

St. Vincent's Hospital, Fairview

JOB DESCRIPTION

**SENIOR
CLINICAL or COUNSELLING PSYCHOLOGIST**

**Part-time Permanent Contract (0.6 w.t.e.)
(Specified purpose due to Maternity Leave cover)**

**St Vincent's Hospital Fairview,
Adult Mental Health Services**

October 2023

Job Specification & Terms and Conditions

Job Title and Grade	Part-time Senior Clinical or Counselling Psychologist (Maternity Leave Cover)
Competition Reference	SVHF/24/2023
Closing date	Friday 29th December 2023
Taking up Appointment.	A start date will be indicated at job offer stage.
Location of Post	Adult Mental Health Services, St Vincent's Hospital, Convent Ave. Fairview Dublin 3.
Notes to Applicants	<i>It must be clearly demonstrated on your CV and supporting statement how you meet the required qualifications, skills, competencies and/or knowledge for the post. Failure to do so may result in you not being shortlisted for interview.</i>
Reporting Relationship	The Senior Clinical or Counselling Psychologist will report to the Principal Psychologist Manager.
Details of Service	<p>St Vincent's Hospital Fairview is a public Voluntary Hospital that provides inpatient and day hospital mental health services to the catchment area in Dublin North City. It has 3 inpatient units. St. Louise's is a 30 bed acute admission unit, which also includes a 6 bed high observation ward. St Mary's is a 9-bed unit for the Continuing Care of the Elderly. There is a 6 bedded Psychiatry of Old Age unit.</p> <p>This post provides an opportunity to join an existing Psychology Department and highly skilled multidisciplinary teams (MDTs) providing mental health assessments and interventions to adults and their families/carers. The successful candidate will be expected to make a significant contribution to the service and to the MDTs.</p>
Interviews	A competency based interview for candidates who are shortlisted will be offered. The interviews will be conducted by a panel of 3 comprising the Psychology Manager, the Clinical Director, and a representative from the HR Department.

<p>Eligibility Criteria</p> <p>Qualifications and/ or experience</p>	<p>Candidates must, on the latest date for receiving completed applications for the office:</p> <p>A) Hold</p> <ol style="list-style-type: none"> 1) a recognised University degree or diploma (NQAI Level 8 equivalent) obtained with first or second class honours in which psychology was taken as a major subject and honours obtained in that subject 2) <u>AND</u>, a postgraduate professional psychological qualification recognised by the Psychological Society of Ireland in Clinical or Counselling Psychology 3) <u>OR</u> a postgraduate professional psychology qualification validated by the Department of Health and Children in Clinical or Counselling Psychology <p>B) <u>AND</u>, have at least five years satisfactory postgraduate experience in the area of clinical/counselling psychology. The five years experience must comprise of no more than three years full time Post Graduate training and no less than two full years experience as a Staff Grade Psychologist. Years in excess of the permitted three years for completion of the Post Graduate training or time not worked cannot be taken into consideration when assessing the five years experience requirement.</p> <p>C) <u>AND</u> possess the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office.</p> <p>Qualifications obtained outside the Republic of Ireland must have been validated by the Psychological Society of Ireland.</p>
<p>Purpose of the Post</p>	<p>To work as part of the Psychology Department in providing psychology services to St Vincent’s Hospital, Fairview adult mental health services.</p>
<p>Summary of Key skills, competencies and/or knowledge</p>	<p>The candidate must demonstrate:</p> <ul style="list-style-type: none"> • Sufficient command of the English language to effectively carry out the duties and knowledge of responsibilities of the role • Sufficient clinical knowledge and knowledge of evidence based practice to skilfully carry out the duties and responsibilities of the role • The ability to plan and deliver care in an effective and resourceful manner • An ability to manage and develop self and others in a busy working environment • The ability to take a leadership role and contribute to developments and innovative practice • The ability to effectively evaluate information and make appropriate decisions • Commitment to assuring high standards that strive for a user centred service • Effective team skills • Effective communication and interpersonal skills including the ability to collaborate with colleagues, families, carers, etc. • Awareness and appreciation of the service user and the ability to empathise with and treat service users / others with dignity and respect • Flexibility and openness to change • Ability to utilise supervision effectively • A willingness to develop IT skills relevant to the role.

Principal Duties and Responsibilities

Clinical Work

1. To provide specialised psychological assessment of people admitted to the Adult Services of St Vincent's Hospital, based upon the appropriate use, interpretation and integration of data from a variety of sources including, as appropriate, formal psychological testing and interviews with clients, family members and others involved in clients' care.
2. To formulate plans for the formal psychological treatments and/or management of mental health problems based upon an appropriate conceptual framework of the person's problems that takes account of multiple theoretical perspectives and employs methods based upon evidence of efficacy combined with clinical expertise across the full range of care settings.
3. To make skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models alongside factors concerning historical and developmental processes that have shaped the individual, family or group.
4. To be responsible for implementing a range of psychological interventions for clients and their families, adjusting and refining formulations as necessary.
5. To play a full role in managing the psychologically based care plan for clients, for example, by communicating with the referral agent and networking with other involved disciplines and agencies.
6. To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulations, diagnoses and treatment plans.
7. To carry a caseload appropriate to the post.
8. To undertake risk assessments and risk management from a psychological viewpoint, which may entail the effective management of self-harming behaviour and/or verbal or physical aggression.
9. Where required to carry out specialist assessments as an expert witness and to appear in court.
10. To communicate in a skilled and sensitive manner in providing information concerning the assessment, formulation and treatment plans of clients under care.
11. Work within limits of professional competence in line with principles of best practice, professional conduct and clinical governance.
12. Represent and advocate for the psychological needs of service users.
13. Work in and promote an ethical and professional manner at all times.
14. Be aware of and refer the service user to other services as necessary.
15. Promote a culture that values diversity and respect in the workplace.

