

JOB DESCRIPTION

1. General Information

JOB TITLE:	HCPC Registered Psychologist Practitioner Practitioner Psychologist in Paediatrics
GRADE:	Band 8a (0.6WTE, permanent)
RESPONSIBLE TO:	Senior Psychologist Practitioner in Paediatrics
ACCOUNTABLE TO:	Consultant Psychologist Practitioner in Paediatrics
RESPONSIBLE FOR:	Other Assistant & Graduate Psychologists and doctoral Trainee Clinical Psychologists

The Organisation

Guy's & St Thomas NHS Foundation Trust

Guy's and St Thomas' NHS Foundation Trust comprises five of the UK's best known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark. We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres, bringing together world-class clinical services, teaching and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

Royal Brompton and Harefield hospitals joined Guy's and St Thomas' in February 2021 and is the largest specialist heart and lung centre in the UK and among the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex conditions, offering some of the most sophisticated treatment that is available anywhere in the world.

Our integrated approach to caring for patients from before birth, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained Royal Brompton and Harefield an international reputation as a leader in heart and lung diagnosis, treatment and research.

We are working in partnership with King's Health Partners, to deliver our vision of creating a new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age. We have around 22,700 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

Evelina London

Evelina London is part of [Guy's and St Thomas' NHS Foundation Trust](https://www.guyandstthomas.nhs.uk) and we are responsible for providing services for women and children. With over 3,000 dedicated staff, and led by an Executive Team and Board, we have significant devolved autonomy to focus operationally and strategically upon the needs of our patients. We also benefit from being part of a large and successful NHS foundation trust, whose values we share. We have an ambitious strategic development programme, with backing from Guy's and St Thomas'.

Every year, the number of children and young people Evelina London cares for, in hospital and in the community, continues to grow. We provide comprehensive health services from pre-conception, before birth, throughout childhood and into adult life for children, young people and for women from London, South East England, and – for some rare conditions – around the UK and the world.

As the only NHS Trust in London with women's and specialist children's services on one site we have unique opportunities to provide excellent, high-quality, integrated care for mothers, babies and children. We operate through four clinical directorates: Neonatology and Medical Specialties, Surgical Services, Theatres and Paediatric Intensive Care, Children's Community Services and Women's Services.

Find out more www.evelinalondon.nhs.uk
[Watch our short film](#) to see inside our children's hospital.

Trust values:

As part of Guy's and St Thomas', our values help us to define and develop our culture, what we do and how we do it. It is important that you understand and reflect these values. The post holder will:

- **Put patients first:** *'What would I want for my family?'*
- **Take pride in what we do:** *'Am I doing my very best?'*
- **Respect others:** *'What would it be like if I was in your shoes?'*
- **Strive to be the best:** *'How could we do it better?'*
- **Act with integrity:** *'Am I doing the right thing?'*

Our values and behaviours framework describes what it means for every one of us in the Trust to put our values into action.

Leadership roles:

We have a set of leadership behaviours that we expect from managers, consultants and anyone in a leadership role. These behaviours were developed as a result of conversations with more than 120 of our leaders.

We expect our leaders to:

- **lead with kindness**– provide a caring environment for the people they lead and value diversity

- **be visible and engaged**– engage with the people who deliver services to women, children and families
- **have absolute focus**– remain focused on the vision and strategy
- **be open and honest**– model transparency about results, outcomes, progress, aims and defects
- **collaborate and connect**– encourage and practice collaboration across the wider health system.

Download the full [Leadership Behaviours Framework \(PDF 111Kb\)](#).

Surgical services, theatres and paediatric intensive care:

Our directorate consists of ten services for children including eight surgical specialties, intensive care, and theatres. With an annual income of £80 million, we see over 50,000 outpatients and perform over 8,500 procedures a year. We deliver care in our specialist children's hospital – which will soon include our new day surgery centre, due to open in early 2022 - in the community, and in other hospitals across the South Thames Paediatric Network. We are unique as our paediatric intensive care unit offers an integrated specialist paediatric intensive care transport service which operates across the South Thames network, which includes King's College Hospital and St George's Hospital. We have a workforce of 700 of all disciplines, including 88 consultants.

