

Job Description

Post Title	HCPC Practitioner Psychologist (Clinical/Counselling/Health)
Band	8B
Directorate	Central Manchester and Citywide Division
Location/Base	South Manchester/Trafford Pain Service (MFT)
Responsible to	Pain Directorate at MFT
Accountable to	Head of Physical Health Psychological Services, GMMH

Job Summary/Purpose

- Provide practitioner psychology leadership to Pain services in South Manchester secondary care pain service (in conjunction with another 0.4WTE 8B Clinical Psychologist)
- Offer highly specialised psychological assessment and evidence based interventions to referred patients with complex physical and psychological health needs
- Support other members of the team (including supervision of Band 7/8A practitioner psychologists) in psychological aspects of their work with patients and families and will develop psychological care within the unit in line with developments within the field and goals of the Pain Service
- Offer opinion and advice to other members of the MDT pertaining to their clinical work with patients of the unit, through consultation, joint work, teaching and training
- Assist managers and lead clinicians in the pain service to develop and deliver evidence based and guideline- adherent pain programmes
- Act as a gatekeeper to patients' local mental health services as appropriate and liaise effectively with these services over a wide geographical area
- To act on behalf of service users by offering advice and consultation on their psychological care to NHS clinicians, as well as to other non-professional carers and workers of other agencies where appropriate.
- To work autonomously within professional/best practice guidelines for chronic pain and the overall framework of the team and Trust's policies and procedures.
- To utilise research skills for audit, policy and research within the area served by the teams / service.
- To agree, in conjunction with Physical Health Psychological Services management, the appropriate utilization of psychological resources to the teams. To contribute to the provision of team services and fulfilment of team priorities and objectives. .

Main Duties & Responsibilities

Heading	Duty/Responsibility
Clinical	<ul style="list-style-type: none"> • Delivery of a specialist Pain Psychology service to South Manchester, working as part of the team with patients, families, and other members of the team to improve patients' psychological health and quality of life. • To provide highly specialist psychological assessments for clients referred by the pain services, based upon the appropriate use, interpretation and integration of complex psychological 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 clients, family members and professionals involved in the client's care.

	<ul style="list-style-type: none"> • To formulate and implement plans for detailed and complex psychological therapeutic interventions, rehabilitation strategies or management, based on an appropriate conceptual framework, working in a range of settings including hospital outpatients and ward environments. • To communicate sensitive, complex information to patients, carers and families, who may be in a high degree of distress, using the highest level of interpersonal skills. To maintain a high degree of professionalism and to respect cultural diversity and be aware of the possible vulnerable and disempowered nature of clients at all times. • To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients and planning and organisation of complex activities or programmes which require the formulation and adjustment of plans. To make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical, physical and development processes that have shaped the individual, family or group. • To provide highly specialised psychological expertise, advice and consultation to facilitate the effective and appropriate provision of psychological care by other professionals working with the client group. This will include attendance at multidisciplinary and/or multiagency meetings and reviews. • To ensure that members of multidisciplinary teams receiving a service have access to a psychologically based framework for understanding clients' difficulties through the provision of advice and consultations, and the dissemination of psychological research and theory. • To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and management. • To provide information, consultation, advice and support to relatives and carers. • To work at times in a hazardous environment (e.g. where there are biological hazards such as MRSA and Clostridium Difficile) which is also stressful psychologically, involving exposure to high levels of distress. • To deliver specialised therapy adapted to a medical environment, often in challenging settings (e.g. on a medical ward with limited time & privacy). • To act as gatekeeper to patient's local mental health services where necessary, referring to such services and liaising with primary and secondary agencies over a wide geographical location as appropriate..
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Teaching, training, and supervision	<ul style="list-style-type: none"> • To provide teaching and training of professional and non-professional groups on subjects related to the mental health/psychological needs of people with physical health problems especially relating to pain. • To provide clinical and research placements for trainee practitioner 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 • To provide pre and post qualification teaching for practitioner psychologists where appropriate. • To provide advice, consultation and training and to other members of the pain MDT to help ensure good psychological care of patients. • To maintain and develop skills in the area of professional pre- and post-graduate teaching, training and clinical supervision and attend training courses and participate in other activities designed to ensure the maintenance of a high quality professional clinical contribution. • To participate in an annual appraisal system within the knowledge and skills framework (KSF). • To take part in specialist clinical health psychology/pain peer supervision within GMMH. • In common with all practitioner psychologists to receive regular clinical professional supervision from a senior practitioner psychologist and, where appropriate, other senior professional colleagues. • To provide post-qualification training (CPD) and clinical professional supervision to assistant psychologist or recently qualified practitioner psychologist if appointed to the service.
Management, recruitment, policy and service development	<ul style="list-style-type: none"> • To work within the South Manchester Physical Health Psychological Service including identifying service priorities, developing service provision and initiating developments in consultation with colleagues and the Head of Physical Health Psychological Services. To participate in the management of the physical health service by attending relevant meetings and peer supervision. • To develop the Practitioner Psychology service to the Pain Service, in conjunction with key members of the team to best fit the needs of the service and service users. • To participate as a senior clinician in the development of a high quality, responsive and accessible service including advising both clinical leads and professional management on those aspects of the service where psychological and/or organisational matters need addressing in order to deliver an evidence based and guideline adherent service and care pathways.

