

Job title: Highly Specialist / Principle Clinical Psychologist

Band: 8B, 0.6 WTE

Department: Neonatal Intensive Care Unit (NICU)

Division: Womens and Children's



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Letter from Adam Sewell Jones, Chief Executive

Thank you for expressing an interest in working here at East & North Hertfordshire NHS Trust.

East and North Hertfordshire NHS Trust is a very special organisation. Our teams are amazing, and this has been demonstrated even more so during the unprecedented challenges brought about by the Covid-19 pandemic. Our ability to be flexible and innovative in the way in which we work and deliver our services to our catchment has never been more important than it is now.

We are a large acute Trust which operates across four sites; acute services are offered at the Lister Hospital; specialist cancer services at the Mount Vernon Cancer Centre (MVCC); and non-acute services offered at Queen Elizabeth II and Hertford County hospital. We underwent an extensive £150m reconfiguration some years ago which saw all inpatient and complex services centralised at the Lister.

We are an organisation with a strong culture of positive values and our ambition is to provide high-quality, compassionate care to our community in all that we do, including patient experience, clinical outcomes, patient safety and financial sustainability.

We have many great people working for us doing all sorts of roles, ranging from porters to doctors, from administrators to nurses, and everything in between. But we all share one vision – we put our patients at the heart of everything we do.

If you decide to apply, you will be joining us at an incredibly exciting time as we continue on our transformation journey. I hope very much, that after reading this pack, you will want to join us on that journey.

I wish you the best of luck in your application.



Adam Sewell-Jones
Chief Executive

Benefits

As a Trust employee, you can access a range of financial and non-financial benefits to support our staff in all aspects of their life.

Wellbeing:

- Get confidential advice and support on personal, work, family and relationship issues, 24/7, from our Employee Assistance Programme
- Offers and discounts at local gyms
- In-house Health at Work service with advice line and self-referral facility for staff as well as signposting and access to other support, such as weight management clinics and physiotherapy
- On site workplace pharmacy at Lister offering a minor ailment service, flu vaccinations, travel clinic, sexual health, smoking cessation and health check services
- Opportunity to discuss ideas, problems or concerns easily and anonymously with our Speak in Confidence service

Travel:

- Save up to 30% on a new bicycle through our Cycle to Work scheme
- Reduced staff car parking costs through our Car Sharing scheme
- Discounts on local buses and trains
- Competitive rates through our car lease scheme
- Inter-site transport minibus which includes shuttle to Stevenage Railway Station

Work/Life Balance:

- Pursue different interests with the security of employment on your return from your break of 3 months to 5 years with our Career Break scheme
- Generous annual leave with additional days awarded for long service
- A variety of different types of paid and unpaid leave covering emergency and planned leave, such as special leave/ emergency leave/carers leave, through our Special Leave policy
- A Retire and Return scheme, enabling you to draw your pension whilst continuing to work for us after a short break
- Options for flexible working to provide you with a healthy work/life balance such as part time working, term time only, compressed hours (subject to service requirements), and flexible work schedules

Financial:

- Discounts on restaurants, getaways, shopping, motoring, finance through a variety of providers
- Access to the NHS Pension Scheme, providing generous benefits upon retirement, as well as a lump sum and pension for dependants

Learning and Development

- Extensive range of learning and development opportunities, including coaching, for both clinical and non-clinical topics
- Access to our Grow Together scheme, ensuring that you have meaningful, quality conversations with your manager about what matters to you and your development
- We fully encourage our staff to develop to their full potential and are supportive of secondments, acting up opportunities and all learning and development activities.

Other:

- Local and Trust wide staff award schemes where staff are nominated and recognised by their colleagues and peers for their hard work
- Assistance in relocating for some staff with our Relocation Policy

Our vision, mission, and values

Our vision is:

“To be trusted to provide consistently outstanding care and exemplary service”

Our mission is:

Providing high-quality, compassionate care for our communities

Our values are:



We value the diversity and experience of our community, colleagues and partners, creating relationships and climates that provide an opportunity to share, collaborate and grow together



We create a safe environment where we are curious of the lived experience of others, seek out best practice and are open to listening and hearing new ideas and change



We are committed to consistently delivering excellent services and continuously looking to improve through a creative workforce that feels empowered to act in service of our shared purpose

