

<b>Job Family:</b>	<b>Delivery – Tactical Implementation</b>	<b>Grade:</b>	<b>11</b>
<b>Job Title:</b>	Lead Psychologist-Learning Disabilities	<b>Directorate:</b>	People
<b>Date:</b>	<b>18<sup>th</sup> July 2017</b>	<b>Version:</b>	<b>1:1</b>

#### **Role Profile - Details Specific to Job Family**

These roles would be regarded as “front line” service delivery roles. Here, role holders are directly accountable for performance, often through the direct control of significant resources or through managed contracts. These roles may also deliver some of their results through collaborative working with co-producers or other third party agencies.

At the lower levels, operational managers may oversee a department or team and at the lowest levels, direct contact with service users will be a common feature of roles in this job family. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

#### **Role Profile - Details Specific to Grade**

Thinking will be concerned with the year ahead, although this will be done within the context of the wider Council strategy. Likely to be leading a function or be an individual contributor who is regarded as the expert in a specific discipline. Will be making technical/professional recommendations which will have a significant impact on Council performance in the short –medium term.

Responsibility for delivering the year-on-year delivery of a specific service area.

#### **Brief Description of job role and department**

The Clinical Health Team is a specialist health service for adults with learning disabilities whose health needs cannot be met by mainstream health services. We employ a range of health professionals in order to meet those needs. The team provides services to those adults with learning disabilities registered with a Sutton GP.

#### **Team Functions:**

- The delivery of health inputs provided by trained clinicians specialist in the field of learning disabilities where needs cannot be met by mainstream services alone.
- Promoting wellbeing through activities such as health promotion and preventative lifestyle activity.

- Facilitating access to mainstream services and supports such as; primary care; acute care; leisure opportunities: housing; etc.
- Contributing to service developments and using knowledge about needs; effectiveness of current services and future demand to inform and contribute towards strategic commissioning.
- Imparting skills by teaching and training others such as social care providers; voluntary sector staff; and other health professionals.

**Role:**

The purpose of the Psychology Service in the Clinical Health Team for People with Learning Disabilities is to provide the systematic provision of a high quality specialist Psychology service to clients open to the Clinical Health Team. The Clinical Lead will need to manage a caseload and co-ordinate the caseloads of other qualified and unqualified Psychology staff. You will be expected to maintain a safe system of monitoring clients who may be waiting for Psychological input and signpost for alternative support as appropriate. To ensure that systems are in place and working effectively for the clinical and professional supervision and support of all other qualified and unqualified staff within the Psychology service for which the post holder has designated professional responsibility. Including clear systems of effective recruitment, professional appraisal and the identification of CPD needs across the service/sector. A major requirement of the job is to carry out audit, policy and service development and research activities so as to propose and implement policy and service development changes within the area served by the team.

**Representative accountabilities**

- Provide professional expertise to apply best practice to support the development and implementation of operational plans and ensure on-going professional development of self and others
- Provide information to Elected Members to enable them to monitor and delivery of their political objectives and priorities
- Lead the operational delivery of a range of services directly to customers ensuring services deliver the intended outcomes first time and to agreed levels of quality and cost.
- Manage discreet programmes and projects to ensure the deliver their outcomes within agreed standards of cost and time.
- Identify opportunities for the continual improvement of operations for the Council including changes to business processes in order to deliver cost effective services that meet agreed quality standards.
- Develop, motivate and set performance objectives for a senior team/staff in order to support a culture of high quality organisational performance.
- Manage devolved budgets and resources in order to support the delivery of intended outcomes and demonstrate value for money.

**Budgetary accountabilities**

- There are no budgetary accountabilities undertaken by this role.

**Specific accountabilities**

- Provide clinical leadership for the development of Psychological services across the Clinical Health Team within professional guidelines and exercise responsibility for the systemic governance of Psychological practice within the service. Including clear systems of effective recruitment, professional appraisal and the identification of CPD needs across the service/sector.
- To provide line management and supervision to both qualified and unqualified staff in the Psychology service.
- Maintain a safe system of monitoring clients who may be waiting for Psychological input and signpost for alternative support as appropriate.
- Manage a caseload and be professionally responsible for offering evidence based Psychological practice governed by national and professional best practice guidance as evidenced by the use of outcome measures, feedback forms and service evaluations. As well as co-ordinate caseloads of other qualified and unqualified staff in the Psychology service.
- To provide specialist Psychological assessments of clients referred to the team.
- Provide specialist Psychological advice, guidance, training and consultation to other professionals/carers contributing directly to clients' formulation, diagnosis and treatment plan.
- To demonstrate high level expertise in adapting Psychological assessments, interventions and reports to the cognitive, communication, sensory, social and physical needs of people with Learning Disabilities and their carers.
- To take an active role in working with clients who present with behaviour that challenges following best practice guidance to inform the MDT, Social Services, carers, external providers and families on how best to support the client through the use of Positive Behavioural Support.
- To undertake risk assessment and risk management for individual clients and to provide advice to other professions and or carers on Psychological aspects of risk assessment and risk management.
- To provide professional and clinical supervision to junior members of the Psychology service and the Behavioural Analyst.
- To receive regular professional supervision from a senior Psychologist and attend mandatory as well as relevant professional training and development to maintain CPD requirements. To maintain up to date knowledge of legislation, national and local policies and issues in relation to the specific client group.
- To maintain the highest standards of clinical record keeping including electronic data entry and recording and report writing in accordance with the requirements of Information Governance, NHS Code of Confidentiality, Data Protection Act 1998 and also the terms and conditions in your contract of employment.
- To take a lead in areas of service audit, research, policy and service development within the areas served by the Psychology service.
- To develop and deliver training as required by the service.

**Mandatory accountabilities/requirements for all LBS staff e.g.**

- Ensure all health and safety standards are adhered to for the relevant work area
- Apply diversity and equal opportunities policies in the workplace
- Carry out duties in accordance with the Borough's Equalities and Diversity Policy, Safeguarding Adults Policy and all other Borough and departmental policies and procedures.