



NHS

West London
NHS Trust

Candidate information pack



Promoting hope & wellbeing **together**

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Welcome

Dear Candidate

Thank you for your interest in the Clinical / Counselling Psychologist or Occupational Therapist / Social Worker / Nurse with CBT training for the Hammersmith and Fulham MINT (Mental Health Integrated Network Team). This pack provides you with all the information you may need to apply for this vacancy.

West London NHS Trust has grown significantly in the last two years with investment in mental health services and this growth is set to continue over the next five years. In 2019, the Trust expanded its portfolio to include community services in Ealing and beyond, through our Integrated Care Services. We are incredibly proud that more staff than ever would recommend us a place to work and we have seen a 28% increase in staff engagement in the national staff survey over the last 5 years.

We are on a significant journey of transformation in the quality of services provided, through greater co-production with service users and carers, and addressing long-standing inequalities. Increasingly, we are leading and collaborating closely with Integrated Care Partnerships and at the wider system level, as a strong voice for integrated services and the most vulnerable in society.

I am looking for a candidate with the drive, enthusiasm and vision to lead the expansion and transformation of both mental health and community services in collaboration with our staff and our partners.

Thank you for your interest this role and I wish you every success with your application.

Yours sincerely

Dr Dimitra Lorentzatou

Psychology Lead for MINT Teams

About West London NHS Trust

West London NHS Trust is one of the most diverse healthcare providers in the UK, delivering a range of mental health, physical healthcare and community services commissioned locally and nationally. The Trust runs Broadmoor Hospital, one of only three high secure hospitals in the country with an international reputation.

Our high secure services care for patients from across the South of England and we provide low and medium secure services covering eight London boroughs. The Trust also provides mental and physical healthcare in three London boroughs – Ealing, Hammersmith & Fulham and Hounslow. The Trust employs over 3800 staff, of which 51% are from a Black and Asian Minority Ethnic (BAME) background. Our turnover for 2021-22 is approximately £350m.

In recent years, there has been a step change in staff engagement, culture, performance and ambition of the organisation. The Trust is now rated as 'Good' overall by the Care Quality Commission, and the rating for our Forensic services has improved from 'Requires improvement' to 'Outstanding'. Rigorous financial management has been central to our ability to deliver service improvements. The Trust has delivered consistent surpluses since 2009, totalling more than £77m. In parallel, we have also improved efficiencies by reducing length of stays and improving patient flow, with almost no out of area placements in recent years.

The Trust is an established key partner and contributor in the development of the evolving North West London Integrated Care System (ICS). The Chief Executive leads for mental health, equalities and engagement across the sector, mirroring her commitment to these issues.

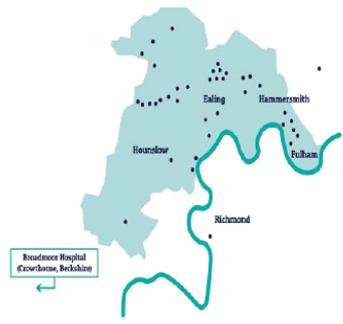
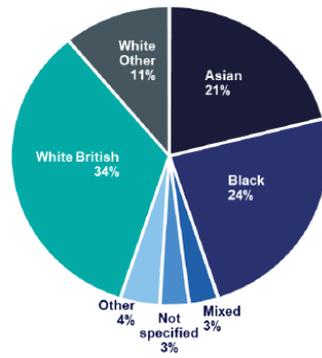
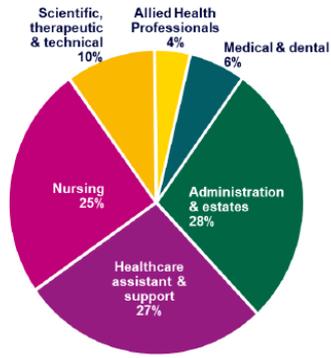
The Trust leads the North West London CAMHS provider collaborative. This involves managing the delegated specialist-commissioning budget with a commitment to a recurrent investment of £1.8m a year for community services. This includes a reduction in hospital admissions, improved provision of care closer to home through reduced out of area placements and reduced length of stay for children and young people. Our forensic services are part of the North London Forensic Consortium. Patient care is founded on recovery and co-production principles.

