

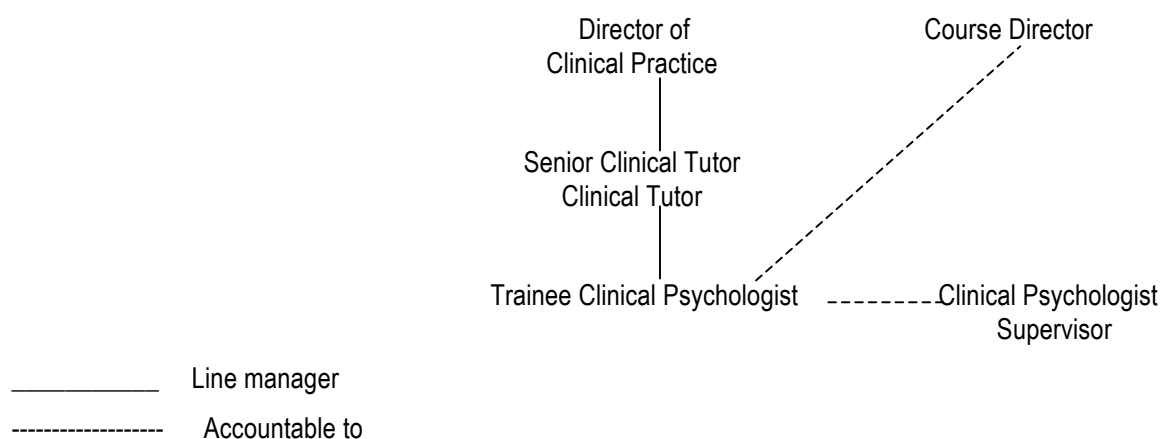
Job Description – Psychology Services

Job Title	- Trainee Clinical Psychologist
Accountable to	- Clinical Tutor, Director of Clinical Practice and Course Director
Grade	- Trainee Psychologist, Agenda for Change Terms and Conditions. Band 6
Leave	- 27 days per year, plus statutory holidays. Leave taken by arrangement with clinical tutor and supervisor.
Locality/Department	- Variable, dependent on current placement.
Termination	Normally after 3 years. Registration for the Doctor of Clinical Psychology is a condition of continued employment.
Base	- Clinical Psychology Training Programme Base
Last Updated	- July 2009

Job Purpose

- (1) To undertake a structured programme of learning including personal study, academic work, research, placement learning and assessment, leading to the award of the Doctorate in Clinical Psychology.
- (2) To undertake specialised psychological assessments, treatments and other types of clinical intervention with individual service users, carers, families, groups of service users, etc; staff training; research and development activity.
- (3) To work independently on a day-to-day basis. This work will be supervised and reviewed at regular intervals, in accordance with British Psychological Society guidelines; supervision will usually be offered by a qualified clinical psychologist (although other qualified healthcare professionals may also contribute).

