ST JOHN OF GOD COMMUNITY MENTAL HEALTH SERVICES

JOB DESCRIPTION

TITLE: Senior Psychologist

LOCATION: St John of God Community Mental Health Services, Lucena Clinic or any service/facility attached to the Service.

SALARY: Salary Scale (4/45MER)

RESPONSIBLE TO: The Director of Services

REPORTS TO: Administrative Manager or designated person

SUPERANNUATION: Staff members will be required to join or remain in the Nominated Health Agencies Superannuation Scheme

WORKING HOURS: 20 hours per week. Hours of attendance will be determined by the Director or designated nominee.

HOLIDAYS: The Order’s holiday year runs from 1st January to 31st December. The annual leave entitlement for this position is 27 days, pro-rata. Public Holidays will be granted in accordance with the provisions of the Organisation of Working Time Act, 1997.

SICK LEAVE: The Order’s Sick Pay Scheme will apply.

PROBATION: A probationary period of one year will apply to this position and at any time during the probationary period, including the conclusion thereof, the Order will be at liberty to terminate employment forthwith and at its absolute discretion.

PROMOTION: If you are promoted you will be placed on probation for the first year of service. In the event of reviews, during this period, indicating that you do not fulfil the requirements of the job you will revert to your original position or an alternate position at the same level as the original grade.
JOB PURPOSE:

To plan, organise, manage and deliver a high quality psychological service as a Senior Clinical Psychologist and senior member of a clinical team. The post holder will work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice whilst utilising research skills for audit, policy and service development. The Senior Clinical Psychologists will under the management of the principal psychologist provide leadership in psychology, support the effective delivery and development of the psychological services and ensure that service policies are integrated and aligned with the corporate management process.

KEY DUTIES AND RESPONSIBILITIES

The successful candidate will be expected to deliver in the following key areas:

- Provision of a high quality clinical psychology service for children, adolescents and carers attending specialist CAMHS.
- Supervising and supporting the psychological assessment and treatment provided by other members of the psychology team.
- Contribute to the management of the psychology service.
- Contribute to teaching and training of psychology in child & adolescent mental health.
- Develop, support and deliver research on issues pertinent to CAMHS.

KEY RESPONSIBILITIES

CLINICAL PSYCHOLOGY SERVICE

- To provide a range of specialist clinical psychology services for clients and family members as required including: cognitive, emotional, and behavioural assessment; treatment that includes a range of treatment modalities, report writing and psychological programme implementation and review.
- To formulate and implement psychological treatment and/or care plan for the management of a client’s mental health problems, based upon an appropriate conceptual framework of the client’s problems, and employing methods of proven efficacy.
- To function as an effective team member of a multidisciplinary team charged with providing integrated and co-ordinated service to children and families.
- To provide psychological knowledge and skills to the multidisciplinary CAMHS team and to provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
• To provide psychological consultation on staff support and organisational mental health as required.

• To communicate in a 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 multi-disciplinary care.

• To write reports summarising complex information about psychology input to guide clinical care, and to ensure that psychology input is accurately recorded for each client with summary reports provided to carers as appropriate.

• To actively manage and monitor the capacity of and the demand for the psychology service (expressed by MD team and clients), and identify unmet needs.

• To develop a job plan, based on the assessed requirements for service provision. Specific key areas for development will be prioritised and agreed within the job plan.

PROFESSIONAL RESPONSIBILITIES

• To be responsible for own work and interventions with highly complex presentations as an autonomous practitioner, and to seek consultation appropriately from supervisor and colleagues.

• Practice within the statutory code of professional practice and conduct for the Profession of psychology, and maintain appropriate level of registration.

• To provide specialist clinical placements for trainee clinical psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.

• Ensure adherence to Children First policy.

• To attend clinical psychology department and other clinical governance meetings, as designated by principal psychologist.

• To receive regular clinical and management supervision in an agreed and appropriate format.

• To ensure the development, maintenance and dissemination of the highest professional standards of practice, by exercising the skills of a reflexive and reflective scientist practitioner, in professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines, through active participation in internal and external CPD training and development programmes.

• To provide and maintain appropriate statistics and records of work including clinical outcome measures and performance data.
To develop a personal professional development plan to be updated annually, and to participate in the annual review process.

**MANAGEMENT**

- To participate as a senior clinician in the ongoing development of a high quality, responsive and accessible service including advising management on those aspects of service provision where psychological and/or organisational matters need addressing.

- To exercise delegated responsibility for managing the psychological resources available to a team, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of service consumers.

- To assist the Principal Psychologist in exercising responsibility for the systematic governance of psychological practice within the service.

- To take the psychology lead, as a senior clinician, in the evaluation, monitoring and development of operational policies relating to service provision for the service users, 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.

- To ensure professional standards are met and to implement all service policies.

- To appropriately respond to adverse incidents/near misses within the department following due process in relation to systems review/root cause analysis.

- To deliver continuous improvement within the department through defined change management process to achieve organisational objectives.

**ORGANISATIONAL**

- To be familiar with all aspects of the Order’s Health and Safety policies, Trust in Care and the Order’s policies for Safeguarding Vulnerable People.

- To ensure that the Order’s charisma of hospitality is demonstrated to everyone who comes in contact with St John of God Community Mental Health Services.

- To be fully familiar with the terms of the Safety, Health and Welfare at Work Act, and all relevant policy documents of the Order and Centre i.e. Employee Handbook, Safety Statement, Safeguarding Vulnerable People Policy and Procedure etc.

