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| Job Family: | Delivery – Front Line – Professional knowledge | Grade: | 9 |
| Job Title: | Clinical Psychologist – Learning Disabilities | Directorate: | People |
| Date: | 11/02/2018 | Version: | 1:1 |

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

Will have accountability for achieving clearly specified and measurable results either personally or through the leadership of a team. Will be dealing with complex problems and issues within the boundaries of professional skill and knowledge. Will make recommendations on procedural improvements and other initiatives to enhance team performance.

Roles requiring a level of professional expertise to deliver a front line service.

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 well-being 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 Post holder will be working within a well established Specialist Psychology service comprising of Counselling, Clinical and assistant Psychologists. The post holder will be expected to provide a qualified, high-quality specialist LD Psychology service to individuals, carers, families and groups within the London Borough of Sutton, in line with best, evidence-based practice and service care pathways. The post holder will be responsible for holding and managing a clinical caseload to clients referred to the service and utilising planning and organisational skills to carry out assessments, treatment and discharge of clients within the parameters of the service operational policy. When appropriate the post holder will be responsible for managing assistant Psychologists and allocated trainee Psychologists working in the Clinical Health Team for People with Learning Disabilities.

Representative accountabilities

- Deliver complex service activities and manage caseloads to ensure intended outcomes for customers and the CCG/Council are delivered within agreed service standards.
- Liaise with customers to review service requirements and resolve problems.
- Lead on the development of specific policies and procedures to contribute to the continuous improvement in own work area.
- Where relevant co-ordinate the work of a team, either formally or as part of a project to ensure individual and team objectives are delivered.
- Keep up to date with changes in relevant policy and legislation to ensure delivery in own work area is effective and complies with appropriate regulations/statutory guidance.

Budgetary accountabilities

- There are no budgetary accountabilities undertaken by this role.

Specific accountabilities

- 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.
- 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 as appropriate.

- 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 develop and deliver training as required by the service.

Person specification (knowledge, skills, experience and behaviours required in the role)

Education/ Knowledge/ Qualifications

- Doctoral level training(or equivalent) in Clinical Psychology, including specifically models of psychopathology, clinical psychometrics and two or more distinct psychological therapies and lifespan developmental Psychology as accredited by the British Psychological Society (BPS)
- HCPC registered Practitioner Psychologist
- Skills in the use of complex methods of Psychological assessment, intervention and management.
- Knowledge of the theory and practice of specialised Psychological assessments and therapies used with adult clients with learning disabilities.
- Knowledge of legislation and current national guidelines in relation to the client group and mental health.

Experience

- Experience in the assessment and treatment of learning disabled clients.
- Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
- Experience of teaching and training.

Skills:

- IT skills, such as, Mosaic, Google, Excel, Word
- Negotiation and problem solving skills
- Demonstrates good analytical and reflection skills
- Skills in providing consultation to other professional and non-professional groups.
- Excellent presentation skills
- Excellent interpersonal and communication skills with client, carers and other partners, using appropriate systems to relay clinically sensitive information.
- Good organisational and prioritisation skills
- Clear and effective decision making
- Ability to work autonomously as well as effectively with team members and other partner agencies
- Ability to reflect and critically appraise own performance

Other

- Takes responsibility for own CPD
- High levels of initiative, innovation and self-motivation
- Flexible
- Car Driver/ Owner - Preferable

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

