

HR Use Only	
Job Ref:	Occ. Code
CHC_PSOACP03	

**JOB DESCRIPTION**

<b>JOB TITLE:</b>	Senior Clinical Psychologist
<b>PAY BAND:</b>	8a
<b>DIRECTORATE:</b>	Specialist
<b>TEAM/SERVICE:</b>	Clinical Health Psychology - Spinal Injuries
<b>BASE:</b>	Midland Centre for Spinal Injuries, Robert Jones and Agnus Hunt Orthopaedic Hospital, Oswestry
<b>RESPONSIBLE TO:</b>	Principal Clinical Psychologist
<b>ACCOUNTABLE TO:</b>	Consultant Psychologist / Service Manager
<b>RESPONSIBLE FOR:</b>	Delivery of psychological service

**Organisational Chart** (*Responsible to/Accountable to/Responsible for*)**Job Summary:**

To deliver a Clinical Psychology service to inpatients in the Midland Centre for Spinal Injuries in Oswestry. Acting as an integral member of the multidisciplinary team to provide specialist psychological input within the psychology team consisting of a Principal Clinical Psychologist, Assistant Psychologist and Specialist Psychological Rehabilitation Practitioner. To provide psychological assessment, formulation and intervention to individuals and groups to facilitate emotional adjustment. To be involved in care-planning from pre-admission to discharge alongside team-level psychological formulations. The post involves participation in the supervision, teaching, training and support of other staff. To support the development of psychology provision in line with best practice and evaluate outcomes in an ongoing manner. The post-holder acts within professional guidelines and Trust policies to represent the psychology service at a range of levels from one-to-one patient input to wide ranging multidisciplinary service organisation and development issues.

## **Key Duties/Responsibilities**

### **Clinical**

1. Provides a life-long psychological service for patients experiencing significant psychological distress secondary to spinal injury who are inpatients at the Midland Centre for Spinal Injuries.
2. Manages a caseload of appropriate size, complexity and severity, including people who have complex problems which may present as challenging, disorganised or aggressive behaviour. Problems may be complicated by physical disability, impaired cognitive functioning, other physical illnesses and issues related to trauma.
3. Provides specialised psychological assessments. Interprets complex psychological data from a variety of sources including neuro/psychometric tests, self-report measures, structured observations and interviews with patients, carers and MDT staff members.
4. Produces psychological formulations of patients' difficulties, based upon analyses of assessment findings and psychological theory. Sensitively documents and feeds back formulations to the client and, where appropriate and with client consent, to carers, staff, the client's GP and the referring agency.
5. Exercises autonomous clinical responsibility for the development and implementation of psychological interventions, rehabilitation strategies and psychological therapy, adjusting and reformulating as appropriate on the basis of feedback from clients, carers and staff.
6. Offers support and consultation to facilitate hospital staff in delivering general psychological care and in setting and monitoring psychological care goals with inpatients.
7. Reports confidential information, obtained through assessment, formulation and psychological intervention to clients and, where appropriate, to carers, referring agents and other involved health professionals. The information is often highly sensitive and all communications must be carefully considered and judgements made regarding what information to be shared and how it is to be conveyed in accordance with the best interests of the client. This requires sensitivity to potential barriers to communication with inpatients following a traumatic injury (e.g. reduced cognitive and language functions, impaired insight/psychological denial or high levels of distress).
8. In common with all clinical psychologists, receives regular clinical supervision in accordance with good practice guidelines.

### **Service Development**

1. Contributing, as required, to the strategic development of the psychological service.
2. Responsible for identifying needs, planning, delivering and monitoring psychological aspects of the services for spinal injury patients in liaison with the team staff.
3. Contributing to the development of psychology service policies.

## **Clinical supervision, teaching and training**

4. Contributes to formal and informal training to staff regarding psychological aspects of working with adults with spinal injury.
5. Supervises trainee clinical psychologists on placement within the service, may provide supervision to Assistant Psychologist and / or Specialist Psychological Rehabilitation Practitioner.
6. Participates, as required, in teaching, training and presenting at strategic forums, annual conferences etc.
7. Attends relevant educational events, lectures workshops and meetings as appropriate to maintain CPD requirements.
8. Responsible for identifying, and discussing with line manager, own professional development training needs and seeking further training and specialist supervision where necessary.
9. Responsible for achieving and maintaining Trust, mandatory and statutory training requirements.

## **Research and Development Activity**

1. Contributes to service evaluation and audit projects and in the implementation of any recommendations that arise.
2. Supports service related research agenda and establishes appropriate links with the relevant networks, services and regional psychologists with a view to carrying out and publishing research.
3. Responsible for keeping up-to-date with research developments in psychology which are relevant to evidence-based clinical practice.
4. Contributes to the clinical governance planning of the psychology service and responsible for implementing clinical governance actions.
5. Supports the delivery and planning of the clinical governance of psychology related aspects of the MDT service and responsible for incorporating clinical governance recommendations into clinical practice.

