

Clinical Psychologist in Adult Eating Disorders (Band 8A)

**JOB DESCRIPTION**

**Oxford Health NHS FT**

Job Title:	Clinical Psychologist in Adult In-patient Eating Disorders
Band:	8A
Responsible to:	Consultant Psychologist/Modern Matron
Responsible for:	Exercising autonomous clinical responsibility for the assessment, treatment and discharge of patients. Supervision of band 7 psychological therapists, clinical psychology trainees and assistant psychologists in Oxfordshire (and Buckinghamshire as required).
Accountable to:	Modern Matron/Consultant Psychologist
Place of work:	Cotswold House, Oxford
Hours:	33.5 hours. Monday-Friday
Author:	David Viljoen
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## **JOB PURPOSE**

To ensure the systematic provision of a high-quality specialist clinical psychology service to patients with complex mental health problems including severe, enduring and multiple disorders, and challenging behaviour. To provide specialist expertise in the Oxford Inpatient Eating Disorders service and within the inpatient service, as well as on a county and cross-county basis, as required. To provide specialist consultation, supervision and training to MDT staff (including other band 7 psychological therapists and trainee and assistant psychologists) in relation to CBT-ED and other evidence-based psychological models for Eating Disorders. To work autonomously within professional guidelines and the overall framework of the team's policies and procedures. To utilise research skills for audit and contribute to research and training within the areas served by the teams and service. To be involved in ward and Trust service developments.

## **DUTIES AND RESPONSIBILITIES**

### **Clinical**

1. To provide specialist psychological assessments of patients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources. These will include psychological and psychometric 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.
2. To make skilled evaluations to formulate and implement plans for the formal psychological treatment and/or management of a patient's mental health problems, based upon an appropriate conceptual framework of the patient's problems, and employing methods based upon evidence of efficacy.
3. To implement a range of highly specialist psychological interventions for individuals, carers, families and groups, adjusting and refining psychological formulations, informed by different exploratory models and maintaining a number of provisional hypotheses.
4. 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 individuals, family or group.
5. To exercise autonomous professional responsibility for the psychological assessment and treatment of patients whose problems are managed by psychologically based care plans, including communication with the referral agent and others involved in care.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to patients' formulation, diagnosis and treatment plan.
7. To undertake risk assessment and risk management for individual patients and to provide advice to other professionals on psychological aspects of risk assessment and risk management.
8. To manage a case load of patients.
9. To communicate and give feedback in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of patients under their care and to monitor and evaluate progress during the course of both uni-and multi-disciplinary care.

10. To provide advice, guidance and consultation to peer and junior professionals within the service, both individually, and by attendance at team referral and review meetings.
11. To develop and provide a specialist role in relation to patients. This will include the development of treatment programmes to be run jointly with other staff, thus disseminating psychological expertise across the service.
12. To take part in assessments as agreed with the team manager/consultant psychologist.
13. 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 HCPC and BPS as well as Trust policies and procedures.
14. To work as a full and active member of the multidisciplinary team

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

1. To receive regular clinical, professional, and managerial supervision from the consultant psychologist and where appropriate, other senior professional colleagues and line managers as appropriate.
2. To provide post-qualification training (CPD) experiences and contribute to the supervision of recently qualified clinical and other applied qualified psychologists and trainee clinical/counselling psychologists attached to the service, as appropriate and in consultation with relevant others.
3. To participate in and contribute to post-qualification training for Clinical, Counselling and Applied Psychologists in the Trust, as required, and also to other clinical colleagues and doctorate training courses.
4. To undertake training and teaching (e.g. of CBT-E) for other qualified and unqualified Health and Social Care Staff, User groups and Volunteers, patients and carers, as required and commensurate with experience.
5. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.
6. To provide advice, consultation, training and clinical supervision to staff working with young people and adults with eating disorders and their families across a range of agencies and settings, where appropriate.

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

1. To contribute to the development, evaluation and monitoring of operational policies and services, through the deployment of professional skills in research, service evaluation and audit, in consultation with relevant others.
2. To provide and maintain adequate statistics and records of work as required by the Trust.
3. Exercises delegated responsibility for the safe, appropriate and legitimate use of psychological test material and other equipment deployed in the post holder's area of duty. Advises managers on equipment and resources needed to maintain work undertaken and any shortcomings with these.
4. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainee and qualified junior psychologists.
5. To contribute to the development of Psychological Services in discussion with Professional Lead and Service Manager/Head of Service.
6. To represent Clinical/Counselling Psychology and attend relevant meetings and professional activities by agreement with managers.
7. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

