

JOB DESCRIPTION

Job title	Clinical / Counselling Psychologist
Sector/Function	Substance Misuse
Department	Turning Point services
Reports to	Senior Operations Manager & Regional Head of Operations
Grade	5

Job purpose	To design, manage, implement and quality audit Turning Point community substance misuse service Psycho Social interventions (PSI), both individual and group- based. The Clinical Psychologist will provide clinical guidance and training for the team to ensure that 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 team in provision of PSIs 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 individual and group interventions 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 service. 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. ▪ 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 Buisness 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 Clinical Lead, Operations Managers and Senior 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, 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 psycho social team members.▪ 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 Senior 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



	<ul style="list-style-type: none"> ▪ Complying with all H&S policies and procedures including Serious Untoward Incidents and Accident reporting ▪ To supervise 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>
	To undertake any other duties reasonably requested by the line manager
	<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. ▪ 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 Senior 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>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 /Counselling 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.

	<p>Self Development:</p> <ul style="list-style-type: none"> ▪ Attend relevant conferences / workshops in line with identified professional objectives. ▪ Attend clinical/managerial supervision on a regular basis as agreed with Operations Manager/Senior Operations Manager/ Consultant Clinical Psychologist ▪ Participate in individual performance review and respond to agreed objectives. ▪ Turning Point is committed to valuing and promoting diversity in service delivery. An expectation of all posts within Turning Point is that each individual will take responsibility for promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference. ▪ To maintain and develop IT skills appropriate to the demands of the post. <p>DANOS: AC1:AC2</p>
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Dimensions	Direct reports	direct reports
	Total staff overseen	indirect reports
	Internal contacts	<ul style="list-style-type: none"> ▪ Operations Managers ▪ Service Clinical Lead ▪ Team colleagues ▪ Peer Mentors ▪ Senior Operations Manager ▪ TP Central Support services ▪ Colleagues in the Substance Misuse Business Unit ▪ National Clinical Lead roles e.g. Consultant Clinical Psychologist. ▪ Clinical/Counselling/Forensic Psychologist colleagues in other Turning Point services.
	External contacts	<ul style="list-style-type: none"> ▪ Service Users ▪ Carers/Friends/Family members ▪ Partner agencies (clinical and non-clinical) in local area ▪ Regulatory bodies ▪ Local community members ▪ Advocacy /Service User forums
	Planning outlook	<ul style="list-style-type: none"> ▪ Typically up to 4 months in advance. Planning caseloads and interventions. But will work within the Service Annual Plan.
	Problems solved	<ul style="list-style-type: none"> ▪ Caseload delivery ▪ Clinical delivery, PSI specialism ▪ Psychological options for Service Users ▪ Meeting Service Needs and Demand ▪ Meeting the needs of family / friends / carers ▪ Line management issues, such as staff sickness, absence, performance etc ▪ Problem solving day-to-day delivery issues
	Financial authority	Access to petty cash and day-to-day purchases within

		the Grade 5 limits, in line with service requirements, Operations Manager authorisation and organisational Policy / Procedure.
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PERSON SPECIFICATION

Job title	Clinical / Counselling Psychologist – Hackney & City
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Personal Effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • Excellent interpersonal skills at all levels to engage, build relationships and influence. • Plain English skills – both verbal and written to bring clarity and purpose. • Ability to tailor message to the audience. • Adaptable and able to work in a challenging and changeable environment. • Building exceptional relationships with a range of internal and external stakeholders including commissioners. • Ability to deliver against agreed objectives and targets. • Able to lead the clinical direction of a service and make decisions and judgements about the best possible way forward. 	

Technical effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • Demonstrable commitment to the Recovery Agenda. • Working knowledge and understanding of substance misuse issues and the ability to recognise the indicators of increasingly chaotic and risky misuse of substances amongst Service Users. <ul style="list-style-type: none"> ▪ Understanding of the issues faced by Service Users with substance misuse /or co-existing mental health and substance misuse challenges. ▪ Working knowledge and understanding of current legislation. ▪ Able to deliver a range of 	

	<p>services/treatments/interventions in a person centred, non-judgemental manner.</p> <ul style="list-style-type: none"> ▪ Able to demonstrate flexibility and creativity when developing support packages/Care & Recovery plans ▪ Experience in managing a caseload of Service Users with complex needs. ▪ Proven track record in managing incidents of challenging behaviour. ▪ Excellent understanding of issues surrounding clinical risk. ▪ Demonstrates knowledge of the issues surrounding work and other social factors and the impact it can have on mental health / benefits & employment systems. ▪ Knowledge of medication used in the treatment of people with drug and/or alcohol problems. ▪ Demonstrates an understanding for the need to use evidence-based psychological therapies and how it relates to this post. ▪ Able to demonstrate a good knowledge and value base in a relevant service specialism. ▪ Contribute to data entry and retrieval searches and reports to ensure that internal and external service requirements are met. ▪ Ability to work within community based substance misuse services. 	
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Acquired experience & qualifications	Essential	Desirable
	<ul style="list-style-type: none"> • Doctorate in Clinical Psychology / Counselling Psychology (or equivalent as recognized by the HCPC) • Up to date registration through the Health and Social Professions Council as a Clinical 	<ul style="list-style-type: none"> • BABCP accreditation • Experience of working in Primary Care Services • Substance Misuse qualification

	/Counselling Psychologist <ul style="list-style-type: none"> • Experience of delivering and coordinating psychological therapies and interventions. • Full range of skills and competencies as laid out in the competence framework for CBT (Roth and Pilling 2007). • Ensure knowledge and Continued Professional Development are maintained. • Experience of line managing clinical staff and providing clinical supervision. 	<ul style="list-style-type: none"> • Clinical expertise in drug and alcohol related health issues and evidence based practice. • Have formal training in clinical and managerial supervision.
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Other requirements	Essential	Desirable
	<ul style="list-style-type: none"> • Able to provide high quality support. • Capacity to travel within the service locality and to other Turning Point's operational locations. • Contribute to Turning Point's Clinical Governance Framework. • Self motivate, organise and prioritise own workload. 	<ul style="list-style-type: none"> • Access to own transport & UK Driving Licence.