

Working for North London Mental Health Partnership

The partnership between **Barnet, Enfield and Haringey Mental Health NHS Trust (BEH)** and **Camden and Islington NHS Foundation Trust (C&I)** is going from strength to strength since it was originally established in 2021 forming the **North London Mental Health Partnership**.

Why choose to join the Partnership?

- We believe that by working together, our two Trusts can achieve more for the residents of North Central London and our patients than we can by working apart.
- Deliver the best care using the most up-to-date practise in supporting those with mental health illnesses.
- Transforming and creating a positive environment for our service users, staff and visitors.
- Creating and working together to become a great place to work for all our staff.
- We offer flexible working, a wide range of health and wellbeing initiatives, NHS Pension and so much more.
- Generous Annual Leave Allowance
- NHS Discounts in a large variety of retail stores and services.
- We have excellent internal staff network support groups.

The postholder will need to be comfortable working in an environment of complex matrix management arrangements and will at all times behave and align with our Trusts' values and cultural pillars:



Job Description and Person Specification

Job Title	Trainee Clinical Psychologist
Band	Band 6 (Entry Step Point)
Hours Of Work	37.5 hours per week
Location	RHUL, UCL or UEL although the postholder will also be required to work in clinical placements in a number of NHS Trusts in the North Thames region
Specialty/Department	Psychology
Accountable To	Course Director(s) (RHUL, UCL or UEL)
Responsible To	Nominated line manager at RHUL, UCL or UEL. Clinical placement supervisors for clinical work undertaken on placement.

1. Job Summary

To undertake and meet the requirements of a structured programme of learning including personal study, academic work, research, placement learning and assessment leading to the award of the Doctorate in Clinical Psychology.

To undertake specialised psychological assessments, treatments and other types of clinical intervention with individual clients, carers, families and groups of clients; staff training; research and development activity. This should be underpinned by psychological theory and specialist knowledge.

To work independently and professionally on a day-to-day basis under supervision and subject to review at regular intervals, in accordance with Health and Care Professions Council (HCPC) and British Psychological Society (BPS) guidelines; supervision will be offered by a qualified clinical psychologist or another suitably qualified psychological professional.

2. Relationships/Communications

The post holder is expected to establish and maintain positive interpersonal relationships with other staff members characterised by trust, mutual respect, and open, honest communication.

3. Key Responsibilities

3.1 Responsibility for IT and Digital Systems/Services

- To maintain timely and accurate records and reports of one's own work, in line with placement provider, NHS and Social Care policies alongside professional guidelines.
- To submit timely information, activity and quality data of one's own work as required by the employing Trust, University programme, placement provider and NHS.

4. Clinical Responsibilities

- To undertake structured interviews, psychological assessments (including psychometric tests) and observations of individuals and groups.
- To develop psychological formulations of clinical problems and assist in the delivery of care plans, which include psychological treatment and/or management of clients' problems.
- To design, implement and modify as appropriate, bespoke psychological interventions and consultation with clients, carers, families, groups and staff.
- To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation and treatment plans of clients.
- To liaise with other health and social care staff, from a range of agencies, in the care provided to clients.
- To work in partnership with service users.
- To work in accordance with NHS and placement providers' policies and regulations, as well as those of relevant professional bodies.
- To work in a variety of settings including outpatient clinics, remote digital delivery, the client's own home, inpatient, residential and community settings.
- To attend and participate in administrative and service planning meetings. as determined by the clinical supervisor(s).

5. Teaching, Training, Supervision & Leadership

- To participate in regular clinical supervision in accordance with HCPC, BPS guidelines and criteria and university procedures.
- In conjunction with supervisor and University Tutor, to plan and prioritise own workload, research, and individual and group sessions.

- To develop knowledge and skills in offering teaching, training and supervision on psychological aspects of health care to clients and professionals.
- To develop early leadership knowledge and skills, engaging in organisational level tasks to enhance service quality and/or development.

6. Research And Development

- To plan, monitor and evaluate own work, using clinical outcomes assessments, small-scale research methodology and statistical procedures. Ensuring robust evidence-based practice.
- To plan and undertake formal Doctoral research, as agreed with the University programme staff in accordance with ethics procedures.
- To develop an advanced knowledge base and practical skill in the design, implementation and statistical analysis of a wide variety of types of research.
- To plan and undertake clinical audits, service evaluations or practice based research, using appropriate methodology and statistical procedures as appropriate, as agreed with the clinical supervisor(s).
- To develop competence in data management and use of advanced statistical software (such as SPSS) for the analysis of clinical research and research data.
- To comply with the requirements of research governance and ethical practice.

7. General

- All staff are responsible for the continual compliance with CQC standards and outcomes.
- The postholder must be aware of, and work in line with, the Trust's Safeguarding Adults and Children procedures.
- To follow the advice and policies of the placement provider, including knowledge, awareness of, and compliance with the legal framework relevant to the placement and client group.
- To be familiar with and abide by confidentiality and information handling and data storage guidelines of the placement provider and university.
- To participate in regular developmental reviews with the University staff, identifying developmental and training needs, agreeing objectives and formulating a personal plan.
- To undertake any other duties as requested by the Programme Director, such as participation in trainee and staff selection procedures, or service on programme and national committees.

- To participate in evaluation and monitoring of the University programme and associated placements as required by the health service commissioners, the university, the HCPC and BPS.
- To conduct self in accordance with the HCPC, BPS and University codes of conduct.

