

Assistant Psychologist - Mental Health Care Group

Department: Health & Community Services
Section: Mental Health Care Group
Reports to: Clinical Psychologist
JE Ref: HCS1335
Grade: CS09 **JE Date:** 03/12/2024

Job purpose

To support the professional psychological care of clients within the Mental Health Care Group across all sectors of care; providing psychological assessment and psychological interventions (both in groups & 1:1) under the supervision of a chartered clinical psychologist, working independently according to a plan, and only as agreed with a qualified clinical psychologist and within the overall framework of the specific team's policies and procedures (i.e. the Community Mental Health Team (CMHT), Psychological Assessment and Treatment Service (PATS), or Inpatient Services).

To assist in clinically related administration, conduct of audits, collection of statistics, and development of audit and/or research projects, teaching and project work. To work, where appropriate and depending on service need, performance and progression, towards further skills/qualifications in specific psychological/psychotherapeutic interventions (e.g. Mindfulness, CBT, CAT, EMDR)

Job specific outcomes

- To undertake clinically supervised work with clients on a one-to-one basis.
- Under supervision, to plan, organise and teach/co-facilitate on a variety of psycho-educational courses.
- To undertake directly and indirectly supervised protocol based psychological assessments of clients including measures, rating scales, direct and indirect structured observations and semi structured interviews with clients, family members and others involved in the client's care if/when deemed to be appropriate.
- To assist in the formulation and delivery of care plans involving multidisciplinary and specific psychological treatment and/or management of a client's problems under the supervision of a Chartered Clinical psychologist.

- To undertake data collection, analysis, production of reports, summaries, audits & research projects as well as performing searches of evidence-based literature and research in order to assist the development of evidence-based services
- To be able to show initiative in coordinating and taking part in the collection of relevant data at different stages within the patients' care and the creation & maintenance of appropriate databases for audit, research & service evaluation purposes for all areas of the service, as agreed with supervisor and service leads.
- To assist in the design and implementation of service development projects within the service as required.
- To attend and contribute to relevant multi-disciplinary meetings and to assist with relevant service development and evaluation projects as required.
- To ensure frequent interaction with people with complex mental health presentations, including those diagnosed with mental illness, and their families, friends and carers.

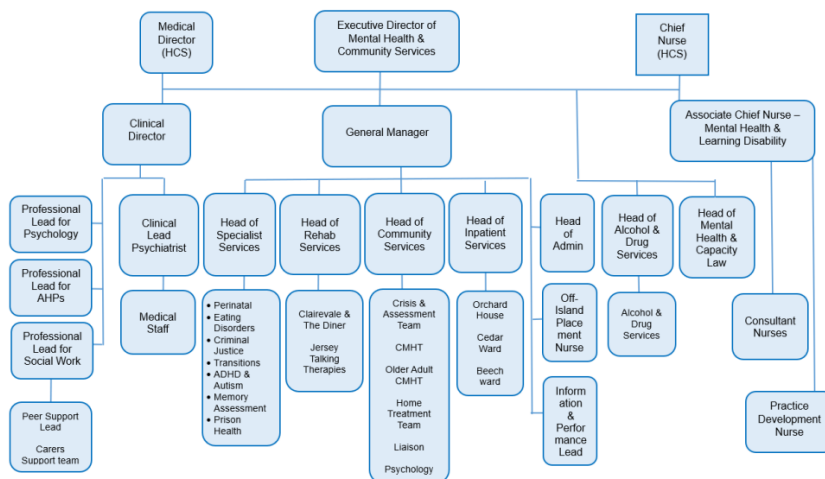
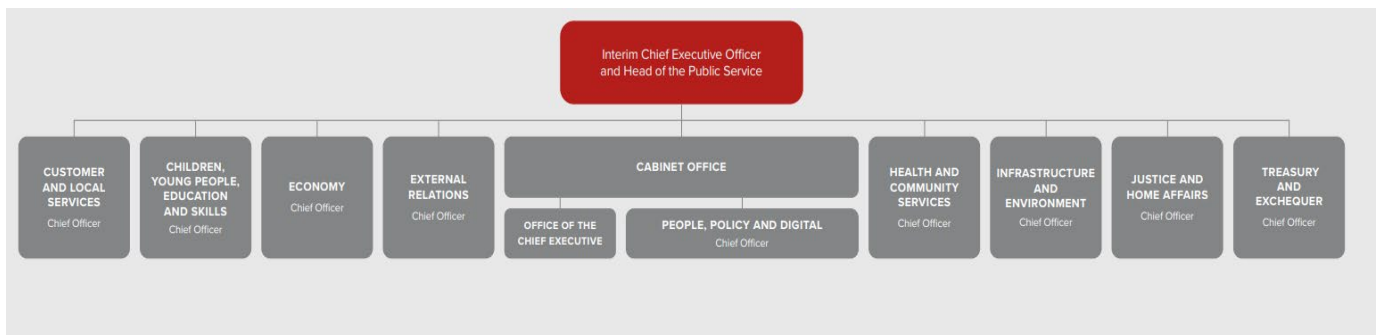
Statutory responsibilities

