

## **Clinical Counselling Psychologist Learning Disability Service - Jersey Adult Autism Service**

**Department:** Health and Social Services

**Division:** Learning Disability Service

**Reports to:** Consultant Clinical Psychologist/Clinical Lead/manager in relevant service

**JE Ref:** HCS635

**Grade:** CS12

**JE Date:** 14/04/2020

### **Job purpose**

To ensure the systematic provision of a high-quality specialist psychology service to users, relatives, carers and all appropriate specialist services for people with learning disabilities in Jersey. This will involve providing highly specialised assessments, formulations, and interventions to vulnerable adults over the age of 18 years who have a Learning Disability and/or Autism Spectrum Condition with complex / highly complex needs and presentations. To liaise with other specialist psychologists on island and provide psychology leadership within the Learning Disability Service / Jersey Adult Autism Service. To contribute to training and consultation which assists the development of high- quality services for people with learning disabilities / autism with the key aim of enabling access for clients with a learning disability / autism to mainstream services, health care, housing, employment and the criminal justice system.

### **Job specific outcomes**

1. Deliver high-level risk assessments regarding risk of suicidality, harm to self and others for vulnerable adults across a range of community locations, in order to make complex clinical decisions regarding level of risk and appropriate management of this, taking into account the adult's presentation and wider systemic factors. Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client.
2. Provide highly specialist psychological assessment of complex and vulnerable clients with Learning Disabilities and / or Autism Spectrum Conditions alongside co-morbid mental and physical health problems, based on the appropriate use, interpretation and integration of data from a variety of sources. This includes autism spectrum condition diagnostic assessment, and assessments of cognitive ability using psychological testing tools.
3. Formulate and implement plans for the formal psychological treatment/intervention and/or management of a vulnerable person's mental health or other relevant issues (e.g. behaviours that challenge) based upon an appropriate conceptual framework of the client's problems, and employing the latest evidence base, and methods of proven efficacy, across the full range of care settings.
4. Implement a range of psychological interventions for vulnerable individuals, carers, families and groups, within and across teams, adjusting and refining psychological formulations

drawing upon different explanatory models. Evaluate and make decisions about intervention options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes.

5. Advise, consult and train staff working with the vulnerable client group on a range of contentious and complex issues, where high risk levels is an important factor, across a range of agencies and settings.
6. Work as a fully integrated part of a multidisciplinary team, coordinating the implementation of psychological interventions with those provided by other disciplines, and providing a psychological framework for multi-disciplinary work. Provide clinical supervision, advice and support to other professionals working with people with Learning Disabilities and/or Autism Spectrum Condition, in order to facilitate a comprehensive multi-disciplinary approach.
7. Develop, evaluate, monitor and propose changes to service policies, through the deployment of professional skills in research, service evaluation and audit and ensure incorporation of psychological frameworks for understanding and provision of high-quality care. Undertake research and project management, including complex audit and service evaluation, with colleagues within and across the service.
8. Autonomously develop practices within the learning disability / autism psychology provision which ensure a high quality, responsive and accessible service. To exercise local responsibility for the systematic governance of psychological practice within the service. Developing pathways between Learning Disability and / or Autism Spectrum Condition services and other mainstream or specialist services to ensure access to more services and reduce inequalities for the client group.
9. Provide clinical professional supervision and post-qualification training (CPD) to qualified clinical and/or counselling psychologists, psychological therapists and counsellors. Provide clinical placements for trainee clinical and/or counselling psychologists.
10. Maintain and promote 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 of the British Psychological Society and GoJ policies and procedures. Exercise autonomous professional responsibility for the above.

