



Job description and person specification

**Principal Clinical or Counselling
Psychologist**

Job description

Job title: Principal Clinical or Counselling Psychologist

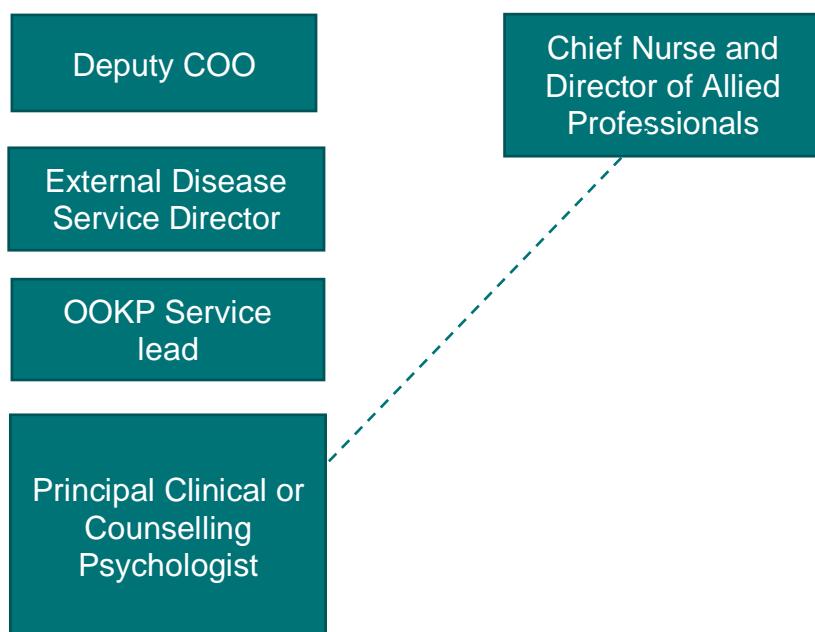
Department: External Disease Service, City Road

Grade: Band 8b, Permanent Post
Hours of post: 7.5 hours (1 day per week)

Responsible to: Osteo-Odonto-Keratoprosthesis Service Lead

Accountable to: External Disease Service Director & Executive Director of Nursing

Organisational context



Working relationships:

Internal	External
Service Users, Ophthalmology consultants, nurses and ophthalmic staff, Operational Managers. Eye Clinic Liaison Officers (ECLOs)	NHSE Highly Specialised Commissioning UCLH Adult Clinical Health Psychology Services

THE POST

To work as a member of the Osteo-odonto-keratoprosthesis (OOKP) multidisciplinary team at Moorfields Eye Hospital, providing a high-quality specialist applied psychology service to patients, their families or carers, where there are highly complex medical presentations. The OOKP is a highly-specialised treatment to restore vision in patients with corneal blindness which includes an irreversible change in cosmetic appearance.

Patients undergoing this treatment can go from complete blindness to full or significant vision recovery in the operated eye but need to be supported and prepared to live with a permanent visible cosmetic difference and the uncertainty of how long vision will last, as well as managing lifelong follow-up at Moorfields Eye Hospital.

JOB PURPOSE

The role includes direct psychological consultation at three stages: pre-operative assessment, post-surgical follow-up and long-term follow-up. The psychologist is responsible for the assessment of new patients and provides a specialised service to allow preparation, supporting informed consent, optimisation for surgery and living successfully with OOKP. In addition, the psychologist provides follow-up support to all patients in the cohort, especially those for whom the treatment has a high risk of failure or has failed to restore vision.

The Principal Psychologist is part of a multidisciplinary team formed by ophthalmologists, maxillofacial surgeons, anaesthetists and a specialist nurse and needs to be proactive in liaising with other departments supporting multidisciplinary formulations drawing on a range of psychological knowledge and competencies to allow constant improvement of the service. They are also expected to participate and conduct research relevant to the areas of need served and provide advice to other staff undertaking research.

Supervision and professional support will be provided by UCLH Adult Clinical Health Psychology Services with whom Moorfields has established a partnership to support this specialist post.

By working for the largest ophthalmic institution in the country this post is also an opportunity to develop psychology in ophthalmology, a specialty which has not been much studied and offers new opportunities.

Key result areas and the primary responsibilities of this post are:

- Clinical
- Teaching, training and supervision
- Management, recruitment, policy and service development
- Research and service evaluation
- IT responsibilities

Further detail is provided in the main duties and responsibility section.

