

## ESSEX PARTNERSHIP UNIVERSITY FOUNDATION NHS TRUST

### Job Description

<b>Post Title:</b>	Trainee Clinical Psychologist
<b>Service Hours:</b>	The post holder will be expected to work flexibly in line with the normal hours of operation required by the training programme and host placement Trusts.
<b>Responsible to:</b>	Nominated member of staff from the training programme and assigned placement supervisor(s).
<b>Accountable to:</b>	Area Lead Psychologist or designated manager in EPFT
<b>Location:</b>	University programme location will be the normal place of work. Placement locations will vary during the course of the training programme.
<b>Job Purpose:</b>	To undertake a Programme of professional training leading to a Doctorate in Clinical Psychology by means of the successful completion of the designated clinical placements and clinical, research and academic assignments

### JOB PURPOSE/SUMMARY

#### CLINICAL

1. To undertake clinical placements throughout the region as advised by the Course Director and Tutors, and in accordance with BPS and HPC requirements.

2. To undertake psychological assessments of clients applying psychological, including 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 and deliver care plans involving the psychological treatment and/or management of a client's problems, under the supervision of a qualified professional psychologist, in both community and in-patient/residential settings.
4. To coordinate and lead therapeutic groups.
5. To complete all clinical assignments and tasks as indicated in the Programme and Assessment Regulations Handbook to the required standard.
6. To complete a log book of experience gained on placement.
7. To attend clinical supervision meetings with their allocated supervisor whilst on placement.
8. To become familiar and comply with the policies and procedures of the Trust or department providing the placement. This includes all Mandatory Training requirements and contribution/adherence to data collection and reporting as linked to organisational KPIs.

## **ACADEMIC**

1. To attend all lectures, workshops and other training events arranged by the Programme.
2. To complete all academic assignments and tasks as indicated in the Programme and Assessment Regulations Handbook to the required standard.

## **RESEARCH**

1. To attend all lectures and other training events arranged by the Programme.
2. To complete all research assignments and tasks as indicated in the Programme and Assessment Regulations Handbook.
3. To disseminate the results of research within the NHS.

## **HEALTH AND SAFETY/CLINICAL RISK**

1. To maintain awareness of health and safety issues and clinical risk and ensure that any matters of concern are reported appropriately.
2. To be aware of the active duty of care owed to clients and the need to respond appropriately to evidence of abuse.

## **OTHER RESPONSIBILITIES**

1. To work within the professional practice guidelines, codes of conduct and ethics for clinical psychologists published by the British Psychological Society and the HPC.
2. To promote equal opportunities and to comply with the requirements of legislation and the Trust's and Universities' policies and procedures.
3. To participate in the training review and appraisal process.
4. To participate in the fortnightly reflective practitioner and/or case discussion group.
5. To travel to placement locations anywhere in Essex and occasionally beyond. Time taken to travel to and from placements is not part of the contracted hours.
6. To carry out other duties as may be agreed with the Programme Director and team.

## **GENERAL TRUST REQUIREMENTS (Adapted to Programme Procedures)**

### **HEALTH AND SAFETY AT WORK ACT**

The post holder must be aware of the responsibilities placed upon them under the Health and Safety Act 1974 to ensure that agreed procedures are carried out and that a safe working environment is maintained for patients, visitors and employees.

## **PROFESSIONAL CONDUCT**

The post holder must comply with their appropriate professional body and code of conduct e.g. NMC Code of Professional Conduct for Nurses, Midwives and Health Visitors, Code of Conduct for NHS Managers.

## **RESPONSIBILITY FOR DATA QUALITY**

All staff that record information have a responsibility to ensure that the data is relevant, accurate, complete and captured in a timely manner so that it is fit for purpose. Staff must follow the agreed Trust policies and procedures  
A data subject e.g. an employee/a patient, has a right to expect this under the Data Protection Act's fourth principle – *Personal data shall be accurate and where necessary kept up to date*

## **CONTROL AND RESTRAINT / BREAKAWAY TRAINING**

The Trust provides every member of staff with training appropriate to their work area in dealing, on occasion, with violent or aggressive behavior. This training meets all national standards and guidelines; the training is designed to teach you De-escalation skills as a first intervention tool and physical techniques training to assist you in maintaining a safe environment if a situation arises.

Staff attending a mandatory Trust Ethical, Care Control and Restraint/Breakaway course must be physically fit to participate fully in the practice sessions. All physical interventions taught on the course are designed to meet both legal and local requirements to maintain a safe environment for all within the work place.

Breakaway techniques require the participant to be agile on their feet when backing off from a perceived attacker during training. Therefore balance, posture and generally fit to perform practice safely are of the utmost importance. The physical breakaway training session require staff to have full movement of their limbs, joints and torso and also be able to kneel.