### **Statutory responsibilities**

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

## Organisation chart

*Insert an organisation chart showing this role and its line managers and reports (individual names must not be included only post titles)*

## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>Doctoral level training in clinical psychology, or equivalent, including specifically models of psychopathology, clinical psychometrics, and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS.</p> <p>Appropriate registration with the HCPC as a practitioner psychologist.</p>	<p>Post-doctoral training in one or more additional specialised areas of psychological practice.</p> <p>Formal training in the provision of diagnostic assessment for Autism Spectrum Conditions.</p>
<b>Knowledge</b>	<p>Demonstrates advanced theoretical &amp; practical knowledge of psychology and specialist area to inform assessment of clients.</p> <p>Deep understanding of working with common mental health issues, working with clients who have a learning disability</p>	<p>Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).</p>

	<p>and/or Autism Spectrum Condition, and co-morbid difficulties.</p> <p>Well-developed knowledge of the theory and practice of working with people presenting with behaviour that challenges.</p> <p>Well-developed awareness of the roles of other services and other health and social care professions, and the interface with Psychological Therapy within a learning disability / autism setting.</p> <p>Doctoral level knowledge of research design and methodology, as practiced within the field of clinical psychology.</p> <p>Knowledge of legislation in relation to the client group and mental health such as Capacity legislation and protocols.</p> <p>Understanding of the supervision of others in a professional and clinical capacity.</p> <p>Knowledge of how to carry out risk assessments within scope of practice.</p> <p>Familiarity with codes of practice of Health and Social Care Professions Council (HCPC).</p> <p>Good understanding of safeguarding.</p>	<p>Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.</p> <p>Well-developed knowledge of the theory and practice of working with people with learning disabilities and/or autism who have been abused, particularly with those who have experienced sexual abuse.</p>
<p><b>Technical / Work-based Skills</b></p>	<p>Able to demonstrate a range of information technology skills i.e. an ability to effectively use IT equipment and role critical software.</p> <p>Able to provide clinical supervision to other clinical psychologists, psychological therapists, trainee clinical psychologists and assistant psychologists.</p> <p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p>	
<p><b>General Skills/Attributes</b></p>	<p>Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the GoJ.</p>	

	<p>Ability to contain, explore and formulate an understanding of high levels of distress both directly with service users and indirectly via supervision of other staff. Skills in providing consultation to other professional and non-professional groups.</p> <p>Evidence of continuing professional development as recommended by the BPS.</p> <p>Ability to manage constructively situations and people at times of conflict.</p> <p>Ability to work collaboratively with senior managers and staff in service delivery and developments.</p> <p>Strong relationship building with both internal and external stakeholders up to and including at a senior level, and especially to develop good therapeutic relationships with clients.</p> <p>Able to understand and manage a range of complex facts or situations requiring analysis.</p> <p>Strong problem-solving acumen.</p> <p>Ability to adapt personal style in order to influence others and gain support for ideas. Demonstrates empathy towards individual clients.</p> <p>Supports the development of and shares learning with other members of staff.</p> <p>Able to remain professional and effective under pressure.</p> <p>Committed to continuous service improvement and also continued professional development for themselves and their team.</p> <p>Self-directed and resourceful.</p> <p>Flexible approach to work.</p> <p>Ability to work autonomously.</p>	
<b>Experience</b>	Experience of working as a qualified clinical psychologist.	Experience of assessing and treating clients

	<p>Experience of working with a wide variety of client groups, across the whole life course and 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.</p> <p>Experience of exercising full clinical responsibility for clients' psychological care and treatment, within the context of a multidisciplinary care plan.</p> <p>Experience of representing psychology within the context of multi-disciplinary care/services.</p> <p>Experience of project management.</p> <p>Experience of teaching, training and/or professional and clinical supervision.</p> <p>Experience with routine outcome monitoring.</p> <p>Experience of working within safeguarding guidance with vulnerable adults.</p>	<p>across the full range of care settings.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of working with people who have a Learning Disability and / or Autism Spectrum Condition.</p> <p>Experience of managing staff and formal training in offering clinical supervision.</p>
<p><b>Criteria relating to Safeguarding</b></p>	<p>Relevant training undertaken in relation to adult/child safeguarding. Knowledge of service procedures and protocols.</p>	

## Core Accountabilities, Attributes and Behaviour Indicators

### Delete as appropriate:

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 6 core accountabilities attributes and behaviour indicators.

**The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.**