



Highly Specialist Practitioner Psychologist, Band 7/8a preceptorship

Permanent - full time & part time hours available

0.6WTE to 1.0WTE B7/B8a preceptorship

Due to additional funding, the Greenwich and Bexley Community Long-term conditions Teams are expanding the Psychology provision. This is an exciting opportunity to join our forward-thinking and dedicated multi-disciplinary team of highly specialist nurses, dietitians, podiatrists and medical Consultants. A significant proportion of the work will be with the Diabetes teams.

We are looking for a highly specialist clinical/counselling/health Psychologist, preferably with experience in physical health, Diabetes and/or Long-Term Conditions, to be part of our multidisciplinary teams.

We welcome applications from newly qualified or soon to be qualified psychologists.

This is a varied post and an exciting opportunity to work across a number of long-term conditions including Diabetes, COPD and Cardiac teams in a community-based setting in the boroughs of Greenwich and Bexley. The postholder will develop particular expertise in Diabetes. There will be opportunities to work across the directorate also, as a part of the role involves facilitating reflective practice groups for staff teams. Goldie Leigh Hospital is the main base but work at various clinics around the boroughs as well as home visits within the boroughs is part of the role.

The postholder(s) will be joining a dynamic and friendly network of psychologists in physical health in the Adult Community Physical Health Services Directorate. There are regular opportunities for CPD, networking and coming together with other psychologists working in physical health for collegiate support. Clinical supervision is provided from within the directorate by a Consultant Clinical Psychologist, Directorate Head of Psychological Therapies.

We are happy to consider flexible working including part-time, full-time and job share.

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Main duties of the job

As a senior clinical member of the Long-term conditions (LTC) Teams the post holder(s) will be responsible for the autonomous provision of a highly specialised psychological therapy service for patients with diabetes/other LTCs.

The post holder(s) will develop and lead the service ensuring routine collection, review and feedback of outcome data, and that activity targets are met. They will be accountable for the direct provision of a systematic, specialist clinical/counselling psychology service ensuring comprehensive, multidisciplinary assessments and a range of psychological interventions appropriate to individuals with diabetes/ other LTCs. As well as direct work, the postholder(s) will also provide consultation and reflective practice for the teams and professionals involved in the patient's care and act as a psychological resource for the teams.

Detailed job description and main responsibilities

Responsibility for choosing and implementing appropriate specialist psychological assessments for patients diagnosed with diabetes/other LTC and comorbid mental health conditions.

Responsibility for delivering specific psychological interventions to patients and patient groups to support patients to adapt to their condition and make appropriate lifestyle changes.

Capability for communicating across social, cultural and language barriers using a wide range of interpersonal skills and techniques depending on the target audience, working with health advocacy groups where necessary.

Responsibility for working collaboratively with the multidisciplinary team to deliver high quality individualised care to patients ensuring that the psychological dimension of diabetes/other LTC care is not overlooked.

Role Opportunities

You will be able to access further evidence-based therapy training required by the service, within the role. Internal specialist supervision groups will also be available to support practice during and after training.

You will be offered individual supervision on a regular basis while a band 7. In addition, Oxleas provides an internal CPD programme for psychological therapists for the first two years post qualification and attendance at this is prioritised in job plans. Postholders will also be

supported to attend supervisor training at Salomons Clinical Psychology training programme and will contribute to placements for clinical psychology trainees.

Furthermore, 18 months to 2 years after qualifying, as a band 7 you will be eligible for promotion to 8a via the preceptorship scheme provided you have met the attached competences.

Criteria for progression from Band 7 to 8a (development post)

It is expected that you will have had at least 1-2 years post qualification experience prior to applying for progression to band 8a.

Once you have agreed with your clinical/professional supervisor that you meet the level of competency for transition to Band 8a, you should submit your application to the Professional Lead for Psychological Services in your specialty.

You will need to provide:

1. Portfolio documenting claims against the criteria.

You will need to prepare a portfolio documenting evidence of your skills and experiences to demonstrate your competence in the following areas. These competencies were derived from the National Profiles for Band 8a Clinical Psychologists.

Competency	Evidence
(1) Evidence of experience in providing professional and clinical supervision	The person needs to provide evidence of providing training, skills and experience in providing clinical and professional supervision to less experienced psychologists, counsellors, assistant(s), trainee(s) or other professionals. This could include experience in carrying out an appraisal but this is not necessary.
(2) Evidence of advanced theoretical and practical knowledge	<p>The person needs to demonstrate an increase in specialist knowledge within an area of psychological practice. This can be acquired through:</p> <ul style="list-style-type: none"> • formal training course, through either a long course or multiple short courses • additional expertise in a therapeutic modality that has involved a period of supervised practice and professional development • self-study or supervised work experience • participation in a significant research or evaluation project <p>The person needs to provide evidence of additional theoretical or conceptual knowledge within their area of speciality.</p>
(3) Evidence of complex analytical and judgemental skills	The person needs to provide evidence of providing, developing and managing complex specialist clinical assessments that lead to effective and evidence-based interventions.

