

Clinical Psychologist JOB DESCRIPTION

Job Title:	Clinical Psychologist
AfC Band:	7 or 8A (depending on experience) 1 WTE – 0.5 WTE HMR CNRT and 0.5 WTE Bury Integrated Team (CSNRT)
Directorate/Service:	Department of Clinical Neuropsychology
Accountable To:	Consultant Clinical Neuropsychologist and Principal Psychologist
Responsible To:	Consultant Clinical Neuropsychologist
Base Location:	HMR Community Neurological Rehabilitation Team (CNRT), and the Bury Integrated Team (CSNRT), both affiliated to Department of Clinical Neuropsychology
On-Call Requirement:	No
AfC Job Code:	

[!] If your existing JD has been approved and banded by the people admin team after 05 October 2023, then please contact People Governance for a job code: People.Admin@nca.nhs.uk. Otherwise, please leave this box blank.
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Values
<p>Three values are at the heart of our organisation: C</p> <p>Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.</p>
Structure Chart

**[!] Complete as appropriate for the advertised role. This is a linear structure chart which lists key job posts in the service. Please delete boxes which are not required. Add more boxes by clicking on the rectangle, right clicking, and choosing 'Add Shape'.
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<div> <div>North Area Neuropsychology Team (NAT Team)</div> <div> <div>Dr Chris Martin, Consultant Clinical Neuropsychologist (Line Manager, Supervisor for Bury CSNRT work, and Lead of the NAT Team (Floyd Neuropsychology, HMR CNRT Neuropsychology, Bury CSNRT Neuropsychology)</div> <div>Dr Johanna Kirkland, Principal Clinical Psychologist in Neuropsychology (Lead for HMR CNRT Neuropsychology, Supervisor for the HMR CNRT work)</div> <div>Clinical Psychologist (working in HMR CNRT and Bury CSNRT)</div> </div> </div>	
Job Summary	
<p>To work with individuals, families and team members in relation to patients referred for multidisciplinary team (MDT) support to the HMR CNRT Team and the Bury Integrated Team (CSNRT). This will include assessment, formulation, intervention and evaluative work.</p>	

Key Role and Responsibilities
<p>Main Tasks & Overview of Responsibilities</p> <p>To provide clinical psychology/neuropsychologically-informed assessments, formulations, and interventions for persons referred to the HMR CNRT for MDT input and for persons referred to the Bury Integrated Team. This includes individuals with a wide range of neurological conditions, including brain injury and complex stroke (CNRT) and a range of neurological conditions, brain injuries and strokes (Integrated Team - CSNRT).</p> <p>To support the CNRT MDT and the Bury Integrated Team (CSNRT) MDTs in working with these client groups.</p> <p>To have an excellent flow of communication with the Principal Clinical Psychologist in Neuropsychology and the HMR Clinical Lead.</p>

To have an excellent flow of communication with the Consultant Clinical Neuropsychologist and the Bury Integrated Team Clinical Lead.

To monitor outcomes with clients.

To support research, audit and service evaluations within HMR CNRT and Bury Integrated Team (CSNRT).

To provide training to other members of the MDTs.

Being an active member of the HMR CNRTT, Bury Integrated Team, the North Area Neuropsychology Team, and the Salford Neuropsychology Department.

Communications and Relationships

Provide written reports to referral agents within reasonable time frames to ensure clear communication of psychological understanding, diagnostic decisions (neuropsychological assessment) and proposed psychological interventions;

Provide feedback and communicate assessment results to patient, significant others (carer, relative) and MDT members, bearing in mind that patient's cognitive and emotional difficulties may interfere with their comprehension of information and that patients and relatives may have high expressed emotions making it difficult to take in the information provided;

Negotiate complex situations where provision of clinical information and proposal for intervention may produce disagreement and conflicts within families and/or staff involved in the patient's care;

Provide written summaries of assessment and intervention plans to patients and others as appropriate, bearing in mind that the patient is required to give consent or that provision of information and intervention is in their best interest - for patients who lack capacity to consent;

Communicate with members of the multidisciplinary teams in sharing relevant information and collaborate in joint interventions/treatments;

Directly record findings of assessments and recommendations in the patient's electronic health records;

Ensure clarity and accuracy in written and verbal communication. Minimise potential miscommunication arising from the complexity of neuropsychology assessment results and consequences for patient if test scores within reports are listed inaccurately;

Monitor the written communications of Assistant Psychologists, providing feedback as appropriate;

Maintain quality standards in clinical and written work via self-monitoring, reflective practice, seeking feedback from others, peer supervision and identifying ongoing improvements;

Communicate with relevant managers in relation to clinical service and administrative issues related to the services;

Work with neuroscience clinicians (Consultant, Specialist Nurse, Therapists and others as appropriate).

