



Job Description

Job role	Clinical Associate Psychologist
Job Title	Clinical Associate Psychologist (CAPs)
Department	Psychology & Talking Therapies within IMHT
Accountable to	Mental Health Lead
Professionally accountable to	Registered Psychologist

Practice Plus Group's mission is **Access to Excellence**. Our core values are;

- We treat patients and each other as they would like to be treated
- We act with integrity
- We embrace diversity
- We strive to do things better together
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Patients can only access excellence if we commit to living our values in everything we do when we're at work.



We believe in putting patients first, regardless of the environment or their history. Individuals that come into contact with the criminal justice system make some of the most vulnerable and marginalised groups in society and access to and delivery of their health care needs is often difficult and within complex circumstances.

The Role

An exciting opportunity has arisen for an enthusiastic Clinical Associate Psychologist to work within our IMHT Team as part of the Psychology & Talking Therapies service. The role aims to support and enhance the professional psychological care of patients within the service/ team, across all pathways, providing psychological assessment and psychological interventions. To work under the direct supervision of a registered practitioner psychologist working independently, where appropriate, according to a plan agreed with the clinical supervisor and within the overall framework of the organization's policies and procedures. To assist in clinically related administration, collection of data, development of audit and/or research projects, teaching and project work. This role will involve being fully integrated within the patient's journey during their sentence and meeting their needs at different points in time from reception to release planning. As such you will take on an active role within supporting patients under your care within the Assessment Care in Custody Teamwork (ACCT) process and contribute towards the Challenge, Support and Intervention Plan (CSIP) via partnership working. To deliver psychological interventions in line with Practice Plus Group Trauma Informed Stepped Care Model and in line with NICE guidelines, evidence – based practice and within the parameters set out within the PTTS Standard Operating Procedure (SOP). As a Clinical Associate Psychologist you will also take on clinical/peer supervision of agreed pieces of work delivered by the Assistant Psychologists under the direction and supervision of the registered psychologist.

MAIN DUTIES/RESPONSIBILITIES

Clinical –

- Identify patients who may benefit from psychological intervention, following mental health triages and in discussion with the multi-disciplinary team and, where demand exceeds capacity, prioritise according to clinical need, risk presentation and release planning in line with agreed service policy and under the guidance of the registered psychologist/clinical lead;
- Provide comprehensive psychological assessment, including risk assessment, and develop psychological formulations to support patients and other members of the MDT in making sense of patients difficulties in line with agreed guidance from the registered psychologist;
- Identify and deliver appropriate individual and group interventions to patients in line with the Psychological & Talking Therapies Service (PTTS) pathways and in line with agreed guidance from the registered psychologist;
- To monitor and evaluate psychological interventions using appropriate measures as per PTTS guidelines;
- To maintain accurate clinical records and keep the PTTS dashboard up to date with outcomes data for patient/service and staff outcomes;
- To communicate both verbally and written, highly complex information concerning assessment, formulation and intervention plans to patients, professional colleagues and external agencies, as appropriate and in line with agreed guidance from the registered psychologist;
- Manage resources appropriately.
- Identify and provide opportunities for other members of the multi-disciplinary team to gain understanding of how psychological knowledge can support their work with patients, through developing psychological formulations with team members, participating in multi-disciplinary meetings and decision making or other opportunities for providing consultancy and advice in line with agreed guidance from the registered psychologist;
- To attend ACCT reviews for patients on caseload as appropriate and to offer psychological opinion about management and, offer psychological understanding into CSIP plans to support management of patients within the wing by prison staff in line with agreed guidance from the registered psychologist;
- Foster good working relationships with Offender Management, Probation and Reconnect services to gain/offer psychologically informed understanding of patients' needs during transition into open conditions or release into the community;
- In liaison with the Mental Health Lead and/or Heads of Healthcare and agreement from the registered psychologist identify opportunities for staff's learning and reflection, through reflective discussions, debrief and training sessions.
- To deliver work in line with Zone of proximal development in line with the remit of the role and level of experience

