NHS Orkney
CLINICAL/COUNSELLING PSYCHOLOGIST: OLDER ADULTS (BAND 7/8A)
Recruitment and Information Pack

Application Reference Number: NO19769
Application Closing Date: 15th April 2018

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Recruitment Pack Contents

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To assist you with your application for the post of Clinical/Counselling Psychologist, NHS Orkney, this pack provides useful information about NHS Orkney and post information.

Useful websites

NHS Orkney
  o  http://www.ohb.scot.nhs.uk/

Orkney Island Council
  o  http://www.orkney.gov.uk/

Scotlands Health On The Web (SHOW)
  o  http://www.show.scot.nhs.uk/

NHS Orkney Twitter
  o  www.Twitter.com/nhsorkney

NHS Orkney Facebook
  o  www.facebook.com/nhsorkney

Welcome
Thank you for your interest in our Clinical/Counselling Psychologist vacancy in Older Adults based in the Balfour, Rural General Hospital at NHS Orkney.

We believe working in a rural hospital can be both professionally and personally tremendously rewarding. We pride ourselves in delivering high quality care that is person centred, safe and effective and you would be joining at a time when we are building our state of the art new Hospital.

Partnership working with our population, our patients, our staff and teams, and our colleagues in Orkney Islands Council and the third sector is important to us and NHS Orkney also for a number of specialist services rely on Service Level Agreements with other Health Boards.

Over recent years NHS Orkney has seen significant changes in the delivery of healthcare. The pace of change continues to accelerate as our committed staff adopt new and innovative ways of working fit for the coming decade.

Our new hospital is planned to open in 2019 and we work towards the provision of and investment in our outer island facilities, these developments allow us to drive forward service improvement with confidence.

If you believe you can fulfil these roles, we at NHS Orkney look forward to receiving your application.

David McArthur
Director of Nursing Midwifery and AHP
NHS Orkney
Introduction to Orkney

Lying off the northern coast of Scotland, between John O'Groats and the Shetland Isles, Orkney is an archipelago of over 70 beautiful islands, 17 of which are inhabited. The total population is approximately 22,000 with most people living on the Mainland. Kirkwall, the capital with its spectacular red sandstone 12th century cathedral, with a population of 7,500, it is the administrative centre of Orkney with a good mix of shops, supermarkets and businesses. Orkney is a wonderful place to live and work and voted the happiest place to live in the UK. Orkney also offers; low pollution, low crime, excellent schools, good leisure facilities, unique wildlife and amazing scenery.

Orkneys economy is mainly occupied by the farming industry. Commonly within Orkney Most farmers breed and rear beef cattle of the highest standard, although dairy cows and sheep are also kept. Agriculture is the main industry of the islands and generates some £30 million per year, followed closely by tourism and oil. And fishermen compete with seals and sea birds to enjoy something of the rich bounty provided by the surrounding seas. Orkney is at the forefront of the renewable energy drive in the UK. Wind turbines are dotted around the islands and wave energy research is on-going.

In economical terms Orkney hold an impeccable rate of those in employment/seeking, with the percentage of 84.7, the islands statistics are above the average for Scotland and Great Britain. Thus, unemployment levels are again on average lower than Scotland and the UK, in relation to long-term unemployment.

Kirkwall is truly a place for children, a great place for a family. The community spirit is amazing. There is so much for children and adults - theatre, drama, dance and ballet classes. Schools in Kirkwall are very good (no private fees). Imagine all of these within walking distance of your home and workplace. And for adults and visiting relatives and friends there is so much to see and do, playing a round of golf, fishing, kayaking, walking, cycling, diving, wind surfing are but a few. The Pickaquoy centre provides a lovely modern well equipped gymnasium and entertainment centre.
Dear Prospective Candidate

Have you ever considered working in one of Scotland's most attractive NHS Island Boards? NHS Orkney is working hard to be the best remote and rural health care provider in the UK – do you want to help us achieve our ambition?

NHS Orkney is looking for a permanent band 7/8a Clinical/Counselling psychologist to introduce a psychology service to Older People in Orkney aimed at tier 3 & 4 populations. Opportunities to develop in a number of areas, depending on your interests and skills, including neuropsychology are available. Interested, why not get in touch.

