

Agenda for Change	Version 10
Author: Claire Ackerman	Date: May 2018



**University Hospitals
Plymouth**
NHS Trust

Job Description

Job Group (Delete as applicable):	Allied Health Professional
Job Title:	Applied Psychologist/ Highly Specialised Applied Psychologist or CBT Therapist/Highly Specialised CBT Therapist
Existing Grade:	Band 7 to 8a
Care Group:	Surgery Care Group
Service Line:	Pain Services Summary
Department:	Pain Management
Location:	Rowan House Derriford Hospital
Appraiser:	Service Line Cluster Manager
Accountable to:	Lead Clinical Psychologist
Position Number:	
Date:	28/02/24

Job Purpose:

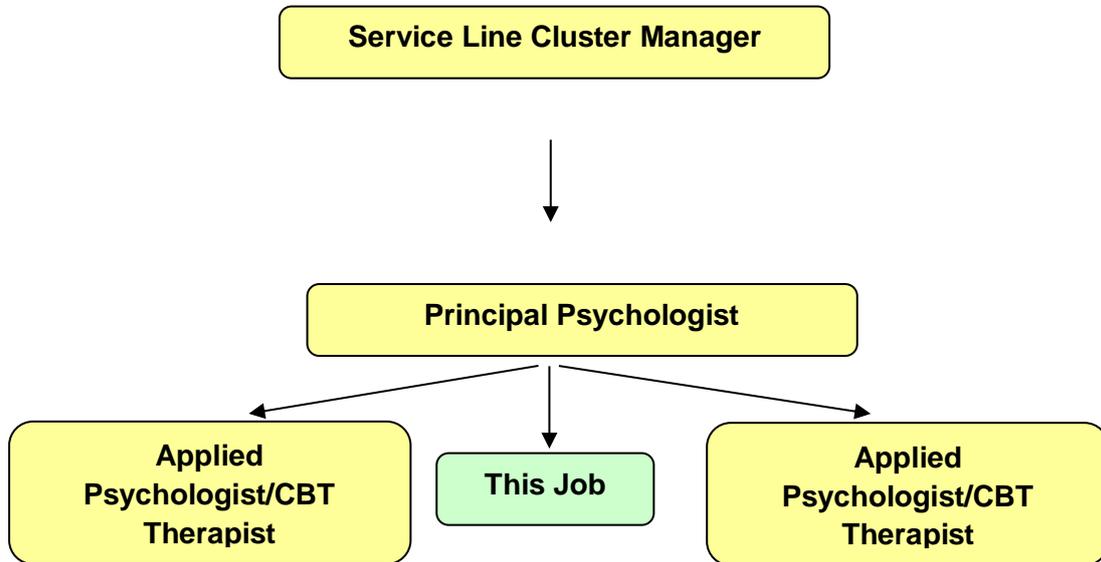
- Within a busy Pain Clinic, work as part of a close inter-disciplinary team.
- Develop, co-ordinate, facilitate and deliver generic and specialised pain management programmes.
- Work autonomously within the pain clinic to deliver intensive 1:1 intervention.
- Assess highly complex pain patients for 1:1, group work and specialist medical procedures.
- Act as a highly specialist resource to the wider professional community.
- Support policy implementation and service development.
- Participate in audit and research

Key Dimensions:

This post offers an opportunity to work in a busy Pain Clinic within a friendly, enthusiastic and supportive team, benefitting from organised and efficient administrative support. Clinical time is equally split between group and individual work. There are also opportunities for couples and family work.

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Organisational Chart



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PRIMARY DUTIES & AREAS OF RESPONSIBILITY

1. Group work

- The Pain Management Programmes (PMP) utilise a 'BioPsychoSocial' approach to help clients adjust to, and recover from, the life changing events caused by living with chronic pain.
- The programme is for outpatients with each group (10-15 patients) attending 2 sessions per week for 7 weeks. Following the programme, patients are then reviewed twice over the next 6 months.
- In addition to the PMP, the Pain Clinic also offers group Psychology programmes working from an Acceptance and Commitment Therapy (ACT) framework.
- A fibromyalgia pain management programme is also a key part of the group programmes being developed and delivered within the Pain Management Support Service.
- Patients referred to the service have complex presentations and histories (commonly pre-morbid to their pain problem). Over half of all the people referred to the service have depression and anxiety disorders and at least a third have a psychiatric history.
- Assessments are sometimes conducted jointly with physiotherapy colleagues.
- An interdisciplinary team deliver the programmes. Team members include other psychologists, a clinical specialist physiotherapist, a senior physiotherapist, a specialist nurse and an administrator. There is close liaison with the Pain Clinic Consultants.
- Clients are taught to apply cognitive-behavioural, acceptance and mindfulness techniques to their daily lives. Relationship difficulties arising from the presence of chronic pain are sometimes addressed by inviting partners to attend one of the group sessions.

