

Job Description

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| Post Title | Clinical/Counselling/Health Psychologist |
| Band | 8A (Band 7 preceptorship available) |
| Directorate | Manchester Psychological Services |
| Location/Base | Wythenshawe Hospital/Community |
| Responsible to | South Manchester Pain Services - Senior Pain Psychologist/Pain Directorate at MFT |
| Accountable to | Head of Physical Health Psychological Services |

Job Summary/Purpose

The post holder will provide a high quality specialist practitioner psychology service to service users of the South Manchester Community Pain service (0.4WTE) and service users accessing Wythenshawe Hospital due to pelvic pain as a result of mesh insertion. The post holder will be an active member of the pain team and will liaise across all sectors of care, providing highly specialist, psychological assessment and therapy for clients with complex psychological needs, offering advice and consultation on client's psychological care to non-psychologist colleagues, as well as to other non-professional carers and workers of other agencies where appropriate.

To work autonomously within professional guidelines 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 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.

Less experienced applicants are welcome to apply (Band 7 preceptorship available)

Main Duties & Responsibilities

| Heading | Duty/Responsibility |
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| Clinical | <ol style="list-style-type: none"> 1. To contribute to the service delivery and target objectives/priorities of the Pain Service, to ensure the most efficient and effective utilization and contribution of psychological knowledge and practice. 2. To undertake highly specialist psychological assessments of clients referred to the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care. 3. To formulate and implement plans in conjunction with Pain Service professionals for the formal psychological treatment and/or management of a client's pain and other relevant psychological problems, based upon an appropriate conceptual framework of the client's problems. This should take into account the implications of sensory and cultural issues, and physical health needs. Methods employed are based upon evidence of efficacy, across the full range of care settings. 4. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, adjusting and refining |

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| | <p>psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses. Clients may present with a range of physical and mental health difficulties.</p> <p>5. 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 individual, family or group.</p> <p>6. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans.</p> <p>7. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.</p> <p>8. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group. All clinical input will be in accordance with the philosophy and operational policies of the Pain Service and of the Trust.</p> <p>9. To undertake risk assessment and risk management for individual clients in accordance with Trust policy and to provide advice to other professions on psychological aspects of risk assessment and risk management, where appropriate.</p> <p>10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.</p> <p>11. To adopt a flexible and highly skilled approach towards developing therapeutic relationships with complex clients, in order to facilitate and maintain engagement with services.</p> <p>12. To develop effective links with the range of agencies, statutory and non-statutory, involved in providing care and support to clients and families / support networks.</p> |
| Teaching, training, and supervision | <p>1. To receive regular clinical professional supervision from a senior practitioner psychologist and, where appropriate, other senior professional colleagues.</p> <p>2. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other staff's psychological work as appropriate.</p> <p>3. To provide professional and clinical supervision of trainee and assistant practitioner psychologists, when required.</p> |

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| | <p>4. To contribute to the pre- and post-qualification teaching of practitioner psychology, as appropriate.</p> <p>5. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.</p> |
| Management, recruitment, policy and service development | <p>1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.</p> <p>2. To advise both service and professional management on those aspects of the Pain Service where psychological and/or organisational matters need addressing.</p> <p>3. To manage the workloads of assistant and trainee practitioner psychologists, within the framework of the team/service's policies and procedures, when required.</p> <p>4. To be involved, as appropriate, in the short listing and interviewing of assistant / graduate psychologists.</p> |
| Research and service evaluation | <p>1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.</p> <p>2. To undertake appropriate research and provide research advice to other staff undertaking research.</p> <p>3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.</p> |
| General | <p>1. 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).</p> <p>2. 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 psychology and related disciplines.</p> <p>3. 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.</p> <p>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.</p> <p>5. To fully participate in the Trust's performance review and personal development planning process on an annual basis.</p> |

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| | <p>6. 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.</p> <p>7. To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.</p> <p>8. To contribute positively to the effectiveness and efficiency of the teams in which he/she works.</p> <p>9. To undertake any other duties at the request of the line manager which are commensurate with the role, including project work.</p> |
| <p>Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage</p> | <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 or 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. • 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. |

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| | <ul style="list-style-type: none"> • 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

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| 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 | | |
| Professional qualification in Clinical/Counselling/Health Psychology at doctoral level (or its equivalent for those trained prior to 1996) as accredited by the BPS. Registration as a practitioner psychologist with the HCPC. | Training in one or more additional specialised areas of psychological relevance (e.g. staff training, research methodology, and / or other fields of applied psychology) | Application |
| Experience - to be able to complete the duties as laid out on the Job Description | | |
| The post holder should have: Experience of working with client groups in a physical health setting, presenting with the full range of clinical severity. This includes maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the possible threat of physical abuse. Experience of working as a qualified clinical/counselling/health psychologist (less experienced candidates will be appointed at Band 7 and work towards 8A competencies) Experience in the application of cognitive-behavioural approaches to clinical settings. Experience of exercising full clinical responsibility for clients' psychological care and treatment. Previous experience of delivering structured psychological interventions to clients with complex psychological problems. Experience of working within a multidisciplinary team. | Experience of working within Pain Services, delivering pain management programmes. Experience of providing supervision and training | Application Interview |
| Knowledge - to be able to complete the duties as laid out on the Job Description | | |

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| <p>The post holder should have:</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.</p> <p>Knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Evidence of CPD as recommended by BPS & KSF.</p> | <p>Knowledge of legislation in relation to clients of the pain service, and of relevant mental health legislation.</p> | <p>Application Interview</p> |
| Skills and Abilities - to be able to complete the duties as laid out on the Job Description | | |
| <p>The post holder should have:</p> <p>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. 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 materials suitable for presentations within public, professional and academic settings.</p> | <p>Personal experience of mental health problems.</p> <p>Experience of working within a multicultural framework.</p> | <p>Application Interview</p> |

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| <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: Consultant Clinical Psychologist
Date: 20 June 2023