Analytical and Judgmental Skills

Analyse relevant information leading to appropriate formulations of complex clinical situations where expert opinion might differ;

Ensure that records are maintained by staff of patients referred, so that referral patterns across the services can be established, with comparisons of demand versus capacity, for the future development of the services;

Maintain timely clinical psychology/neuropsychology records of assessments and treatment sessions updated for each session;

Compile and return activity statistics as required;

Use of word-processing and statistical packages in the design and evaluation of research and audit data.

Planning and Organisational Skills

Help identify gaps in community neuropsychology services, as impacting on the neuroscience centre and provision of specialised neuropsychology service across the Greater Manchester conurbation and the community;

Help develop the clinical neuropsychology provision within HMR CNRT and the Bury Integrated Team, including liaising closely with colleagues and maintaining good records for evaluation of the service provision;

Foster the development of a holistic service of high quality and ensure that the philosophy of the community neuropsychology service as derived by the team as a whole is implemented and adhered to;

Ensure that assessment and intervention guidelines are developed across the specialty in collaboration with the Principal Clinical Psychologist in Neuropsychology and the Consultant Neuropsychologist;

Identify priorities within your clinical workload on the basis of referral information and other factors relevant to the patient and the service;

Contribute to the setting of quality standards in terms of service delivery and outcome evaluation and their definition and monitoring within the service;

Physical Skills

Frequent periods of intense concentration during individual therapy or group sessions, supervision, teamwork and consultation.

Prolonged concentration during individual and/or group sessions, assessment and therapy for more than two hours at a time during assessment sessions.

Frequent exposure to emotionally distressing or traumatic situations, such as patients disclosing abuse, and family breakdown occurring as a result of an illness.

Exposure to patients who exhibit challenging behaviour such as physical and verbal aggression whilst suffering from temporary or permanent mental incapacity.

Physical effort sitting in constrained positions for longer than two hours at a time during assessment sessions.

Regular handling and transporting of neuropsychological tests.

Occasional handling of patients (e.g. seizures, falls) and objects (e.g. wheelchairs).

Frequent use of VDU for test administration and evaluation of test scores as well as writing summaries and intervention protocols for staff.

Regular and prolonged use of remote working facilities, such as Microsoft Teams and Zoom, for example.

The successful applicant would need to attend clinics away from the bases and provide home visits. Therefore, holding a full, and valid, driving license would be important, but reasonable workplace adjustments would be considered if applicant unable to drive.

Responsibility for Patient Care

Psychological and neuropsychological assessment of patients referred to the HMR CNRT and Bury Integrated Team for input;

Interviews with significant others (relative or carer) as appropriate to the patients presenting problem and as relevant to the assessment process;

Interviews and reviews with staff (medical, therapist, nursing etc) as appropriate to the patients presenting problem and as relevant to the assessment process;

Assessment of patient's mental capacity, including risk assessments of patients presenting with challenging behaviour;

Participation in MDT assessment clinics (CNRT) and meetings (CNRT and Integrated Team);

Evaluation of the multitude of information gained from observation of patient, neuropsychological test results and direct interview with patient, significant others (relative or carer) and other health professionals to produce psychological formulation of presenting problem;

Produce a neuropsychological formulation based on test results and other information as appropriate;

Produce reports based on this multifactorial assessment process and components, including test results, as appropriate;

Advice to individual patients, their family, general practitioners and other relevant health professionals on the outcome of the assessment and on the management/treatment of specific psychological and neuropsychological problems;

Development of psychological and neuropsychological treatment/intervention plans for individual patients, taking account of their condition within the context of a complex system comprising the individual patient, significant others, other health care professionals and other agencies (social, vocational);

Development of psychological intervention plans and intervention for patients presenting with challenging behaviour, including physical and verbal aggression; Psychological intervention and treatment for CNRT and Integrated Team patients presenting with cognitive and emotional difficulties related to their neurosurgical/neurological condition;

Psychological intervention of CNRT and Integrated Team patients presenting with intense emotional trauma related to physical or sexual abuse and found to exacerbate their neurological condition, or inhibit recovery;

Collaborative work with significant others (patients relative/carer) and other health professionals in the implementation of psychological interventions and working towards specific goals;

Family interventions/therapy, as relevant and appropriate within the context of a patient's psychological and neuropsychological difficulty;

Responsibility for Policy/Service Development

Maintain quality standards pertinent to the neuropsychological service for patients within the CNRT and Integrated Team;

Participate in neuroscience, departmental, HMR CNRT, Bury Integrated Team and North Area Neuropsychology Team clinical governance activities.