2. Individual therapeutic work

- Patients are offered individual psychology following assessment for suitability for the range of group and individual interventions available within the Pain Management Support Service.
- Assessment referrals are received following an initial assessment by a specialist clinician.
- CBT, person-centred, systemic and mindfulness approaches to therapeutic change are well supported.
- Psychological assessment of clients considering implantation of a spinal cord stimulator.
- Liaison with General Practitioners (GPs), community services and voluntary agencies is vital for effective client care.
- Clinical supervision is available from highly experienced clinical health psychologists and from specialist peer support groups (e.g. mindfulness)

3. Clinical:

- Interpret and integrate complex data from a variety of sources including psychometric tests, direct and indirect observations, and semi-structured interviews with clients, family members and others involved in their care.
- Formulate a care pathway for either group or individual work, as appropriate.
- Assessment for group work includes careful consideration of group dynamics and individual motivational factors (including stages of change).
- Utilise Motivational Interviewing skills during assessment and intervention.
- Work as part of an inter-disciplinary team in the development, delivery and evaluation of generic and specialised PMPs.
- Provide expert advice, support and guidance to a newly developed self-help group facilitated by graduates of the group programmes.
- Provide evidence-based short-term intervention for clients experiencing psychological barriers to effective management of their chronic pain condition.
- Following a comprehensive and rigorous psychological assessment, provide feedback to an interdisciplinary team to inform upon the appropriateness of invasive procedures such as implantation of spinal cord stimulators.
- Act at all times in accordance with professional codes of practice of the British Psychological Society.

4. Dissemination of information:

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- Maintain a high standard of clinical record keeping, including electronic data entry and report writing.
- Provide expert knowledge on the psychological management of chronic pain within the team, and to other professionals involved in the clients care pathway such as GPs and community mental health teams.
- Ensure adequate provision of advice, consultation and dissemination of psychological knowledge, research and theory through seminars and training events.
- Provide specialist clinical placements for clinical psychology trainees, undergraduate psychology students, and medical students.
- Act as an expert resource in providing specialist advice, consultation, training and clinical supervision to all team members. Ensuring that the provision of psychologically based interventions aim to improve client function.
- Contribute to local and regional CPD events by presenting on topics of interest to the wider clinical health psychology community.

5. Learning and development:

- Continue to develop expertise in the area of chronic pain and clinical psychology through continuing professional development.
- Ensure allocation of personal supervision.
- Ensure the development and maintenance of the highest professional standards of practice, through active participation in external and internal CPD training and development events.
- Maintain up-to-date knowledge of legislation, national and local policies, and issues related to the specific client group, clinical health psychology and mental health.

6. Leadership and Management

- Contribute to service development
- Be responsible for managing the psychological resources available to the service in the assessment and treatment of clients.
- Be responsible for the systematic governance of psychological practice within the service.
- Be responsible for identifying the psychological needs of patients with chronic pain, and ensure that each patient receives a patient specific treatment pathway.
- Work as part of a team to initiate and implement service improvement based on identified needs and priorities in order to ensure provision of a high quality, responsive and accessible service for clients.
- Manage waiting list for individual assessment of patients and group programmes.
- Where appropriate, feedback to multi-disciplinary team complex patient concerns and utilise external agencies as appropriate.

7. Research / audit

- As part of a team, help plan and implement systems for evaluation, monitoring and development of the service.
- Through research, service evaluation and audit, ensure psychological frameworks are incorporated in the provision of delivering high quality care.
- Utilise quantitative and qualitative research methodology in the analysis of psychometrics, clinical outcomes and assessments.
- Seek to disseminate research outcomes through publication in respected clinical journals and/or conference proceedings.
- Utilise theory and evidence-based literature and research to support evidence-based practice across the service.

COMMUNICATIONS & WORKING RELATIONSHIPS

- The pain team: pain consultants, psychologists, consultant nurse, physiotherapist, clinical nurse specialists, staff nurses and HCA's
- Pain clinic and Pain Management Support Service administration / support staff
- Patients & their support network
- Psychology department within the trust and other external agencies
- General Practitioners, community mental health team and agencies

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All Job Holders are required to...

- Work to the Trust values - Put patients first, Take ownership, Respect others, Be positive, Listen, learn and improve.
- Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities etc.
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Attend statutory, essential and mandatory training.
- Respect the confidentiality of all matters relating to their employment and other members of staff. All members of staff are required to comply with the requirements of the *UK Data Protection Act 2018/UK General Data Protection Regulation (UK GDPR)* or "*Data Protection legislation*"
- Comply with the Corporate Governance structure in keeping with the principles and standards set out by the Trust.
- Comply with the codes of professional conduct set out by the professional body of which registration is required for the post.
- Ensure they are familiar with the Risk Management Framework, follow policies, procedures and safe systems of work, make known any hazards or risks that they identify and take all necessary actions to reduce risk.
- Ensure the welfare and safety of children within their care. This includes staff who come into contact with children and families in the course of their work as well as those staff who have a specific role with children and families.
- Ensure they attend Child Protection training at the appropriate level within the specified time frame.
- Staff must comply with Safeguarding Policies and Procedures in order to promote safeguarding and prevent abuse to vulnerable people using Trust services.
- Maintain the prevention and control of infection and fully comply with all current Trust Infection Control policies and procedures.
- Take responsibility for any records that they create or use in the course of their duties, in line with the Public Records Act and be aware that any records created by an employee of the NHS are public records and may be subject to both legal and professional obligations.

