

## **JOB DESCRIPTION**

### **Job Details:**

<b>Job Title:</b>	Principal Clinical Psychologist
<b>Band:</b>	8B
<b>Location:</b>	Norfolk and Norwich University Hospital
<b>Department:</b>	Clinical Psychology
<b>Managerially Accountable to:</b>	Service Manager/ Clinical Lead
<b>Professionally Accountable to:</b>	Service Manager/ Clinical Lead

### **Job Purpose:**

The post holder will ensure and lead on the systematic provision of a high quality specialist clinical psychology service to clients referred to the specified speciality (see advert), provided by the Norfolk and Norwich University Foundation Trust through the development, delivery and evaluation of integrated specialised clinical psychology assessment and intervention services.

The post holder will work autonomously within professional guidelines and exercise responsibility for the systematic governance of the psychological practice within the Clinical Psychology Speciality. They will formulate and deliver complex psychological assessment and therapy to individuals within the specialist service and develop and facilitate reflective practice to the team on psychological issues.

The post holder will supervise and support the psychological assessment and therapy provided by psychologists in training, other psychologists and other clinical members of the team who provide psychologically based care and treatment, as appropriate. This post has a responsibility to provide staff support to the multidisciplinary team members, as appropriate. They may hold line management responsibilities, as delegated by the Service Manager.

To carry out Research & Development activities as a major job responsibility using post-doctoral research skills for complex audit, service evaluation and research.

To provide vision and, in liaison with the Consultant Clinical Psychologist, provide modern delivery and quality assurances of the speciality psychology services.

To propose and implement policy changes and policy development within the specialist Psychology service and in consultation with the Consultant Clinical Psychology Line Manager/ Service Manager for Clinical Psychology and Divisional

managers, as appropriate, and aligning with national drivers within the profession of clinical psychology.

The post holder will be joining a service of adult and child clinical psychologists providing services to specialties within the Trust. The post holder will also be expected to contribute to the flexible delivery of clinical psychology services, across the Trust, in response to new developments and organisational changes. They will be expected to promote developments in Clinical Psychology service through attendance at team meetings and providing teaching and training to disseminate new developments in psychology to wider audiences in and outside the Trust, and to participate in service developments and research.

To support the delivery of a high quality, safe and compassionate healthcare service, all staff are expected to act as a role model to others in all aspects of their work and consistently demonstrate NNUH's 'PRIDE' values of People focused, Respect, Integrity, Dedication and Excellence and demonstrate behaviours that support and encourage an inclusive culture.

### **Working Environment**

1. The major site of clinical contact is in a hospital environment, with frequent exposure to very distressing situations.
2. There is potential exposure to infection in out-patient and in-patient settings. There is a requirement to follow infection-control procedures.
3. There is a requirement to use personal computers on a daily basis.
4. There is a requirement to be in frequent, direct contact with clients who are acutely ill, infectious and being actively treated for medical conditions. The post holder may be required to directly deal with children, young people and adults who are highly distressed and who may exhibit verbal or physical aggression/challenging behaviours.

### **Overview of Essential Responsibilities:**

#### **Clinical:**

1. To be responsible for providing a highly specialist systematic and autonomous clinical psychology service, within the specialist area, in accordance with objectives agreed with service and professional managers. The post will require independent management of caseload and the assessment, treatment and discharge of clients, within the bounds of the service operational policy. To provide a clinical service to other specialties, as agreed with the Service Manager for Clinical Psychology.
2. To carry out specialist psychological assessments of clients referred to the service based upon the appropriate use, interpretation and integration of highly

complex 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 others involved in the patient's care to reach a psychological formulation of the client's difficulties. The post will require manipulation of highly specialist equipment for neuropsychological and psychometric assessments of ability and performance. Assessments will also require the systematic observation, recording, analysis and interpretation of complex visual material.