Responsibilities for Financial and Physical Resources

Provide advice and ensure that neuropsychology requirements for up-to-date test items, other equipment and any financial implications are communicated to your line manager and other relevant managers for consideration within the budgetary process;

Provide advice and ensure that the requirement for appropriate and safe storage facilities for equipment is met, by communicating with the relevant manager;

To contribute, when relevant to work role, to the department of neuropsychology budget or endowment fund any income received for any paid work which is carried out in Trust time (for example, letters to solicitors, monies received from lecturing).

Responsibilities for Human Resources

Provide clinical supervision for Assistant Psychologists seeing patients on your behalf, or when the Assistant Psychologist's supervisor is on leave.

Ensure that clinical staff responsible for Assistant Psychologists are meeting their responsibilities.

Responsibility for Information Resources

Adhere to Departmental guidelines on paperlite working, in line with BPS guidelines on Electronic Healthcare Records, and Trust initiatives around patient record;

Adhere to information governance guidelines regarding shared drives, databases, research, and patient-facing information, for example.

Responsibilities for Research and Development

Contribute to the neuropsychology department's service development workstreams, research activities;

Identify and review audit tools used in the service evaluation of patients within the dedicated clinical area;

Develop links with colleagues in academic and other settings and engage in collaborative research, service evaluation and audit.

Freedom to Act

Be responsible for own professional development in keeping with an agreed professional development plan;

Be responsible for adhering to policies and guidelines as relevant to the service; Seek peer supervision by senior clinicians with relevant expertise and in keeping with BPS guidance;

Be accountable for own professional actions and work within the limit of professional competence, as specified within the code of conduct of the BPS and the professional practice guidelines of the Division of Neuropsychology;

Be aware of, and comply with, Trust policies and procedures;

Support line manager;

Engage in clinical sessions involving both direct clinical and indirect clinical activity, such as patient related multidisciplinary teamwork, group work-based interventions and other patient related activities;

Remaining sessions are administration, research and development, professional development ;

Attend Departmental, CNRT MDT meetings, Integrated Team MDT meetings, and North Area Neuropsychology Team meetings

Partnership Working

Collaborate with the CNRT and Integrated Team MDTs to ensure the delivery of community neuropsychology services to patients in Heywood, Middleton and Rochdale; and the delivery of integrated team services to patients in Bury.

Represent the specialty within working groups for services involving community neurorehabilitation, integrated team rehabilitation, and other defined area as required to meet the needs of the services, both within and outside of the neuroscience centre;

Advise and educate neuroscience and other colleagues on psychological and neuropsychological issues affecting the management of patients with neurological/neurosurgical disorders/ABI/etc;

Work collaboratively with other agencies (social services, employment services, voluntary sector etc) in setting standards and improving psychological treatment outcomes as a member of the HMR CNRT, the Integrated Team, the Neuropsychology Department and the North Area Neuropsychology Team;

Link with neuroscience and community colleagues (clinical staff and management team).

Equality and Diversity

Be aware of, and compliant with, Trust policies on equality, diversity and inclusivity;

To actively promote equality and diversity and respond appropriately to concerns about interactions where this has been challenged.

Making Every Contact Count

Front line staff are in an ideal position to offer support and advice on how to improve health and wellbeing. Staff should use their interactions with the public to give them additional advice on health and wellbeing.

Staff will be given training and support to help them to signpost people to other services which may improve their health and wellbeing.

Health & Safety

Take account and be aware of staff, visitor and patient safety issues when devising specific psychological intervention plans for patients with challenging behaviour;

Prevent inappropriate implementation of psychological intervention programmes devised for patients but administered by other health professionals, by monitoring staff awareness and compliance with psychological intervention programmes;

Be aware of and compliant with trust policies on health and safety issues

You have a personal responsibility to support your department/ward/clinic in reducing hospital acquired infection. You must comply with the Trust's policies

on infection, prevention and control and maintain your competency to effectively discharge your responsibilities. You must bring deficiencies to the attention of your manager.