Job description

Job title:	Highly Specialist Clinical Psychologist
Band:	8B
Department:	Neonatal Intensive Care Unit (NICU)
Base:	Lister: 2 sessions (The post requires 2 sessions at Watford General Hospital and 2 sessions at Princess Alexander Hospital, Harlow).
Responsible to:	Dr Deborah Gale. Consultant Clinical Psychologist. Laura Kelly. Senior Matron NICU
Clinical Supervision from:	Dr Deborah Gale, Consultant Clinical Psychologist and Group Specialist Neonatal supervision from Dr Rebecca Chilvers ODN Consultant Psychology Lead.
Responsible for:	Trainees or Assistant Psychologists

Job summary:

An exciting opportunity to develop this newly created post, working as part of the Neonatal Department at East and North Herts NHS Trust. Expectations of the post-holder include:

To provide highly specialist psychological support to babies, their families and staff on the Neonatal Unit at the Lister Hospital Stevenage, Princess Alexander Hospital Harlow and Watford General Hospital sites.

- To liaise closely with the multi-disciplinary team to provide specialist advice and consultation on babies and families psychological care to non-psychologist colleagues.
- To work systemically, supporting the neonatal MDT to deliver psychologically informed care to babies and their families.
- To contribute to the delivery of teaching, training and supervision for both psychology and non-psychologist colleagues in order to enable them to identify early families who will benefit from specialist input.
- To formulate plans to support families and staff where there might be a breakdown in communication or relationship.
- To formulate and implement plans to support staff well-being across neonatal units in the LMS
- To utilise research skills for the purposes of audit, policy development and research, joined with other practitioner psychologists in the East of England Neonatal ODN as well as with the Lead Psychologist in the ODN.
- To contribute to service evaluation and service development in line with service objectives and with the aim of meeting national and local guidelines, targets and initiatives.
- To liaise with multidisciplinary team colleagues, other health and social care agencies and staff involved with the care group, and with other psychologists both locally and nationally for professional development.
- To provide supervision for less experienced psychologists where appropriate including, undergraduate and postgraduate psychology placement students, assistant and trainee psychologists, and qualified psychologists.
- To support the development of psychological services and pathways through formal and informal links with practitioner psychologists providing services to families in other health and mental health settings such as perinatal mental health and paediatric psychology services.

Key working relationships:

- Paediatric Psychology Team
- Neonatal Nurses
- Medical teams
- Dieticians
- Speech and Language Therapists
- Administration team
- Acute areas

Main responsibilities:

1. Clinical

- 1.1. To provide highly specialist psychological assessments to families who present with a significant level of complexity while they are currently on the Neonatal Unit. This will be based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with families and others involved in the baby's care.
- 1.2. To advise on appropriate psychoeducation and training to staff to help them to provide quality emotional support to all families.
- 1.3. To provide psychological support and supervision for staff working on the unit for particularly complex and challenging situations that require or would benefit from psychological input. This will also include either supporting, or leading small group sessions.
- 1.4. To develop psychological formulations of presenting problems or situations that integrate complex information from assessments within a coherent framework that draws upon psychological theory and evidence, and which incorporates interpersonal, societal, cultural and biological factors, across the full range of care settings.
- 1.5. To develop and implement plans for the formal psychological treatment and/or management of a family's psychological difficulties, based upon an appropriate conceptual framework of the presenting problems, and employing evidence based approaches.
- 1.6. To be responsible for implementing and evaluating a range of psychological interventions that support the development of psychologically informed environments in all neonatal units
- 1.7. 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 family's experience.
- 1.8. To exercise autonomous professional responsibility for the assessment, psychological formulation, treatment and discharge of families, and to manage and maintain an appropriate caseload
- 1.9. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to the family's formulation and treatment plan.
- 1.10. To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of families in the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
- 1.11. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all families in the service, across all settings and agencies serving the client group.
- 1.12. To undertake risk assessment and risk management where appropriate and to provide advice to other professions on psychological aspects of risk assessment and risk management in line with Trust and inter-agency policies and procedures. To assess families for referral onto Mental Health Services should their needs be more relevant for management by those teams.
- 1.13. To communicate in a highly skilled and sensitive manner to families and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of families under their care.
- 1.14. To monitor and evaluate progress during the course of both uni- and multi-disciplinary care, and to provide appropriate reports on this.
- 1.15. To provide highly specialist expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

- 1.16. To work in partnership with other disciplines and to maintain links with statutory and non-statutory and primary care agencies as appropriate.
- 1.17. Will be required to sit in a constrained position for therapy and extended assessment.
- 1.18. May be required to tolerate and manage verbal abuse and occasional physical aggression.
- 1.19. Will be required to deal with the intense emotional atmosphere surrounding therapy contacts which may be frequently highly distressing on a daily basis, and to work with frequent intense concentration for much of the clinical sessions of assessment and therapy.