The successful candidate will also contribute to the provision of the already established general adult psychology services in a secondary care setting.

This appointment will ideally be on a full-time basis (37.5 hours per week), although applicants seeking part time hours are welcome to apply. Flexible working, even with time on and off island, is an option. We are open to negotiations, depending on what you have to offer. Our ability to offer flexibility makes NHS Orkney an attractive employer. We can and will work with you to meet your needs.

For those interested in working with us in NHS Orkney, Orkney lies off the northern coast of Scotland, between John O'Groats and the Shetland Isles. The total population is approximately 22,000 with most people living on the Mainland. Kirkwall, the capital, with a population of 7,500, it is the administrative centre of Orkney with a good mix of shops, supermarkets and businesses.

Orkney is a wonderful place to live and work and voted the happiest place to live in the UK. Orkney also offers low pollution, low crime, excellent schools, good leisure facilities, unique wildlife and amazing scenery.

Access to the islands is easy. The recent announcement by the Scottish Government to introduce a ‘Road Equivalent Tariff’ on the Pentland Firth routes improves transport links for Orkney with the Scottish mainland. Kirkwall has several flights a day (just under 1 hour) connecting to the mainland, and with high speed broadband available on the islands, friends and family are just a click away. Homes are very affordable - what might you get for £200,000 in London, Edinburgh, Glasgow or Leeds? For that sort of money, you get 4
bedroom detached homes in the most sought after locations in Kirkwall and the best bit is there being very little traffic anywhere.

But don’t take our word for it - come and see for yourself! Please feel free to visit the island and the Balfour Hospital where you will find a very warm welcome.

To find out more about living and working in Orkney got to www.orkney.com or www.visitorkney.com Further information on NHS Orkney can be found at www.ohb.scot.nhs.uk.

For further information on the post please contact John Trainor, Head of Health and Community Care on 01856 888205 or john.trainor@nhs.net or Angela Colborn-Veitch, Operational Manager on 01856 888280 or angela.colborn-veitch@nhs.net

Please note that in order to apply for a position at NHS Orkney the standard NHS application form needs to be completed – CVs are not accepted.

Closing date for applications: 15th April 2018

*These posts are subject to PVG Scheme Record checks*

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**Information for Applicants**

**NHS Scotland**

The NHS is one of our nation’s biggest and most important public services. Each day thousands of Scots depend on it for treatment and care. Each day it saves hundreds of lives.

The nation’s largest employer, more than 150,000 dedicated and skilled staff work for NHS Scotland. Since devolution, the Scottish Government has been striving to make Scotland healthier for all of us.

The work undertaken by the 14 territorial NHS Boards across the country provides the strategic framework to ensure that the management of our healthcare is more efficient, more accountable and more effective. These Boards bring together key partners to deliver healthcare. One of the main functions of these different bodies is to put government policies into practice in the best way possible.

An NHS Board is a board of governance, which has responsibility for issues such as health improvement, strategic planning and resource allocation.
NHS Orkney

The smallest of the territorial Boards, NHS Orkney employs circa 567 substantive employees.

The Board Comprises of 15 Members:

- The Board Chairperson
- 6 Non-Executive Members
- 2 Stakeholder Members
  - Employee Director
  - Chair of Clinical Forum
- 5 Executive members
  - Chief Executive
  - Director of Finance
  - Medical Director
  - Director of Public Health
  - Director of Nursing, Midwifery and Allied Health Professionals
  - Director of Workforce (in attendance) joint post with NHS Grampian

The Non-Executive members are lay-people who are invited to sit on the Board. These people generally have other jobs but they receive some remuneration for activities involving their Health Board duties.
JOB DESCRIPTION

OLDER ADULTS

CLINICAL PSYCHOLOGIST (BAND 7/8A)
1. **Details of the Job Description**

   **Job Title:** Clinical/Counselling Psychologist

   **Job Reference:**

   **Grade:** Band 7/8A

   **Salary:** £32,013 - £42,205/£40,833 - £49,000 (depending on experience) plus Distant Islands Allowance pro rata

2. **JOB PURPOSE**

   2.1 Working in relation to referrals from Community Mental Health Team and others, the post-holder will be responsible for providing and ensuring the systematic provision of a high quality, specialist psychology service for older adults (generally aged 65+ years). The post holder will also be required to provide sessional input into the Adult Mental Health (AMH) service within an Orkney-wide Psychological Therapies Service.