8. Personal Development

All staff are required to be appraised by their line managers at least once a year at a personal development review meeting where progress made over the last year is discussed and agreed. Focus on the following year's departmental and personal objectives will be identified, discussed and agreed. Where necessary, help and support will be provided, and development opportunities agreed in line with service provision and the knowledge and skills competency framework.

Mandatory Trust Responsibilities

Amending The Job Description

This is a newly created role and it is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the postholder. This will be done in consultation with the postholder, and it is hoped that agreement can be reached to any reasonable changes.

Probationary Period

This post is subject to the requirements of a six month probationary period scheme for new staff only.

Confidentiality

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with “**Caldicott principles**”.

Code Of Conduct

North London Mental Health Partnership has a code of conduct for all non-registered staff in a direct care role. As an employee of the Partnership, you are expected to comply with this code at all times, and any breach of it whilst in practice will be investigated by the Trust.

Copies of the code of conduct can be obtained from the Human Resources Department and it is also available on the Camden and Islington NHS/Barnet Enfield and Haringay intranet.

Data Protection

All staff who contribute to patients’ care records are expected to be familiar with, and adhere to, the Trust’s Standards of Records Keeping Policy. Staff should be aware that patients’ care records throughout the Trust will be subject to regular audit.

All staff who have access to patients’ care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Trust’s Confidentiality of Health Records Policy.

All staff have an obligation to ensure that care records are maintained efficiently, and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient / client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act.

Professional Registration

If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. Nursing & Midwifery Council for nurses), it is a

condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.

You are required to advise the Trust if your professional body in any way limits or changes the terms of your registration.

Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.

If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment. Furthermore, throughout your employment with the Trust, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

Risk Management

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff receive appropriate training, that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Governance Committee and Risk and Assurance Committee.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Clinical Governance Committee or Risk and Assurance Committee if resolution has not been satisfactorily achieved.

Policies & Procedures:

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of the Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health & Safety at Work

etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the Trusts' Safeguarding policies and procedures, act promptly on concern, communicate effectively and share information appropriately.

Health And Safety

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work etc Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for the other employees and visitors.

Infection Control

Employees must be aware of the responsibilities placed upon them by The Health Act (2008) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE)

General

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As the Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

Equal Opportunities Policy

The Trust operates in a multi-ethnic area. All members of staff are expected to take into account the need for equality in all areas of work.

All employees are expected to abide by the Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

Person Specification

Post Title:	Trainee Clinical Psychologist	Grade:	6	Speciality	Psychology
--------------------	-------------------------------	---------------	---	-------------------	------------

Selection Criteria	Essential Criteria	Desirable Criteria
Qualifications/ Registrations	First degree in Psychology, or an equivalent qualification, which confers eligibility for Graduate Basis for Chartered Membership (GBC) with the British Psychological Society.	
	Evidence from undergraduate and any postgraduate study of a capacity to undertake study at a Doctoral level, as indicated by an upper-second degree or its equivalent, or by postgraduate study in a field related to Clinical Psychology.	
Skills/ Abilities	Effective communication skills, both orally and in written format**.	
	Evidence of potential to communicate complex, technical and clinically sensitive information to individuals with whom clinical psychologists usually work. This includes psychologists and fellow professionals, as well as individual clients and their relatives/ carers.	
	Evidence of potential to tailor communication in a manner which is congruent with the needs of the recipient, including the needs of clients with a range of emotional difficulties, or who have difficulty in communicating or understanding.	
	Evidence of potential to form collaborative relationships with professional colleagues, carers, relatives, and clients.	

	Evidence of good presentation skills suited to both formal and informal settings.	
	Evidence of ability to formulate and articulate sound judgements based on analysis and interpretation of a range of complex information in clinical work, drawing both on clinical observation and on relevant theoretical models.	
	Evidence of organisational potential and flexibility which enables planning and monitoring of own workload and academic work.	
	Evidence of ability to form empathic relations with a wide range of clients in a variety of settings.	
	Evidence of a capacity to reflect constructively on all aspects of own performance (academic, clinical and professional). Being receptive to academic feedback and clinical supervision, and able to apply ideas and knowledge gained from this feedback to current and novel contexts	
	Potential to work effectively under pressure.	
Experience/ Knowledge	Experience of work in a clinical, community or clinical-academic setting exposing the person to client groups and service settings directly relevant to clinical psychology. This experience can be gained in a range of contexts; including NHS or University settings, the voluntary sector or organisations affiliated to the NHS. It follows that a variety of pre-training roles would be relevant, including (but not restricted to) Assistant Psychologist, Research Assistant, Graduate Primary Care Worker, Nursing Assistant, and Healthcare Assistant.	Evidence that this experience includes building and sustaining relationships with service users in relevant organisational contexts.

	Sufficient relevant clinical/ clinical-research experience to familiarise the person with working practices in NHS/ UK statutory service-settings.	Evidence of learning from supervision of clinical practice.
	Evidence that this experience (as above) engenders realistic expectations of the demands and nature of Clinical Psychology training.	Evidence of a capacity to undertake research at a postgraduate level.
	Evidence that this experience (as above) has developed an awareness of the contexts in which Clinical Psychology services are usually delivered.	Knowledge of basic statistical procedures employed within the field of psychology (including multivariate data analysis)
	Specialist knowledge of clinical psychology acquired through relevant prior experience, undergraduate teaching and/or clinically supervised practice, and the potential to build upon and extend such knowledge through training.	
	A foundation of undergraduate-level knowledge of research design and methodology	
Other Requirements	Ability and willingness to travel across the training region **	Current driving licence and car/ motorcycle owner.

Date: 09/07/2024

Prepared By: HP/PCL/HC/KT