2. Teaching, training and supervision

- 2.1. In common with all Practitioner Psychologists, to receive regular clinical supervision and monthly management supervision, in accordance with good practice and BPS guidelines.
- 2.2. To receive regular specialist neonatal group supervision with the Network Psychology Lead with other neonatal LMS hub leads across the region
- 2.3. To continue to gain wider post-qualification experience of applied psychology in line with BPS policy on CPD; in particular, to make links with other Clinical Psychologists and Practitioner Psychologists working in Neonatal Care regionally, nationally, and to attend relevant special interest groups and training sessions.
- 2.4. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate.
- 2.5. To provide professional and clinical supervision of assistant/graduate psychologists and Trainee Clinical/ Counselling/ Psychologists, as appropriate
- 2.6. To support placements for Trainee Clinical/Counselling/Psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and to contribute to the assessment and evaluation of such competencies.
- 2.7. To contribute to the pre- and post-qualification teaching of clinical, counselling and other applied psychologists, as appropriate, through contact within the locality with other Practitioner Psychologists.
- 2.8. Where appropriate, to offer clinical and/or professional supervision to qualified practitioner psychologists working elsewhere within the organisation.
- 2.9. To provide advice, consultation, supervision and training to staff working with families across a range of agencies and settings for the provision of psychologically based interventions to help improve family member's functioning.
- 2.10. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's professional and service manager(s).
- 2.11. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.

3. Leadership and management

There are no specific budgetary or management responsibilities attached to this post.

- 3.1. To contribute to the analysis, development, evaluation and monitoring of Key Performance Indicators to highlight the added value of psychology through the deployment of professional skills in research, service evaluation and audit.
- 3.2. To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate/ recently qualified psychologists.
- 3.3. To exercise responsibility with team members for the systematic governance of psychological practice within the service/team.
- 3.4. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising 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 neonatal psychology and related disciplines.

4. Research and development

- 4.1. To bring forward matters of psychology, as a senior clinician, in the evaluation, monitoring and development of the team's operational policies, 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.

- 4.2. To utilise theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members.
- 4.3. To work with the Network Psychology Lead to undertake project management, including audit, quality improvement, and service evaluation to help develop service provision.
- 4.4. To support with the development of research by making ethics and/or funding applications as appropriate.
- 4.5. To prepare research reports for dissemination in peer-reviewed journals or at local or national conferences.

5. Information technology

- 5.1. To use Trust IT equipment, software, intra and extranet to facilitate clinical and service-related work. The post-holder will use IT skills for the development of presentations and educational materials for use in the clinical context. This will include word processing, organising data on spreadsheets, and preparing visual presentations of educational/training material.
- 5.2. Other IT skills will include use of email, electronic record keeping, organisation of work diary, and tracking of waiting list and client caseload.
- 5.3. To maintain, record and update all clinical, consultation and supervision sessions appropriately and to the highest standard. To correspond with all other clinicians involved and to write reports accordingly. This is in accordance with professional codes of practice of the British Psychological Society, Health Professions Council and the Trust policies and procedures. These reports will be documented on the departmental electronic notes system.
- 5.4. To make regular statistical returns of workload for Departmental requirements.

6. Professional standards and guidelines

- 6.1. To ensure development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional and service manager(s).
- 6.2. To ensure 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 psychology and related disciplines.
- 6.3. To ensure and 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.
- 6.4. 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.
- 6.5. To contribute to the development and implementation of Clinical Governance in relation to the profession, the care group and the Trust, as agreed with Head of Speciality and Service Manager.

To be noted:

- Individuals who are required to hold a professional registration to practice must continue to be a member of their professional body throughout the lifespan of this job description. Such individuals will be required to notify the Trust immediately if their professional body limits or changes the terms of their registration.
- This job description will be reviewed yearly as part of the annual individual performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the post-holder.