Team work

16. To ensure that all members of the clinical team have access to a

psychologically based framework for the understanding and care of clients and to partake in the care of clients as part of a multidisciplinary team.

17. Communicate effectively and work in co-operation with team members and others to ensure integrated service provision.

Teaching and training

18. To develop skills in the area of professional postgraduate teaching, training and supervision and to contribute to the development and maintenance of the highest professional standards through active participation in internal and external CPD activities.
19. To contribute to specialist training in the field of adult mental health, which may include teaching at doctorate level for clinical/counselling psychologists and other Health and Social Care Professionals.
20. To provide clinical and professional supervision to qualified psychologists, psychologists in specialised training and/or assistant psychologists working within St Vincent's Hospital, Fairview.
21. To contribute to other pre and post qualification professional teaching as necessary.

Research and evaluation

22. To support the planning and implementation of systems of clinical audit for the evaluation, monitoring and on-going development of the St Vincent's Hospital Fairview Services.
23. To undertake appropriate research and provide research advice to the service and to collaborate with and/or initiate research supported by St Vincent's Hospital Fairview.

Consultancy

24. To liaise with the relevant Community and Mental Health Services and to contribute to the provision of consultation to professionals in Health, Education/Employment and Social Services as appropriate.

Management Responsibilities

25. To contribute to policy and service development within the Service and, as appropriate, more widely. This may include service mapping, needs analysis, benchmarking against comparable services as well as forming and/or contributing to business proposals.
26. Where appropriate to be involved in the recruitment of psychologists at assistant/trainee level and to take delegated responsibility for their line management.
27. To take administrative roles as appropriate to the Service. These may include convening and chairing meetings and liaison with other services.

Continuing Professional Development

28. To ensure the development, maintenance and dissemination of professional standards of practice through active participation in internal and external CPD training and development programmes.
29. To maintain an active engagement with developments in the field of adult psychology and associated research.

	<p>30. To undertake with the Psychology Manager an annual review of the post and formulate a professional development plan based on this.</p> <p>31. To attend and complete all mandatory training in areas such as Fire, Health and Safety Training.</p> <p>General</p> <p>32. To maintain appropriate clinical records, databases and statistics as required by the Hospital.</p> <p>33. To comply with legal and local guidelines in respect of the Freedom of Information Act, Data Protection Act and other such requirements.</p> <p>34. To adhere to the Code of Practice/Code of Ethics of the Irish Psychological Society in taking up the duties of the post.</p> <p>35. To carry out any other duties that may be assigned from time to time by the Psychology Manager.</p> <p><i>The above job description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him / her from time to time and to contribute to the development of the post while in office.</i></p>
Informal Enquiries:	Dr Maeve Kenny, Principal Psychologist Manager Email: maevekenny@svhf.ie . Tel: 01 - 884 2475
Application Details	Applications can be made by forwarding a covering letter in the form of a supporting statement and a copy of your Curriculum Vitae to humanresources@svhf.ie

Terms and Conditions of Employment SENIOR LOCUM CLINICAL or COUNSELLING PSYCHOLOGIST	
Contract Type	The appointment is a part-time Specified Purpose contract – Maternity Leave Cover (0.6 w.t.e. hours).
Remuneration	Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1 st October 2023: Rising from €91,669 by annual increments to €107,750 LSIs per annum.
Annual Leave	The annual leave associated with the post is 30 days per annum – pro rata.

Working Week	The hours allocated to this post are 21 hours per week. The allocation of these hours will be at the discretion of the Department Head and in accordance with the needs of the service. However you will be required to work the agreed arrangements advised to you by your line manager. Due to operational issues it is envisaged that Monday will be a required working day.
Pension	Employees of St. Vincent's Hospital, Fairview are required to be members of the appropriate Superannuation Scheme. Deductions at the appropriate rate will be made from your salary payment. Pension scheme membership will be notified within the contract of employment.
Probation	All employees will be subject to a probationary period as per the probation policy. This policy applies to all employees irrespective of the type of contract under which they have been employed. A period of 6 months' probation will be served: <ul style="list-style-type: none"> - On commencement of employment - Fixed term to permanent contract - Permanent employees commencing in promotional posts will also undertake a probationary period relating to their new post.
Place of work/location	Your place of work will be at St Vincent's Hospital, Fairview, Convent Ave., Fairview, Dublin 3.
Age	Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.
Maternity Leave	Maternity leave is granted in accordance with the terms of the Maternity Protection Acts 1994 and 2004.
Payment of sick leave	The hospital operates a Sickness Absence Management policy in line with the new Public Service Sick Leave Scheme as introduced in 31 st March 2014. An employee cannot avail of paid sick leave during their first six months of employment with the Hospital.
Pre-Employment Health Assessment	Prior to commencing in this role a person will be required to attend a GP for a pre-employment medical check. Any person employed by the hospital must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.
Validation of Qualifications & Experience	Any credit given to a candidate at interview, in respect of claims to qualifications, training and experience is provisional and is subject to verification. The recommendation of the interview board is liable to revision if the claimed qualification, training or experience is not proven.
References	The Hospital may seek up to three written references from current and previous employers, educational institutions or any other organisations with which the

	candidate has been associated. The hospital also reserves the right to determine the merit, appropriateness and relevance of such references and referees.
Garda Vetting	The Hospital will carry out Garda vetting on all new employees. An employee will not take up employment with the hospital until the Garda Vetting process has been completed and the Hospital is satisfied that such an appointment does not pose a risk to clients, service users and employees.
	St. Vincent's Hospital, Fairview is an equal opportunity employer.