	<ul style="list-style-type: none"> • To exercise delegated responsibility for managing the psychological resources in the department whether in the form of additional qualified and unqualified clinical psychology staff or in the form of materials employed in the assessment and treatment of clients. • To exercise responsibility for the systematic governance of psychological practice within the Pain Service. • To participate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified practitioner psychologists where appropriate to the service.
Research and service evaluation	<ul style="list-style-type: none"> • To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members. • To initiate and undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision and improve services. • To undertake appropriate clinically relevant research, producing articles for publication and/or conference presentations to advance psychological practice and understanding in the management of pain as the demands of the service permit. • To undertake other relevant activity to support research, for example to review articles for professional journals, and to support other staff in the pain team undertaking relevant research, as the demands of the service permit. • To represent a professional viewpoint in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct.
Quality and Governance	<ul style="list-style-type: none"> • To undertake administrative duties appropriate to the tasks of the post including the specialised use of IT. • To be familiar with computer use, statistical packages, email, internet, powerpoint and electronic literature searches for clinical and research purposes • 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 post holder's professional and service manager(s). • To contribute to the development and articulation of best practice in psychology across the Pain 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 health psychology and related disciplines.

	<ul style="list-style-type: none"> • 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 British Psychological Society, HCPC registration requirements, and Trust policies and procedures. • 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. • To fully participate in the Trust's performance review and personal development planning process on an annual basis. • Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development planning process. • To achieve and demonstrate agreed standards of personal and professional development within agreed timescales. • To contribute positively to the effectiveness and efficiency of the teams in which he/she works. • To undertake any other duties at the request of the line manager which are commensurate with the role, including project work.
Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage	<ul style="list-style-type: none"> • To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager. • To understand and comply with all Trust policies, procedures, protocols and guidelines. • To understand the Trusts Strategic Goals and how you can support them. • To understand the need to safeguarding children and vulnerable adults and adhere to all principles in effective safeguarding. • To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles • To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders. • To access only information, where paper, electronic, or, in another media, which is authorised to you as part of the duties of your role. • Not to communicate to anyone inside or outside the NHS, information relating to patients, services users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission. • To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. • To ensure their day to day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager.

	<ul style="list-style-type: none"> • Take reasonable care of the health and safety of yourself and other persons • To contribute to the control of risk and to report any incident, accident or near miss • To protect service users, visitors and employees against the risk of acquiring health care associated infections. • To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.
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Further Information for Post holder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy

Person Specification

Essential Criteria - The qualities without which a post holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
<p>British Psychological Society Accredited Doctoral Degree in Clinical, Health or Counselling Psychology.</p> <p>Eligibility for British Psychological Society Chartered Psychologist Status.</p> <p>Registered with The Health & Care Professions Council as a 'Practitioner Psychologist'.</p>	<p>Training in one or more additional specialised areas of psychological relevance (e.g. staff training, research methodology, and / or other fields of applied psychology)</p> <p>Training in management skills</p>	<p>Application</p>
Experience - to be able to complete the duties as laid out on the Job Description		
<p>Considerable experience of working as a practitioner psychologist in relevant settings and services (i.e. Pain Management).</p> <p>Experience of group based CBT interventions</p> <p>Considerable experience in assessment and therapeutic work with adults with mental health/psychological needs in the setting of physical health problems</p> <p>Experience of 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>Experience of exercising full clinical responsibility for clients' psychological care and treatment, within the context of multidisciplinary care.</p> <p>Experience of representing practitioner psychology services in multidisciplinary settings.</p> <p>Experience of providing supervision (professional / clinical), teaching and / or training.</p>	<p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of applying legislation and national guidance in relation to the physical health specialism</p> <p>Experience of working with a wide variety of client groups, across the life span and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, in-patient.</p>	<p>Application Interview</p>

Knowledge - to be able to complete the duties as laid out on the Job Description		
<p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical/counselling/health psychology.</p> <p>Evidence of CPD as recommended by HCPC, BPS & KSF.</p> <p>Familiarity with computer use, statistical packages, email, internet, powerpoint, and electronic literature searches</p> <p>Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.</p>	<p>Well-developed knowledge of the theory and practice of specialised psychological therapies in specific groups (i.e those with chronic illness/traumatic medical histories).</p>	<p>Application Interview</p>
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>Highly developed skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</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 and other professional colleagues both within and outside the NHS.</p> <p>Ability to organise time effectively.</p> <p>Ability to use own initiative and to work under supervision where appropriate.</p> <p>Ability to work effectively within a multi-disciplinary team and to liaise effectively with other professionals.</p> <p>Skills in providing consultation to other professionals and non-professional groups.</p> <p>Formal training in supervision of other psychologists</p>		<p>Application Interview</p>
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<p>Ability to teach and train others, using a variety of complex multi-media</p>	<p>Experience of working within a multicultural framework.</p>	<p>Application Interview</p>

<p>materials suitable for presentations within public, professional and academic settings.</p> <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 travel to a range of locations in a timely and efficient manner.</p>		
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The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

Drawn up by: Dr P McDonnell

Designation: Lead for Physical Health Psychological Services

Date: 12 April 2024