   2.2 To provide highly specialist psychological assessment and therapy, including cognitive assessment, as required.

   2.3 To offer advice and consultation on psychological care to non-psychologist colleagues and to other non-professional carers. Work autonomously within professional guidelines and the overall framework of the policies and priorities established by the psychological therapies service in Orkney Health & Care.

   2.4 To utilise research skills for audit, policy and service development, and conduct, supervise research and service evaluation within areas relevant to the post-holder's service responsibilities, as required.

   2.5 To provide teaching, training and supervision where appropriate.

3. **ORGANISATIONAL POSITION**

   3.1 To be line-managed and be professionally accountable to the Lead Consultant Psychologist.

   Lead Consultant Psychologist, Community Mental Health Services. Orkney Health & Care

   This Post

   3.2 Following satisfactory completion of appropriate post-qualification training in clinical supervision, the post-holder will be expected to contribute to the supervision of trainees on postgraduate courses, including the Edinburgh University/NHS Scotland Doctoral Clinical Psychology Training Course, the Dundee/Stirling M.Sc. course in psychological therapies in primary care and other professionals where appropriate.
4. **SCOPE AND RANGE**

4.1 Within the policies and procedures outlined by the Psychological Therapies Service in Orkney Health & Care, the post holder will be responsible for the systematic provision of a specialised clinical psychology service to older adults as agreed with the Lead Consultant Psychologist.

4.2 The post-holder will be a member of Community Mental Health Service within Orkney Health & Care, which aims to provide a highly specialist psychology service for older people (aged 65+ years). The successful candidate will also contribute to the provision of the already established general adult psychology services in a secondary care setting as directed by the Consultant Psychologist.

4.3 The post holder will arrange their work within the community or in outpatient clinics as appropriate and provide inpatient assessment and consultancy services, including supervision. Sessional time will be divided between direct and indirect clinical duties and non-clinical responsibilities, with an anticipated 70/30 split favouring direct clinical work.

4.4 Non-clinical responsibilities may arise out of the department’s commitment to audit and research, and providing training and clinical supervision for Cognitive-Behavioural Therapy (CBT) Practitioners and/or teaching and training for Trainee Clinical Psychologists from the University of Edinburgh/NHS Scotland Clinical Psychology Training Programme, the Dundee/Stirling M.Sc. course in psychological therapies in primary care and other accredited applied psychology training courses. In addition, the Psychological Therapies service offers teaching, training, consultancy and supervision to non-psychologist colleagues in Community Mental Health Teams and other settings.

5. **MAIN DUTIES AND RESPONSIBILITIES**

5.1 Clinical

5.1.1 To provide highly specialist psychological assessments of patients referred to the service based upon the appropriate use, interpretation and integration of highly complex data from a variety of sources including psychological and cognitive tests, self-report measures, rating scales, direct and indirect observations and semi-structured and structured interview schedules with patients, family members and others involved in the patient’s care.

5.1.2 To develop and implement plans for the specialist psychological treatment and/or management of a patient’s mental health problems, based upon an appropriate conceptual framework of these problems, and employing methods based upon evidence of efficacy, across the full range of care settings.

5.1.3 To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed
individually and in synthesis, adjusting and refining psychological formulations, as new information becomes available, drawing upon different explanatory models and maintaining a number of provisional hypotheses.

5.1.4 To evaluate and make decisions about the best course of action / treatment options taking into account both theoretical and therapeutic models and highly complex factors, unique in each case, concerning historical and developmental processes that have shaped the individual, family or group.

5.1.5 To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients whose problems are managed by psychologically based care plans.

