



## **Job description**

### **Job title**

HCPC Registered Senior Clinical Psychologist

### **Location**

Glasgow (covering a Scotland-wide service)

### **Hours**

Two days per week, permanent or fixed term

### **Salary**

Band 8a (£49,997 - £56,438, per annum pro rata, dependent on experience)

### **Reporting to**

Administratively to the Centre Manager

### **Job description**

The Clinical Psychologist is directly responsible for the assessment and treatment of children, young people and adults with cerebral palsy (CP) at the centre and across Scotland to provide an integrated service as part of an existing multi-disciplinary therapy team. The postholder will be responsible for ensuring psychologically informed frameworks underpin the therapeutic supports offered across the service with a particular responsibility for the continuing development of mental health and wellbeing promotion across the CP community.

The postholder will work with the Senior Therapists and report directly to the Centre Manager at Cerebral Palsy Scotland. They will be responsible for overseeing the provision, development and governance of psychologically informed supports across the service, highly specialised teaching/training and relevant research/audit activities. The postholder will also contribute to service development and strategic leadership of clinical services.

### **1. Job purpose**

The Senior Clinical Psychologist is required;

- To ensure the systematic provision of a high quality clinical psychology service within a defined highly specialised service or clinical team.
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance and delivery of psychological practice within the service/team.

- To act as a highly specialist resource to the wider professional community and, as a major requirement of the job, to carry out research activities, audit, policy and service development.

## **2. Role of department**

- Cerebral Palsy is the most common physical disability in childhood, with around one in 500 births resulting in a diagnosis of CP. In Scotland, there is not enough specialist support and services for people with CP and their families. Cerebral Palsy Scotland was established over 25 years ago to close this gap through the provision of specialist intensive therapy using the Bobath concept.
- Cerebral Palsy Scotland provides highly specialised supports to people living with cerebral palsy. Based in Glasgow, the service provides support to service users across Scotland and maintains strong links with other Bobath Therapy Centres throughout the UK.
- Cerebral Palsy Scotland's mission is to help people with cerebral palsy build skills, knowledge, confidence and relationships. Cerebral Palsy Scotland advocate for the CP community to have life-long access to highly specialist, services and support.
- Cerebral Palsy Scotland provides a service to the CP community, across the lifespan, living in Scotland. The postholder will lead on the clinical psychological service provided as part of a collaborative multidisciplinary therapeutic team comprising Physiotherapists, Speech and Language Therapists and Occupational Therapists. Cerebral Palsy Scotland is driven to work collaboratively with other relevant agencies supporting those living with CP.
- Alongside the provision of individual therapy for children and adults and their families, Cerebral Palsy Scotland bring the community together through organised group activities for a range of ages and stages, and actively shares CP specific information both online and face to face for service users, their families and across the wider systems including to other professionals and agencies. This includes the regular provision of training sessions and courses for allied health professionals and consultancy across agencies involved in supporting those in the CP community.
- Cerebral Palsy Scotland also boldly advocates for much needed policy change to ensure that everyone with CP has access to knowledgeable, compassionate and timely delivered services and currently contributes to strategic developments seeking to clarify national care pathways.
- The focus for clinical psychology services within Cerebral Palsy Scotland is on promoting mental health and wellbeing for those living with CP. This includes supporting post diagnostic adjustment support for parents and families, early years initiatives for children, young people and their families, supporting individuals presenting with adjustment and or mental health problems and challenging behaviour. The postholder will play a crucial role in contributing to the wider disability services' management of Cerebral Palsy Scotland's most vulnerable clients and will work to ensure that sound psychological skills are passed to other professionals and carers.

- The postholder will provide specialised psychological training, supervision and consultation to other professionals, group interventions for clients and relevant individuals across their systems and act as senior clinicians in service, policy and practice development.
- The postholder will be required to provide clinical psychology input across the service area and at different bases as required.

