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| **Directorate:** | **City Wide Locality** | |
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| **Job Description** | **Principle Clinical Psychologist** | |
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| **Job Title:** | **Principle Clinical Psychologist - Perinatal Mental Health Service (PMHS)** | |
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| **Pay Band:** | **Band 7** | |
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| **Base and Service:** | | |
| Based with Perinatal Team – location to be confirmed | | |
| **Reports to (Line Manager):** | | |
| Team Leader Perinatal Mental Health – Susie Theobald | | |
| **Accountable to (Professional Lead) Clinical Team Manager** | | |
| Service Manager | | |
| **Dimensions and Context of Role:** | | |
| Livewell Southwest (CIC) serves a population of approximately 250,000. This post is set within the Perinatal Mental Health Team working with women who have mental health issues which are associated with pregnancy and child birth.  Referrals to this service come from a variety of sources including GPs, Maternity Services and Mental Health teams.  Key relationships will be with Derriford Hospital, Livewell Southwest secondary mental health services including Community Mental Health Teams, Glenbourne Acute Mental Health inpatient unit, ASR, Step 4 and primary services including Plymouth Options IAPT service, Infant Mental Health, Health Visiting , FNP and partner agencies such as children centres and G.Ps.  There will be links to Livewell Psychologists. You will work as part of Clinical Psychology Services which include specialties in Learning Disabilities, CAMHS, Older People and Neurological Rehabilitation as well as Adult Mental Health.    There are close links with Psychotherapy Services where Clinical Psychologists and other professions focus on training and practice within specific therapeutic models.  **Job Summary:**  To provide a qualified specialist clinical psychology service to clients of the Perinatal Mental Health Team; providing specialist psychological assessment and therapy at the same time as offering advice and consultation and supervision on clients’ psychological care to non-psychologist colleagues and to other carers, working autonomously within professional guidelines and the overall framework of the team’s policies and procedures.  To utilise research skills for audit, policy and service development and research within the area served by the team/service.  To provide support and guidance to psychology staff and students in the team.  To undertake a personal research and development programme and develop and encourage a research culture within the clinical team.  To develop and provide psychological teaching relevant to perinatal mental health. | | |
| **Organisational Chart**  Service Manager  Clinical Team Manager /Line Manager of Post Holder  Links with all agencies **Post**  Liaises with all stakeholders  Perinatal Team | | |
| **Key Tasks and Responsibilities of the Post:**  To provide specialist psychological assessments of women referred to the PMHS who meet criteria for specialist perinatal psychological interventions. The specialist assessment will be 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. The assessments will also include a formal evaluation of the parent infant relationship within the family/social setting.  To formulate and implement plans for the formal psychological treatment and/or management of a client’s mental health problems, based upon an appropriate conceptual framework of the client’s problems, and employing methods based upon evidence of efficacy, across the full range of care settings.  To be able to identify and manage the need for more complex reformulation of the clients’ difficulties and to promote a realistic treatment plan.  To develop and provide specialist psychological advice guidance and consultation, to other professionals contributing directly to clients’ formulation, diagnosis and treatment plan in accordance with NICE guidelines and evidence based practice.  To contribute directly and indirectly to a psychologically based framework of understanding and care, to the benefit of all clients of the service, across all settings and agencies serving the client group.  To be responsible for developing and delivering an evidence-based treatment protocol for severe and complex psychological disorders occurring in the perinatal period (e.g. severe maternal OCD, depression, anxiety, medically unexplained symptoms) and, when appropriate, for parent-infant relationship disturbances (e.g. Video Interactive Guidance). Adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.  To evaluate and make decisions about treatment options taking into account both:  theoretical and therapeutic models  To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose difficulties are managed by psychologically based standard care plans ensuring appropriate assessment, formulation and intervention; communicating with the referral agents and others involved with the care on a regular basis.  To communicate in a skilled and sensitive manner, information concerning assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.  To act as a Lead Professional, where appropriate, ensuring the provision of a care package appropriate for the client’s needs, coordinating the work of others involved with care, arranging client’s care reviews as required and communicating effectively with the client, the family and all others involved in care and to monitor progress during the course of multi-disciplinary interventions.  To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management in line with Livewell Southwest CIC and inter-agency policies and procedures with the aim of overall risk reduction.  To ensure that practice operates within the adult and children safeguarding framework.  To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.  Facilitate reflective practice and debriefing as require, in working with complex and challenging cases.  To provide comprehensive psychological reports and to carry out psychological assessments as required by the service or the Courts.  To assist in the coordination and running of therapeutic groups, if the service model has capacity for this.  To attend and contribute to appropriate MDT meetings within the Perinatal service and relevant psychology meetings in Livewell CIC.  **Communication**  Self-awareness and empathy in all communications.  Demonstrate an ability to negotiate and problem solve in contentious and/or antagonistic situations, where agreement is required to communicate clear decisions and rationale. When agreement cannot be reached e.g. in situations where there are Safeguarding issues, to continue to facilitate all communications.  Demonstrate the ability to develop and maintain excellent working relationships with colleagues within the Community Perinatal Team, Liaison Psychiatry Service, Local Acute Hospital and other relevant agencies. | | |