The post holder is expected to adhere to the NHS Code of Conduct and to comply with all relevant Trust policies, procedures and guidelines, including the following:

7. Health and Safety

It is the responsibility of all employees to work with managers to achieve a healthy and safe environment, and to take reasonable care of themselves and others. Specific individual responsibilities for Health and Safety will be outlined under key responsibilities for the post.

8. Equality and Diversity

It is the responsibility of all employees to support the Trusts vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply through the implementation of the Trusts Equal

Opportunities Policy.

9. Data Protection Act 1998

Under provision of the Act, it is the responsibility of each member of staff to ensure that all data, whether computerised or manual, is kept secure at all times. This includes data relating to patients and other members of staff. Data must not be disclosed to any unauthorised person and must be regarded as strictly confidential at all times. Failure to adhere to this instruction will be regarded as serious misconduct and could lead to dismissal.

10. Confidentiality

The job holder will be in possession of personal details of staff and clients and other confidential information. This must not be discussed or divulged to any unauthorised person. Any such instance would result in dismissal.

11. Rehabilitation of Offenders Act 1974

This post is subject to an exception order under the provisions of the Rehabilitation of Offenders Act 1974.

This stipulates that all previous convictions, including those that are 'spent' must be declared. Previous convictions will not necessarily preclude an individual from employment within the PCT but must be declared in writing at the appropriate stage during the recruitment process.

12. No Smoking Policy

The Trust operates a no smoking policy within all its premises and their grounds.

This job description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the lights of changing circumstances and in consultation with the job holder.

Supplementary job description information:

Confidentiality

Each of us have a personable responsibility and liability under the Data Protection Act 2018 around the confidential nature of our jobs. Details of a confidential nature, including information relating to patients or staff, must not under any circumstances be divulged to any unauthorised person. Breaches in confidence will result in disciplinary action, which may result in dismissal. In exceptional circumstances this could result in a prosecution for an offence or action for civil damages under the Data Protection Act 2018.

Health and Safety

You must take reasonable care of your own health and safety and that of other people who may be affected by acts of omission at work and to ensure that statutory regulations, policies, codes or practice and department safety rules are adhered to.

Sustainable Development

We recognise the need for a sustainable development strategy that focuses on reducing carbon emissions. We do this through:

- Reducing environmental impact achieved by greener waste disposal and travel, energy and water consumption
- Being a good community role model and supporter of the local economy
- Providing excellent value for money
- In order to reduce our carbon footprint, every single one of us must play a part in ensuring we are an environmentally-responsible organisation. You recycle at home, we ask that you do the same simple things at work
- When you can, use public or inter-site transport, cycle between sites and claim for mileage
- Recycle all you can: paper, CDs, batteries – there are recycling stations throughout the Trust
- Always switch off lights, PCs and other electrical appliances when not in use
- Don't waste water

Safeguarding

You must have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004.

You must treat all patients with dignity and respect and ensure that vulnerable adults are safeguarded from abuse and neglect within the provisions of the Hertfordshire Safeguarding Adults from Abuse Procedure.

Infection Control

You are expected to take individual responsibility to ensure working practice is safe.

Equality, Diversity and Inclusion

The organisations which make up Herts and West Essex Integrated Care System believe that fairness for people is fundamental to providing good care. We want to ensure that those who work with us and for us share this core value.

We are committed to equality, diversity and inclusion for all job applicants, staff, patients and the wider community. We are continuing to develop the strength of our inclusive approach, and creating a workforce which represents the diverse communities we serve is an important part of this.

We have agreed to:

- Work together to learn, celebrate and embrace diversity, end unfairness, discrimination and racism, and embed these changes into our everyday work
- Strive towards being an exemplar group of organisations for equality, diversity, inclusion, fairness and belonging
- Commit to value all people and promote a culture of zero tolerance to all kinds of harassment, bullying, discrimination and racism in the workplace
- Pro-actively champion national and local policies and initiatives to address health and workforce inequalities
- Work in partnership with other professional and health and care organisations to embed these principles

Each organisation with the Herts and West Essex Integrated Care System has agreed to include this statement on their job descriptions so that staff and job applicants are aware of this commitment. Staff are expected to be supportive of these principles and to demonstrate this in everything they do at work, regardless of their role.

You are required to always demonstrate behaviours which support our commitment to equality, diversity and inclusion, as detailed below, so that our workplaces are free from harassment and/or unlawful discrimination and where diversity is actively valued and celebrated.