Key Relationships



Dimensions

1. Works as part of a multi-disciplinary community team or in specialised clinical settings involving largely uni-professional practice; experience of a broad range of clinical and organisational settings is expected.
2. Carries out complex psychological assessments sensitively and independently with a broad range of service user groups including individual psychometric testing sessions.
3. Formulates the nature, causes and maintaining factors of highly distressing psychological difficulties and presentations informed by a broad range of potentially conflicting clinical, theoretical and conceptual models, the empirical, experimental and clinical literature base and the results of assessment. Communicates such formulations professionally, sensitively and diplomatically frequently in an emotive atmosphere to service users, relatives, carers and other healthcare professionals relevant to the situation.
4. Plans and implements bespoke, formulation-driven psychological interventions or programmes empathically, sensitively and independently, with a broad range of service user groups, carers (including relatives), families, groups of service users, etc. and evaluates the impact of such intervention.
5. Plans and delivers group sessions for service users or their carers.
6. Provides advice and support for carers and other professionals.
7. Networks and consults with relevant external agencies such as social services, independent and voluntary sector, to facilitate and enable intervention at multiple levels.
8. Plans and provides formal and informal training to other psychologists, other professionals, and carers, including the presentation of complex and sometimes contentious psychological and research material.
9. Formal and informal research and development activities designed to inform service development are a major feature of the work, culminating in the award of a Doctorate in Clinical Psychology. Disseminates research findings from own Doctorate, normally through journal publication and/or conference presentation.
10. Special emphasis is placed on personal and professional development activity such as weekly clinical supervision, shadowing, joint working, personal study and reflection. Work is managed and goals agreed and reviewed at intervals; works independently on a day-to-day basis.
11. Attends formal teaching and training sessions provided by the University and completes assessment and evaluation procedures as required by the University programme.
12. Brings to bear a greater level of knowledge, training and experience on clinical activity than the assistant psychologist.
13. Is required to travel to placements across a large geographical area and visits a range of settings on placement, including home visits – ability to drive is desirable.
14. Most face-to-face clinical work is sedentary.

Key Result Area 1

Clinical:

1. To undertake structured interviews, psychological assessments (including complex psychometric tests) and observations of individuals and groups.
2. To assist in the development of psychological formulations of clinical problems and the development and delivery of care plans, which include psychological treatment and/or management of service users' problems.
3. To determine appropriate psychological intervention, taking into account a range of potentially conflicting clinical information and dynamics.
4. To carry out psychological and psychometric tests, to develop interview and observation skills and to assess needs and eligibility for services.
5. To design, implement and modify as appropriate, bespoke psychological interventions with service users, carers, families, groups, etc.
6. To communicate confidential and personal information concerning ability level and psychological needs, obtained through assessments and interventions, to referring agents and to the service users themselves, who may have limited understanding and difficulties with acceptance and, where appropriate, to relatives and carers.
7. To provide advice and clinically based supervision to carers about care and management of service users' problems.
8. To assist in the coordination and running of therapeutic groups.
9. To provide emotional support for service users, their carers and families.
10. To keep appropriate records of work and inform referrers and relevant others through letters or reports.
11. To work as a member of a multidisciplinary team.
12. To follow a person-focused and evidence-based approach.
13. To work in partnership with service users.
14. To work in accordance with National NHS and placement providers' policies and regulations, as well as those of relevant professional bodies.
15. To work in a variety of settings including the service user's own home, in-patient, residential and day centre facilities.
16. To carry psychometric test equipment and laptop computer to and from all sites and clinics as required.
17. The post holder will be required to work in a highly emotive atmosphere, frequently encountering highly distressing problems and circumstances and must maintain a high degree of professionalism at all times.
18. The post holder will be required to work in situations where there are barriers to acceptance and possible exposure to aggression.
19. Receives regular clinical supervision in accordance with BPS guidelines and criteria and university procedures.

Key Result Area 2

Human Resources: Professional

1. To follow the advice and policies of the placement provider, including knowledge, awareness of and compliance with the legal framework relevant to the placement and service user group.
2. To be familiar with and abide by confidentiality and information handling and storage guidelines of the placement provider and university.
3. To participate in regular developmental reviews with the Programme Director or his/her representative, identifying CPD needs, agreeing objectives, identifying training needs and formulating a personal plan. To complete an annual KSF PDR process.
4. To cooperate in the use of rooms, books, tests and other equipment needed to carry out duties.
5. To attend and participate in administrative and service planning meetings, as determined by the clinical supervisor(s).
6. To undertake any other duties as requested by the Programme or Clinical Director, such as participation in trainee and staff selection procedures, or service on programme and national committees.
7. To participate in the evaluation and monitoring of the University programme and associated placements as required by the health service commissioners, the University, the HPC and the BPS.
8. To comply with Trust clinical governance requirements.
9. To practice and conduct themselves in accordance with the HPC, BPS and University codes of conduct.