Neonatology and medical specialties:

Our directorate consists of 17 services providing care and treatment of a range of paediatric conditions, including a specialist neonatal intensive care unit and a dedicated children's emergency department, where we treat more than 29,000 children and young people each year. We have a purpose built, nurse-led day-case facilities for children with allergies or requiring ambulatory care, a dedicated inpatient sleep centre and a neuro-rehabilitation service to support our growing and developing services. With a combined annual income of over £100 million and a workforce of over 1,000 staff, the directorate performs over 14,000 day-case procedures and sees over 75,000 outpatient attendances a year. Not only do we provide care in the hospital, we also provide nursing care at home through our community children's nursing team. Alongside our clinical services, we are closely integrated with colleagues at Kings College London, delivering a significant programme of research and development. Our Children and Young People's Health Partnership is unique in its system-wide transformative approach to improving child health services in Lambeth and Southwark embedding bio-psychosocial care at the heart of the clinical model.

Department Information: Paediatric Psychology (Evelina Site)

The Paediatric Psychology Service forms part of Evelina Psychology Services (including Cleft and Neurosciences teams). The service offers a wide range of Clinical Psychology services to the Trust and to families receiving medical care here.

2. Job Summary

To ensure the systematic provision of a high quality, safe and highly specialist Psychology Service to the Paediatric Endocrinology Service within the Evelina London Children's Hospital, from diagnosis to transition to adult services. This will include specialist assessment, formulation led psychological treatment and monitoring of clinical outcomes using a stepped-care model of care and evidence based psychological methods. To join a multi-disciplinary endocrinology team based in Evelina London Children hospital. The team consists of Endocrinologists, dieticians, and nurses, who work closely together to assess, formulate and treat a wide range of presenting difficulties.

To provide clinical supervision and consultation as appropriate to other members of the service including junior and pre-qualified psychologists. To support Psychologists within the Paediatric Psychology Team to deliver on psychology strategy within the service. They will support the Psychologists within the Paediatric Psychology Service to ensure that the psychology service continues to develop visibility in wider Trust promoting mental health initiative.

They will support the Paediatric Psychology Service through carrying out service evaluation audit, research and policy development within the service and as directed by the service manager and Senior Psychologist within the Paediatric Psychology Service. In collaboration with the team, they will develop resources as well as trust wide materials in relation to managing major incidents, stress at work, burnout and mental health problems.

3. Key Relationships

The post holder will have regular contact with all with staff members across the Paediatric Psychology Service. The post holder will be part of the wider psychology service within Evelina Children's Hospital and GSTT, liaising where relevant psychologists working in other departments and services. They will also support wider psychology trust wide initiatives and deputise for the Senior or Consultant Psychologist within Paediatric Psychology Service as required.

The post-holder will supervise more junior psychologists including pre-qualified psychologists (trainees and assistants) within the Paediatric Psychology team and other MDT staff as required. They will also support service managers and the consultant psychologists within the service to develop and support common initiatives.

4. Duties and Responsibilities

Clinical:

1. To develop, deliver and lead a high quality, sustainable, evidence based cohesive psychological service to children and young people referred to the Paediatric Endocrinology medical service in the Evelina Children's Hospital. This includes offering highly skilled psychological assessments of children and young people presenting with a wide range of psychological difficulties. Development of psychological formulations based on a range of models to meet the needs of this client group. To offer evidence-based psychological treatment and/or management of complex clients' behavioural, emotional or psychosocial difficulties within at least two psychological models and frameworks.
2. To utilise a wide range of assessment and monitoring methods including psychometric measures and validated tests, and to select, administer and interpret test results.
3. To select and deliver evidence based psychological treatments, monitoring outcome and modifying and adapting interventions, drawing on a range of theoretical options tailored to children and young people's needs including addressing psychological difficulties, promoting psychological wellbeing, quality of life and engagement in medical care.
4. To work as an independent and autonomous professional within HPC/BPS Guidelines and the Policies and Procedures of the Service, taking full responsibility for own work including treatment and discharge decisions.

5. To contribute to the effective working of the multi-disciplinary medical teams in order to deliver comprehensive psychological interventions to families, ensuring that psychological wellbeing is central to the planning and delivery of healthcare.
6. To formulate and communicate sensitively psychological assessment findings and implement psychological treatments plans, individual or group interventions as appropriate.
7. To raise awareness within the relevant medical teams of a psychological and systemic framework for thinking around families' needs in the context of a medical setting, and provide specialist psychological consultation and supervision to colleagues.
8. To assess and monitor risk and draw up appropriate risk management plans. To provide advice to other professionals on psychological aspects of risk assessment and management.
9. To facilitate staff groups, reflective practices and workshops providing a supportive network to enable the development of a compassionate, mindful and effective work environment and actively promoting wellbeing at work and safe work practices.
10. To provide debrief support meetings following major incidents as required with highly skilled knowledge in relation managing challenging behaviour, trauma and psychology first aid.
11. Support the Senior & Consultant Psychologists in Paediatric Psychology in consultations to the Trust in areas pertaining to psychological practice in Paediatrics.
12. To manage a specialist caseload of patients as an expert practitioner using evidence based psychological theory and practice. Utilising a high level of clinical decision making and specialist clinical skills to assess, formulate, treat and discharge clients. To manage risk and advise and signpost to other services and colleagues when appropriate.
13. Undertake other appropriate duties to meet the needs of the Service and individuals.
14. Be accountable for own professional actions within the British Psychological Society's Code of Conduct as well as the HCPC and in accordance with all Trust policies.