Competency	Evidence
	<p>The assessments need to demonstrate the ability to derive a working formulation that involves an analysis of complex and often conflicting information.</p> <p>These skills involve the ability to implement interventions at different and often multiple levels within the person's support network. Can working across the individual service user, family, group or organisational levels.</p>
(4) Evidence of ability to co-ordinate a specialist service	<p>The person needs to demonstrate the ability to co-ordinate a specialist service or project within the team.</p> <p>The project may include such activities as:</p> <ul style="list-style-type: none"> • a team level project, for example a service improvement project or service level quality initiative. • a significant program of professional development at the team level • a complex service user initiative involving substantial planning and co-ordination across a range of professionals and agencies, a transition to a community-based service. <p>The person needs to demonstrate skills in project planning, achieving a service objective and planning and organisation of other professional staff.</p>
(5) Evidence of participation in service level evaluation or research project	<p>The person needs to provide evidence that they have participated in research/evaluation activity within the service. This may include clinical audit, service evaluation, local clinical research project, systematic literature review or formal research project. The person needs to demonstrate the positive impact of the project on a particular area or service.</p>

- 2. Appraisal and Personal Development Plan:** Your personal development plan will be agreed with your manager and supervisor who will work with you to identify specific areas for development and a support plan to help you achieve this. Development posts will require six monthly appraisal and review and you may be asked to produce a portfolio of evidence.

The next part of the process: Once the professional lead has received your portfolio the following process will be followed:

1. Your clinical supervisor and line manager (if separate) will be asked to provide:
 - A statement in support of your application that addresses each of the criteria.
 - A copy of your most recent appraisal and PDP.
 - Documentation outlining your progress and producing evidence to support this.
2. As soon as possible after receiving your application, the professional lead will convene a panel to review your application documentation. The panel will include:

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- The professional lead (Chair) or another consultant level psychologist
- A team manager
- A senior psychological therapist

The panel will review and make a recommendation about your progression to Band 8a.

Oxleas Trust Overview & Values

Oxleas offers a wide range of NHS healthcare services to people in community and secure environment settings. Our services include community health, care for people with learning disabilities and mental health care such as psychiatry, nursing, and therapies. Our multidisciplinary teams look after people of all ages and we work in close partnership with other parts of the NHS, local councils, and the voluntary sector and through our new provider collaboratives. Our members of staff work in many different settings including hospitals, clinics, prisons, secure hospitals, children's centres, schools, and people's homes. We have over 125 sites in a variety of locations in the South of England. In London we operate within the Boroughs of Bexley, Bromley Greenwich and into Kent. We manage hospital sites including Queen Mary's Hospital, Sidcup and Memorial Hospital, Woolwich, as well as the Bracton Centre, our medium secure unit for people with mental health needs. We are the largest NHS provider of prison health services providing healthcare to prisons within Devon, Dorset, Bristol, Wiltshire and Gloucestershire, Kent and South London. We are proud of the care we provide and our people. We are also the proud winners of HSJ awards 2023 as "TRUST OF THE YEAR".

Since the summer of 2020 Oxleas has been committed to 'Building a Fairer Oxleas' (BAFO) programme to address the impact of racism and prejudice in the NHS. BAFO is a programme of work involving frontline staff, senior managers, and Board members in making positive changes to how it feels to work at Oxleas. The work includes making recruitment and career progression fairer and improving cultural understanding. Although it is a work in progress, Oxleas is committed to making changes that have a positive impact for all staff, but in particular BAME staff, disabled staff and LGBTQ+ staff.

Our purpose is to improve lives by providing the best possible care to our patients and their families. This is strengthened by our values:

We're Kind: We show consideration, concern and thoughtfulness towards everyone.

We're Fair: We embrace difference, treat everyone with respect and promote diversity, equity and inclusion.

We Listen: We always seek to understand, learn, and improve.

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We Care: We work together and innovate to put our service users at the heart of everything we do.

Staff Benefits

Funding for school holiday childcare
 Eye test vouchers
 Free health checks
 Annual staff awards
 Great learning and development opportunities
 A variety of staff networks to support you (Black and minority Ethnic network/Disability Action Group/Lesbian, Gay, Bisexual and Transgender network/Lived Experience Network)
 Support from our Staff Partnership Team
 Flexible working

Schemes to enable you to have a career break.
 Training with reserve forces
 Paid leave and special unpaid leave.
 Cycle to work scheme.
 Salary sacrifice lease cars
 Electric charging points for EV car users across the trust
 Interest free season ticket loan
 NHS retail discounts
 Pension scheme and life assurance
 Pre-retirement courses
 Employee wellbeing service (confidential advice, support, and counselling)
 Carer's leave/Disability leave