5.1.6 To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to patients’ formulation, diagnosis and treatment plans.

5.1.7 To contribute directly and indirectly to a psychologically based framework of understanding and care for the benefit of all patients of the service, across all settings and agencies serving the care group. To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.

5.1.8 To undertake risk assessment and risk management for individual patients and provide advice to other professions on psychological aspects of risk assessment and risk management.

5.1.9 To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of patients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.

5.1.10 To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

5.2 Teaching and Training

5.2.1 To provide pre and post-qualification teaching for clinical/counselling psychologists, as appropriate and clinical associates in applied psychology (CAAPs).

5.2.2 To provide advice, consultation and training to staff working with the care group across a range of agencies and settings, where appropriate.

5.2.3 To develop and use complex multi-media materials for presentations in public, professional and academic settings.

5.2.4 To contribute to the teaching of under-graduate medical students and post graduate medical staff on clinical psychology and other relevant topics, as appropriate.
5.2.5 To provide teaching for psychiatry, nursing, and Allied Health Professions staff, as appropriate.

5.2.6 To continue to gain wider highly specialist experience and clinical skills relevant to clinical psychology and the service through participation in an Appraisal and Continuing Professional Development (CPD) personal development plan, as agreed with the Lead consultant Psychologist.

5.2.7 To maintain and develop skills in the area of clinical supervision particularly in relation to postgraduate training.

**5.3 Supervision**

5.3.1 Subject to the satisfactory completion of appropriate post-qualification training in supervision skills, to provide clinical placement opportunities for trainees in applied psychology and ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.

5.3.2 To provide professional and clinical supervision for Assistant Practitioners, and graduate volunteers, including work allocation and review of work, if required.

5.3.3 Subject to the satisfactory completion of appropriate post-qualification training in supervision skills, to provide professional and clinical supervision for Trainee Clinical Psychologists, including work allocation and review of work.

5.3.4 To provide clinical supervision to other members of CMHT and other colleagues (for example Clinical Associates in Applied Psychology/CAAPs) in their provision of psychologically based interventions to help improve clients’ functioning.

5.3.5 To undertake clinical supervision as required of all grades of Clinical Psychologists to meet the requirements of the Health Care Professions Council Standards of Proficiency for Practitioner Psychologists and the British Psychological Society Generic Professional Practice Guidelines.

5.3.6 To identify and monitor the practice of those who are supervised by the post holder and to identify deficits in performance and conduct and, where necessary, to initiate the initial stages of grievance and discipline procedures by alerting relevant managers.

**5.4 Management and Recruitment**

5.4.1 To manage the workload, subject to the satisfactory completion of appropriate post-qualification training in supervision skills, of trainee clinical psychologists and trainees from the Dundee/Stirling M.Sc. course in psychological therapies in primary care, within the framework of the service’s policies and procedures, and in line with agreed service priorities.
5.4.2 To take responsibility for appropriate use and maintenance of test materials and other equipment used in the course of routine duties and to inform line manager of any related requirements.

5.5 Policy and Service Evaluation

5.5.1 To contribute to the development, implementation, monitoring and evaluation of the service’s operational policies and services, through the deployment of professional skills in research, service evaluation and audit.

5.5.2 To assist in advising both service and professional management, in collaboration with professional colleagues, in the planning of psychological aspects of services.

5.5.3 To serve, and where appropriate to represent the service, on multi-agency committees concerned with the development of mental health services in Orkney, as directed by the Consultant Psychologist.

5.5.4 To be involved in identifying and implementing service developments to improve the quality of care provided by the service.

5.6 Research and Service Evaluation

5.6.1 To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members and to apply highly developed research skills to all aspects of work in a routine basis.

5.6.2 To conduct appropriate research and provide research advice to other staff undertaking research, particularly in areas relevant to the post holder’s service responsibilities, as agreed with the line manager.

5.6.3 To undertake project management, including complex audit and service evaluation, with colleagues within the service, to help develop service provision.

5.6.4 To take responsibility for the development of effective means of auditing individual work and the quality of the service.

