

Job Description

Job title	Principal Psychologist	Job family	Healthcare
Reporting to	Lead Psychologist	Job code	
Location	Various	Evaluation Date	14/09/2021

Job Purpose

To contribute to the provision and development of the psychology service within the hospital/unit. To provide psychological input in line with the agreed service provision, and the identified risks and needs of the patients.

Responsibilities

- Undertake the role of Principal Psychologist for a designated ward(s) and/or group of patients as agreed with the Head of Psychology. This includes assessment, formulation, intervention (group and/or one to one) and evaluation in line with the patient's presentation and care pathway. Assess patients using appropriate assessments and psychometric measures and interpret and report results accurately
- To work autonomously within professional guidelines and the overall framework of the service's policies and procedures.
- To co-ordinate delivery of psychological assessment and intervention from other psychology staff including qualified psychologists, trainee psychologists, assistant psychologists and students and where appropriate to act as a point of liaison between the inpatient psychology pathway and the community psychology pathway
- To provide consultation and advice to professional staff from other disciplines on psychological assessment, therapy and techniques for working effectively with particular service users.
- To work alongside senior clinical and managerial staff to improve and maintain the quality of the patient experience and to enable staff to engage in pro-active, therapeutic and meaningful ways with patients.
- To provide Reflective Practice for Staff (as directed by the Head of Psychology)
- To hold management, clinical and professional supervision responsibilities for junior psychology staff as directed by the Head of Psychology.
- Undertake assessment reports (including risk assessment reports if required by the service) as specified in the psychological provision, under the co-ordination of the Head of Psychology.
- Attend and contribute to CPA reviews and provide a psychological perspective regarding patient treatment, management and risk assessment, systemic interventions and staff support in order to aid multi-disciplinary decision-making and ward management
- 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 both uni- and multi-disciplinary care
- To be responsible for all administrative tasks relating to casework including recording contemporaneous notes in care notes, contributing to care plans and timetabling of service user activities, therapeutic correspondence, CPA records, etc. This should be in line with company policies and procedures.
- Facilitate staff training in line with the agreed psychology provision as required.
- Contribute to the development of evidence-based practices, strategies and policies as requested by the Head of Psychology.

- Conduct research, service evaluation and audit as appropriate as guided by the Head of Psychology and Senior Management Team
- To assist in the development of routine systems for the assessment and measurement of the quality of psychology provision.
- To take a leading role in the ongoing development, co-ordination and governance of therapeutic activities and groups available to service users within the service, by working with other professional leads, peer support workers and service users
- To ensure that there are efficient systems in place to effectively manage referrals, waiting lists, recording of clinical activity, performance reporting including Key Performance Indicators (KPI's) and other activity data as required
- To exercise responsibility for the systematic governance of psychological practice within the service/team, including its coordination and evaluation.
- Develop links with other academic and professional organisations. Offer input to universities and accommodating visitors as required by the Head of Psychology.
- Develop own skills and experience as a psychologist. Attend supervision (clinical, management and peer) and training as required. Complete developmental objectives set. Maintain record of supervision and development in accordance with HCPC CPD guidelines.
- Take personal responsibility for ensuring the work practices and the environment meet the requirements of the Health and Safety at Work legislation and report all deficits to management.
- Read all the relevant policies in relation to the Mental Health Act, 1983 (as amended by the Mental Health Act, 2007).
- Actively participate in maintaining physical, relational and procedural security to ensure the safety of all.
- Complete all other tasks in line with the competence of a Registered Practitioner Psychologist as requested by the Head of Psychology
- Well-developed communication and interpersonal skills are an important feature, as this role holder has to gain the trust and build confidence with patients, families and, carers while maintaining good working relationships with MDT members, external organizations and agencies.
- You must participate in appropriate clinical supervision.

Knowledge / Education / Skills

- A confident grasp of Cognitive Behavioural Therapy and at least two other therapeutic modalities at least one of which includes training in an intervention suitable for working with e.g. (*equivalent location specific disorders*).
- An understanding and application of therapy principles with a willingness to train in therapies if not already received.
- Experience of working in areas of Complex Clients. Also in delivering high-level interventions for those complex service users.
- Training in Clinical Supervision
- Understanding, experience and training in assessment such as (***make specific to the environment and population***)
- Leadership and management experience.

Experience

- To be responsible for ensuring own clinical supervision in accordance with the British Psychological Society's good practice guidelines, and to keep an up-to-date record of supervision received.
- To meet regularly with Line Manager to discuss service issues.
- To be responsible for ensuring own continuing professional development is kept up-to-date in line with recommendations from the Health Care Professions Council and the British Psychological Society and the policies of the Psychology department.
- To meet the requirement to complete an annual appraisal.
- To keep up-to-date with current developments in psychology practice, professional issues, service developments and developments in strategic thinking via own study and through attending short courses and lengthier training programmes as identified in the appraisal process.
- To disseminate knowledge acquired through study and attendance at courses to colleagues within the service.

Communication

- You will work independently and make decisions autonomously.
- To be ready to discuss issues with the Head of Psychology where required.
- You will be required to have good communication with the psychology team, clinical team and multi-disciplinary team.
- Intelligent problem solving based upon acquired knowledge and skill gained through experience and supervised practice. A creative approach is required when facilitating therapy sessions.

Communication will be essential with the following groups:

- Ward Managers (*or equivalent location specific*)
- Registered Practitioner Psychologists, trainee and assistant psychologists
- Multidisciplinary ward staff including psychiatry, nursing, Occupational Therapy, Social Workers, Support staff
- Crisis and Community Mental Health team colleagues
- Service Users, Carers, Advocacy service
- Be aware of and support the specific Priory Service Line related to your patient population and demographic.

Professional Accountability

- To be responsible for ensuring own clinical supervision in accordance with the British Psychological Society’s good practice guidelines, and to keep an up-to-date record of supervision received.
- To meet regularly with Line Manager to discuss service issues.
- To be responsible for ensuring own continuing professional development is kept up-to-date in line with recommendations from the Health Care Professions Council (HCPC) and the British Psychological Society (BPS) and the policies of the Psychology department.
- To meet the requirement to complete an annual appraisal.
- To keep up-to-date with current developments in psychology practice, professional issues, service developments and developments in strategic thinking via own study and through attending short courses and lengthier training programmes as identified in the appraisal process.
- To disseminate knowledge acquired through study and attendance at courses to colleagues within the service.
- To adhere to duties and responsibilities as employees under the General Data Protection Regulations to ensure that personal data are not negligently nor unlawfully handled nor disclosed to unauthorised persons.
- Every two years you must eligible to, and formally, re-register as a practitioner psychologist with HCPC at the date set by HCPC.

Safeguarding

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local child and adult protection procedures and who to contact within the Local Authority Safeguarding team for further advice. All colleagues are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

Working Environment

The problems faced by patients may present challenging situations, which may increase the physical, sensory and emotional demands of the role.

Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> • Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families • Actively seeks to develop the potential of every service user and staff member
Being Supportive	<ul style="list-style-type: none"> • Celebrates success and supports colleagues through difficult times • Demonstrates loyalty to colleagues, manager and team
Acting with Integrity	<ul style="list-style-type: none"> • Is honest and respectful in all interactions with colleagues and customers • Demonstrates emotional control • Ensures accurate recording of any transactions and interactions on all company documentation • Challenges poor performance and behaviours

Being Positive	<ul style="list-style-type: none">• Promotes the company in a positive way at all times• Strives for positive outcomes, especially when times are challenging
Striving for Excellence	<ul style="list-style-type: none">• Always puts service quality first• Shares and encourages innovation• Keeps on top of new developments in the sector