Teaching, training and supervision –

- To maintain CPD and peer supervision sessions within the wider PTTS team;
- To receive regular clinical supervision from a registered and experienced supervisor, in accordance with the BPS and the HCPC guidelines and, where appropriate, from other senior professional colleagues;
- To engage in regular practice supervision and keep a log of evidence of core competencies in line with agreed work plan.
- To take on limited agreed supervisory tasks of Assistant Psychologists under the guidance/supervision of the registered psychologist

Management, recruitment, policy and service development –

- To share needs/concerns with the registered Psychologist/ clinical lead on those aspects of the service where psychological matters need addressing in line with best practice and service objectives;
- Under the supervision of the registered psychologist, contribute to proposals for and implementation of policy and service development changes in relation to psychology and talking therapies within the service;

Research, service evaluation & audit –

- To contribute to audit, research and service evaluation projects, with colleagues within the service, to help develop service provision in line with agreed plans in clinical supervision;

Professional –

- To attend regional and national Psychology and Talking Therapies meetings, service development and other relevant meetings as directed by the registered psychologist/ National Head of Psychological Therapies;
- To adhere to professional/accrediting body codes of conduct (e.g. HCPC, BPS) and organisational policies and procedures
- To engage in the organisation's annual performance review and personal development planning process with the clinical supervisor and line manager;
- To keep up to date with legislation, national directives, policies and NICE guidelines in relation to the work delivered.

Other –

This Job Description is not exhaustive and may change as the post develops, but such change will not take place without consultation between the post holder and their manager. Job descriptions should be reviewed at least annually at the appraisal meeting.



About you

Criteria	Essential (minimum standard required)	Assessment
Qualifications	<ul style="list-style-type: none"> • Bachelor of Science Degree in Psychology (entitlement to graduate basis for chartered membership (GBC) of the British Psychological Society or MSc in Forensic/ Health • Completed BPS [British Psychological Society] accredited CAP apprenticeship training programme (level 7 – Masters level) • Evidence of foundation training in evidence-based psychological frameworks i.e. CFT, CBT, DBT, ACT 	<ul style="list-style-type: none"> -Application form - Interview - Certificates



Knowledge	<ul style="list-style-type: none"> • Knowledge of evidenced based psychological therapies relevant to managing mental health distress • Understanding of complex mental health/neurodevelopmental and substance misuse issues and presentations and the role of trauma on offending behaviour; • Understanding Trauma Informed Practice • Knowledge of safeguarding concerns • Working knowledge of clinical governance 	-Application form - Interview
Experience	<ul style="list-style-type: none"> • Experience of working with adult mental health services or related areas, i.e. criminal justice services with individuals from diverse backgrounds • Experience of providing evidence based psychological interventions to adults with a range of mental health problems; • Experience of working with mental health forensic populations; • Experience of working in multidisciplinary teams; • Experience with routine outcome measures, monitoring, audit and clinically related service evaluation/ research; • Evidence of engaging in continuing professional development 	-Application form - Interview
Specific Skills	<ul style="list-style-type: none"> • Ability to work autonomously and as part of an MDT • Ability to demonstrate cultural attunement to patients needs and ensure appropriate access to psychological therapies • High level of spoken and written communication and presentation skills; good record keeping and compliance with GDPR processes • Ability to develop good therapeutic relationships with clients with complex mental health, substance misuse and/or neurodevelopmental needs and presentations; • Ability to communicate and liaise effectively with practitioners, mental health services, Probation, HMPPs, CHMT and other agencies; • Ability to respond effectively to patients who may be distressed, angry, intimidating or violent; • Ability to use clinical supervision and personal development positively and effectively; • Ability to manage own caseload, work under pressure and set priorities/ good time management skills and insight into level of competency and boundaries of the role; • Ability to maintain resilience while experiencing frequent 	-Application form - Interview



	<p>exposure to highly distressing and emotional situations;</p> <ul style="list-style-type: none">• Ability to provide effective support to other professionals in managing the emotional demands of their work;• Ability to reflect on and critically appraise own performance;• Computer literacy.• Ability to travel to site and access regional and national events.	
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Additional information

- Applicants must have current UK professional registration.
- **Disclosure and Barring Service** - a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.
- **Police Vetting** - a HMPPS (His Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.
- **Education and Training** - continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.
- **Clean drivers licence**