MAIN RESPONSIBILITIES

Clinical:

1. To carry out specialist psychological assessments of patients referred to the OOKP service, 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 patients, family members and others involved in the patient's care, in order to reach a psychological formulation of the patient's difficulties.
2. To be responsible for holding and managing a clinical caseload and to exercise autonomous professional responsibility for the planning and prioritising of own workload and the assessment, treatment and discharge of patients, within the bounds of the service operational policy.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups drawing on different psychological and explanatory models
4. To formulate and implement plans for evidence based psychological treatment and/or management of a patient's mental health problems, based upon an appropriate conceptual framework of the patient's problems.
5. To evaluate and make complex 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.
6. To undertake complex risk assessments and risk management for individual patients. To provide advice to other professions on psychological aspects of risk assessment and risk management.
7. To facilitate a patient peer group, including overseeing governance and pragmatic issues and supporting patients in the running and use of this group.
8. To provide consultation, mentorship, supervision and advice about psychological issues at a high level of professional expertise to other members of the team/service.
9. 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 patients with complex needs.
10. To communicate effectively in writing and orally complex, highly technical and/or clinically sensitive information to patients, their families, carers and other professional colleagues both within and outside the NHS.

Teaching, Training and Supervision

1. To receive and provide regular clinical supervision.
2. To maintain an up-to-date knowledge of legislation, policy and developments in the provision of services relevant to the Clinical population.
3. To keep abreast of developments in the relevant professional area of expertise and pursue further training within resources available.
4. Provide expert advice, consultation, training and clinical supervision to other members of the service.

5. To provide pre- and post-qualification teaching of applied psychology and psychological therapy, as appropriate.
6. To maintain and develop skills in the area of professional post graduate training and clinical supervision.
7. To collaborate with managers, service users, carers and other stakeholders in the development of training and education specific to identified needs.

Management, Leadership, Recruitment, Policy and Service Development

1. To participate in identifying and implementing the development of a high quality, responsible and accessible service, including advising both service and professional management.
2. To use specialist knowledge, experience and skills to support the development of the OOKP service and to provide a key role in psychological aspects of service development across the service to best meet the needs of patients.
3. To exercise responsibility for the systematic governance of psychological practice within the service area.
4. To be responsible for contributing psychological knowledge and expertise to policy and service development through participation, where practical, in regional multidisciplinary meetings and special interest groups, working parties etc. that may impact on the functioning of the whole care group.
5. To contribute to the development, evaluation and monitoring of the psychology service through the deployment of professional skills in research, service evaluation and audit.
6. To participate as appropriate in staff recruitment, for assistant, trainees and other professional psychologists and to support them in the management of workloads.
7. Contribute to local, regional and national policy developments.
8. To contribute to the maintenance of quality standards and to implement and maintain all relevant Trust policies.
9. To report immediately any incidents affecting staff, users or visitors on Health Service and Local Authority Service property in accordance with Trust policies.
10. To provide effective leadership and management to staff which promotes high performance standards both individually and as a team, in the achievement of the Trust's objectives and priorities. The Trust's success will be dependent on all managers playing an active role to make sure the existing areas of good employment practice are universally embedded within the organisation.

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 participate and conduct research relevant to the areas of need served and provide advice to other staff undertaking research.

3. To utilise theory, evidence-based literature and research to support evidence-based practice in clinical work and work with other professionals.

IT responsibilities/Other duties

1. To be responsible for personal record keeping, processing and storage of data and other clinically-related administrative tasks where appropriate.
2. To ensure that all databases and patient records related to the service area are maintained satisfactorily.
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, the Health & Care Professions Council and Trust policies and procedures.
4. 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 managers.
5. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective 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.
6. To maintain up to date knowledge of legislation, national and local policies and issues in relation to the clinical speciality and mental health.

GENERAL DUTIES

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 postholder's professional and service managers.
2. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective 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.
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, the Health & Care 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 the clinical speciality and mental health.
5. To comply at all times with the requirements of the Health & Safety regulations under the Health & Safety at Work Act (1974) and to take responsibility for the health and safety and welfare of others in the working environment ensuring that agreed safety procedures are carried out to maintain a safe environment.
6. To comply at all times with the Trusts Information Governance Policy. The policy sets out the accountability and reporting arrangements for Information Governance in the trust and how

assurance is provided that the Trust continues to meet at least the minimum standards of information governance compliance required by the NHS Information Governance Toolkit.

