

# JOB DESCRIPTION



## Consultant Clinical Psychologist

### JOB DETAILS

<b>Job Title:</b>	Consultant Clinical Psychologist
<b>Department:</b>	Clinical/Operations
<b>Location:</b>	Flexible – SE or SW England, with some travel to SW England and to HQ in Leatherhead, Surrey
<b>Band:</b>	8c
<b>Status:</b>	Fixed-term (to 31 March 2023, with potential to be extended)
<b>Hours:</b>	18.75 per week (0.5fte)
<b>Reporting to:</b>	Head of Operations, England
<b>Clinically/professionally accountable to:</b>	Head of Psychological Therapies
<b>Line management/clinical supervision of:</b>	Not a key part of the role, but as required - Band 8b, 8a, & 7 Clinical or Counselling Psychologists or Cognitive Behavioural Psychotherapists, Art Therapists, trainees and assistant psychologists

### 1. OVERALL PURPOSE

The High Intensity Service is intended to be a liaison, advice and support model for local services to promote Veterans' recovery from a mental health crisis and support them through care pathways to gain stability in their lives. It sits at the top of the pyramid of Veteran mental health care (with CTS and TILS below) to provides a fully integrated pathway for Veterans within secondary services.

- To develop and deliver training programmes to mental health services to enable better patient experience for veterans in the following areas:
  - increase awareness of Veterans, military life and careers
  - an overview of HIS and Veteran Mental Health
  - guidance on appropriate engagement, assessment and treatment for Veterans (including with substance misuse presentations)
  - an understanding of the wider Veteran network
- To provide expert consultation, clinical and reflective supervision to HIS mental health practitioners to support the effective delivery of care for veterans in crisis and beyond in:
  - Safety planning
  - Coping strategies to self-manage symptoms

- Relapse Prevention
- Psychological formulation to inform access to psychologically informed interventions and/or care planning
- Discharge planning
- To deliver incident debrief for HIS mental health practitioners
- To create appropriate pathways between HIS and specialist substance misuse services and promote veteran-informed resources
- Support the evaluation of the HIS service in relation to clinical improvement/symptom reduction and Veteran defined goals of reduced isolation, reduced stress, feeling supported and families improved understanding and feeling supported (not exhaustive)
- To be part of the HIS Partnership Group and Clinical Improvement forum, to ensure quality is at the heart of what HIS do and is continuously monitored and improved
- To develop mature and trusting relationships within the Provider collaborative (across existing NHS Veterans Mental Health CTS and TILS services, other mental health NHS Trusts and specialist veteran third sector organisations to support high levels of integration between Veterans services and ensure Veterans receive the right care when they need it
- To influence the evolution of the provision of the HIS model in SW England to best meet the needs of Veterans across the geography

## **2. KEY RESPONSIBILITIES**

- To provide clinical leadership and practice guidance in the HIS in relation to the delivery of psychologically-informed assessment, risk management, safety planning, formulation, care plans and interventions
- To develop and implement an effective framework of clinical and reflective supervision for HIS mental health practitioners with other senior clinicians
- To support the Head of Psychological Therapies and Head of Operations, England in systematically appraising need for further development of partnerships with NHS Veteran Mental Health services and to identify and recommend appropriate service developments
- To be responsible for ensuring that the policies and procedures of Combat Stress are properly implemented by yourself

### **Management Responsibilities**

- To support the Head of Psychological Therapies in ensuring that policies and guidelines concerning professional good practice for the provision of psychological therapy services are reviewed and implemented in order to ensure the highest standards of service to Veterans
- Work closely with the Head of Operations, England and the Head of Psychological Therapies to and systematically plan and deliver the service provided to the HIS service are in line with agreed organisational objectives and resources and contribute to strategic management discussions about future service delivery
- To work closely with the Head of Psychological Therapies, Medical Director and Director of Operations to continually to review, develop and deliver evidence-based services of the highest quality
- Report on activity and performance of the HIS team as required and ensure that systems are developed/followed to enhance monitoring and data reporting

- To provide clinical and reflective supervision to the HIS mental health practitioners
- To attend and where appropriate chair interdisciplinary team clinical meetings within the HIS
- To attend and where appropriate chair local senior management, clinical governance, and incidents/complaints meetings, carrying out prescribed tasks as appropriate (e.g. development or implementation of policy, investigating complaints) and by agreement with line manager
- Working closely with the Head of Psychological Therapies and other Consultant and Principal psychologists/psychotherapists across the UK to contribute to the strategic development of psychological therapies within Combat Stress
- To follow relevant organisational policies and procedures for clinical and information governance and HR

### **Clinical Responsibilities**

- To bring to the HIS interdisciplinary team a high level of expertise in relation to specialist psychological assessment, formulation, intervention and consultation in relation to Veterans with complex mental health needs, utilising a range of clinical methodologies and drawing on a range of theoretical perspectives.
- To assume a senior clinical leadership role within the HIS team
- To provide expert clinical advice and opinion to the HIS team, as well as referring services as required
- To occasionally support the direct assessment and formulation of Veterans' complex mental health difficulties, using sound and evidence based clinical methodology
- To support the HIS team to formulate and devise psychologically informed treatment and management plans for referred Veterans with a range of problems, severity and complexity, including those with challenging behaviours.
- To provide specialist psychological advice guidance and consultation to other professionals contributing directly to Veterans' formulation, and treatment plans, based on a multifaceted psychological understanding and current evidence-based practice
- To undertake risk assessment and risk management for individual Veterans and to provide advice to other professionals, both internal and external, on psychological aspects of risk assessment and risk management and safety planning across services and agencies
- To take a lead on the promotion of evidence-based practice throughout services that come in to contact with the HIS and motivate other professionals to advance clinical practice and improve quality of care.

### **Clinical Governance**

- To be a key part of the clinical governance structure and to identify, devise, implement and supervise clinical audits as per clinical governance strategy and contribute to the clinical audit matrix
- To contribute to the development and implementation of relevant organisational policies and procedures pertaining to high quality clinical service delivery

## **Education and Training**

- To develop and deliver training programmes to mental health services to enable better patient experience for veterans [see OVERALL PURPOSE]
- To lecture at key clinical and academic national and international conferences in relation to complex mental health needs in Veterans, increasing the profile of Combat Stress
- To represent Combat Stress at external strategic meetings with partners and other agencies as required.
- To help represent Combat Stress in the media in consultation with the Head of Psychological Therapies, Medical Director, Director of Operations and Marketing and Communication team
- Oversee the provision of specialist knowledge, education and training related to psychological services Combat Stress, including, but not limited, to the development of trauma-informed services
- To participate in training of staff at Combat Stress

## **Service Evaluation and Research**

- Collaborate on the development of service evaluation and translational research studies in collaboration with the Head of Research and the Medical Director.
- To take a leading role in the evaluation of clinical programmes within Combat Stress
- To write and secure service funding and research bids.
- To supervise research projects along with the Head of Psychological Therapies, Head of Research, and the Medical Director.
- To develop, implement and monitor an effective clinical supervision structure within the HIS following the direction set by the Head of Psychological Therapies and the Medical Director.
- To provide leadership and management regarding the selection and design of complex service evaluation projects, guiding and supporting colleagues to improve the quality and effectiveness of service provision.
- To remain informed of and critically evaluate current research to support evidence-based practice in your own professional work and to contribute this perspective in the interdisciplinary team.

## **Professional Responsibilities**

- To participate in regular clinical professional supervision, Continuing Professional Development and appraisal as consistent with the requirements of Combat Stress
- To work within the Code of Ethics and the professional practice guidelines of the professional registering body and the professional guidance framework of Combat Stress
- To work within the framework of the policies and procedures of Combat Stress
- To maintain a high standard of clinical record keeping.
- To fully support the activities of the Psychological Therapies Department within Combat Stress, including attending relevant meetings.
- To maintain a current understanding of developments in the field of both trauma-related mental health difficulties and Veterans' mental health

## **General Responsibilities**

- To fully understand and adhere to the policies and procedures of the Organisation
- To be compliant with the administrative and clinical processes defined

- To work in a flexible and responsive way to meet the changing needs of the service users and demands of the service
- To promote a recovery focus throughout the veterans' treatment journey
- To promote equality, diversity and the rights of the service users
- To support partnership working
- To follow safeguarding procedures to minimise risk of harm to children or vulnerable adults
- To contribute to the maintenance of a healthy and safe working environment by adhering to Health and Safety Organisational policies

### **3. KEY RELATIONSHIPS**

Dorset Healthcare NHS Trust:

- Operational Manager
- Business Manager
- Clinical Leads East & West
- Senior Mental Health Practitioners
- Consultant Psychiatrist (DHC & CS)
- Consultant Clinical Psychologist (DHC)

Combat Stress:

- Head of Operations, England
- Head of Psychological Therapies
- Medical Director
- Director of Operations
- Senior Psychological Therapists across Combat Stress
- Inter-disciplinary team - England South
- Research Team
- Quality and Clinical Governance Team
- Veteran Voice Group and other Service User Groups
- Peer Support workers
- Family Support workers
- NHS and other Veteran Mental Health Providers

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### **4. RISK MANAGEMENT**

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.

As an employee of Combat Stress you are required to be risk aware, readily able to identify risks faced by you and by Combat Stress in the course of your day-to-day employment. Where a new risk is identified it is to be reported through your line manager.

We reserve the right to ask you from time to time to undertake any other reasonable duties as required within this role.

Signature – Job Holder

Date

Signature – Line Manager

Date

**Reviewed: June 2021**