



## JOB DESCRIPTION

### 1. General information

JOB TITLE:	Highly Specialist Practitioner Psychologist in Physical Health (Diabetes)
GRADE:	Clinical/Counselling/Health Psychologist, Band: 8a
DIRECTORATE:	Adult Community Physical Health Directorate
HOURS OF WORK:	0.6 WTE to 1.0 WTE
RESPONSIBLE TO: (line manager)	Diabetes and LTC Service Managers and Service Lead for Long Term Conditions
ACCOUNTABLE TO:	Head of Psychological Therapy, Adult Community Physical Health Directorate
BASE:	151 Goldie Leigh, Lodge Hill, London, SE2 0AS

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

*"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."*

A handwritten signature in black ink, appearing to read 'Ify Okocha'.

Ify Okocha  
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

## **2. Overview of the Post**

To provide a specialist psychology service to clients of the Community Diabetes Specialist Team and other LTC teams. Please note that the role has a special focus on Diabetes but will have some time across other long-term conditions.

The postholder will provide highly specialist psychological assessment and therapy at the same time as offering advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the team's policies and procedures. To facilitate reflective practice groups with staff groups within the directorate. To utilise research skills for audit, policy and service development and research within the area served by the team/service.

## **3. Key Task and Responsibilities**

### **General**

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 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 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 client group and mental health.
5. To work flexibly when the service requires in order to provide a service to clients and their support network within a service that operates across different clinics and also in clients' homes.

### **To be noted**

- This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such 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 relation to Equal Opportunities, Health and Safety and Confidentiality of Information.

**Management responsibilities**

1. To contribute to 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.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate psychologists
4. To participate in recording information as per local policy so as to provide information about referrals and activity as needed
5. To manage the workloads of practitioner Psychologists, Assistant and Trainee Clinical Psychologists, within the framework of the team/service's policies and procedures, where applicable.

**Leadership**

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
3. To provide professional and clinical supervision of Clinical/Counselling Psychologists, Trainee and Assistant Clinical/Counselling Psychologists and, as appropriate, to contribute to the supervision of individual pieces of work for Trainee Clinical/Counselling Psychologists.
4. To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, and other relevant healthcare staff, as appropriate.
5. To provide advice, consultation and training, to staff working within the directorate and across a range of agencies and settings, where appropriate, and to facilitate reflective practice groups where appropriate.

**Clinical**

1. To provide specialist psychological assessments of Community Long-term Conditions clients and other people referred to the team based upon the appropriate use, interpretation and integration of 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 client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.

3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across the service, and other teams where necessary or appropriate and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory 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 individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
6. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan and to facilitate reflective practice groups for staff within the directorate.
7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under CPA including clients, their carers, referring agents and others involved the network of care.
10. Where appropriate, to undertake holistic initial assessment of new referrals to the Community Diabetes Specialist Team and LTC teams.
11. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.

## **Research**

1. To take the psychology lead, as a senior clinician, in the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To undertake appropriate research and provide research advice to other staff undertaking research.
4. 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.

**Communication**

1. Establish and maintain communication with people, both internally and externally to Oxleas NHS Foundation Trust
2. To ensure effective communication with the designated care co-ordinators, on routine and operational matters
3. To report on care delivery and document it in a timely manner and acceptable format

**On Call/Unsocial Hours**

N/A

**Terms and Conditions**

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

**Confidentiality**

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

**Risk Management**

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

**Infection Control**

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

**Equality, Diversity and Human Rights**

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

**Health & Safety**

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

**Professional and NHS Codes of Conduct**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

**Safeguarding**

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

**Financial Management and Control of Resources**

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

**Customer Care**

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

**Personal/Professional Development Planning/Mandatory Training**

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

**Sustainability**

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

**No Smoking**

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

## Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

### Note:

**Please attach an organisational chart alongside, a person specification, and Job Description.**



## PERSON SPECIFICATION

**JOB TITLE:** Highly Specialist Practitioner Psychologist,  
Community Diabetes Specialist Team

**DEPARTMENT:** Adult Community Physical Health Directorate

**GRADE:** 8a

<b>Education/Qualifications (E – Essential, D – Desirable)</b>	<b>How measured</b>
<p>E – Doctoral level training in clinical/counselling/health psychology, as accredited by the BPS.</p> <p>E – HCPC Registration.</p> <p>D – Completion of further post-qualification doctoral specialist training including training in supervision of practitioner psychologists.</p> <p>D – Completion of further post-qualification specialist training or expertise in a distinct therapy relevant to this service.</p>	Application
<b>Experience</b>	
<p>E – Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and inpatient.</p> <p>E – Experience of working in physical health services.</p> <p>E – Experience of working within a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining</p>	Application, interview and references



<p>a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>E – Experience of working with families, carers and/or significant others.</p> <p>E – Demonstrate further specialist training/experience through having received a minimum of 50 hours clinical supervision of working as a specialist Practitioner psychologist, or an alternative agreed by the Head of Psychology.</p> <p>D - Experience of teaching, training and/or supervision.</p> <p>D- Experience of the application of clinical/counselling/health psychology in different cultural contexts.</p> <p>D – Experience of working in physical health services and in particular, working with clients with Diabetes and/or other Long-term Conditions.</p>	
<b>Skills/Abilities/Knowledge</b>	
<p>E – Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>E – Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>E – Skills in providing consultation to other professionals and non-professional groups.</p> <p>E – Excellent leadership skills.</p> <p>E – Doctoral level knowledge of research methodology, research design and complex,</p>	Application and interview

<p>multivariate data analysis, as practiced within the clinical fields of psychology.</p> <p>E – Experience of group work.</p> <p>E – Evidence of continuing professional development as recommended by the HPC and BPS.</p> <p>E – Formal training in supervision of other psychologists.</p> <p>D – Knowledge of the theory and practice of specialised psychological therapies in specific groups including personality disorder, dual diagnoses, people with additional disabilities, dementia etc.</p> <p>D – High level knowledge of the theory and practice of at least two specialised psychological therapies and their application within the care group.</p> <p>D – Knowledge of legislation in relation to the client group and mental health.</p> <p>D – Knowledge of Diabetes self-management programmes.</p> <p>D – Evidence of leadership skills.</p>	
<p><b>Effort and Environment</b></p>	
<p>E – Excellent interpersonal and communication skills enabling good working relationships with others within and external to the trust.</p> <p>E – Maintaining a high degree of professionalism in the face of emotive and distressing problems.</p> <p>E - Assessing patients that may have experienced child, sexual abuse or serious mental health conditions</p> <p>E –Remain calm and able to defuse difficult situations.</p>	<p>Application and interview</p>

<p>E – Ability to form good working relationships and work as a part of a team.</p> <p>E – Motivated and proactive.</p> <p>E – Works well under pressure.</p> <p>E – Good organisational and time management skills, ability to plan and prioritise own workload.</p> <p>D – A commitment to the evaluation of services and enthusiasm for audit, research and service evaluation.</p> <p>May be required to deal with verbal and physical aggression at times and they should remain calm and professional.</p>	
<b>Other Requirements</b>	
<p>E – Ability to teach and train others, using a variety of complex, multi-media materials sustainable for presentations within public, professional and academic settings.</p> <p>E – 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>D – Personal experience of mental health problems.</p> <p>D – Experience of working within a multicultural framework.</p>	Application and interview

*NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.*

AFC Reference Number	<b>4041.23</b>
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Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name