3. To formulate and implement plans for the formal psychological treatment and management for clients in the service and their families with accompanying psychological difficulties, including clients with highly complex clinical presentations and histories. Treatment to be based upon an appropriate conceptual framework and evidence-based methods.
4. To be responsible for implementing a range of complex psychological interventions for individuals, carers, families and groups (where appropriate) within and across settings employed individually and systemically, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
5. To provide specialist assessments of clients presenting with cognitive impairment due to a variety of causes or organic conditions, including pre-assessment counselling and neuropsychological and functional screening assessments, and to be able to adjust psychological interventions accordingly or to refer on to more appropriate services.
6. 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.
7. To assess and evaluate information from the child, adult, family and significant others, multi-disciplinary medical team and external agencies relating to medical condition, developmental status and incorporate this information into a clinical formulation. Post will require intensive concentration during all patient and family contact, ranging from relatively brief contact to assessments lasting several hours.
8. To exercise autonomous professional responsibility for the assessment, treatment and discharge of complex clients whose problems are primarily psychological and to autonomously manage an out-patient caseload in line with the service thresholds and priorities.
9. To provide consultation, mentorship, supervision, debrief and advice about psychological issues at a high level of professional expertise to other members of the team/service and other professionals working with service users, through attendance at regular psychosocial meetings, multidisciplinary team meetings and ward rounds, and across a range of agencies/ settings as appropriate. To

evaluate the impact of staff support methods and to advise management within the units on staff support needs and policies.

10. To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
11. To undertake highly complex risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
12. To act as psychological care coordinator, ensuring the provision of a treatment package appropriate for the clients' needs, attending regular case conferences, professional meetings and psychological reviews as required, and ensuring all appropriate information is available and disseminated. To communicate effectively with the patient, his/her family and all others involved in the network of care, and to monitor progress during the course of multidisciplinary interventions.
13. To communicate in a skilled and sensitive manner, complex and contentious information concerning the assessment, formulation and treatment plans of clients under their and to monitor progress during the course of both uni- and multi-disciplinary care. To communicate with adults and families about difficult and highly distressing issues, that may relate to the clients' physical and mental health status including decisions about the withdrawal and withholding of life saving treatment in accordance with published medical guidelines.
14. To provide specialist psychological advice, consultation, training and clinical supervision to other professionals in order to develop a psychological understanding on the basis of which to plan, implement and evaluate evidence based interventions for clients with complex needs.
15. To attain a thorough knowledge and understanding of illness/chronic condition in order to provide a clinical psychology service, informed by the demands of the specific specialist service.

### **Teaching, training and supervision**

1. To provide clinical placements for trainee clinical 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.
2. To provide post-qualification training (CPD) and clinical supervision to qualified Clinical Psychologists, Assistant Psychologists or other mental health professionals attached to the service, as appropriate.

3. To provide post-qualification external teaching and training to multi-professional forums, including medical students and Doctorate Clinical Psychology Trainees at the University of East Anglia.
4. To keep abreast of developments in the relevant professional area of expertise and pursue further training within resources available and to keep a log of all continued professional development (CPD), according to HCPC requirements.
5. To provide expert advice, consultation, training and clinical supervision to staff working within the speciality, across a range of agencies and settings, where appropriate.
6. To receive regular clinical supervision and professional management, in accordance with good practice guidelines.
7. To maintain an up-to-date knowledge of legislation, policy and developments in the provision of services relevant to the care group.

### **Management, policy and service development**

1. To participate as a senior clinician in identifying and implementing the development of a high quality, responsible and accessible service, including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing. Management duties will include effectively managing working relationships and service delivery to provide clinical input into the pathway, working with service user groups and liaising with other services interfacing with the pathway. To contribute to quality, performance and governance meetings.
2. To be responsible for contributing psychological knowledge and expertise to service developments, aimed at improving the quality of the service. To propose and implement policy changes within the area served by the service and to contribute to the development of policy as appropriate. To participate regularly on working parties and committees to develop policies and services relevant to the profession and/or medical specialties, in agreement with the Service Manager for Psychology.
3. To exercise responsibility for the systematic governance of psychological practice within the service.
4. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified clinical psychologists.
5. To be responsible for on-going audit, contribute to the maintenance of quality standards, and evaluation of policies within the specialties relevant to psychological service provision and amending policies as appropriate, in

consultation with other members of the multi-disciplinary team(s), the Service Manager for Clinical Psychology and general/operational managers.