5.6.5 To be involved in organising and supervising research and development work of any Psychology Assistant, Clinical Associates in Applied Psychology (CAAPs), or Graduate Psychologist employed within the service. Subject to the satisfactory completion of appropriate training in supervision skills, to provide clinical supervision for doctoral research of trainee clinical psychologists, as required.

5.7 General
5.7.1 To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external Continuing Professional Development (CPD) training and development programmes, in consultation with professional and service managers.

5.7.2 To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of Applied Psychology and related disciplines.

5.7.3 To maintain the highest standards of clinical record-keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice and local policies and procedures.

5.7.4 To collate and provide information from others (e.g. Clinical Associates in Applied Psychology (CAAPs), Assistant Practitioners, Trainee Clinical Psychologists and junior staff) for the purposes of monitoring and evaluating the service.

5.7.5 To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific care group and mental health.

5.7.6 To maintain appropriate links with local professional bodies and national statutory bodies and maintain professional standards as required through their required registration with the Health Care Professions Council.

5.7.8 To carry out such other duties as may be agreed.

5.7.9 To participate in the appropriate staff appraisal scheme and be responsible for complying with the agreed personal development plans to meet set knowledge and competence-based requirements.

5.7.10 To carry out appraisals, where necessary, for Assistant Practitioners and Trainee Clinical Psychologists.

**NOTE**
- This is not an exhaustive list of duties and responsibilities, the specific nature of which will be agreed with the Lead Psychologist.
- The post holder may be required to undertake other duties which fall within the grade of the job.
- This description will be reviewed in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant NHS policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety, Data Protection and Confidentiality of Information.
6. **SYSTEMS AND EQUIPMENT**

6.1 The post holder will be responsible for and competent in the administration of a wide range of psychological measures for the purposes of assessment, monitoring clinical progress and evaluating outcomes. These measures will include:

- formal psychometric/cognitive assessment tests.
- formal structured and semi-structured interview schedules
- observer and self-report ratings, questionnaires and observational check lists.

6.2 The post holder will maintain knowledge and skills in the use of a range of computer packages, e.g. Word, PowerPoint, Access, Excel, SPSS etc.

6.3 The post holder will be competent in the use of e-mail for professional communication, in the use of the internet, and in the use of a variety of on-line research databases e.g. Psychlit, Medline.

6.4 The post holder will be competent in the use of a range of audio-visual equipment including dictaphone, video, tape recorders and DVD technology.

6.5 The post holder will be competent in the use of telephone and videoconferencing facilities.

6.6 The post holder will be responsible for maintaining accurate records of individual clinical workload and will provide relevant data for the department and NHS Orkney information systems as required.

6.7 The post holder will complete weekly activity sheets on patient contacts.

6.8 The post holder will maintain a record of own continuing professional development activities.

7. **DECISIONS AND JUDGEMENTS**

7.1 The post holder will be responsible for working as an independent practitioner, professionally and legally accountable for all aspects of their own work acting in a largely autonomous manner with reference to Health Care Profession Council Standards of Conduct, Performance and Ethics, all relevant professional guidelines, codes of conduct and the operational policies of the department and NHS Orkney.

7.2 The post holder will hold responsibility for their own individual clinical caseload and for the clinical care delivered to clients and carers, working without direct supervision. The post holder is responsible for planning and prioritising their own patient workload in relation to other duties of the post.

7.3 The post holder will be responsible for managing their own time to ensure that they timeously and effectively carry out all non-clinical duties of their post e.g. teaching, training, research and audit, attendance at professional meetings.
7.4 The post holder will be responsible for ensuring that they maintain clinical and professional skills by pursuing ongoing personal continuing professional development in accordance with Department and NHS Orkney CPD policies.

7.5 The post holder will use their professional skills to assess patients and carers, interpreting complex facts to evaluate clinical situations with an appropriate formulation to guide clinical management. The post holder will be responsible for making assessments and judgements of risk posed to patients and to others, and for taking appropriate action to inform other professionals and agencies as required.

7.6 The post holder will be responsible for monitoring and supervising clinical teaching and research activities of Assistant Practitioners/Graduate Psychologists/Clinical Trainees/ Clinical Associates in Applied Psychology (CAAPs).

