



**LONDON BOROUGH OF MERTON**  
**COMMUNITY AND HOUSING DEPARTMENT**  
**JOB DESCRIPTION**

**POST TITLE: Lead Clinical Psychologist (P/T 24 hours per week)**

**Grade: MGC**

**DIVISION/SECTION: Community and Housing/ Access and Assessment**

**Location: Merton Team for People with a Learning Disability based at Merton Civic Centre**

**Responsible to: Team Manager Community Team for People with Learning Disabilities**

**Responsible for: Managing the Clinical Psychology and Behavioural Support Service within the Learning Disabilities Team, responsible for the Clinical Psychologist in the learning disabilities team, the Challenging Needs Assistant and Doctoral trainees on placement**

**Post number:**

**Date: May 2018**

- **MAIN PURPOSE**  
The post-holder will work as part of a multi-disciplinary team in a wide range of settings. They will provide a specialist Clinical Psychology service to customers with a Learning Disability, their families and carers. The post-holder will provide specialist assessment and therapy at the same time as offering advice and consultation on customer's psychological care to non-psychologist colleagues and other non-professional colleagues. The post-holder will lead the Clinical Psychology service in this context which will include developing strategies for service developments and will participate in the senior management team of the Learning Disability service. The post-holder will supervise and manage a full time clinical Psychologist currently working in the team. The post-holder will lead the Behavioural Support Service which will include having management responsibility for a Challenging Needs Assistant who works as part of the Behavioural Support Service.

This service is designed to meet the needs of the customers whose behaviour severely challenges services where a Positive Behavioural Support approach is the main model used.

The post-holder will also be responsible for supervising doctoral trainee clinical Psychologists on placement with the team. The post-holder will work using appropriate professional guidelines and within the framework of the team's policies and procedures. The post-holder will need to arrange regular professional supervision with an appropriately qualified professional outside of Merton.

The Merton Team for People with Learning Disabilities is a health and social services team for adults with learning disabilities who live in or originate within the London Borough of Merton. We use a person-centred approach to promote a good quality of life for our customers and take a holistic approach to meeting their needs with an emphasis on using a psycho-social model in the formulation of their difficulties.

- **MAIN DUTIES AND RESPONSIBILITIES**

- The post-holder will lead the Clinical Psychology service within the Learning Disabilities Team. This will include service development, strategic decision-making in relation to Psychological issues and consultation both within the team and outside of the team.
- The post-holder will supervise and manage a full time Clinical Psychologist working within the team.
- To lead the Behavioural Support Service which is a service within the multi-disciplinary team for people with learning disabilities. This service aims to meet the needs of those referred to the team whose behaviour challenges services. The post-holder will be responsible for developing and managing all the policies and protocols of this team and auditing the team's effectiveness.
- The post-holder will have a responsibility to prioritise the referrals and manage the case load of the BSS.
- The post-holder will manage and provide supervision for the Challenging Needs assistant and also trainee Clinical Psychologists on placement with the team.
- The post-holder will use their specialist Psychological knowledge based on evidence-based practice to inform assessment and make clinical judgements so they can provide Psychological input to the complex cases they will be managing.
- The post-holder will need to communicate information about their assessments and interventions clearly and if appropriate in

an accessible format to customers and their carers. These will be in verbal and written formats.

