and expertise - often whilst working in isolation.
- ② The post holder communicates recommendations to service managers and senior management.
- ② 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 the Department. 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/Security

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 Manx Care policies relating to safeguarding.

CARE

In Manx Care we pride ourselves on being committed, appreciative, respectful and excellent. 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:

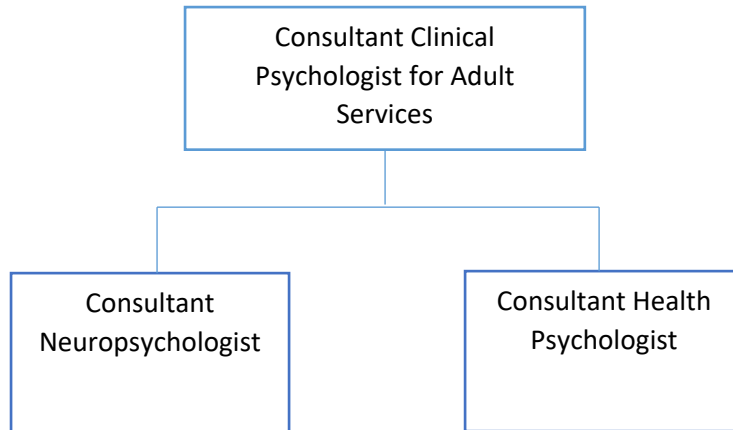
Line Manager's name (please print)

Date:

Line Manager's signature:



Organisation Chart





JOB DESCRIPTION APPENDIX 1

PHYSICAL, MENTAL & EMOTIONAL DEMANDS OF THE JOB AND WORKING CONDITIONS

☐ PHYSICAL, MENTAL & EMOTIONAL DEMANDS OF THE JOB

Effort Criteria – the frequency with which the postholder will be expected to deal with the following areas should be indicated. E.g. average over a day, week, month or year.

Physical Effort

☐ 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.

Mental Effort

- 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.
- 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 physical health clients is particularly demanding in this regard. This requires intense concentration on a variety of cues and behaviours, including 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.
- 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.
- A high degree of mental effort and sustained concentration is required when attending Nobles Hospital multidisciplinary clinical meetings to 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.
- 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

- The post holder works regularly with physical health service 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. 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

- The post holder is required to work with other organisations as part of job requirements. 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 psychology service needs to diversity of staff.
- The post holder works as a sole practitioner within health services. This necessitates often working in isolation and making clinical decisions autonomously.
- 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/her Line Manager.
 - 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.

AGREEMENT OF ABOVE DESCRIPTION

I have read and agree with the above description.

Job Holder's Name (please print).....

Date:

Job Holder's Signature:

Line Manager's Name (please print)

Date:

Line Manager's Signature:.....



MANX CARE - MENTAL HEALTH SERVICE

CONSULTANT CLINICAL PSYCHOLOGIST, LIAISON/HEALTH

PERSON SPECIFICATION

	CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS	METHOD OF ASSESSMENT	LINK TO KNOWLEDGE & SKILLS FRAMEWORK
1	QUALIFICATIONS	Post-graduate doctoral level qualification 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.	Post-doctoral training in one or more additional specialised areas of psychological practice.	CV and pre-employment checks	
2	KNOWLEDGE & EXPERIENCE	Assessed experience of working as a qualified clinical psychologist for a minimum of six years, including at least 3 years post qualification experience within a specialty of General Health. Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and	Experience of professional management of qualified and pre-qualified clinical psychologists. Experience of multi-professional management of teams or services within the designated specialty.	Assessed by interview using National Assessors, supervision record and references. CV	



		<p>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 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>	<p>Experience of delivering psychology in different cultural contexts.</p> <p>Highly developed knowledge of the theory and practice of highly specialised psychological therapies.</p>		
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		Experience of teaching, training and/or professional and clinical supervision.			
3		<p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>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 DHSC.</p>		CV Interview	



4	PERSONAL ATTRIBUTES	<p>Ability to operate in a non-judgemental and value-free way acting as a champion for service development and an advocate for individual clients.</p> <p>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.</p> <p>Ability to contain and work with organisational stress and ability to 'hold' the stress of others including colleagues, clients and their carers.</p>	<p>Experience of liaison and collaboration with charitable and non-statutory service providers.</p> <p>A commitment to the evaluation of services, enthusiasm for both multi-professional and uniprofessional audit, and a wish to continue to develop expertise in the service area.</p> <p>Ability to demonstrate leadership and management skills.</p>	Interview	
5	OTHER RELEVANT REQUIREMENTS	<p>Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>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.</p>	<p>Personal experience of health problems.</p> <p>Experience of working within a multicultural framework.</p> <p>Record of having published in either peer reviewed or academic or professional journals and/or books.</p>	CV, Interview	



		<p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>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>			
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