

Job Description

1. JOB DETAILS

Job title: Principal Clinical or Counselling Psychologist

Band: Agenda for Change Band 8B

Accountable to:

Professionally: Consultant Counselling Psychologist (Tier 3 WM Service)

Managerially: Service Manager (Tier 3 WM Service)

Location: TBC

2. JOB SUMMARY

All staff are expected to work to the Trust Values:



Kindness – Kindness and compassion cost nothing, yet accomplish a great deal.



Respect - We are respectful to everyone and are open, honest and fair – respect behaviours.



Ambition – We set goals to achieve the best for our patients, teams, organisations and our partners.



Collaboration – We are stronger and better working together with and for our patients.

Key Responsibilities:

- To be an integral part of the Tier 3 Weight Management team within NCIC covering North Cumbria.
- To act as Principle Psychologist, ensuring all adults who experience cognitive and emotional problems linked with obesity and who meet Tier 3 criteria in North Cumbria have access to high quality psychological assessment and care.
- To support the multidisciplinary team (including medics, dieticians and physiotherapists) in considering psychological wellbeing and cognitive issues throughout the care pathway and to provide advice on evidence based interventions.
- To act as a senior rehabilitation clinician within Tier 3 and other relevant MDTs, e.g. Tier 4, advising on complex issues such as capacity and safeguarding.

- To provide clinical and professional supervision to all relevant staff and students.
- To provide teaching, training and clinical supervision in psychological approaches to care.
- To take a lead role in specific service development/audit projects within the Tier 3 service.

3. ROLE OF DEPARTMENT

The post holder will work within the Tier 3 Weight Management Service. Within this service we have a number of pathways of care including:

- Core Education Group
- Psychology Pathway
- Medical Pathway including medical intervention and assessment for suitability for Tier 4 Bariatric Services

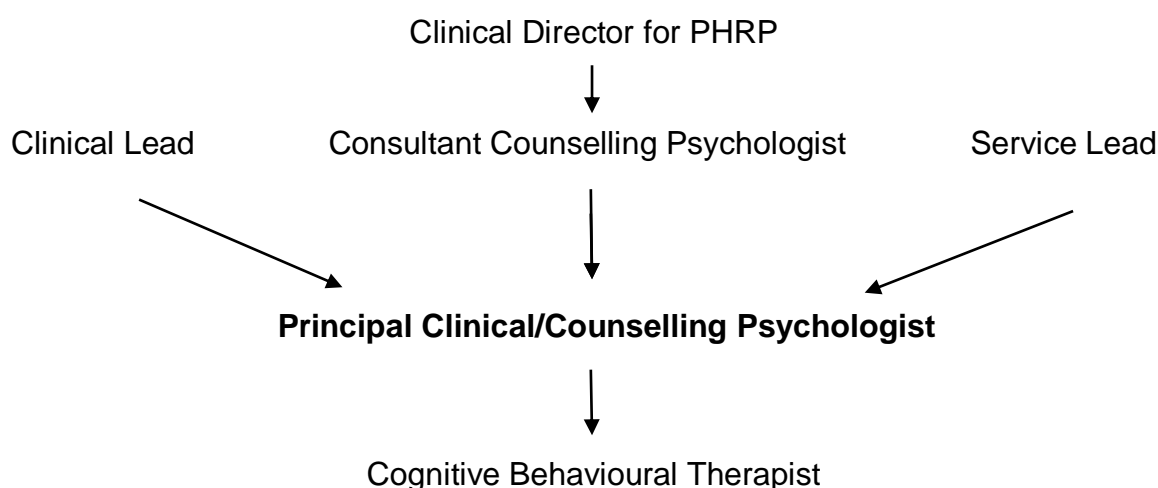
The post holder will work in the Tier 3 team as a psychologist, but will be an integral part of the MDT working collaboratively alongside medical consultants and practitioners from physiotherapy and dietetics.

The service is a newly evolving service in NCIC and is part of the wider North East and North Cumbria (NENC) footprint specialising in the management of patients with complex obesity. We have good working relationships with commissioners.

The service works closely with other services and pathways in NCIC and CNTW and, in particular, other services within the ICC and Community Care care group.