### **3. Scope and range**

The postholder will be responsible for;

1. providing a specialist psychology service for all clients of the service.
2. advising management on appropriate policy, systems and programmes to promote effective delivery and quality of all psychologically-based interventions.
3. providing training, or for advising service management on appropriate external training, to all staff within the service involved in the delivery of psychologically-based interventions.
4. providing specialist clinical supervision to staff delivering formal evidence based psychological therapies, e.g. cognitive-behavioural therapy, acceptance and commitment therapy, CFT.
5. managing the psychological resources available to the service in terms of staff, including psychologists (trainee psychologists and assistants) and in terms of psychology materials employed in the assessment and the treatment of patients.
6. participating in local management groups and responsible for service development for aspects of psychological care.
7. providing specialist psychological research expertise to the service.

### **Main duties and responsibilities**

#### **Clinical**

1. To make highly skilled referral management evaluations and recommendations on how an individual's needs should best be met, taking into account existing national care pathways, clarity of Cerebral Palsy Scotland's services remit in conjunction with existing statutory, third and voluntary sector care providers holding responsibilities for meeting individual's needs. Signposting to other agencies where indicated.
2. To provide highly developed specialist psychological assessments of clients based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
3. To formulate plans for the formal psychological treatment and/or management of a client's mental and/or health problems based upon an appropriate conceptual

framework of the client's problems, and employing methods based upon evidence of efficacy.

4. To be responsible for implementing a range of highly specialist 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.
5. To make 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.
6. To exercise 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.
7. To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to the analysis of clients' problems and disorders to ensure accurate formulations, reflecting an in-depth causal understanding, diagnosis and treatment plan.
8. To ensure that all members of the wider 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.
9. To undertake risk assessment and risk management for relevant individual clients and to provide both general and specialist consultation and advice for other professionals on psychological aspects of risk assessment and management.
10. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation which includes making available an explanation of how the problem developed, an indication of what maintains the problem and factors which may guide treatment options for clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
11. To provide expertise and advice to facilitate the effective and appropriate provision of psychological care by all members of the clinical team within Cerebral Palsy Scotland.
12. To provide expert consultation and opinion about the psychological care of the client group to staff and agencies outside the organisation.
13. To take part in regular professional supervision and appraisal and maintain an active engagement with current developments in the field of clinical psychology and related disciplines

### **Management and recruitment**

1. To ensure the delivery of a high quality, best-practice and evidence-based service within area of own responsibility.

2. To exercise responsibility for managing the psychological resources available to the service.
3. To exercise responsibility for the systematic governance of psychological practice within the service and to interpret National Clinical Guidelines such as NICE and SIGN Guidelines and ensure that services are meeting all relevant standards.
4. To manage the resources available to Cerebral Palsy Scotland in terms of the delivery of psychologically based interventions for clients delivered by non-specialists.
5. To ensure appropriate professional psychology recruitment within Cerebral Palsy Scotland.
6. To monitor and evaluate the psychology service provision with the service/clinical team to ensure that it meets required service and practice standards.

### **Policy, planning and service development**

1. To plan and implement service developments and projects within Cerebral Palsy Scotland that respond to Government initiatives and targets and that have application across other teams and services. For example, engagement in integrative partnership working across sectors / development of innovative service components to reduce waiting times or enhance patient satisfaction and outcomes.
2. To take a lead role in the delivery of care pathways which may require changes in psychological practice to meet service users' needs.
3. To take a lead role in the workforce and resource planning for the psychological interventions and therapies component of the service.
4. To identify gaps or resource issues in Cerebral Palsy Scotland and beyond and to initiate and implement developments.

### **IT responsibilities**

1. Use Cerebral Palsy Scotland's IT systems to record clinical activity, caseload, waiting list etc and to report on the performance of psychologists/impact of psychologically informed inputs based on activity of the service.
2. Undertake the collection, processing, interpretation, reporting of information using appropriate software, including advanced statistical, and presentation packages.
3. Use of IT systems to access appropriate resources for keeping up-to-date with current developments.

### **Equipment and machinery**

1. To use a variety of technological equipment for the purposes of clinical work, e.g. video cameras, audio recorders, video players etc.
2. To exercise responsibility for the appropriate and safe use of specialist psychological equipment within the area including appropriate systems of stock control.

3. Use IT systems to maintain up to date records of; clinical activity, caseload, waiting list etc and to report on the performance of psychological therapists within the service.
4. Where indicated, use specialist psychometric test equipment to identify language, memory, intellectual and other cognitive deficits.