8. COMMUNICATIONS AND RELATIONSHIPS

8.1 Patients
The post holder will be responsible for:
(i) communicating with, and establishing a therapeutic relationship with adult patients presenting with a wide range of mental health problems often including complex, severe and enduring psychological disorder or mental illness.
(ii) using communication skills to establish a working alliance with patients, some of whom will be deeply distrusting of professionals and possibly potentially aggressive.
(iii) eliciting a comprehensive and accurate account of a patient's presenting problems and personal history
(iv) developing and explaining a coherent psychological formulation of a patient's difficulties and communicating highly complex condition-specific information to a patient who may be distressed, hostile, suffering from psychological disorders and present challenging behaviour including verbal hostility and manipulation.
(v) having contact with patients in a variety of settings including outpatient clinics, inpatient wards, day care centres and on occasions, patients' homes.

8.2 Carers/Relatives
Where appropriate, and with their patient's knowledge and consent, the post holder will communicate with carers or relatives who may be able to offer assistance in the assessment, formulation or treatment of the patient's problems. In such circumstances, the post holder will show awareness of the boundaries of patient confidentiality and be sensitive to the particular needs of carers/relatives of patients with significant mental health difficulties.

8.3 Psychologist Colleagues/Other Professionals/Voluntary Services Staff
Within the bounds of relevant Health Care Professions Council and professional code of practices and NHS Orkney policy on patient confidentiality, the post holder will communicate with psychologist colleagues, professionals or others (e.g. staff from voluntary organisations) on matters
pertaining to individual patient’s care and on more general service issues. Communication may be face-to-face, by telephone or other electronic form, or by written letter. In so communicating with other professionals, the post holder requires to be able to effectively convey information about complex, sensitive and sometimes contentious issues regarding the care of patients.

8.4 Teaching/Training/Supervision/Consultancy
The post holder will be expected to perform the skills of teaching, training, supervision and consultancy to a very high standard. Teaching/training skills will include the ability to prepare appropriate materials in advance of the teaching/training session, to articulate ideas in an interesting, informative and coherent way, and to facilitate discussion of issues. Supervision and consultancy skills will include demonstrating an awareness of the sensitivities which may attach to clinical trainees or other colleagues talking about their clinical practice.

9. PHYSICAL DEMANDS OF THE JOB
9.1 The post holder will be required to undertake clinical interviews with patients on a very frequent basis. During such interviews, the post holder will be expected to display good attending, listening and communication skills via both verbal and non-verbal means. This will involve sitting in constrained positions for extended periods of time and prolonged, intense concentration.

9.2 In the context of clinical work, the post holder will be exposed to frequent experiences of highly distressing emotional material including histories of severe abuse, family breakdown and mental illness coupled with likely exposure to some verbal aggression and some risk of physical aggression.

9.3 The post holder will work across a range of physical environments which may present different kinds of demands, e.g. out-patient hospital clinics, inpatient wards, GP surgeries, patient’s home etc. This may require carrying confidential material or test materials and other equipment when required, which will necessitate appropriate security arrangements to be in place.

9.4 The post holder will acquire through experience and training the necessary skills to administer psychometric and cognitive assessments with the required degree of accurate and fine motor manipulation and speed.

9.5 The post holder will be required to be proficient in keyboard skills and in operating a personal computer.

9.6 The post holder will be expected to have a driving licence and the post may on occasions require extensive driving.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB
10.1 Persuading and motivating staff within a multidisciplinary team or multi-agency context who may not share the same conceptualisation of a case and may actively disagree with the post holder’s findings and suggestions.
10.2 Regularly working with clients who have complex needs and problems which require the creative application of psychological techniques beyond standard protocols.

11. KNOWLEDGE, TRAINING, EXPERIENCE REQUIRED TO DO THE JOB

11.1 Post-graduate doctoral level training in Clinical/Counselling Psychology (or its equivalent for those trained prior to 1996) as recognised by the British Psychological Society and accredited by the Health Care Professions Council.