Human Resources: Clinical Supervision, Teaching and Training

1. In conjunction with supervisor and University Tutor, to plan and prioritise own workload, research, and individual and group sessions.
2. May plan and deliver formal training sessions on psychological aspects of health care to mixed groups of relatives, care staff and other professional staff.
3. May provide practical training and supervision to care staff and other professionals with respect to planned interventions.
4. May assist with providing specialist training to other psychologists, trainees and assistants as appropriate.
5. May be required to demonstrate own duties to other graduate psychologists.

Key Result Area 3

Research and Development Activity

1. To plan, monitor and evaluate own work, using clinical outcomes assessments, small-scale research methodology and statistical procedures.
2. To plan and undertake formal Doctoral research, as agreed with the University programme staff.
3. To manage expenditure from a small research budget.

4. To develop an advanced knowledge base and practical skill in the design, implementation and statistical analysis of a wide variety of types of research, which could include quantitative and qualitative, single case, small N and group comparison studies.
5. To plan and undertake clinical audits or service evaluations, using appropriate methodology and statistical procedures as appropriate, as agreed with the clinical supervisor(s).
6. May plan and undertake practice-based research using or developing validated questionnaires.
7. To enhance own knowledge of clinical psychology, specific service user groups and types of psychological difficulty through reading, literature searches and personal study.
8. To comply with the requirements of research governance and evidence-based practice.

Key Result Area 4

Information Technology

1. To maintain appropriate records of own work, in electronic and hard copy, in line with NHS and Social Care policies and professional guidelines.
2. To maintain relevant administrative systems of own work, electronic and hard copy, in line with relevant guidelines.
3. To submit statistical information, activity and quality data of own work as required by the University programme, regional, national bodies or NHS.
4. To word process material relevant to the Doctoral programme (such as essays, case studies, service-orientated research projects, clinical audits and the doctoral thesis), using suitable word processing and spreadsheet software.
5. To use information technology as appropriate, within direct clinical work, research and treatment interventions.
6. To undertake clerical functions requiring some familiarity with applied psychology, including literature searches, developing and maintaining training packs, information leaflets, inputting data and other tasks necessary for the efficient running of the service and/or training needs.
7. To undertake computerised literature searches using major clinical databases such as PsychInfo, Medline and Cochrane, to inform routine clinical work and as preparation for the design of major doctoral research and smaller scale placement-based projects.
8. To develop competence in advanced statistical software (such as SPSS) for the analysis of clinical research and research data.

Communication and Working Relationships

See 'Key Relationships'. Trainees will develop working relationships with their programme director and their university tutor(s), who generally remain constant throughout their training. These relationships encompass all facets of their training. In addition, trainees will develop circumscribed supervisory relationships with a number of service-based clinical and research supervisors, with responsibility for supervision of specific aspects of their clinical and/or research work.

Most Challenging Part of the Job

Throughout their clinical psychology training, trainees will need to develop a capacity for accurate self-awareness about their current knowledge and skills and use this to determine their own learning needs. The generic nature of training is such that trainees will need to do this in multiple organisational and professional contexts and in respect of several service user groups.

The post holder will be required to comply with regulations relating to the Health & Safety at Work, AIDS/Hepatitis B procedures, Data Protection Act and Criminal Records Bureau procedures.

The post-holder will be required to comply with policies and procedures issued by and on behalf of the Trust and the regulations and requirements of the University.

The Trust has a No Smoking Policy in all buildings and work areas, including vehicles, which must be adhered to at all times.

This Job Description may be subject to review and change by agreement with the post holder according to training needs and requirements of the University programme and local services.

Since this post will involve working with and caring for vulnerable adults, you will be required to consent to an enhanced disclosure (under the provisions of the Police Act 1997). The Trust will require you to give permission to carry out a disclosure.

Post Holder's Name:

Signature

Date:

Professional Head's Name:

Signature

Date: