

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1. Job Details

Job title:	Clinical Psychologist in Paediatric Neurology
Band	8a
Directorate:	Patient Services
Department:	Therapy Services, Psychology
Base:	Royal Victoria Infirmary

Essential requirements

- Doctoral level training in Clinical Psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the British Psychological Society.
- Registered with HCPC.
- Substantial experience of working psychologically with children, adolescents and families.
- Doctorate level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.
- Experience of specialist psychological assessment, formulation and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings.
- The post holder has completed further training in supervision skills required to provide supervision for Doctoral trainees. Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.
- Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.
- Experience of working with a wide variety of client groups, across the whole life course with presenting problems that reflect the full range of clinical severity and with experience of working as a qualified psychologist in a health care setting.
- In addition to obtaining the necessary qualifications and experience to practice as a clinical psychologist, has additional knowledge of National Good Practice of working as a clinical psychologist in Health services and particularly long term conditions management.
- Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.
- Well developed skills in the ability to empathise and communicate effectively, orally and in writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.
- Skills in providing consultation to other professional and non-professional groups.

- Demonstrable skills in maintaining a high degree of professionalism in the face of highly emotive material and challenging behaviour.
- Computer literate – competent use of email/internet and patient information systems for electronic clinical records and diary management.
- Full Driving Licence and the ability to meet the travel requirements of post.

Desirable Requirements

- Previous experience of working as a psychologist in a paediatric in-patient setting.
- Training and qualifications in research methodology, staff training and/or fields of applied psychology.
- Experience of teaching, training and/or supervision.
- Experience of the application of clinical psychology in different cultural contexts.
- Knowledge of the theory and practice of specialised neuropsychological assessment and psychological therapies with children, adolescents and families and in specific difficult to treat groups (e.g. children with multiple physical health difficulties, learning difficulties etc.)
- Knowledge of legislation in relation to the client group and mental health, including safeguarding vulnerable children.
- Experience of working within a multicultural framework.

2. Job Purpose

- To provide supervision of trainee clinical psychologists.
- Provide a qualified specialist clinical psychology service within the Paediatric Neurology Team providing specialist neuropsychological and psychological assessment, formulation and therapy. Working closely and reporting to the Highly Specialised Clinical Psychologist within the Paediatric Neurology Team
- Offering advice and consultation on clients' psychological care to colleagues from other disciplines and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the team's policies and procedures.
- To utilise research skills for audit, policy and service development and research within the Paediatric Neurology Team.

3. Dimensions

- The post holder will provide clinical psychology services within the multidisciplinary Paediatric Neurology Team to families referred regionally.

4. Organisational Arrangements

Reports to: Consultant Clinical Psychologist

Accountable to: Head of Clinical Service

Responsible for: N/A

5. Knowledge, Training and Experience

- Doctoral level training in Clinical Psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the British Psychological Society.
- Registered with HCPC.
- Substantial experience of working psychologically with children, adolescents and families.
- Doctorate level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.
- Experience of specialist psychological assessment, formulation and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings.
- Experience of teaching and training others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.
- Knowledge and ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.
- Experience of working with a wide variety of client groups, across the whole life course with presenting problems that reflect the full range of clinical severity including experience of working as a qualified psychologist in a health care setting.
- In addition to obtaining the necessary qualifications and experience to practice as a clinical psychologist, has additional knowledge of National Good Practice of working as a clinical psychologist in Health services and particularly long term conditions management.
- Experience of using complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.
- Full Driving Licence

6. Skills

Communication and Relationship Skills

- Ability to communicate highly sensitive and complex information to clients, relatives and non-psychologists in easily understood language. Requiring empathy, sensitivity and interpersonal skills as there may be barriers to acceptance and the atmosphere may be highly emotive or hostile, e.g. issues involving child protection, sexual abuse and domestic violence.
- Ability to motivate/negotiate with clients to change their lifestyle/behaviour by the application of psychological knowledge about behaviour change and motivation together with the application of clinical skills in engagement and motivation.
- Ability to develop and maintain good working relationships with staff in the Paediatric Neurology multidisciplinary team with the purpose of facilitating patient care planning and dissemination of relevant information; and to promote service delivery and planning with colleagues.
- To liaise with relevant others including in wider health services, members of other disciplines and agencies responsible for a client's care, other clinical psychologists working in Psychology in Health Care, the voluntary sector.
- Participation in relevant departmental meetings and contribute to the development

of the service.