11.2 To be registered on the Health Care Professions Council Register of Practitioner Psychologists or able to provide confirmation of eligibility for such HCPC registration if recently qualified.

11.3 Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.

11.4 Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, complex trauma etc)

11.5 Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.

11.6 Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, carers and other professional colleagues both within and outside NHS Scotland.

11.7 Skills in providing consultation to other professional and non-professional groups.

11.8 Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.

11.9 Knowledge of mental health and other relevant legislation.

11.10 Evidence of continuing professional development in accordance with requirements of the Health Care Professions Council Standards of Conduct, Performance and Ethics and professional guidance from the British Psychological Society.

11.11 Formal training in the supervision of trainee clinical psychologists and others practising psychological skills.

11.12 Assessed post-doctoral experience of working with adult clients with a wide variety of mental health problems, presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
11.13 Experience of exercising full clinical responsibility for clients’ psychological care and treatment, both as a professionally qualified care co-ordinator and also within the context of a multidisciplinary care plan.

11.14 Experience of supervisory and/or management responsibility for Psychology Assistant Practitioners, CAAPs or Graduate Psychologists.

11.15 Experience of representing psychology within the context of multi-disciplinary care.

11.16 Experience of teaching, training and/or supervision and clinical supervision.

11.17 Training and experience of developing and using complex multi-media materials for presentations in public, professional and academic settings.

END OF JOB DESCRIPTION
## PERSON SPECIFICATION

**Form prepared by:** Suzanne Roos  
**Date:** 5 February 2018  
**Post Title/Location:**  
**CLINICAL/COUNSELLING PSYCHOLOGIST BAND 7/8A**  
**Older Adults**  
**Community Mental Health Psychological Therapies Service**  
**NHS ORKNEY**

### Requirement of Post:

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<thead>
<tr>
<th>Qualifications:</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tbody>
<tr>
<td><strong>HCPC recognised post-graduate doctoral level training in clinical psychology, including training in models of psychopathology, clinical psychometrics, and lifespan development psychology.</strong></td>
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<td>Additional qualification or training in specific evidence-based psychological therapies.</td>
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<tr>
<td>Experience of delivering psychological therapies across the lifespan.</td>
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<td>NES-approved / suitably qualified to supervise postgraduate clinical psychology trainees.</td>
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<td>Registration, or eligibility for registration, with the Health and Care Professions Council.</td>
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<thead>
<tr>
<th>Experience:</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tr>
<td>Experienced in delivering direct clinical services with appropriate level of supervision and support.</td>
<td></td>
<td>Experience of working with relevant or related care groups, such as general adult mental health, psychiatric rehabilitation, or intellectual disability.</td>
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<td>Experience of working as part of a multi-disciplinary team.</td>
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<td>Experience of supervising others.</td>
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<td>Experience of working with older people or related groups in a mental health setting.</td>
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<td>Teaching / research / audit experience.</td>
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<tr>
<td>Experience of managing own caseload.</td>
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<td>Competent in the administration and interpretation of a range of psychometric and neuropsychological tests.</td>
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### Professional Skills:
- Competence and flexibility in independent clinical practice.
- Reliability, good time-keeping and workload management.
- Proficient in the use of range appropriate IT equipment.

### Personal Skills:
- A commitment to the development of psychological services for older people with mental health difficulties.
- Enthusiasm for working with a broad range of psychological phenomena.
- Excellent communication and interpersonal skills and an ability to articulate the value added by the discipline of applied psychology services to multidisciplinary health settings.
- Ability to articulate complex psychological formulations to non-psychologist colleagues.
- Ability to demonstrate skills as a reflective practitioner.
- Ability to relate well to colleagues/clients across a range of settings.
- Ability to work flexibly and within a small team.

### Other Requirements
- Knowledge and awareness of HCPC and BPS standards of professional conduct and codes of practice.
- Willingness and ability to contribute to service evaluation and development.
- Knowledge and understanding of the relevance to local service delivery of current Scottish and UK mental health services policy, strategy and legislation, particularly as it relates to MH services for older people.
- Knowledge and awareness of the approach to Health and Social Care Integration.
- Driving licence.