### **Systems**

1. To ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society and Divisional policies and procedures.
2. Use IT systems to maintain up to date records of clinical activity, caseload, waiting list etc and to report on the performance of psychologists within these areas.
3. Use IT systems relevant to clinical interventions, e.g. for scoring psychometric tests.
4. Use management and IT, systems to ensure adequate performance management information is provided in a timely manner.
5. Use management and IT systems to manage data collection and clinical activity data, seeking opportunities to contribute to this both within and beyond the CPS service provision seeking opportunity to contribute to relevant national data collection relevant to the CP community.

### **Decisions and judgements**

The postholder will be guided by general health organisational and broad operational Policies which they are required to interpret and initiate appropriate action as required. Specifically the post holder expected to;

1. Make highly skilled evaluations and decisions about treatment suitability, assessment, formulation, diagnosis, treatment and discharge,
2. Offer expert opinion where this may draw on highly complex and conflicting information.
3. Advise on the development of clinical specialisms and other service developments, making decisions based on the clinical needs of clients, strategic development of the service, the research/evidence base and national policy.
4. Make judgements on the best use of psychology resources and of resources to the service / team, in the area of responsibility, often where there may be significant difference in opinion. This will include making decisions and judgements involving highly complex facts, maybe in unpredictable situations, which require analysis and interpretation of consequences of a range of options.

5. The post holder will be an expert in their field and will be required to make judgements in new or unique situations where there is no obvious solution.
6. The post holder will have the freedom to undertake appropriate actions based on their interpretations for example, of relevant clinical and professional policies

Work will be subject to appraisal meetings with the Centre Manager and CEO who will set key result areas and agree a personal development plan for the year. External consultation with an appropriately qualified independent Consultant Psychological advisor may be sought.

### **Communications and relationships**

The post holder is required;

- To provide and receive highly complex information in a highly skilled and sensitive manner, 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.
- To communicate effectively with services users whose presentation indicates that they may be suffering from mental illness, including patients with personality disorders who may exhibit a significant degree of hostility, and antagonism. The postholder will be responsible for accessing the appropriate statutory care provision in such instances, as a requirement of this postholder's care management responsibilities.
- To consider the appropriate management of past trauma with reference to national clinical and evidence-based guidance in conjunction with clarity of the scope/remit of CPS support provision to the CP community.
- To manage barriers to acceptance or understanding (e.g. traumatic injury, learning disability, sensory impairment), which need to be overcome using the highest level of interpersonal and communication skills.
- The postholder is required to develop and maintain effective communication systems with;
  - a. Other clinicians, therapists and managers to ensure effective delivery of the service
  - b. External agencies including GPs, NHS/Social Care providers, Scottish Government, the Courts, Universities and Social Work
  - c. Patient groups and voluntary bodies
- To communicate effectively with service users when significant barriers to communication exist e.g. learning disability, speech, sensory or physical impairment.
- To undertake formal presentations in public, professional and academic settings.
- To maintain communication with wider networks, including national networks, such as the British Psychological Society and its Division of Clinical Psychology, and national special interest groups.

### **Physical, mental, emotional and environmental demands of the job**

### **Physical**

- To exercise physical skills requiring dexterity, precision, good hand-eye coordination and speed in administering psychometric tests, with a specific requirement for consistency and accuracy, which are essential for accurate diagnosis.
- To use specialist psychometric tests requiring the simultaneous co-ordinated manipulation of test materials and the accurate observation, timing and recording of patient performances and behaviours.
- Good keyboard skills are required.
- Considerable physical effort is entailed through sitting for hours in a restricted position, e.g. during clinical interview or assessment sessions. These sessions typically extend for a half or full day at a time.
- Use of a car to make home visits or travel between base and other relevant venues.

### **Mental**

- Considerable intense mental effort (often attending to multiple sources of information at the same time) is required when concentrating, often for long periods at a time when directly interacting with clients during assessment and therapy sessions. These concentration requirements typically endure over the period of 'clinics', which may extend for a half or full day at a time.
- Intense concentration is also required when using varied and sometimes intricate clinical assessment procedures (e.g. interviews, direct observations of client behaviour or the use of complex psychometric assessment tools).