6. To take the psychology lead, in the specialist area including development, evaluation and monitoring of the operational policies and procedures with regard to an area in Clinical Psychology.
7. To provide effective leadership and management to Psychologists in the specialist service, as agreed with the Psychology Service Manager, which promotes high performance standards both individually and as a team, in the achievement of the Trust's objectives and priorities.

### **IT Responsibilities**

1. To record personal clinical notes during consultations and other notes of clinical meetings. To complete hand-written audit as appropriate. To transcribe to word processing programmes as appropriate.
2. To record test results on standardised forms and transcribe to word processing programmes as appropriate.
3. To enter audit, clinical, test or research data or text onto a computer-based database or specialist programme e.g. Excel, SPSS or other psychometric software.
4. To be capable of using email and other electronic communication systems provided by the Trust.

### **Research and Service Evaluation**

1. To undertake and contribute to the development, evaluation and monitoring of the team's operational policies and services, through the use of professional skills in research, service evaluation and audit ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
2. To undertake appropriate evidence-based clinical research, to include formulation of research question, methodology and application for ethics approval, and provide written research advice to other staff undertaking research. To disseminate and publish research findings. One area of research or service evaluation must be identified and on-going.
3. To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.
4. To present clinical and research work to local, national and international audiences as appropriate, in collaboration with the clinical/research team and with the approval of the Service Manager for Clinical Psychology.



## **General**

1. To ensure the development, maintenance and dissemination 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 general manager(s). To ensure HPC registration is maintained, complying with Continuing Professional Development requirements to maintain registration.
2. To ensure the development and articulation of best practice in Clinical Psychology across the speciality, by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision, to include peer review, and appraisal (Performance Development Review) and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
3. To maintain and promulgate 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, Healthcare Professions Council and Trust policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific medical patient group and psychological/mental health.
5. Maintain an individual professional profile within specialist service as direct evidence of clinical practice at an advanced level. Disseminate good practice through Presentations and preparing relevant material for publication in appropriate professional journals.
6. To work within agreed Trust policies and guidelines including adult and child protection guidelines and including health and safety regulations and policies.
7. To carry out any other appropriate duties as required by the Lead Psychologist/Service Manager for Clinical Psychology Services/ Operational Managers.
8. Post holder will be required to stand or sit in a restricted position for lengthy periods of time when in direct patient contact for clinical assessment, psychometric testing, neuropsychological diagnostic evaluation and therapeutic intervention. Post holder will be required to carry heavy test materials between office and hospital wards. Provision will be made for those with physical disabilities.

## **Other information**

The Clinical Psychology service at the Norfolk and Norwich University Trust Hospital is a developing department, therefore changes in the core duties and responsibilities of the role may be required from time to time. These guidelines are not a term or condition of contract.

### **Line Management/Financial Management Responsibilities:**

1. The post holder will supervise and support the psychological assessment and therapy provided by psychologists in training, other psychologists and other clinical members of the team who provide psychologically based care and treatment, as appropriate. This post has a responsibility to provide staff support to the multidisciplinary team members, as appropriate. They may hold line management responsibilities, as delegated by the Service Manager.

2. To exercise delegated responsibility for managing the psychological resources available to a team in the form of psychological materials employed in the assessment and treatment of patients and supervising additional band 7 and 8a qualified and unqualified psychology staff.