The Tier 3 psychology pathway has close links to other psychology pathways within the Physical Health & Rehabilitation Psychology Service (PHRP) and the post holder would be encouraged to maintain professional links and seek CPD opportunities through the PHRP service.

4. ORGANISATIONAL CHART



5. KEY WORKING RELATIONSHIPS

Clinical:

- Working directly with Service Users in one to one and group settings.
- Liaising with families and carers as necessary.
- Colleagues in the Tier 3 MDT.
- Tier 4 bariatric teams.
- Colleagues in the community teams, in-patient teams, Consultants, GPs, Social Workers, psychology colleagues in PHRP.

Management:

- Service Manager/Operational Lead and Consultant Counselling Psychologist for line management and service management issues.

Teaching and Training:

- As required to provide teaching, training and consultancy on psychological care of individuals living with obesity and the epidemiology and aetiology of obesity to a wide range of professionals.

6. DUTIES AND RESPONSIBILITIES OF THE POST

Clinical:

- The post holder will provide a high quality and effective psychology service to the Tier 3 Specialist Adult Weight Management Service. This will include one to one psychological interventions with service users (and, occasionally, families and carers) and group interventions as necessary.
- To be an expert resource to the MDT about the psychological issues in weight management approaches.
- To provide expert advice, training for all health care professionals involved including, where relevant, primary, and secondary care and ensure a highly effective psychologically informed approach to weight management interventions.
- To ensure evidence based psychological approach to the interventions delivered across the Tier 3 Adult Weight Management service.
- To develop and evaluate new methods and interventions in line with the developing evidence base.
- To utilise research skills for audit, policy and service development and research.
- To supervise and support the psychological assessment and therapy provided by assistant and trainee clinical psychologists and CBT Therapists working within the specialism.
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of clinical health psychology practice within the service/team.
- To propose and implement policy changes within the area served by the team/service.

- To role model compassionate and inclusive leadership to shape the creation of a collective leadership culture within the trust. This means demonstrating a consistent leadership style which engages, enables, and empowers others, uses coaching to promote ownership of learning and quality improvement and facilitates team working and collaboration within teams / departments and across organisational boundaries.

Teaching, Training, and Supervision:

To develop, maintain and monitor appropriate systems for the clinical and professional supervision of any Band 7 or 8A qualified psychologists and CBT Therapists and trainee or assistant psychologists within this service.

- To provide specialist clinical placements for postgraduate trainee clinical psychologists, ensuring that they acquire the necessary clinical and research skills to doctoral level and competencies and experience to contribute effectively to good psychological practice, and contributing to the assessment and evaluation of these competencies.
- To offer specialist clinical, research, consultation, training, and supervision to non psychological colleagues within the service as required
- To continue to develop expertise in professional pre and postgraduate training and clinical supervision.
- To provide consultation about the psychological care of the client group to staff and agencies within and external to the Directorate and Trust.
- To be involved in the development of the profession including at regional and national levels via the provision of post-graduate and doctoral teaching and participation in recruitment to local doctoral psychology courses where appropriate and within capacity.
- To attend regular management supervision with the Service Lead, and clinical supervision with the Consultant Psychologist

To participate and facilitate in the roll out of CBT training for level one and two practitioners, with colleagues from PHRP.

Management, Recruitment, Policy and Service Development:

- To participate in the development, evaluation and monitoring of Tier 3 WM services, through the existing professional skills in research, service evaluation and audit.
- To participate as a specialist clinician in the development of a high quality, responsive and accessible North Cumbria Tier 3 WM Service including, with their consultant colleagues, advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To contribute to audit and service evaluation frameworks.
- To exercise delegated responsibility for the day to day management of psychological resources available to the Tier 3 WM Service.
- To exercise delegated responsibility for the systematic governance of their psychological practice within the service and the staff they supervise.
- To be involved, as required, in the recruitment of staff.
- In conjunction with the Service Manager, Clinical Lead and Consultant Psychologist to prepare business cases for enhanced psychology provision, liaising as necessary with commissioners, potential and actual referrers and service users.