### **Emotional**

- Frequent exposure to highly distressing or emotional circumstances when providing treatment to service users who are seriously challenged by physical and/or learning disability, and who may exhibit challenging behaviour (such as suicidal threats or aggressive and threatening behaviour).
- Frequent exposure to highly distressing circumstances as when hearing personal accounts of early birth trauma or domestic breakdown.
- Considerable emotional demands are presented in listening to or reading about staff or clients' or their carers' distress and through exposure to disturbing accounts of serious crimes, sexual abuse or traumas, as well as from actual or threatened aggressive behaviour on the part of clients or carers and occasionally from significant threats of violence from forensic clients and their families.
- Emotional demands are routinely experienced in supporting other staff through major challenges at work, including clinical supervision of difficult cases. These include debriefing staff and clients after violent or otherwise traumatic events.



## Environmental

- Services to clients are provided in a variety of settings, including clinics, hospital, their own homes, own rooms, hostel accommodation, bed and breakfast, etc. Some of these environments may present exposure to hazards, such as verbal and physical aggression, loud noise, or unpleasant working conditions e.g. bad odours, cigarette smoke, domestic animals, used injecting equipment, etc.

## Most challenging/difficult parts of the job

- The post involves working with individuals who present significant challenges to those supporting them either through the risks they themselves face or present because of their behaviour or through mental health difficulties or serious physical health problems. In addition, there is a need to respond to the sometimes conflicting needs of patients, referrers and staff in a manner that maintains high quality service and staff morale.
- Forming lone judgements and offering expert opinions in relation to highly complex and diverse problems / disorders, often under emotionally charged circumstances.
- Managing a diversity of service user needs and service demands in a context of restricted resources.

## General

- a. Maintain a confidential, sensitive and discrete approach to personal, sensitive and organisational information.
- b. Contribute to a culture of equality and demonstrate a commitment to creating a genuinely inclusive organisation.
- c. Represent the organisation in a positive manner
- d. Maintain the level of professional development and competence required to carry out this role and notify the organisation immediately of any circumstance that affects this.
- e. Adhere to and uphold Cerebral Palsy Scotland's mission, vision, social purpose, strategic aims and policies.
- f. Act with integrity and maintain the highest professional standards at all times
- g. Compliance with Cerebral Palsy Scotland policies.
- h. Act with integrity and maintain the highest professional standards at all times.

*This job description is not necessarily an exhaustive list of duties but is intended to reflect a range of duties the post-holder will perform. The job description will be reviewed regularly and may be changed in the light of experience and in consultation with the post-holder.*

## Person specification band 8a

	Essential	Desirable
<b>Training and qualifications</b>	Demonstrates advanced theoretical and practical knowledge as a clinical psychologist which	Full membership of the Division of Clinical Psychology or the

	<p>requires to be obtained through:-</p> <p>Post-graduate doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS or HCPC, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Post-doctoral training in additional specialised areas of psychological practice of an extensive and substantial nature.</p> <p>Registration with the HCPC as a clinical psychologist.</p> <p>Training in clinical practice supervision.</p>	<p>Association of Clinical Psychologists.</p>
<p><b>Experience</b></p>	<p>Significant clinical psychology practice experience in NHS or equivalent, supervised by a suitably qualified Clinical Psychologist.</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. This includes</p>	<p>Significant experience of working as clinical psychologist within a multi-disciplinary physical, learning disability or health related team.</p> <p>Experience of systemic and multiagency working including cross professional/agency consultation.</p>

	<p>skill in 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 an independent practitioner and also within the context of a multi-disciplinary care plan.</p> <p>Significant experience of supporting complex/challenging individuals where there are significant clinical risks.</p> <p>Demonstrable commitment to EDI values across clinical practice approach.</p>	
<p><b>Knowledge and skills</b></p>	<p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.</p> <p>Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health.</p> <p>Skills as a Senior Clinician to undertake clinical leadership roles and tasks within multidisciplinary and multi-agency contexts</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 NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Evidence of continuing professional development as required by the HCPC.</p>	
<b>Personal attributes</b>	<p>Proven ability to be self-motivated.</p> <p>A capacity to establish priorities and organise workload effectively and efficiently.</p> <p>Enthusiasm for a broad range of psychology 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 operate effectively within a team based setting at a high level.</p>	
<b>Other</b>	<p>Able to travel to different bases as required.</p>	