| **Human Resources**  **Professional leadership and management**  To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.  To participate in developing perinatal specific training packages to promote awareness and understanding of perinatal physical and mental health wellbeing and parent infant emotional and psychological wellbeing.  To be responsible for providing clinical supervision and professional support and guidance as required to Clinical Psychologists within the PMHS who are less experienced.  To be involved, as appropriate, in the recruitment of staff as required.  To be responsible for planning and for supervising the work of Assistant Psychologists in PMHS.  To be responsible for planning and providing a clinical training placement to trainees on the postgraduate Doctoral Course in Clinical Psychology of the Universities of Plymouth, Exeter and Bristol.  This clinical placement requires liaison with Human Resources to arrange appropriate CRB checks, honorary contracts and IT access as well as completion of Livewell Southwest CIC and service inductions. It also requires a sensitive awareness to the impact on trainees of induction to being members of a large and complex organisation as the context for learning and practicing their professional skills.  **Clinical supervision, teaching and training**  To receive managerial supervision by the Perinatal Mental Health Team manager.  To gain additional specialist experience and skills relevant to clinical psychology and Perinatal Mental Health Service as agreed with both clinical and managerial supervisors.  To contribute and commit to participating in an annual appraisal and undertake any personal development as identified in the plan.  To participate in the Clinical Supervisory network for Clinical Psychologists across Cornwall, Devon and Somerset  To undertake all mandatory and statutory training, as per Livewell Southwest CIC policy.  To ensure awareness of current evidence-based developments and practice in relation to Perinatal Psychiatry and the interface with other relevant services.  To be responsible for providing individual and group clinical supervision to non- clinical psychology members of the PMHS.  To be responsible for supervising qualified clinical psychologists from other specialisms, as required, in relation to their work with clients who may have mental health problems.  To be responsible for planning and supervising the work of undergraduate psychology students on year long and short term placements.  To teach on the postgraduate Doctoral Course in Clinical Psychology at the University of Plymouth and on pre and post qualification professional courses for other disciplines represented within Livewell CIC as required.  **Research** **& Development**  To participate in and supervise research/audit of clinical work.  To contribute to the implementation, development and evaluation of this new service.  To initiate and implement project management techniques and tools in order to achieve completion of evaluations, audits, research and service developments.  To collaborate with Universities of Plymouth, Exeter and Bristol in setting up and conducting Doctoral level long-term research projects on mental health issues within PMHS.  To use relevant packages in the analysis of data and to write up the information in a meaningful format that is accessible and understood by the target audience.  To prepare and present information from audits, evaluations and research to professional audiences within and outside of Livewell Southwest CIC.  To prepare papers for publication based on audit, evaluation, research and development work.  To utilize theory, evidence based literature and research to support evidence based practice in individual work and work with team members of the PMHS and Clinical Psychology.  **Information Technology:**  To produce computerised documents (i.e. reports and presentations) or databases using appropriate computer software (e.g. Word, PowerPoint, and Excel).  To utilize specialist computer software (e.g. SPSS) for analysis of data for research and utilize evaluation purposes.  To utilize specialist computer software for administration of psychological tests and training purposes, when necessary.  To utilize when necessary, acute and maternity patient information systems.  To utilize on-line literature databases (e.g. Medline and PsycInfo) to facilitate evidence-based practice.  To be responsible for the maintenance and development of office systems and procedures within the psychology service of the PMHS.  To be responsible for maintaining appropriate service statistics and records of work within the requirement of policies covering Care Programme Approach.  To ensure that electronic SystmOne computer data bases are kept up-to-date.  **Clinical Governance**  CEMACH reports to be knowledgeable about, and advise on best practice for Safeguarding Children, with particular regard to Working Together to Safeguard Children, HM Government, revised 2006 and the London Child Protection Procedures, revised 2007.  To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific patient group and mental health.  To take an active role in seeking user, carer and other stakeholder feedback to help shape and influence the further development of the service.  To pilot, supervise and evaluate innovative evidence based models of care and interventions to improve the perinatal physical and mental wellbeing of this client group.  To be responsible for monitoring, recording and reporting on clinical work and communicating highly complex clinical information to a variety of recipients (e.g. patient’s families and carers, other professionals) orally and in writing.  To develop with the Lead Clinicians and Managers, systems and processes to record relevant information at the time of referral, during on-going work, and for evaluation purposes, as consistent with the policies and protocols of Livewell Southwest and Local Acute Trust record keeping policies.  To work closely with colleagues to promote and develop a collaborative Community Perinatal Mental Health Service for the assigned locality.  To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.  To provide appropriate education, training and support to fathers, partners and significant others.  To receive regular clinical supervision from a Consultant Perinatal Clinical Psychologist, or another senior Clinical Psychologist and other senior professional colleagues as agreed with the Livewell Southwest Perinatal Service Manager and in accordance with good practice guidelines for all applied psychologists and BPS guidance for Perinatal Psychology Services.    To have professional supervision from a Senior Livewell South West Psychologist. | |