- The post-holder will be expected to provide a variety of specialist training to other professional and carers based on their specialist knowledge.
- The post-holder will be expected to evaluate their interventions through the use of appropriate outcome measures.
- The post-holder will be expected to contribute to the management and development of the learning disabilities team through being part of the senior management of this team.
- The post-holder will be expected to work alongside other professionals in completing risk assessments, developing care-plans and safeguarding vulnerable adults.
- The post-holder will be required to be professionally accountable for their work recognising their professional boundaries and seeking advice as appropriate.
- The post-holder will be expected to undertake specialist training in completing Best Interests Assessments if they have not already completed the training. When this training has been completed they will be required to undertake regular Best Interests Assessments which may be for customers who do not have a learning disability.
- The post-holder will be expected to attend case conferences, reviews, team meetings and any other relevant networking or liaison meetings which are appropriate to their work.
- The post-holder will be expected to manage their own case-load in addition to their other responsibilities.
- The post-holder will be expected to use various forms of IT software in order to write notes, reports and collect data.
- The post-holder will be required to have excellent skills in developing good relationships with partner organisations and agencies who interact with our service.
- The post-holder will be expected to lead and develop service initiatives and if appropriate to evaluate these developments through using suitable research methodology.
- The post-holder will be expected to attend relevant training and development in order to maintain and develop skills and knowledge required of a Clinical Psychologist working in the specialist learning disability field.
- The post-holder will be expected to keep their membership of the HCPC up-to-date.
- The post-holder will be expected to develop their own personal/professional development in order to maintain and develop skills and knowledge appropriate to the needs of the service within the context of a regular appraisal system. They will also be expected to engage and utilise regular clinical supervision.





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**PERSON SPECIFICATION**

**POST TITLE: Lead Clinical Psychologist**

**Grade: MGC**

**Date: May 2018**

- **Knowledge**
  - A doctorate level qualification in Clinical Psychology which is recognised by the HCPC.
  - Evidence of completion of other specialist courses such as PBS training
  - A well established knowledge of the psychological assessments and tools commonly used with people with learning disabilities.
  - A well-established knowledge of government policies and legislation relating to people with a learning disability such as the mental capacity act, care act and transforming care.
  - High level knowledge of the theory and practice of at least two specialised psychological therapies
  - Doctoral level knowledge of research methodology, research design and complex multivariate data analysis as practiced within the clinical fields of psychology
  
- **Skills**
  - Skills in the use of complex methods of psychological assessment, intervention and management.
  - Well-developed skills in the ability to communicate effectively orally and in writing, complex and highly technical and/or clinically sensitive information to clients, their families, carers, and other professional colleagues both within and outside the London Borough of Merton.
  - Skills in providing consultation to other professional and non-professional groups
  - Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.

- IT skills including use of electronic note-keeping systems , e-mail, use of data-bases and other software programmes
  - The ability to work with people from different cultures, backgrounds, religions and circumstances, including the ability to support clients and carers during periods of major stress and change.
  - Ability to work within difficult conditions including verbal and/or physical aggression in clients with severe challenging behaviour.
  - Ability to work under pressure, prioritise workloads and work to deadlines
  - Ability to undertake risk management and provide advice to other professionals on psychological aspects of risk
  - Ability to contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service across all agencies and settings
  - To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans.
  - To be able to use theory, evidence-based literature and research to support evidence based practice in individual work with clients, with groups and in developing services.
  - To have the skills to be able to undertake project management, including complex audit and service evaluation with colleagues within the service to help develop service provision
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- ***Experience/Training***
    - To hold a recognised doctoral level qualification in Clinical Psychology which is recognised by the HCPC.
    - To have at least 5 years of experience of working with people with learning disabilities as a Clinical Psychologist
    - Experience of leading Clinical practice /service development /project work
    - Experience of supervising other staff
    - To be on the HCPC register and to keep this membership updated.
    - To undertake BIA training if not currently trained to enable the post-holder to complete BIA assessments for a variety of client groups
    - To arrange supervision with a suitable qualified professional outside of the borough
    - To provide clinical supervision to trainee Clinical Psychologists and assistants as well as other staff when appropriate
    - To maintain and update their knowledge of legislation, policies and procedures as well as best practice in psychology appropriate to the service.
    - To contribute to the development and articulation of best practice in psychology across the service by continuing to develop the skills of a reflexive and reflective scientist practitioner taking part in regular professional supervision and appraisal and maintaining an active

engagement with current developments in the field of Clinical Psychology.