

JOB DESCRIPTION – Practitioner Psychologist

Job title	Practitioner Psychologist
Sector/Function	Public Health & Substance Misuse
Department	Turning Point
Reports to	Senior Operations Manager
Grade	5

Job purpose	To implement and quality audit Turning Point community substance misuse psycho-social interventions (PSI), both individual and group- based and contribute to implementation and development of PSIs in core substance misuse service. The Practitioner Psychologist will provide clinical guidance and training for staff 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 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 trauma-informed psycho-social Interventions, including own provision of psychological interventions • To enhance quality of Recovery Planning and review and to ensure that individual and group interventions focussed on mental health are delivered to a high quality throughout the services. • To provide psychological assessments of Service Users based upon appropriate use, interpretation and integration of 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 therapeutically with a small caseload of clients with complex needs including substance misuse and mental health co-existing difficulties using a trauma enhanced approach. • 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 practice supervision and support of the staff team and to facilitate reflective practice • To provide an advisory service on matters related to the practice and delivery of psychologically and trauma-informed psycho-social interventions across the organisation and with multi-disciplinary partner agencies. • To ensure that all members of the staff 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 promote and maintain links and effective referral pathways with Primary and Secondary Mental Health services with regular liaison on individual referrals and service development in the Substance Use Mental Health protocols. <p>Service and Business Development:</p> <ul style="list-style-type: none"> • With the national Practitioner Psychologist team to develop an effective and engaging psychologically and trauma-informed approach to working with clients with mental health and substance misuse difficulties • 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 evidence-based 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 approaches • Meeting agreed performance targets and outcomes • Supporting Clinical Lead 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 Senior Operations Manager in the compilation of Service Business Plans. <p>People Management:</p> <ul style="list-style-type: none"> • To provide clinical or practice supervision to other members of the team in line with professional/national standards. This may include an Assistant Psychologist and placement/training therapists. Coaching and mentoring team members well to undertake tasks effectively • To perform regular professional appraisals staff within the services for whom this role has line management responsibility. Undertaking return to work interviews with these staff after absence, liaising with the Senior Operations Manager regarding areas of concern • 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. • Inducting new employees and liaising with Senior Operations Manager regarding probationary period and reviews.
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	<ul style="list-style-type: none"> • Under guidance undertaking requirements of the performance management system liaising with the Senior Operations Manager regarding the level of performance and competency of team members. <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 and safety (H&S) of colleagues, clients 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 supervise risk assessment and risk management for 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>Quality:</p> <ul style="list-style-type: none"> • Ensure the maintenance of standards of practice according to the employer and the Health Care Professions Council (HCPC) and British Psychological Society (BPS) and keep up to date on new recommendations/ guidelines set by the Department of Health and Social Care (DHSC) and Office of Health Improvements and Disparities (OHID) • 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 evolving service developments within the service and with the national Practitioner Psychologist team • 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 Practitioner 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.

	<ul style="list-style-type: none"> To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Substance Misuse, and Mental Health 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>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 Senior Operations Manager and Head of Psychology 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.

Dimensions	Direct reports	Assistant Psychologist (if applicable)
	Total staff overseen	N/A
	Internal contacts	<ul style="list-style-type: none"> Operations Manager and Senior Operations Manager Service Clinical Lead Clinical Services manager Team colleagues – Recovery Workers/Peer Mentors/Support Workers National Practitioner Psychologist Team Head of Psychology TP Central Support services Senior Clinical Team
	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 3 months in advance as agreed with Senior Operations Manager and Head of Psychology. Working within the Service Annual Plan.
	Problems solved	<ul style="list-style-type: none"> Caseload delivery

		<ul style="list-style-type: none"> • Clinical delivery • PSI specialism • Psychological options for Service Users • Addressing mental health and substance use needs of clients and supportive others • Line management issues, such as staff sickness, absence and performance • Problem solving day-to-day implementation issues
	Financial authority	Access to petty cash and day-to-day purchases within Grade 5 limits, in line with service requirements, Senior Operations Manager authorisation and organisational Policy / Procedure

PERSON SPECIFICATION

Job title		
Practitioner Psychologist		
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 psychologically informed direction of a service and make clinically informed decisions and judgements 	
Technical effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • Demonstrable commitment to Psychologically Informed Environments within a harm reduction and recovery model • 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. • Understanding of the issues faced by Service Users co-existing substance misuse and mental health difficulties • Working knowledge and understanding of current legislation regarding the treatment populations described above • Able to deliver a range of services/treatments/interventions in a person centred, non-judgemental manner, understanding and respecting need for social inclusion and respect for diverse needs • Able to demonstrate flexibility and creativity when developing support 	<ul style="list-style-type: none"> • Practice of implementing nationally recognised psychological models in a mental health or substance misuse setting

	<p>packages and supporting others to develop recovery plans</p> <ul style="list-style-type: none"> • Experience in working therapeutically with a caseload of Service Users with complex needs. • Expertise in working with and supporting staff in working in trauma-informed treatment approaches. • Excellent understanding of issues surrounding clinical risk. • Demonstrates knowledge of the issues surrounding homelessness and other social factors and the potential impacts on mental health and substance use • Knowledge of medication used in the treatment of people with drug and/or alcohol and mental health problems. • Demonstrates an understanding for the need to use evidence-based psychological therapies • 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. 	
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Acquired experience & qualifications	Essential	Desirable
	<ul style="list-style-type: none"> • Doctorate in Clinical, Counselling or Forensic Psychology (as recognised by the HCPC) • Up to date registration through the Health and Social Professions Council as a Practitioner Psychologist • Experience of delivering and contributing to psychological services. • 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 providing clinical supervision and reflective practice • Experience of working with mental health service users 	<ul style="list-style-type: none"> • Experience of working in substance misuse settings • Substance Misuse qualification • Clinical expertise in drug and alcohol related health issues and evidence-based practice • Have formal training in clinical and managerial supervision

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 other activities within the service, especially within the area of interventions development • Contribute to Turning Point's Clinical Governance Framework. • Self-motivate, organise and prioritise own workload. 	<ul style="list-style-type: none"> • Own transport