
Job Description

Job Title: Clinical Health Psychologist

Grade: Band 8a

Reports To: Lead for Service.

Accountable To: Director of the Department of Clinical Health Psychology

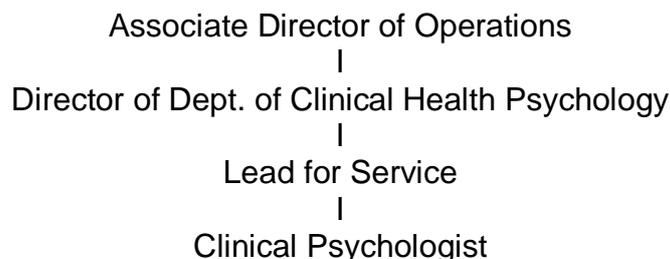
Job Purpose:

Development and provision of high quality specialised clinical psychology input and advice to patients and staff working in the South Warwickshire NHS Foundation Trust.

To provide specialist clinical health psychology assessment and therapy to patients. To provide advice and consultation on patient care to colleagues and carers. To utilise research skills for audit, service development and research.

To work autonomously within professional guidelines and exercise individual responsibility for the systematic governance of psychological practice within the role. To support workforce development by offering training and supervision as required

Organisation Chart:



Key Result Areas:

Knowledge, Skills and Experience

Clinical:

- To provide specialist psychological assessments requiring advance theoretical and practical knowledge to patients with a broad range of potential difficulties e.g., fatigue, anxiety, depression, low self-esteem, relationship issues. This will be based upon the appropriate use, interpretation and integration of complex data from a variety of sources including self-report measures, rating scales, specialist knowledge within paediatric diabetes care, direct and indirect structured observations and semi-structured interviews with patients, family members, staff and others who may be involved in the patient's care.
- To formulate and implement highly specialist psychological intervention plans for the formal treatment and/or management of a patient's physical and psychological health problems, based upon an appropriate conceptual framework of the patient's difficulties employing evidence-based methods of efficacy.
- To be responsible for implementing a range of psychological interventions for individuals, including members of staff, carers, families and groups, within and across teams, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To evaluate and decide on treatment options utilising physical and psychological theoretical and therapeutic models (e.g., systemic, cognitive-behavioural therapy, CFT, ACT) and highly complex factors, based on past psychological and mental health history and ongoing psychological developmental processes that have shaped the individual, family or group.
- To decide upon appropriate courses of action (consulting as appropriate with supervisor / peers) and exercise autonomous professional responsibility for the assessment, treatment and discharge of patients whose problems are managed by psychologically based treatment plans according to a professional code of conduct.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to a patient's formulation, diagnosis and treatment plan.
- To facilitate a psychologically based framework of understanding and care to the benefit of all patients of the project.

- To undertake risk assessment and risk management for individual patients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- To act as care co-ordinator, where appropriate, taking responsibility for initiating the planning and review of case conferences, advising on psychological management and reviewing psychological care for the individual with their family, carers, referring agents and others involved the network of care.
- To communicate complex information in a highly developed, skilled and sensitive manner (respectful of patient confidentiality as appropriate) concerning the assessment, formulation and treatment plans of patients and their families/carers. This is to include situations that may present with hostility and high emotion or that involve overcoming major barriers to acceptance, and to monitor and review progress during the course of both uni- and multi-disciplinary care.
- To provide clinical assessment and therapy which will involve sitting still for substantial periods of time requiring intense concentration, exposure to aggression and highly emotive or distressing situations. To work face-to-face without staff nearby, with any associated risk of dealing with people with mental health problems such as aggression and self-neglect.
- To provide advice, support, supervision, training and development to facilitate the effective and appropriate provision of psychological care by all members of the team.
- To have an advanced theoretical and practical knowledge of clinical health psychology services provided by the NHS and other agencies for patients with a broad range of health difficulties

Teaching, Training, and Supervision:

- To design, facilitate and help evaluate teaching of psychologically related workshop sessions to groups of patients on topics such as fatigue, self-esteem/ confidence, anxiety management, depression, managing difficult conversations, impact on relatives/relationships, adjustment to illness.
- Contribute to the analysis and preparation of reports following evaluation of service provided.
- Contribute to the dissemination of results at meetings, conferences and through reports.
- To provide advice, consultation, training and supervision, to other members of the team, for their provision of psychologically based intervention to help improve patients' functioning.

