

JOB DESCRIPTION

Job title	Clinical / Counselling Psychologist
Sector/Function	Substance Misuse
Department	Turning Point services
Reports to	Area Operations Manager
Grade	5

Job purpose	To design, manage, implement and quality audit Turning Point community substance misuse service's Psycho Social interventions (PSI), both individual and group- based. The Clinical Psychologist will provide clinical guidance and training for the teams to ensure high quality interventions are offered. To provide regular clinical and line management supervision encouraging reflective practice and support all internal and external audits and inspections. To work in line with regulatory and professional body guidance and policy. To inspire the teams and have an inclusive and participatory management style.
Key accountabilities	<p>Service delivery:</p> <ul style="list-style-type: none"> ▪ To ensure the systematic provision of high quality Psycho Social Interventions, including psychological interventions. To emphasise quality of Recovery Planning and review and to ensure that counselling and groups are delivered to a high quality throughout the services. ▪ To provide highly developed specialist psychological assessments of Service Users based upon appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, other professionals, family members and others involved in the client care. ▪ To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the services. To ensure that systems are in place and working effectively for the clinical and professional supervision and support of all other psychologists (both qualified and unqualified) within the service for which the post holder has designated professional responsibility, including clear systems for effective recruitment, professional appraisal, and the identification of CPD needs across the services. ▪ To provide an advisory service on matters related to the practice and delivery of Cognitive Behavioural Therapy and other psychological interventions to individuals/groups/committees within the field of Substance Misuse, across the organisation and local agencies and organisations, including Public Health colleagues and other voluntary agencies. ▪ To ensure that all members of the clinical team have access to a psychologically based framework through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory. ▪ To assess and integrate issues surrounding work and employment, housing, finances and other areas of life that impact on an individual's well-being into the overall therapy/treatment process.

	<ul style="list-style-type: none"> ▪ To manage a clinical caseload with a limited number of Service Users supported by and agreed with the Operations Managers. ▪ To promote and maintain links with Primary Care and Secondary Care Staff to help co-ordinate the provision of an effective Psychological Therapies Service. <p>DANOS: AA2:AA3:AA4:AA5:AA6:AB1:AB2:AB3:AB8:AB9:AB10:AD1:AF3:AG1:AG2:AG3</p>
	<p>Service and Business Development:</p> <ul style="list-style-type: none"> ▪ Developing and co-ordinating professional links with other statutory and voluntary service providers, ensuring a corporate approach is adopted. ▪ Assisting in establishing formal communication / support / education structures for statutory and voluntary service providers throughout the Local area. ▪ Ensuring the service and the wider organisation of Turning Point is represented in a professional manner at all times. ▪ Proactively contributing to continuously improving services by making positive suggestions, providing constructive feedback and assisting in the implementation of agreed new ways of working. ▪ Ensuring day-to-day delivery of service provision embeds and extends Turning Point's person centred approach. ▪ Meeting agreed performance targets and outcomes ▪ Supporting Operations Managers and Area Operations Manager in service developments as required. ▪ Supporting organisational developments, such as information, consultation and/or review for tenders or business developments. ▪ To support Operations Managers in the compilation of Service Business Plans. ▪ To adhere to and encourage other staff members to work to Service Business plans. <p>DANOS:AG3:BD3:BB1:BI1:BI2</p>
	<p>People Management:</p> <ul style="list-style-type: none"> ▪ To provide clinical supervision to other members of the team in line with professional/national standards. This may include an Assistant Psychologist, Counselling Coordinator, Counsellors, placement/training Therapists or Psychologists or Volunteers ▪ To perform regular professional appraisals of staff within the services. ▪ To link Service and organisational objectives to individual objectives through supervision and appraisals. ▪ Allocating work to team members.

	<ul style="list-style-type: none"> ▪ Overseeing the completion of tasks in a timely and effective manner. ▪ Ensuring that required quality standards are met. ▪ Encouraging a participative style and an environment of continuous improvement. ▪ Supervising other members of the team, both clinical and non-clinical, in line with Turning Point Policy and national policy. ▪ Coaching and mentoring team members well to undertake tasks effectively. ▪ Undertaking return to work interviews after absence, liaising with the Operations Managers and Area Operations Manager regarding areas of concern. ▪ Inducting new employees and liaising with Operations Managers regarding probationary period reviews. ▪ Under guidance undertaking requirements of the performance management system liaising with the Operations Managers regarding the level of performance and competency of team members. <p>DANOS: AC2:AC3:AC4</p>
	<p>Health and Safety and Risk Management:</p> <ul style="list-style-type: none"> ▪ All employees have a duty and responsibility for their own health and safety and the health of safety (H&S) of colleagues, patients and the general public. ▪ Ensuring a safe working environment for self, and where appropriate, the team ▪ Ensuring good standard of housekeeping is maintained with own area ▪ Complying with all H&S policies and procedures including Serious Untoward Incidents and Accident reporting ▪ To undertake risk assessment and risk management for relevant individual Service Users and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and risk management. ▪ Work proactively to safeguard children and vulnerable adults. <p>DANOS: AB3:AB4:AB5:AB8</p>
	<p>To undertake any other duties reasonably requested by the line manager</p>
	<p>Quality:</p> <ul style="list-style-type: none"> ▪ Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies, e.g. HCPC, BPS, BABCP, and keep up to date on new recommendations/ guidelines set by the Department of Health, e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence, Prison Service Standards etc. ▪ To take a leading role in monitoring and evaluating the service by initiating, designing and undertaking/supervising service-related research and evaluation projects.

	<ul style="list-style-type: none"> ▪ Participating and utilising management information and data collection systems as appropriate. ▪ To contribute to the development of best practice and continuous service within the services. ▪ To carry out audit, policy, service development and research activities and/or programmes. To support the Operations Manager and drive the collation of information for audits and inspections, including Turning Point's Internal Quality Assessment Toolkit (IQAT), CQC audits and other audits/inspection as required. ▪ Ensuring record keeping is maintained effectively to the required standard at all times and contributing to service monitoring requirements. ▪ Undertaking responsibility for clinical risk and needs assessment and the formation and implementation of management plans. <p>DANOS: AA2:AA3:AA4:AA5:AA6:AB1:AB2:AB3:AB8:AB9:AB10:AD1:AF3:AG1:AG2:AG3</p>
	<p>Compliance:</p> <ul style="list-style-type: none"> ▪ To independently maintain registration with the Health and Social Professions Council (HCPC) and to meet all requirements associated with the role of a Clinical Psychologist specified therein. ▪ All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies. ▪ To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Substance Misuse, and Primary Care Services. ▪ Keep up to date all records in relation to Continued Professional Development (CPD) and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments. <p>DANOS:AH1:AH2:AH4:AH5:AH6:AH7:AH8:AH9:AH10:AH11:AH12</p>
	<p>Finance</p> <ul style="list-style-type: none"> ▪ To provide accurate information for expenses claims, including credit card submissions if required. ▪ To use Turning Point's financial policies and procedures, such as central procurement processes when required.