Review

These guidelines are provided to assist in the performance of the contract but are not a firm condition of the contract. The job description will be reviewed as necessary to meet the needs of the service, in consultation with the post holder.

Person specification

Requirements	Essential	Desirable
Qualifications / Training <ul style="list-style-type: none"> • Doctoral level training in clinical/counselling/psychology, including models of psychopathology, psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS. • Registered with the Health and Care Professions Council as a Practitioner Psychologist. • Further training in psychological approaches to trauma, parent-infant relationship work or systemic/family therapy. • Pre or post-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. • Conference presentations and publications in the current clinical or related area. 	X X	 X X X
Previous Experience <ul style="list-style-type: none"> • Experience delivering highly skilled psychological assessments, interventions, follow-up and data monitoring utilising at least 2 therapeutic models. • Experience of supervising pre-qualified psychologists/qualified psychologists and/or professionals from other disciplines. • Experience of working with a wide variety of client groups and across the full range of clinical severity. • Experience of liaising with carers and families and external organisations that support these groups. • Ability to show autonomous professional responsibility for the assessment, treatment and discharge of clients and liaising with other professionals as and when necessary. • Experience providing group based interventions using evidence based psychological approaches. • Experience designing, conducting and leading on research activities at a doctoral level including service related research and audits. • Experience of teaching and training health professionals in psychological concepts. • Experience of working in a neonatal, perinatal or critical care environment. • Formal training in supervision. • Experience of setting up new services. • Formal QI training. • Experience of the application of clinical psychology in different cultural contexts. 	X X X X X X X	 X X X X

Knowledge and skills		
<ul style="list-style-type: none"> Ability to work independently and collaboratively within a team. 	X	
<ul style="list-style-type: none"> Ability to cope with a fast paced work environment, maintaining a high degree of professionalism in the face of highly emotive and distressing problems. 	X	
<ul style="list-style-type: none"> Ability to assess and monitor risk and draw up appropriate risk management plans. 	X	
<ul style="list-style-type: none"> High level knowledge of the theory and practice of at least two specialised psychological therapies. 	X	
<ul style="list-style-type: none"> Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues both within and outside the NHS. 	X	
<ul style="list-style-type: none"> Skills in providing consultation to other professional and non-professional groups. 	X	
<ul style="list-style-type: none"> Planning and organising skills for caseload management. 	X	
<ul style="list-style-type: none"> Skills in self-management, including time-management. 	X	
<ul style="list-style-type: none"> Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. 	X	
<ul style="list-style-type: none"> Knowledge of the theory and practice of specialised psychological therapies as applied in a clinical health psychology setting. 	X	
<ul style="list-style-type: none"> Ability to cope with a fast paced work environment, maintaining a high degree of professionalism in the face of highly emotive and distressing problems. 	X	
<ul style="list-style-type: none"> Ability to assess and monitor risk and draw up appropriate risk management plans. 	X	
<ul style="list-style-type: none"> High level knowledge of the theory and practice of at least two specialised psychological therapies. 	X	
<ul style="list-style-type: none"> Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues both within and outside the NHS. 	X	
<ul style="list-style-type: none"> Skills in providing consultation to other professional and non-professional groups. 	X	
<ul style="list-style-type: none"> Planning and organising skills for caseload management. 	X	
<ul style="list-style-type: none"> Skills in self-management, including time-management. 	X	
<ul style="list-style-type: none"> Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. 	X	
<ul style="list-style-type: none"> Knowledge of the theory and practice of specialised psychological therapies as applied in a clinical health psychology setting. 	X	
<ul style="list-style-type: none"> Knowledge and awareness of safeguarding issues. 	X	

<ul style="list-style-type: none"> • Knowledge of facilitating reflective practice groups and/or debriefs. • Well-developed knowledge of the theory and practice of specialised psychological therapies relevant to working with families in an acute healthcare environment. • Excellent presentation skills. • A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a desire continue to develop expertise in the area. 		X X X X
<p>Other requirements</p> <p>[select the statement below that reflects the level of post and indicate that this an essential requirement for the role]</p> <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. • Able to tolerate prolonged periods of sitting. <p>(Supervisory/manager/policy posts)</p> <ul style="list-style-type: none"> • Experience and evidence of engagement around equality, diversity and inclusion issues in relation to policy, service development and service delivery in respect of both services to users and the management of staff • Role model our Trust values every day 	X X X X	