7. Disclosure and Barring Service (DBS) (formerly CRB) checks are now a mandatory part of the NHS Six Recruitment Check Standards for all staff whom, in the course of their normal duties, may have regular access to patients and children and/or vulnerable adults. Moorfields Eye Hospital NHS Foundation Trust aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant and an unspent conviction will not necessarily bar applicants from being considered for employment. Moorfields Eye Hospital is exempt under the Rehabilitation of Offenders Act which outlines that convictions never become 'spent' for work which involves access to patients. Failure to disclose any 'unspent' convictions may result in the offer of employment being withdrawn or if appointed could lead to dismissal. The Disclosure Barring Service (DBS) has published a Code of Practice for organisations undertaking DBS checks and the trust has developed its own DBS policy in line with the guidance.
8. The trust has adopted a security policy in order to help protect patients, visitors and staff and to safeguard their property. All employees have a responsibility to ensure that those persons using the trust and its service are as secure as possible.
9. It is the responsibility of all trust employees to fully comply with the safeguarding policies and procedures of the trust. As a Moorfields employee you must ensure that you understand your role in protecting adults and children that may be at risk of abuse. Individuals must ensure compliance with their safeguarding training.
10. The trust is committed to a policy of equal opportunities. A copy of our policy is available from the human resources department.
11. The trust operates a no-smoking policy.
12. You should familiarise yourself with the requirements of the trust's policies in respect of the Freedom of Information Act and comply with those requirements accordingly.
13. The role description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time, after consultation with the post holder.
14. All appointments within the National Health Service are subject to pre-employment health screening.
15. It is the responsibility of all employees to ensure that they comply with the trust infection control practises, as outlined in the Health Act 2008 and staff must be familiar with the policies in the trust's infection control manual, this includes the 'bare below the elbow policy'. Employees must ensure compliance with their annual infection control training.
16. You are responsible for ensuring that all equipment used by patients is clean/decontaminated as instructed by manufacturers and in line with the infection control/guidelines protocol and policy.
17. Any other duties as designated by your manager, and which are commensurate with the grade.

Please note:

This Job Description will be reviewed regularly in the light of changing service requirements. All changes will be discussed with the post holder.

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

Person Specification

Requirements	Essential / Desirable	How Tested
<u>Education / Qualifications</u>		
<ul style="list-style-type: none"> Post-graduate doctoral-level training in applied psychology [or its equivalent for those trained prior to 1996 or outside the UK] as approved by the HCPC, including specifically models of psychopathology, clinical psychometrics, two or more distinct psychological therapies and lifespan developmental psychology. Post-doctoral training and experience in one or more additional specialised areas of psychological practice in the areas of clinical health and acute medicine. Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. Professionally registered as a Practitioner Psychologist with the Health and Care Professions Council (HCPC). BABCP Accreditation as CBT practitioner. AFT accreditation in systemic, couple and family work. Specialist trauma-based post-qualification training. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p>
<u>Experience</u>		
<ul style="list-style-type: none"> Significant assessed experience of working as a qualified psychologist including a minimum of 5 years' post-qualification experience. Knowledge of NHS psychology services and confidence in the use of specialist psychological assessment and brief interventions. Experience of working with patients who have experienced blindness or significant loss of vision. Experience of exercising full clinical responsibility for patient's psychological care and treatment, both as a professionally-qualified care coordinator and also as a member of a diverse NHS multidisciplinary team. Doctoral level knowledge of research design and methodology. Experience of the application of psychology in different cultural contexts. Experience of working within a multicultural framework. 	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>AF</p> <p>AF/I</p> <p>AF/I</p> <p>AF</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p>

<ul style="list-style-type: none"> Experience of working together with service users to ensure that they are equal partners in service design, evaluation, research and training. Strong evidence of working in NHS multidisciplinary settings 	Essential	AF/I
Knowledge	Essential	AF/I
<ul style="list-style-type: none"> Knowledge of ophthalmic OOKP procedures and the impact on patient's wellbeing. Knowledge of rare conditions affecting vision in patients and the impact on social behaviour and personal relations. Knowledge of the theory and practice of highly-specialised psychological therapies and assessment methodologies. Evidence of continuing professional development as required by the HCPC. Formal training in supervision of other psychologists. High-level knowledge of the theory and practice of at least two specialised psychological therapies. Experience of teaching, training and/or professional and clinical supervision. Experience of representing psychology within the context of multi-disciplinary care. Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings. 	Desirable	I
	Desirable	AF/I
	Essential	I
	Essential	AF/I
	Essential	AF/I
	Essential	I
	Essential	I
Skills/abilities		
Communication/Relationship skills:		
<ul style="list-style-type: none"> 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. Skills in providing consultation to other professional and non-professional groups. Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. 	Essential	I
	Essential	I
	Essential	I
Analytical & Judgement skills:		
<ul style="list-style-type: none"> Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration. 	Essential	I

Planning & Organisational skills:		
• Skills in planning and organisation of complex activities and care programmes.	Essential	
• Skills in modifying and reshaping patient care programmes.	Essential	
Abilities		
• Experience of managing conflicting demands and deadlines.	Essential	
• Ability to manage complex and demanding situations.	Essential	
• Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.	Essential	
Personal qualities:		
• Team working.	Essential	
• Demonstrate support for the values and beliefs of the Care Group and those of the Trust.	Essential	
• Demonstrate an understanding of the practices of Human Rights in the delivery of this role.	Essential	
• Commitment to empowering service users, their relatives and carers at all levels.	Essential	
• Commitment to multidisciplinary team working.	Essential	
• Highly motivated with good communication skills, psychological insight and a warm empathic manner.	Essential	
Specific Requirements:		
• This role requires Enhanced Disclosure Barring Service – children and adults.	Essential	

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)