- To respect and operate within the framework of the tradition, character and ethics which govern the work of the Order of St. John of God.
To ensure that strict confidentiality is maintained with regard to all matters concerning clients, staff and business of the Centre and on no account must information concerning clients, staff or business of the Centre be divulged or discussed except in the performance of normal duty. Records, documents or correspondence may never be left in such a manner that unauthorised persons can obtain access to them.

This job description will be subject to review in light of experience and/or changing circumstances and will include other duties appropriate to the post as may be determined by the Director or the designated nominee.

DEVELOPMENTAL

- Respond to identified needs in the staff team for training and teaching in psychological/specialist skills as agreed within the job plan.
- To provide post-qualification training (CPD) and clinical professional supervision to qualified clinical psychologists as appropriate and agreed within the annual job plan.
- To provide pre- and post-qualification teaching of clinical psychology as appropriate
- To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.
- To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other clinicians.
- To undertake appropriate research and provide research advice to other staff undertaking research.
- To initiate project management, including complex audit and service evaluation, with colleagues to help develop and improve services.

ANY OTHER DUTIES
To undertake any other duties at a comparable level of responsibility as may be allocated or deemed appropriate by your line manager.
# Person Specification

**Senior Clinical Psychologist Lucena CAMHS**

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<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Qualifications &amp; Training</td>
<td>Doctoral Clinical Psychology qualification or equivalent as accredited by the Psychological Society of Ireland and Dept. of Health.</td>
<td>Relevant specialist CPD qualification (Diploma/ Masters etc.) Management training/qualification. Clinical supervision training.</td>
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<td>Knowledge &amp; Experience</td>
<td>Specialist post qualification experience in CAMHS. Experience of working with children &amp; families across service settings and agencies. Clinical and audit work within specialist area Teaching/training with psychology staff and other professions Supervision experience with all grades of psychology staff Experience of managing own workload and responding to demand for psychology e.g. working on MDT team without senior psychologist. Experience of Service Development/Project Work &amp; proven track record of innovation. Knowledge of Risk Assessment. Understanding of Quality Systems. Understanding of clinical governance.</td>
<td>Experience in CAMHS &amp;/or child and adolescent health inpatient &amp;/or outpatient setting. Consultancy work in multiprofessional setting. Service development/ project work. R&amp;D work in specialist area Supervision experience, staff grade &amp;/or assistant psychologists. Experience of managing psychology resources &amp; innovative approach. Record of having published in either peer reviewed or academic or professional journals/books.</td>
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<td>Skills and Abilities</td>
<td>Highly developed in-depth knowledge of specialist therapeutic interventions with the client group, including at least two subspecialty areas, underpinned by comprehensive theoretical knowledge. Proven ability to carry out comprehensive diagnostic assessment of which psychological/neuropsychological/cognitive assessment and formulation skills for age 3 to 18 years are clearly demonstrated competencies. Doctorate level knowledge of research design and data analysis. Knowledge of legislation and its implications for clinical practice and professional management, including complex child protection issues.</td>
<td>Understanding of CAMHS service provision, HSE operational policies including KPI’s, and overview of the context of health service management. Up to date practice and proven competency in assessment methods for CAMHS.</td>
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<td>Evidence of continuing professional Development.</td>
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<td>Ability to engage in effective supervisory relationships.</td>
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<td>Knowledge of the role &amp; functions of other agencies &amp; departments.</td>
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<td>Change and project management techniques.</td>
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<td>Effective communication with colleagues at all levels within the organisation and external organisations.</td>
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<td>Ability to sit for long periods in front of a VDU and physical dexterity for keyboard use.</td>
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<td>Advanced use of judgement and analytical skills in interpreting overall service policy and strategy in order to establish goals and standards.</td>
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<td><strong>Personal Qualities</strong></td>
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<td>Open minded, treats colleagues, patients, carers and relatives with compassion, dignity and respect.</td>
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<td>Effective team player with good leadership, communication and negotiation skills.</td>
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<td>Ability to function with a wide range of professionals and stakeholders in a complex multi-agency context.</td>
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<td>High level of flexibility, willingness and an ability to develop new approaches to work as the service-users needs demand.</td>
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<td>Well organised with good administration Skills.</td>
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<td>Empathy/engagement skills with the client group, families, carers and colleagues.</td>
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<td>Ability to contain and work with organisational stress and ability to “hold” the stress of others.</td>
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<td>Ability to work independently.</td>
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<td>Self awareness and emotional reliance.</td>
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<td>Skills in clinical supervision.</td>
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<td>Consultancy skills to other professions/Agencies.</td>
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<td>Commitment to self-development and the development of others.</td>
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<td>Experience of working as part of a busy clinical team.</td>
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Ability to sit in a restricted position for long periods of time maintaining continuous, intense concentration, in working with challenging people and their families.

Active commitment to children and young people’s participation in their own care and treatment, and promotion of their wider involvement in the service

Own transport available for work purposes. Full driving licence.

EXPECTATIONS OF THE POST HOLDER

CHANGES TO THE JOB
This post may be subject to changes/review as the needs of the service/department/unit change. Any changes will be made following consultation with the individual before the changes are made.

CONFIDENTIALITY
To ensure that strict confidentiality is maintained.

APPRAISAL
Employees are entitled to an annual appraisal identifying learning needs and reflecting on performance. Each employee should agree a personal development plan and ensure that they access mandatory training on an annual basis. This job description is designed to identify principal responsibilities only. The post holder is required to be flexible in developing the role in accordance with changes in the St John of God community services organisational objectives and priorities.

EMERGENCY STAFFING
The Lucena CAMHS reserves the right to move staff between units within the service to cover emergency staffing situations or to facilitate improved quality of care or skill mix for the benefit of its patients.

February 2015