Teaching, training, and supervision

1. To receive regular clinical and professional supervision from a more senior psychologist according to HPC/BPS and Trust Guidelines.
2. To provide professional and clinical supervision to assistant psychologists and to take sole responsibility for the supervision and assessment of competencies of doctoral trainee psychologists for all aspects of their clinical and professional work.
3. To provide line management and research supervision to assistant research psychologists and other graduate and post-graduate psychology students when required, monitoring quality of their work and conducting appraisals in line with Trust policy.
4. To provide specialist training to other professions as appropriate.

5. To plan and undertake teaching and training of pre and post-qualification psychologists and specialised training to other professions as appropriate.
6. To provide supervision for the psychological work of other multi-disciplinary staff as appropriate.
7. To provide consultation to other medical and allied health care staff and service managers on psychological aspects and staff wellbeing.
8. To maintain and develop skills in the area of professional pre- and post –graduate training and clinical supervision.
9. To maintain high level knowledge of new policy and clinical practice developments in the NHS, education, social care and other relevant areas.

Management, recruitment, policy and service development

1. To participate as a senior clinician in implementation and development of a high quality, responsive and accessible psychology service within relevant medical services, advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
2. To support and advise the work with professionals and colleagues in the psychology department to set up a system to implement ways of supporting staff in the immediate aftermath of traumatic events; develop an integrated trauma response resource for staff. Under the directive of the Consultant Psychologist in Paediatric Psychology and Trust Head of Psychology to existing psychology systems to support staff in major incidents and the aftermath.
3. To manage the workload of assistant and trainee clinical psychologists, within the framework of the service's policies and procedures.
4. To participate in the recruitment process of junior psychologists, assistant psychologists, doctoral trainees and undergraduate students as appropriate, both in shortlisting and as a member of the interview panel.
5. To contribute to the consultation and engagement with a range of stake holder in the organisation in relation to planning and developing services.
6. To contribute to policy development, identifying service priorities and assisting in the planning and implementation of service developments.
7. Attend relevant multi professional meetings within Paediatric Psychology, and outside the department. Attend the appropriate forums, and report feedback on activities undertaken by the service as required by the service leads. Attend psychology trust wide and leadership meetings and deputise for Senior Psychologists in Paediatric Psychology, as appropriate.
8. To ensure 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 consultant psychologist and service managers.

Research and Service Evaluation

1. To contribute to the development of psychological interventions in Paediatric Psychology Services through taking a lead role in initiating, undertaking and supervising service evaluation and audit as well as recruiting and supervising a research assistant to undertake this work.
2. To continually review and profile service provision/workforce as necessary in accordance with referral patterns and skill mix requirements/cost improvement programmes and introduction of new and innovative roles and pathways;
3. To initiate appropriate research and provide research advice and supervision to other staff undertaking research within the service.
4. To contribute to the development, evaluation and monitoring of protocols and guidelines in relation to evidence based psychology practices tailored to client groups and within Paediatric Psychology.
5. To initiate the development of outcome measurement, assessment/implementation and assist other staff in the implementation of same.
6. To disseminate research and service evaluation findings through conference and seminar presentations, trust wide publications and peer reviewed research articles.
7. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.

Information Management

1. Produce reports as requested based upon the result of psychological evaluation and intervention. In addition to summarising assessment data, these reports will require integration of these data with the analysis and interpretation of highly complex psychological and emotional factors. Reports will describe the clinical formulation and outline appropriate recommendations for intervention or further liaison as necessary.
2. Contribute to clinical audit of psychological services within Clinical Psychology.
3. Collaborate with colleagues in planning and implementing systems for the evaluation, monitoring and development of the service through the deployment of professional skills in research, service evaluation, audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care as it applies to psychological difficulties affecting staff. This may include the supervision of student and trainee research projects and audit-based activity.
4. Ensure the highest standards of clinical record-keeping including 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.

Education and professional development

1. Abide and advice in clinical governance matters including being responsible for monitoring own professional registration needs.
2. Receive regular clinical supervision from the Senior Psychologist in Paediatric Psychology.