## **Research and service evaluation**

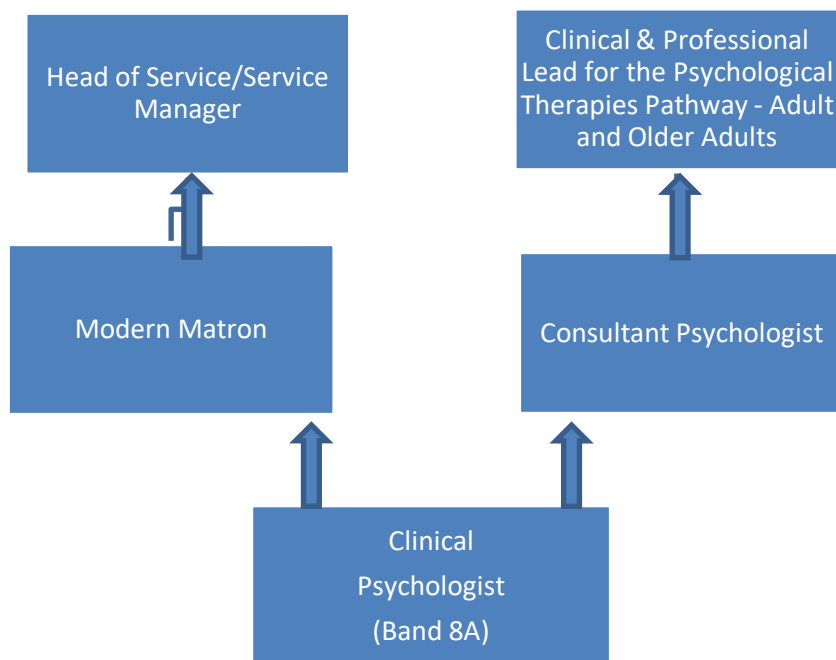
1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work with other team members and colleagues under supervision.
2. To undertake appropriate research and provide research advice to other staff undertaking research in line with service objectives.
3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
4. To participate in research and audit teaching and activity initiated within the team, service and / or professional group.

## **General and Professional**

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).
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 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.

3. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific patient group and mental health.
4. To ensure highest standards of appropriate clinical record keeping are maintained in accordance with the codes of practise of the British Psychological Society, Health and Care Professions Council, and with Trust policies and procedures and to be able to do so in electronic format if required.
5. To supply all clinical information within the required timescales to keep data on the electronic information system up to date.
6. To establish and maintain close working relationships with other professional groups and disciplines and participate in meetings as required.
7. To model healthy eating behaviours.

## STRUCTURE CHART



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## **CODE OF CONDUCT**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

### **Personal Development**

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

### **Code of Conduct**

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

### **Equal Opportunities/Diversity**

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

### **Health & Safety**

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

### **Infection Control**

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).

- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

### **Confidentiality and Data Security**

- To comply fully with the duties and responsibilities outlined the Trust's Information Governance Policy.
- To comply with the Data Protection Act 1998, NHS Confidentiality guidelines (e.g. Caldicott, GMC) and any code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

### **Safeguarding**

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

### **Other**

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

## PERSON SPECIFICATION

<b>Clinical Psychologist in Eating Disorders – Band 8A</b>		
<b>Criteria for Selection</b>	<b>Essential Requirements</b>	<b>Desirable Requirements</b>
Knowledge Requirements	<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, complex, highly technical and/or clinically sensitive information to patients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS / HCPC</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups.</p> <p>High-level knowledge of the theory and practice of at least two evidence-based psychological therapies for the treatment of eating disorders (e.g. CBT-ED, Mantra, etc.).</p> <p>Knowledge of legislation in relation to the patient group and mental health.</p>
Qualifications – Academic/Skills/Professional	<p>Doctoral level training in clinical psychology including specific models of psychopathology and psychometrics, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS.</p> <p>Current registration with the HCPC as a Clinical or Psychologist</p>	<p>Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology</p>



	Formal training in supervision of trainees and other psychologists.	
Experience	<p>Experience of working as a qualified clinical psychologist within Adult Mental Health.</p> <p>Post qualification experience of working with eating disorder patients and their families.</p> <p>Experience of teaching and training.</p> <p>Experience of supervision of staff.</p> <p>Experience of supervision of trainee or assistant psychologists or other psychologists.</p> <p>Experience of specialist psychological assessment and treatment of adults across the full range of care settings, including outpatient, community, primary care and inpatient settings.</p> <p>Experience of working with a wide variety of patient groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and threat of physical abuse.</p> <p>Demonstrate further specialist training/experience through having received a minimum of 50 hours' clinical supervision in CBT-ED, or any other relevant supervised practice experience in the evidence-based treatment of eating disorders including case presentations, or</p>	<p>Experience of the application of clinical psychology in different cultural contexts.</p> <p>Experience of developing and running groups.</p> <p>Experience of providing consultation / training on eating disorders.</p>

	any other relevant supervised practice experience including case presentations, supported by short courses approved by the Trust Head of Psychology, and assessed at interview.	
Personal Qualities	<p>Ability to work as part of a team and independently</p> <p>Confident and articulate.</p> <p>Ability to reflect on own practice and willingness to be involved in supervision.</p> <p>Flexible and resourceful in coping under pressure and with conflicting demands.</p> <p>Time management skills.</p>	
Contractual Requirements or other requirements	<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>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Basic computer skills.</p>	Experience of working within a multicultural framework