All Managers are responsible for...

- Assessing risks and implementing the necessary actions to minimise these risks within their sphere of responsibility. They must also enable staff to attend the relevant statutory and essential training.
- Managing attendance in accordance with the Trusts Attendance Management Policy.

All Heads of Departments are responsible for...

- Ensuring all necessary risk assessments are carried out within their division, Service Line or department in liaison with relevant sources of specialist support and expertise within the Trust. They must also ensure that the risk management process is completed appropriately.

Note

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This job description is neither definitive nor exhaustive and is not intended to be totally comprehensive. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description is to be read in conjunction with all current Plymouth Hospitals NHS Trust policies, procedures & guidelines.

Service Line Managers Budget Responsibility

Service Line Managers are required to confirm the details of their delegated Budget Holders who are responsible for setting budgets for each cost centre. These are the individuals who will be the primary point of contact for exchange of information on the budgets to be set, be involved in setting their budgets and who will sign off their budgets as a correct record of the budget discussions.

A list of all Budget Holders will be maintained by the Finance Department, based on information presented by Service Line Managers. Service Line Managers will take responsibility for the budget setting process, but Budget Holders are responsible for setting the budgets for their cost centres.

Service Line Managers' key responsibilities in relation to budgets are to:

- ensure, and confirm themselves, the formal confirmation of the final budgets by the Budget Holder in the Budget Holder Monthly Checklist;
- deliver the required level of services within the budgets set;
- take action where required and work with their Budget Holders to ensure the above, agreeing budget changes as appropriate;
- represent Budget Holders at Performance Reviews and be able to explain variances to budget and planned corrective actions; and
- ensure that any financial problems or concerns are escalated to the appropriate level for discussion and action.

Budget Holder Responsibilities

The Trust has a devolved management structure, guided by Responsibility Accounting principles, whereby financial duties are delegated from the Accountable Officer (the Chief Executive) to Executive and Clinical Directors, then to Service Line Managers/Heads of Department and then to nominated Budget Holders. Each Budget Holder's areas of responsibility are defined by the cost centres assigned to them.

Service Line Managers are required to take responsibility for the budget setting process and confirm the details of the Delegated Budget Holders who are responsible for setting budgets for each cost centre. Budget Holders will be the primary point of contact for exchange of information on the budgets to be set, be involved in setting their budgets, taking into account any financial restraints or targets, and sign off their budgets as a correct record of the budget discussions. A list of all Budget Holders will be maintained by the Finance Department.

Budget Holders' key responsibilities in relation to budgets are to:

- confirm formal agreement of their final budget in the Budget Holder Monthly Checklist;
- deliver the required level of services within the budget; and
- take action where required and work with their Service Line Manager to ensure the above, agreeing budget changes as appropriate.

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PERSON SPECIFICATION TEMPLATE

ATTRIBUTES	ESSENTIAL	DESIRABLE
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> • Experience of working with a wide variety of client groups. • Experience of using evidence based psychological interventions for the assessment and treatment of a wide variety of psychological problems. • Experience of providing both group based and individual interventions. 	<ul style="list-style-type: none"> • Experience of working within an interdisciplinary pain management team. • Experience of working within a large clinical setting • Experience of teaching or training other professionals in psychological concepts. • Previous experience as a supervisor for trainees or students. • Knowledge of recent literature and practice of specialised psychological therapies for chronic pain. <p>Research experience.</p>
QUALIFICATIONS	<ul style="list-style-type: none"> • Doctoral level qualification in clinical or counselling psychology or equivalent <p>AND</p> <ul style="list-style-type: none"> • Registered as a Practitioner Psychologist with the Health and Care Professions Council <p>OR</p> <ul style="list-style-type: none"> • A recorded/registered qualification in one of the following - nursing, social work, occupational therapy, arts therapy or a psychological therapy and further post graduate qualification training in evidence-based psychological therapies, including CBT, to at least equivalent of a Masters level (e.g. IAPT CBT diploma) and significant experience working as a psychological therapy practitioner. <p>AND</p> <ul style="list-style-type: none"> • Accredited with the BABCP 	<ul style="list-style-type: none"> • Additional qualifications in health-specific clinical psychology, especially pain management

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<p>APTITUDE & ABILITIES</p>	<ul style="list-style-type: none"> • Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. • Use of complex methods of psychological assessment intervention and management. • Highly developed communication skills, both written and verbal, with the ability to communicate complex, highly technical and clinically sensitive information to clients, families and external agencies. • Skills in providing consultation to other professionals and non-professional groups. • Knowledge of research design and methodology, including complex multivariate data analysis as practised within this field. 	<ul style="list-style-type: none"> • Leadership skills.
<p>DISPOSITION / ATTITUDE / MOTIVATION</p>	<ul style="list-style-type: none"> • A genuine interest in clinical health psychology. 	
<p>OTHER FACTORS</p>		