## **Information Technology**

1. Produces clinical case notes and reports in electronic format and manages them in accordance with Trust policies and professional guidelines.
2. Uses advanced computer skills including word-processing, desktop publishing, internet searching, email, databases and statistical analysis as appropriate.

## **Professional Standards and Guidelines:**

Has a personal duty of care to ensure all equipment is used safely and effectively, following manufacturer's instructions, immediately reporting any defects in accordance with local procedures.

Uses available resources efficiently and effectively.

Uses psychological test equipment appropriately.

Works as an autonomous practitioner accountable for own professional practice in respect of assessment, therapy and discharge of clients within defined caseload.

Works within the Professional Codes of Conduct of the Health Care Professions Council (HCPC) and the British Psychological Society.

Professionally accountable to the Directorate Psychological Lead.

## **GENERIC CLAUSES**

- To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in the Performance and Development Review and to undertake any identified training and development related to the post.
- To undertake statutory and mandatory training as deemed appropriate by the Trust.
- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.

## **Trust Values:**

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

**Compassionate**

- Caring with compassion, it's about how we listen, what we say, what we do.

**Approachable**

- Friendly, welcoming, sharing ideas and being open

**Responsible**

- Taking personal and collective responsibility, being accountable for our actions

**Excellent**

- Striving for the best, for high-quality safe care and continually improving

## **Health & Safety:**

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL incidents/ accidents must be reported to your manager and in line with the general philosophy of the Trust, you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines and mandatory health and safety training.

## **Infection Control:**

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and Procedures and make every effort to maintain high standards of infection prevention and control at all times. This includes good

antimicrobial stewardship, hand decontamination, cleanliness and adhering to the Dress and Appearance policy. This will reduce the risk of Healthcare Associated Infections including MRSA and Clostridium Difficile in accordance with the Code of Practice on the prevention and control of infections and related guidance (2015).

**Risk Management:**

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

**Data Security:**

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

**Confidentiality:**

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

**Equality & Diversity:**

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

**Safeguarding:**

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

**Codes of Conduct and Accountability:**

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

**Raising Concerns**

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

**Registration:**

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

**Disclosure & Barring Service (DBS)**

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will

include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

**THE TRUST OPERATES A NO SMOKING POLICY**

EMPLOYEE

SIGNATURE:

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DATE:

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## Person Specification

	Essential	Desirable	Method of assessment
<b>Qualifications</b>	<p>Post-graduate doctoral level training in clinical / counselling psychology (or its equivalent prior to 1996) as accredited by the BPS, including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Post-doctoral training in one or more additional specialised areas of psychological practice</p> <p>HCPC registration as a clinical psychologist</p> <p>Evidence of relevant continuing professional development</p>	<p>Trained in clinical supervision and the supervision of doctoral trainees</p>	<p>Application form / Interview</p>
<b>Experience</b>	<p>Experience of working effectively as a qualified clinical psychologist with children and / or adults with long-term health conditions</p> <p>Therapeutic work with clients on adjustment to illness/injury</p> <p>Multi-disciplinary team work and liaison with other agencies</p>	<p>Experience of working in an inpatient setting with people with spinal injuries.</p> <p>Research relevant to chronic illness</p> <p>Provision of supervision to trainee clinical psychologists or other relevant staff</p>	<p>Application form / interview</p>
<b>Knowledge and skills</b>	<p>Doctoral level knowledge of:</p> <p>Theoretical and applied knowledge of psychological approaches to adjustment to physical illness including specialised psychological assessments and interventions for clients with complex presentations and/or challenging behaviour</p> <p>Evidence- based practice relevant to the role</p> <p>Understanding of national guidance and frameworks relevant to work with patients with a spinal injury</p> <p>Risk assessment and risk management</p>	<p>Potential to make rapid assessments and use this to offer initial clinical recommendations/observations to non-psychology staff in ward settings (e.g. case conferences)</p>	<p>Application form / interview</p>

	<p>Clinical governance</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Audit and research methodology</p> <p>Social Inclusion agenda</p> <p>Must be able to:</p> <p>Communicate highly complex and highly sensitive information effectively, to a wide range of people</p> <p>Adapt creatively the evidence base for interventions in mental health for clients with communication difficulties / learning disabilities.</p> <p>Provide effective teaching, training and clinical supervision for the multidisciplinary team.</p> <p>Work effectively as part of a multidisciplinary team and undertake care co-ordination/lead practitioner responsibilities</p> <p>Undertake complex multiagency working and liaise with multiple systems</p> <p>Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours.</p> <p>Utilise appropriate clinical governance mechanisms within own work.</p> <p>Undertake conflict resolution and MAPA training</p> <p>Able to work in accordance with the Trust Values and Behaviours.</p> <p>Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances</p> <p>.</p>		
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<b>Other</b>	<p>Committed to continual quality and service improvement</p> <p>Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision</p> <p>This post is subject to a DBS Disclosure to identify any relevant criminal background.</p>		<p>Application form / interview</p>