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

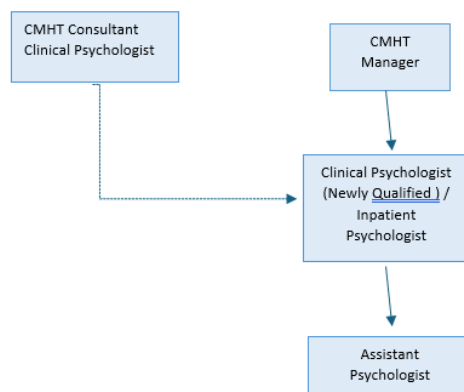
This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

- The post holder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice.
- Ensure appropriate communication of relevant patient information through the maintenance and updating of patient/client records in line with the requirements of Clinical Governance and Quality as set out in the Standards of Practice from the CSP; HCPC and HCS.
- To meet all requirements of Clinical Governance (e.g. statutory & mandatory training; CPD; reflective practice etc.) and propose any necessary changes to service delivery, which this may give rise to.
- To interpret and inform the Consultant Leads of specific national and professional evidence and policies which affect the specialist area.
- To be aware of and adhere to the British Psychological Society's code of conduct and guidelines for the employment of Assistant Psychologists.
- To participate in regular clinical supervision in accordance with professional practice guidelines of at least an hour and a half per week (pro rata).

Organisational structure



Governance and professional regulation arrangements are managed through Health & Community services.



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Degree in Psychology (BSc. or B.A Hons – 2.1 or above) with eligibility for membership (graduate basis for registration) of the British Psychological Society (thus to the Health and Care Professions Council)</p> <p>Ongoing clinical supervision in working towards further qualifications in multiple</p> <p>Psychological interventions / registration with the relevant professional body</p>	<p>Additional qualifications in delivering psychological interventions e.g. motivational Interviewing</p> <p>To be supported to work, towards further qualifications in specific psychological interventions (e.g. Decider skills, mindfulness, Behavioural Family Therapy) leading to appropriate accreditation, transferring to tangible service delivery, agreed with supervisor, and toward suitability for training as a clinical psychologist</p>

<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Must be able to demonstrate knowledge of severe and complex mental health presentations and their antecedents.</p> <p>Understanding of audit, research methodologies and statistical analysis e.g ANOVA, Regression</p> <p>High standard of computer skills including email, Excel and SPSS and the ability to utilise a patient information system to manage diary commitments and electronic patient records.</p>	<p>A knowledge of additional models of psychological theory & practice eg. Cognitive Analytical Therapy, Audit analysis and presentation</p>
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	<p>Knowledge of relevant psychological theory, psychometrics, statistical analysis</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Keyboard Skills</p> <p>Driving Licence for community work</p> <p>Listening</p> <p>Administration, scoring & analysis of psychometrics and neuropsychological assessments</p> <p>Ability to engage in and reflexively respond to clinical supervision</p> <p>Effective team and co-working skills.</p>	<p>Previous skills in supervised therapeutic approach or practice.</p> <p>Formal restraint / Assault avoidance training</p>

<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Communicates related information to clients, relatives, undertakes group & 1:1 session with clients, atmosphere may be highly emotive</p> <p>Skills for assessing clients in 1-1 sessions, group dynamics, research methodology</p> <p>May be required to demonstrate own duties; train other health care staff, supervise non specialist assistant psychologists</p> <p>Good planning, time management and organisational skills.</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a</i></p>	<p>Experience of conducting literature searches and reviews</p> <p>Experience of mental health <i>difficulties, either via own lived experience (in/direct), or working in voluntary or paid roles with others who are experiencing mental health difficulties.</i></p>	<p>post-degree experience of working in a multidisciplinary way</p> <p>Experience working in a counselling role / psychological service (e.g. Samaritans)</p>
<p>Criteria relating to Safeguarding</p>	<p>Up to date DBS enhanced check</p> <p>Up to date safeguarding training (level 2)</p>	<p>Membership of specialist interest professional bodies</p>

Personal Attributes

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.