All people who manage others

You are accountable for the effective deployment of activities that ensure that your department/ward/clinical team is reducing hospital acquired infection. You will ensure that you and your staff comply with the Trust's policies on infection, prevention and control. You will ensure that you and your staff receive the training required to maintain competence to execute the Trusts policies on infection, prevention and control. You have a responsibility to bring deficiencies in the deployment of such policies to the attention of your line manager.

General Staff

You have a personal responsibility to support your department/ward/clinic in reducing hospital acquired infection. You must comply with the Trust's policies on infection, prevention and control and maintain your competency to effectively discharge your responsibilities. You must bring deficiencies to the attention of your manager.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. You will be expected to fulfill your mandatory safeguarding training at the level applicable to this role.

Electronic Patient Record

Salford Care Organisation uses an Electronic Patient Record (EPR). All Clinicians within that Care Org must use EPR as the primary patient record. It supports delivery of Safe, Clean and Personal patient care. Paper is used only for clinical record components (e.g. fluid charts, neuropsychological assessment record forms) that do not at present have an EPR replacement.

The majority of clinical documentation is entered directly on the EPR including health issues, case histories and continuation notes, condition specific structured records and risk assessments. EPR also provides systems for prescribing, requesting most tests and some services, and for viewing results, a local integrated record and correspondence.

Access to this comprehensive EPR is via a unique login and password. All Clinicians working in Salford Care Organisation must receive EPR training.

HMR CNRT and Bury Intergrated Team use electronic records and local arrangements are in place for CNRT record keeping.

Code of Conduct

Professional staff that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken.

Staff who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

PERSON SPECIFICATION

Job Title:	Clinical Psychologist
AfC Band:	7 or 8A (depending on experience)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Honours Degree in Psychology Doctoral Degree in Clinical Psychology 	<ul style="list-style-type: none"> Academic qualification such as Diploma or MSc in Research Methodology, Clinical Neuropsychology or PhD. To be considered for this position, you must have completed the first year of a PGDip in Clinical Neuropsychology but this is not necessary for recruitment at band 7.
Professional Registration	<ul style="list-style-type: none"> Eligibility for membership of the British Psychological Society and Division of Clinical Psychology is required. HCPC Registration 	<ul style="list-style-type: none"> X X
Knowledge, Training & Experience; and Skills and Abilities	<ul style="list-style-type: none"> Previous experience of working with patients with neurological conditions. Prior experience of multidisciplinary team (MDT) working. 	<ul style="list-style-type: none"> Previous experience of working with patients who have had a brain injury. Previous experience of working with patients presenting with challenging behaviours and mental capacity issues. Previous experience of working in a community setting.

[!] Add 'N/A' into professional registration box if this is not applicable to the role. <delete this box>

		<ul style="list-style-type: none"> Competence in the selection, administration and interpretation of cognitive assessments. Previous experience of systemic working e.g. with family member, care homes and social services.
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Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.

	Work with my team and other teams to agree and deliver best outcomes.
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Appendix

Physical & Mental Requirements

Physical effort:

The role will involve frequent prolonged periods at a desk/in an office or clinic/in a sedentary role. It will also require the individual to carry/transport test materials, laptop, and other clinical materials. The role will require some exposure to clinical manual handling (e.g. manoeuvring wheelchairs, helping people during/following seizures or falls).

Mental effort:

The role will require frequent, and sometimes prolonged, periods of intense concentration during individual and/or group sessions, and in meetings. This may be in person or remote. It will also require mental effort when engaging in neuropsychological testing and will involve significant amounts of computer/laptop-based work. The MDT office (at HMR) is open plan, so demands will be placed on focused, divided, and sustained attention.

Emotional effort:

The role will involve frequent exposure to emotionally distressing or traumatic situations in patients disclosing abuse, and family breakdown occurring as a result of a person's illness.

It will also involve exposure to patients who exhibit challenging behaviour such as physical and verbal aggression whilst suffering from temporary or permanent mental incapacity.

Working conditions:

The successful applicant will be based with the HMR CNRT and the Bury CSNRT. The HMR CNRT operate in an open plan office.

At HMR: There are bookable rooms for meetings or protected time. Clinics would take place largely in hospital community hub and patient's homes, but there will also be the need to use local GP practices/health centres.

Adhering to Trust protocol regarding home visiting would be essential. There is an expectation that the postholder will need to be able to travel around the local patch, as well as attending other meetings in the Greater Manchester conurbation.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.
Equality and Diversity
All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't
- fostering good relations between people who share a relevant protected characteristic and those who don't
- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.