**Additional information for all posts**

The post holder is required to comply with all relevant policies and procedures pertinent to their post. Current versions can be found on Healthnet or via your manager. The areas listed below are those Livewell South-West currently places particular emphasis on. Failure to follow correct policies and procedures may result in disciplinary action.

**Risk Management**:

In Accordance with the Risk Management Strategy, employees will participate, whenever required, with the risk management process. They will support line managers by attending mandatory and statutory training, completing incident/accident forms for every adverse event or near miss that occurs, report all defects and complaints, and communicate any dangerous situation to individuals potentially at risk.

**Health and Safety at Work:**

You must co-operate with those in authority and others in meeting the statutory requirements and in following policies and procedures. A copy of the Health and Safety Policy is available from the Healthnet or from the Risk Management Department.

You are reminded that in accordance with the Health and Safety at Work Act 1974 you have a duty to take reasonable care to avoid injury to yourself and to others affected by your work activities.

You will be notified where your post carries a requirement for immunisation.

You may be required to be able to undertake physical intervention training and participate in physical intervention as part of a physical intervention team and BLS.

**Infection Control:**

Livewell South-West is determined to eradicate healthcare-acquired infection and puts a great deal of emphasis on the responsibility of all staff to ensure their own personal and others compliance with Infection Control (including Hand Washing) Policies.

All staff must comply with infection control policies and guidance, attend relevant updates and report issues of concern to their immediate line manager (if no action or explanation received, then it is the individual’s responsibility to escalate their concerns to the Director of Operations or Chief Executive’s Office).