- To contribute to the ongoing enhancement of working practice and procedures within the service, and where necessary propose changes to service policies

IT Responsibilities:

- To maintain competency in the use of IT packages relevant to the post including Word, Excel, EMIS, PowerPoint, email, internet, digital platforms for remote working (e.g., Attend Anywhere and Microsoft Teams) and SPSS statistical package.
- To support other members of the team developing skills in the application of these tools to clinical practice.
- To develop understanding of on-line systems within the Trust for staff records, e-learning and other systems as appropriate

Research and Service Evaluation:

- To contribute and support the development of evaluation, monitoring and development of the team / service area, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- To undertake appropriate research and provide research advice to other staff undertaking research.
- To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
- To undertake Research and Development activity as defined above as a regular job requirement.
- To produce practice-based evidence to support the development of safe and effective practice locally, as well as contributing to the development of practice in the field more generally.

General:

- To agree to and adhere to the Professional Code of Practice as drawn up by the HCPC and The British Psychological Society and adhere to all NCIC policies and procedures.
- 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 and counselling psychology and related disciplines.
- 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 HCPC, British Psychological Society and Trust policies and procedures.
- To work independently and to plan working hours according to the needs of the Service and as agreed with the Service Manager.

- To contribute to services in line with government legislation and Local Authority and Trust implementation of the legislation
- To contribute to the reduction of risk in areas of responsibility, including especially the risk to and from patients who may experience complex physical and psychological difficulties.
- To be accountable for matters of professional clinical judgement and seek advice and guidance as required and appropriate from psychologist colleagues and other specialists.
- To undertake any other duties that fall within the scope and spirit of the job description.

7. WORK SETTING AND REVIEW

The post holder will be responsible for their own caseload. They will be accountable for their own professional actions, working within the professional ethical code and Partnership Trust and national policies.

8. INDIVIDUAL RESPONSIBILITIES

The post holder is expected to

- adhere to Trust policies and procedures and relevant legislation including the requirements of the any professional bodies
- attend mandatory training as identified by the Trust
- adhere to Trust infection prevention policies, procedures, audits in line with the Health Act 2006, to actively reduce Health Care Associated Infections

9. CONFIDENTIALITY

The post holder must maintain the confidentiality of information about patients' staff and Trust business in accordance with the General Data Protection Regulations (GDPR), Data Protection Act 2018 and Caldicott principles.

10. HEALTH AND SAFETY

Employees must be aware of the responsibilities placed upon them under the Health & Safety at work Act (1974), to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

11. RISK MANAGEMENT

All staff have a responsibility to report all clinical and non-clinical accidents, incidents or near-misses promptly and when requested to co-operate with any investigations undertaken.

12. EQUALITY AND DIVERSITY

All employees of the Trust have responsibility to:

- Act in ways that support equality and value diversity.
- Treat everyone with whom they come into contact with dignity and respect.
- Act in ways that are in accordance with Trust's Single Equality Scheme, Equality and Diversity policy, and Dignity in the Workplace policy.

13. SAFEGUARDING

All employees have a duty for safeguarding and promoting the welfare of children and adults at risk. Staff must be familiar with the trusts Safeguarding Policy and the process for raising concerns about the welfare of anyone with whom they have contact. Staff must also ensure they receive the appropriate level of safeguarding children and adult training depending on their role in the Trust.

Staff are expected to access supervision and support from their line managers and/or the locality based safeguarding team when managing complex cases where applicable to their role.

14. INFORMATION GOVERNANCE

The post holder must keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively.

It is important that the post holder processes personal identifiable information only in accordance with the Trust Data Protection Act notification to the Information Commissioner. The post holder must check with the Data Protection Officer before creating new systems to process person identifiable information to ensure that this is carried out within the scope of the Data Protection Act 2018 notification.

The post holder must manage the records they create or hold during the course of their employment with the Trust in an appropriate way, making the records available for sharing in a controlled manner subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines e.g. Data Protection Act 2018, Freedom of Information Act 2000, General Data Protection Regulations, Caldicott Guidelines NHS Confidentiality Code of Conduct 2003, and professional codes of conduct on confidentiality.

The post holder must maintain the confidentiality of information about service user staff and organisational business in accordance with the new Data Protection Act 2018 and Caldicott principles.

It is likely that the post holder will be in contact at some time with a form of information system, and therefore is responsible for implementing and maintaining data quality. The post holder, when making entries into records, must ensure that these are legible and attributable and that the record keeping is contemporaneous. It is essential that information recorded within records either on paper, in an electronic format or both paper and electronic is accurate, complete and relevant.