Analytical and Judgement Skills

- Skills in providing consultation to other professional and non-professional groups.
- Demonstrable skills in maintaining a high degree of professionalism in the face of highly emotive material and challenging behaviour.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses
- To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
- When appropriate act as the co-ordinator of care for service users accessing multiple services, taking responsibility for initiating planning and review of care plans involving clients, their carers, referring agents and others involved in the network of care for the individual.

Planning and Organisational Skills

- Manage own caseload, develop and deliver treatment plans, evaluate outcomes.
- To provide specialist teaching and workshops to post graduate students (e.g.; Trainee Clinical Psychologists, Trainee Counselling Psychologists), requiring liaison with Universities primarily but not limited to the North East (e.g.; Newcastle and Teesside Universities).
- To contribute alongside senior clinical psychologists to the pre and post qualification teaching of clinical and/or counselling psychology, as appropriate.
- To develop and supervise projects of Doctoral trainees.

Physical Skills

- Computer literate – competent use of email/internet and patient information systems for electronic clinical records and diary management.
- The ability to meet the travel requirements of post.

7. Key Result Areas

Patient and Client Care

- To provide autonomously clinical assessment, formulation and treatment based on a variety of psychological models to service users. This includes the direct provision of specialist psychological input in a number of outpatient settings.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To formulate and implement plans for the formal psychological treatment and/or management of a client's psychological health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multidisciplinary care. Information may be of a highly sensitive nature, e.g.; child sexual abuse domestic

violence, trauma, irreversible health conditions.

- To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
- When appropriate act as the co-ordinator of care for service users accessing multiple services, taking responsibility for initiating planning and review of care plans involving clients, their carers, referring agents and others involved in the network of care for the individual.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- To be aware of service guidelines, policies and approaches to waiting list management.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

Policy and Service Development Implementation

- To contribute to the development, evaluation and monitoring of the teams' operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- To participate in working groups with other disciplines within teams to propose, develop and implement changes to policy/service delivery to enable more efficient patient care

Financial and Physical Resources

- Is mindful of cost resources.
- Has personal duty of care regarding use of equipment within the service (e.g.; projection equipment for teaching, psychological testing kits, computers).
- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

Human Resources

- 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 and related disciplines through active participation in internal and external CPD training and development programmes.
- To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
- To provide specialist teaching and workshops to post graduate students e.g.; Trainee Clinical Psychologists, Trainee Counselling Psychologists, requiring liaison with Universities primarily but not limited to the North East e.g. Newcastle and Teesside Universities.
- To provide professional and clinical supervision of assistant/graduate psychologists and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.
- To contribute alongside senior clinical psychologists to the pre and post qualification teaching of clinical and/or counselling psychology, as appropriate.
- To continue to gain further post-qualification experience of and training in clinical psychology.

- To receive regular clinical professional supervision from a senior clinical psychologist and where appropriate, other senior professional colleagues in accordance with professional guidelines.

Information Resources

- To maintain 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 Trust Policies and Procedures.
- To use search tools and bibliography software in study and research activity.

Research and Development

- To utilise theory, evidence-based literature and scientific research to support evidence based practice in individual, group and family work and work with other team members.
- To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
- To undertake appropriate research and provide advice to other staff undertaking research.
- To develop and supervise projects of Doctoral trainees.
- To undertake scientific research and involvement in the publication of material in peer reviewed journals as appropriate.
- Is responsible for proposing and undertaking service audit/evaluation/ research within the area of responsibility

8. Freedom to Act

- To work autonomously within professional guidelines and within the framework of the Trust and teams' policies and procedures.
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients.
- Manage own caseload. Develop and deliver treatment plans and evaluate outcome. Be responsible for alerting senior staff to waiting list problems/resource problems.
- To liaise with senior staff e.g. the Lead Clinical Psychologist and the Team Lead in negotiating, planning and developing psychological input into the Paediatric Neurology Team.
- To contribute to local initiatives in relevant projects in health promotion and public health.
- To be involved, as appropriate, in the short listing and interviewing of assistant psychologists.
- To make decisions regarding levels of risk (e.g. suicidal ideation and intent; deliberate self harm; physical risk to self or others, child protection issues), based on our professional guidelines.
- Ability to make judgements regarding how to respond to crises.
- Supporting other colleagues in their decision making when responding to critical incidents.
- The post demands a signposting role, where patients are guided towards more appropriate services.
- Possible appearance in court in a professional capacity.