3. Develop skills in service development for Paediatric Psychology Services in line with Trust initiatives and policies.
4. Under the directive of service manager and Consultant Psychologist in Paediatric Psychology, provide advice, consultation and training to other professionals working with patients in relation to both clinical and research-related activities.
5. Contribute to local and national groups for Registered Psychologists including Paediatric psychologists to share knowledge and identify best practice.
6. Keep abreast of developments within the wider profession of clinical, health and/or counselling psychology.
7. Reflect and monitor own professional practice and learning needs and participate in external and internal CPD training and development programmes.
8. Be responsible for the development and articulation of best practice in psychology across the service, by exercising the skills of a reflective and reflexive scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field.
9. Maintain up-to-date knowledge of legislation, national and local policies and issues in relation to the staff working in the NHS and professional practice.
10. Work within the framework of Trust policies and procedures and undertake required training.
11. Contribute to wider trust projects and developments, as agreed with the line manager.

The post holder is required to follow Trust policies and procedures which are regularly updated including:

Confidentiality / Data Protection / Freedom of Information

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Information Governance

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Flexible Working

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within Trust buildings and vehicles.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

PERSON SPECIFICATION

REGISTERED PSYCHOLOGIST (Clinical, Health, Counselling)

OCCUPATIONAL HEALTH SERVICE

Requirements

	ESSENTIAL	DESIRABLE	A/I/T*
Education/Qualifications Professional/Statutory Registration	<p>BSc (Hons) in Psychology</p> <p>Doctorate level qualification in clinical psychology, counselling psychology or health psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS)</p> <p>HCPC Registration as Practitioner Psychologist</p>		A
Previous experience	<p>Experience delivering highly skilled psychological assessments, interventions, follow-up and data monitoring across at least 2 populations utilising at least 2 therapeutic models including CBT.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of supervising pre-qualified psychologists including post-graduate students and other disciplines.</p> <p>Expertise working with a wide variety of client groups, and across the full range of clinical severity.</p> <p>Experience of using evidence based psychological interventions for the assessment and treatment of a wide variety of psychological problems</p>	<p>Experience of specialist psychological assessment and treatment of families and young people with physical health problems, and a range of psychological needs of a complex nature (including end of life care, complex treatment decision making, management of treatment)</p> <p>Experience of participating in service improvement projects / initiatives</p> <p>Experience of setting up new services</p> <p>Experience in health promotion and/or public health</p>	A/I

	<p>Experience of providing both group based and individual interventions using evidence based psychological approaches</p> <p>Experience designing, conducting and leading on research activities at a doctorate level including service related research and audits</p> <p>Experience of teaching, training health professionals in psychological concepts</p>		
Skills/ Knowledge/ Ability	<p>Ability to cope with challenging caseloads and ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse</p> <p>Ability to work as an autonomous practitioner with appropriate level of clinical and managerial supervision.</p> <p>Ability to assess and monitor risk and draw up appropriate risk management plans.</p> <p>Ability to or working towards a supervision qualification with a view of supervising band 7 psychologist and pre-qualified psychologists with a clear understand of theory and practice of psychology.</p> <p>Knowledge of psychological interventions, application and supervision of others particularly CBT and behaviour management.</p> <p>Knowledge of using of evidence based methods of psychological and behavioural assessment and intervention, requiring sustained and intense concentration.</p>	<p>Knowledge of facilitating reflective practice groups</p> <p>Well-developed knowledge of the theory and practice of specialised psychological therapies for people with a complex interplay of physical and mental health difficulties</p> <p>Doctorate level skills in research methods to apply the rigorous clinical and ethical demands of single-case study protocols and appropriate levels of statistical analysis.</p> <p>Excellent presentation skills.</p> <p>A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the area</p>	A/I

	<p>Ability to communicate at both a written and oral level, imparting complex, highly technical and clinically sensitive information to patients, their families, and carers and a wide range of lay and professional people within and outside the NHS</p> <p>Ability to translate and integrate evidence based research/guidelines into the development of a pathway of care.</p> <p>Ability to provide consultation to other professional and non-professional groups</p> <p>Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group</p> <p>Evidence of continuing professional development as recommended by the BPS</p> <p>Ability to sustain intense concentration for extended periods on a regular basis</p>		
Additional Information	<p>Must be capable of identifying and employing, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive situations and challenging behaviour.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings</p> <p>A commitment to promoting equality of opportunity through all aspects of working and professional practice with both colleagues and all client groups</p>	Experience of working within a multi-cultural environment.	A/I

	<p>Willingness to broaden range of skills and take initiative in both own professional development and the development of the service</p> <p>The post holder may be required to travel between sites</p>		
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A=application

I=interview

T=Test