15. GREEN STATEMENT

Across the North East and North Cumbria we are working together to deliver our ambition to be the greenest region in England by 2030. There is an expectation for all staff to support this by familiarising yourself with the Trust's sustainability initiatives such as waste and recycling, going paperless, videoconferencing, sustainable transport and others.

We encourage you to think about what you can do as an individual and within your team to contribute in to embedding carbon reduction into the everyday running of our organisation.

PERSON SPECIFICATION

Band: Agenda for Change Band 8b

	<i>ESSENTIAL</i>	<i>DESIRABLE</i>
TRAINING & QUALIFICATIONS	<p>Good honours degree (min 2:1) in Psychology.</p> <p>Post-graduate doctorate in Clinical or Counselling Psychology (or equivalent for those trained before 1996) as accredited by BPS & HCPC.</p> <p>Registration as a Clinical or Counselling Psychologist with HCPC.</p> <p>Training for and/or experience of clinical supervision of practicing psychologists and/or doctoral degree trainees.</p> <p>Post qualification training or experience in utilising psychological theories and clinical approaches to physical health, to include specific applicability to Weight Management and Eating Disorders.</p>	<p>Practitioner Full Member status within the Division of Clinical or Counselling Psychology.</p> <p>Other specialist further training or experience in physical health psychology – for example Respiratory conditions, chronic pain, diabetes, or other life limiting illness.</p>
EXPERIENCE	<p>Experience of working with a wide variety of client groups, across the life course and presenting with a range of clinical severity across a wide range of care settings including outpatient, community, in-patient and residential care settings.</p> <p>Ability & preparedness to work to professional guidelines. Ability to interpret general clinical, professional & organisational policies & to use own independent initiative to establish how they should be applied within the area of specialty</p> <p>Experience of representing psychology within the context of multi-disciplinary care.</p> <p>Maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p>	<p>Substantial post-qualification experience in the areas of psychology of Obesity and/or eating disorders and working in weight management in a range of settings.</p> <p>Substantial experience or training in more than one therapeutic intervention.</p> <p>Training and/or substantial experience of psychological assessment & intervention within Weight Management or Eating Disorders</p> <p>Experience of NHS management tasks (e.g. supervision of junior psychology staff; recruitment & selection)</p>

	<p>Experience of exercising full clinical responsibility for clients' psychological care and treatment, within the context of a multidisciplinary care plan.</p> <p>Experience of teaching, training and/or professional and clinical supervision.</p>	<p>Experience of negotiating with NHS managers, professional colleagues & other agencies.</p> <p>Ability to design & implement policy for specialist psychological services & to propose service changes that impact beyond that area of activity.</p> <p>Experience of the application of psychology in different cultural contexts and working within a multicultural framework.</p>
KNOWLEDGE AND SKILLS	<p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p> <p>Ability to integrate highly complex clinical information into a coherent formulation, and to apply this in treatment, management and rehabilitation.</p> <p>The ability to both work autonomously and also collaboratively as a member of a multidisciplinary team.</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in the administration of psychometric tests where timing and accurate manipulation are essential to accuracy.</p> <p>Demonstrable ability to exercise full clinical responsibility for clients' psychological care and treatment</p>	<p>Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups.</p> <p>Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.</p> <p>Willingness to develop leadership and management skills.</p>

	<p>Ability to articulate and interpret clearly the role of the profession of clinical psychology based upon a good understanding of the framework of government and national professional policy.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis.</p> <p>Knowledge of legislation in relation to the client group, mental health and mental capacity.</p> <p>Knowledge of clinical caseload management within a team setting</p> <p>Evidence of continuing professional development as recommended.</p> <p>Formal training in supervision of other psychologists.</p> <p>Ability to identify provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and challenging behaviours</p>	
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OTHER	<p>Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour</p> <p>Ability to contain and work with organisational stress and ability to 'hold' the stress of others.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>Knowledge of Microsoft Office functions and a willingness to further develop these as required</p> <p>Ability to travel independently of public transport over a wide geographical area.</p> <p>Commitment to attending MDT core meetings.</p>	<p>Willingness to work flexibly.</p> <p>An awareness of own strengths and limitations.</p>
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