Should you have any questions in respect of this aspect of the job role, please contact the manager named as the informal contact before submitting an application for the post or a member of the risk management department.

## **INFECTION CONTROL**

All staff members have a responsibility to themselves, patients, service users, visitors and other staff to maintain high standards of Infection Prevention and Control and follow the agreed Trust policies and procedures.

## **SAFEGUARDING**

All staff members have a responsibility to themselves, patients, service users and other staff in ensuring the effective Safeguarding of Children and Adults. Staff must follow the agreed Trust policies and procedures in both these domains

## **EQUALITY**

The post holder must undertake their duties in a manner which promotes equality for all and provides an environment in which the dignity of individuals is respected and free from work place harassment and bullying.

Please note that this job description serves to provide an illustrative example of the duties and responsibilities the post holder may be expected to undertake during the course of their normal duties. It is not therefore an exhaustive list; the post holder will therefore be required to undertake other responsibilities and duties that are considered to be commensurate with the band.



Essex Partnership University Foundation Trust is a 'No Smoking' Trust.

Essex Partnership University Foundation Trust has a number of policies in relation to equality and diversity. All employees are expected to observe these policies in their behaviour to the public and their colleagues.

Essex Partnership University Foundation Trust does not permit the consumption of alcohol during working hours.

On appointment within the Trust staff may be allocated to a specific area of care. It is however Trust policy to allocate staff to other areas of work within the Trust from time to time where this is in the interest of the individual and / or the service.

Information being handled by employees of Essex Partnership University NHS Foundation Trust is strictly confidential. Failure to respect the confidential nature of this information will be regarded as a serious breach of regulations, which will result in action under the Trust's Disciplinary Procedure including possible dismissal.

Please note that this job description serves to provide an illustrative example of the duties and responsibilities the post holder may be expected to undertake during the course of their normal duties. It is not therefore an exhaustive list; the post holder will therefore be required to undertake other responsibilities and duties that are considered to be commensurate with the band.

## PERSON SPECIFICATION

### Job title: - Trainee Clinical Psychologist

	<i>ESSENTIAL</i>	<i>DESIRABLE</i>	<i>HOW TESTED</i>
<b>TRAINING &amp; QUALIFICATIONS</b>	An upper second class honours degree or higher in psychology. Entitlement to graduate membership of the British Psychological Society A further period of study and/or experience equivalent to at least post-graduate diploma level in applied psychology or research.	Masters degree or PhD in relevant areas of professional psychology, mental health practice and/or research design and analysis.	Evidence of examination results
<b>EXPERIENCE</b>	A minimum of one year's experience working with people with mental health problems and/or other disabilities as an assistant psychologist or equivalent.	2 to 3 years experience of further paid work in direct care provision.	Interview/application form/references
<b>KNOWLEDGE AND SKILLS</b>	High level communication skills (written and verbal) including an ability to communicate and work in settings in which the atmosphere may be highly emotive.  Ability to communicate highly complex and sensitive information to patients, carers and colleagues in a way that addresses psychological resistance.	Experience using computers for databases or data-analysis, especially SPSS for Windows.	Interview/ application form/references

	<p>A thorough understanding of the needs and difficulties of people with mental health problems or other disabilities.</p> <p>Accurate use of complex psychological assessment tools</p> <p>An ability to apply existing psychological knowledge to a mental health/disability context</p> <p>An understanding of psychology applied to health care.</p> <p>High standard of report writing.</p>		
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<b>PERSONAL</b>	<p>An ability to interact effectively with staff from all disciplines. An ability to interact with people with mental health problems /disabilities.</p> <p>Ability to work independently, reliably and consistently with work agreed and managed at regular intervals.</p>		Interview/ application form/references
<b>OTHER</b>	<p>Ability to accept and use supervision appropriately and effectively.</p> <p>Ability to travel to placements and conduct professional activities at locations anywhere in Essex and occasionally beyond.</p>	Car driver	Interview/ application form/references
<b>PHYSICAL EFFORT</b>	<p>This post requires the post holder to be physically able to undertake the Trust's Breakaway Techniques training.</p> <p>Undertake Manual handling training and carry out tasks following an appropriate risk assessment.</p>		
<b>PSYCHOLOGICAL IMPACT</b>	<p>Resilience in dealing with emotive service user issues in their own homes or public environments.</p> <p>Be able to assess and act well in unpredictable situations where multi- tasking will be required.</p> <p>Be able to support families and</p>		

	<p>carers within duties of own role</p> <p>Able to identify own stressors and take appropriate action to prevent negative impact of this on wellbeing and seek appropriate and timely support.</p>		
<p><b>WORKING CONDITIONS</b></p>	<p>Front line operational dealing with service users on a daily basis.</p> <p>Ability to assess their environment and make decisions that will ensure their safety and that of their clients.</p> <p>Lone working in the community</p> <p>Ability to travel independently across a defined geographical area</p>		