**Safeguarding Children** **and Adults**

All employees have a duty to safeguard and promote the welfare of children and adults and are required to act in such a way that at all times safeguards their health and wellbeing.  Familiarisation with and adherence to national and local safeguarding adults and children policies is an essential requirement upon all employees. Livewell South-West has specific safeguarding policies and in addition, employees also have a responsibility to practice and work within the multi-agency policy developed by the Safeguarding Adults Board and the Safeguarding Children Board. Staff are also required to participate in related mandatory/statutory training.

**Research:**

For clinical posts at bands 5 and 6, there is an expectation that engagement in research will be part of this role. Therefore, an awareness of the value and relevance of research is expected and the post holder should either support existing research within their speciality area as appropriate or identify opportunities to raise awareness of research possibilities. For clinical posts at band 7 and above, the post holder will be required to actively participate in complex audits using research methodology, or participate as required in clinical trials or equipment testing, and will demonstrate high level involvement in local ongoing research projects.

**Sustainability and climate change:**

All staff are expected to take responsibility for the reduction of carbon emissions within their area of the organisation. In particular this may relate to reducing energy consumption, making low carbon travel choices, consideration of goods and services being purchased, and waste reduction.

**Other:**

This Job Description is not exhaustive and may change as the post develops, but such change will not take place without consultation between the post holder and his/her manager. Job descriptions should be reviewed at least annually at the appraisal meeting.

The Working Time Regulations apply to all employees of Livewell South-West. In particular Livewell South-West will not permit staff in all employments to work in excess of 48 hours in any one week except where there are exceptional service needs where an absolute limit of averaging over a reference period of 17 weeks would apply.

Livewell South-West has adopted NO SMOKING and NO ALCOHOL policies for staff, which applies to all posts. Details of the policy are available on request and will be included in the statement of main terms and conditions of service of staff appointed.

Signature: Date:

Postholder

Signature: Date:

Manager

Date of annual review:

## GENERAL POLICIES APPLICABLE TO ALL POST HOLDERS

# Confidentiality

Any matters of a confidential nature, including in particular information relating to the diagnosis and treatment of patients, individual staff records and details of contract prices and terms, must not in any circumstances be divulged or made available to any unauthorised person(s). This includes any information covered by the Data Protection Act. A breach of confidentiality will result in disciplinary action in accordance with the Disciplinary Procedure and Rules.

# Acceptance of gifts or hospitality

The conduct of the Livewell South-West) staff must be scrupulously impartial and honest. The Prevention of Corruption Acts 1906 and 1916 prohibit staff from soliciting or receiving any gift of any kind from contractors or their agents, or from any organisation, firms or individual with whom they are in contact by reason or their official duties. Trivial articles issued for advertisement are not subject to this rule. You shall ensure that you understand and follow guidance for staff in the [Acceptance of Gifts/Hospitality Policy (incorporating Declarations of Interest) on Healthnet.](http://pchnet.derriford.phnt.swest.nhs.uk/Portals/3/Acceptance%20of%20Gifts%20v1_1.docx)

# Personal property

Livewell South-West does not accept responsibility for articles of personal property lost or damaged from any clause, and you are advised to obtain personal insurance cover against all risks.

Staff required to use a personal motor vehicle in undertaking duties are responsible for ensuring the adequate maintenance and insurance cover appropriate to business use is maintained.

# Removal of Livewell South-West property by staff for their own use

No material or goods which are the property of Livewell South-West may be removed from its premises without the explicit permission of your manager.

# Equal Opportunities

Livewell South-West is committed to equal opportunities and the elimination of unfair discrimination on the grounds of gender, race, disability, ethnic origin, religion, age, marital status, sexual orientation, AIDS/HIV infection, Trades Union/Staff Organisation membership, political persuasion, employment status and membership of associations.

You are required to co-operate in the maintenance of the Equal Opportunities Policy in all aspects of your work and conduct while on duty.