- To continue with the development (and recording) of acquiring highly specialist experience and skills relevant to areas of interest in clinical psychology and/or the service through protected CPD (as agreed with the professional psychology manager following BPS/DCP guidelines up to two sessions per month).
- To undertake and continue developing skills in the teaching of psychologically related workshops to health professional colleagues covering a range of related clinical topics on an individual or group basis (e.g. Communication Skills, Boundaries, Management of psychological distress).
- In common with all clinical psychologists, to receive regular clinical professional supervision in accordance with good practice guidelines from a more senior clinical psychologist.

Management, Recruitment, Policy and Service Development:

- To participate as a senior clinician in the development, evaluation and monitoring of a high quality, responsive and accessible service.
- To be aware of relevant government policies, reports, National Service Frameworks and clinical guidelines in relation to the development of the service.
- To participate as a clinician in 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.
- To support the working practices of clinical and non-clinical staff (students and postgraduates) within the framework of the service policies and procedures.
- To participate, as appropriate, in the shortlisting and interviewing process as a member of the interview panel for assistant clinical psychologists.

Research and Service Evaluation:

- To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
- To undertake appropriate research and provide research advice to other staff undertaking research.
- To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
- To work in collaboration with Universities as appropriate.

Other Duties

- To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's professional and service manager(s).
- To contribute to the development and articulation of best practice in psychology within and across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and annual appraisal. To include maintaining an active engagement with current developments in the field of clinical psychology and its related disciplines through identified training needs.
- To undertake responsibility for maintaining 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 and Trust policies and procedures.
- To maintain up to date knowledge of legislation, national, local and reporting of Trust policies (through journals / courses / intranet / internet distribution) in relation to the specific patient group.
- To attend / lead meetings within the team and across the project and provide feedback to other team members as appropriate.
- To be familiar with equipment in the department.
- To drive to patients' place of residence, or place of intervention (if appropriate) to conduct psychological assessment and appropriate intervention.
- To ensure the rights and welfare of service users are maintained and to promote equality and diversity.
- To be aware of personal responsibility under the Data Protection Act 1988 and to abide by the eight principles of that act.

General Items:

To provide short-term cover for colleagues during periods of leave.

To ensure that all Trust standards are maintained and monitored to improve the quality of care to all whom come into contact with services provided by South Warwickshire NHS Foundation Trust.

Every employee has a duty to take reasonable care of the health and safety of themselves and of other persons who may be affected by their acts or omissions

at work, and to co-operate with the South Warwickshire NHS Foundation Trust to ensure that statutory and Trust regulations are complied with.

To participate in appraisals and personal reviews and work to achieve agreed set objectives.

To participate in appropriate training and development activities

To participate in team, professional and personal development activities and promote commitment to continuous development and improvement.

Ensure that all staff consciously review mistakes, complaints and incidents/near misses as well as successes to improve performance and the level of customer care.

All employees will have an organisational and individual responsibility towards safeguarding vulnerable adults, young people and children. Where employees are working with children, young people and families they have a responsibility to cooperate in national safeguarding policy around early intervention activities appropriate to improving health outcomes.

As a major provider of health care, South Warwickshire NHS Foundation Trust operate a Smoke Free Policy by providing a totally smoke free environment to help aid patients' recovery, promote health and wellbeing and minimize the risks of complications attributed to smoking tobacco and second hand smoke.

Ensure that the Trust Smoke Free Policy is adhered to and that staff, patients and visitors are signposted to smoking cessation services.

Identify any appropriate support or interventions for staff to support their wellbeing.

To abide by Infection Prevention and Control policies relevant to their area of work, and undertake the necessary level of training. This will be appraised through the KSF review process or other relevant professional review process.

To accept responsibility for the provision of effective infection prevention and control within the Trust in liaison with the Trust's Infection Control Team.

To act as a role model in applying good infection control practice and ensures compliance with all Infection Control policies.

To promote and demonstrate implementation of the Trust's Carbon Management strategy and policy, ensuring team members are fully aware of the policy and are contributing to this.

This job description is subject to review at any time in consultation with the post holder.