### **Specific Additional Responsibilities:**

This section should list any tasks which are supplementary to the core role

<b>Functional Requirements</b>			
Direct face to face patient contact	Yes	Blood/body fluid exposure	No
Managing a team who hold professional registrations	Yes	Prevention and management of aggression	Yes
Exposure prone procedures (EPP)	Yes	Crouching/stooping or kneeling	Yes
Manual handling	No	Frequent hand washing/wearing gloves	Yes
Night working/shift work	No	Chemical sensitisers	Yes
VDU user	Yes	Noise	Yes
Driving patients	No	Flexibility in hours to cover clinics	Yes



**Job Specification:**

	Essential/ Desirable	Means of Assessment	
		Application Interview/Test	Form/
<b>Qualifications/training and professional development</b>			
Honours degree in psychology	Essential	AF	
Registration with the HCPC as a Practitioner Psychologist	Essential	AF	
Post-graduate doctorate (or its equivalent for those trained prior to 1996) in Clinical Psychology recognised as eligible for registration as a Practitioner Clinical Psychologist with the Health Professional Council.	Essential	AF	
Post-doctoral training in one or more additional specialised areas of psychological practice (cognitive behavioural therapy, family therapy etc.)	Desirable	AF	
Accredited qualification in Clinical supervision.	Desirable	AF	

<b>Experience</b>		
Significant proven assessed experience of working as a qualified clinical psychologist	Essential	AF/I
Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, and in-patient settings maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.	Essential	AF/I
Demonstrable understanding of the implications of long term conditions and medically/physically ill patients (for adults, children, young people and their families (as applicable in the speciality)).	Essential	AF/I
Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.	Essential	AF/I
Experience of teaching, training and/or professional and clinical supervision.	Essential	AF/I
Experience and skills in providing consultation to other professional and non-professional groups.	Essential	AF/I
Experience of representing psychology within the context of multi-agency settings.	Essential	AF/I
Experience of working within the Clinical Speciality	Desirable	AF/I
Experience of working within a Clinical Health setting	Essential	AF/I

Experience of the application of psychology in different cultural contexts.	Desirable	AF/I
Experience of working with staff groups	Desirable	AF/I

<b>Skills, abilities and knowledge</b>		
Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.	Essential	AF/I
Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical and clinically sensitive information to clients, their families carers and other professional colleagues both within and outside the NHS.	Essential	AF/I
Well-developed knowledge of the theory and practice of highly specialised child focussed psychological therapies and assessment methodologies.	Essential	AF/I
Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.	Essential	AF/I
Knowledge of legislation in relation to the speciality	Essential	AF/I
Evidence of continuing professional development as recognised by the BPS.	Essential	AF/I
Able to travel to regional clinics, meetings and home visits if required.	Essential	AF/I
Evidence of active involvement in clinical research.	Desirable	AF/I
Evidence of publication, in peer reviewed journals or academic books.	Desirable	AF/I
Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.	Essential	AF/I
Ability to identify, and employ, as appropriate, clinical governance	Essential	AF/I

mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.		
Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.	Essential	AF/I
Experience of working within a multicultural framework.	Desirable	AF/I
Drivers licence (adjustments may be considered for candidates with a disability)	Essential	AF/I
<b>Attitude, aptitude</b>		
Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical psychology services within the context of multidisciplinary teams and the specified service.	Essential	AF/I
Ability to self-manage highly distressing situations/ patient experiences.	Essential	AF/I
Ability to work flexibly.	Desirable	I
Effective role model, demonstrating NNUH's PRIDE values of People focussed, Respect, Integrity, Dedication and Excellence	Essential	AF/I
Effective role model, demonstrating NNUH's PRIDE values of People focussed, Respect, Integrity, Dedication and Excellence	Essential	AF/I
Demonstrates understanding and commitment to Equality, Diversity and Inclusion	Essential	AF/I

Reasonable adjustments can be considered to support disabled candidates in respect of the requirements of this role.

For information regarding general terms and conditions of employment please ask your line manager or Human Resources.

This job description indicates currently the main responsibilities of the post. It is not a complete list and may be amended and developed as necessary in consultation with the manager and post holder. We would aim to reach agreement on any changes, but if agreement is not possible, the Trust reserves the right to make changes to this job description.