9. Effort and Environment

Physical Effort

- To sit in a constrained position during assessment and therapy sessions for up to an hour at a time in clinics up to four hours long.
- Keyboard skills for daily use of email, internet and producing reports and presentations.
- Regular travel to clinics.

Mental Effort

- Frequent intense concentration necessary in highly distressing and highly emotional circumstances, including occasional exposure to (e.g. severely traumatised patients, aggressive patients).
- To concentrate intensely for one hour at a time in clinics up to four hours long up to six times per week.
- Sustained concentration also required for writing detailed reports.

Emotional Effort

- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients and to monitor progress. Information may be of a highly sensitive nature, e.g.; childhood sexual abuse, domestic violence, HIV related, irreversible health conditions. Requiring empathy, sensitivity and interpersonal skills as there may be barriers to acceptance and the atmosphere may be highly emotive or hostile.
- Ever-present possibility of verbal or physical aggression.
- High level of responsibility for people expressing suicidal ideation, or who are self harming/could potentially harm others.

Working Conditions

- Ever-present possibility of verbal or physical aggression from clients and their carers, during clinics up to four hours long plus verbal contact via the telephone.
- Working in a range of clinical settings in patient and out patient clinics, requires particular attention to hygiene and very frequent hand washing is essential
- Breakaway training desirable.
- Late work/flexibility.

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Person Specification

Job title: - 8a Clinical Psychologist in Paediatric Neurology

	ESSENTIAL	DESIRABLE
QUALIFICATIONS & TRAINING	<ul style="list-style-type: none"> • Doctoral level training in Clinical Psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the British Psychological Society. • HCPC Registration. • The post holder will have undertaken additional relevant post qualification training. • The post holder has completed further training in supervision skills required to provide supervision for Doctoral trainees. 	<ul style="list-style-type: none"> • Training and qualifications in research methodology, staff training and/or fields of applied psychology.
SKILLS, KNOWLEDGE AND APTITUDE	<ul style="list-style-type: none"> • In addition to obtaining the necessary qualifications and experience to practice as a clinical psychologist has additional knowledge of National Good Practice of working as a clinical psychologist with children and families • Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration. • Well-developed skills in the ability to empathise and communicate effectively, orally and in writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. • Demonstrable skills in maintaining a high degree of professionalism in the face of highly emotive material and challenging behaviour. • Skills in providing consultation to other professional and non-professional groups. • Doctorate level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. • Is developing skills in the application of psychological knowledge to a population e.g. paediatrics and takes day to day responsibility for the management of waiting list within (allocated) section of the paediatric psychology Service) • Have skills in waiting list management. • Is developing skills in audit and resource management. • Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnosis, people with additional disabilities, etc.) • Knowledge of legislation in relation to the client group and mental health. 	<ul style="list-style-type: none"> • High level of knowledge of the theory and practice of at least two specialised psychological therapies.

EXPERIENCE	<ul style="list-style-type: none"> • Experience of specialist psychological assessment, formulation and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings. • Experience of working with a wide variety of client groups, across the whole life course with presenting problems that reflect the full range of clinical severity. • Has consolidated post qualification experience and application of specialist psychological assessment, formulation and treatment of clients in child and family services. • The post holder will have received a significant amount of clinical supervision (post qualification). 	<ul style="list-style-type: none"> • Has consolidated post qualification experience and application of specialist neuropsychological and psychological assessment, formulation and treatment of children and young people in a physical health setting.
OTHER, e.g. car driver	<ul style="list-style-type: none"> • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. • Computer literate – competent use of email/internet, databases • Experience of working within a multicultural framework. • Full Driving Licence and the ability to meet transport needs of service (working in various clinics). 	
CORE BEHAVIOURS	<ul style="list-style-type: none"> • Alignment to Trust Values and Core Behaviours 	