In direct response to the Covid-19 crisis, and in partnership with Central and North West London NHS Foundation Trust (CNWL), the Trust set up a new psychological support service for NHS staff, residential homes, care facilities and the London Ambulance Service. The Keeping Well service, received over 900 referrals in its first 9 months, 54% of which are from BAME staff, which broadly matches the workforce profile across North West London ICS.

Collaboration has been the key to our success in recent years, and the launch of Ealing Community Partners (ECP) in July 2019 exemplifies our ambition. ECP is led by West London NHS Trust and brings together 14 organisations, including NHS, Ealing Council and the voluntary sector to deliver community health and care services to local residents. The partnership extends to a GP practice supporting care homes in Ealing.

Our staff have rated us highly and in the 2020 staff survey, the Trust received the top score nationally in two categories: immediate managers and quality of care. The Trust was highly commended in the mental health trust category of the year HSJ Awards in 2020. It received an award for workforce innovation to improve staff recognition in the same year.

More details about the Trust's services and workforce are shown in the diagram below



188,167 patients using or referred to our services

182,226 patients seen in the community

6,247 older people using or referred to our dementia services

8,141 children & young people using or referred to our services

2,965 inpatients

Registered disabled 4.3%

LGBTQ+ 2.8%

Male 35%

Female 65%

142,107 in Ealing

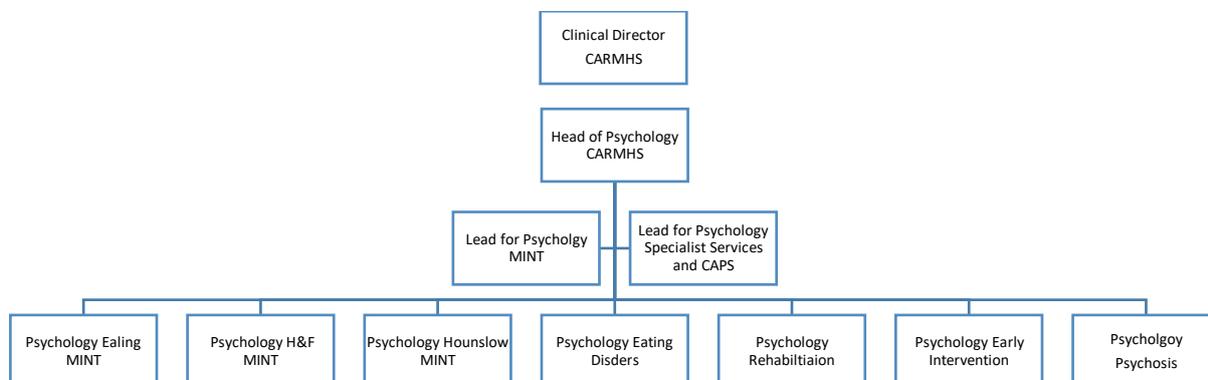
21,153 in Hammersmith & Fulham

22,174 in Hounslow

Across 40+ sites

How we are organised

Structure Chart



Our Trust Values

Togetherness: Ensure teamwork, mutual respect and trust sit at the heart of everything we do here. Our service users and their carers are an integral part of the team

Responsibility: Ensure when we say we are going to do something, we do it. We do not leave it to someone else to do. Our service users are responsible for engaging in their treatment.

Excellence: Ensure we strive for excellence in everything we do. 'Good enough' is simply not good enough. Excellent is better. The safety of our service users and our team is our number one priority.

Caring: Ensure caring means more than showing compassion to our service users and each other. It is also about having a can-do attitude, stepping up and caring to be the best we can. Because we care, we give praise when it's due.

Job Description

Post title	Clinical/Counselling Psychologist or Social Worker/Nurse with CBT training
Grade	Band 7
Responsible to	Principal Clinical Psychologist in Hammersmith and Fulham MINT
Accountable to	Psychology Lead for MINT teams

Key Relationships

Other members of psychological services and clinical teams, including, where applicable members of other disciplines and agencies responsible for a service user's care, including secondary and other tertiary mental health services, social services and criminal justice system services.

Job Summary

This is an exciting time for the West London Trust's mental health teams, which are going through a transformation aiming to offer more psychologically informed input. The psychologist within the teams are in the heart of this change. The post-holder will contribute directly and indirectly to the psychological understanding and care of all service users of the service supporting primary and secondary care services, as well as other agencies serving people with complex presentations.

The post-holder will be responsible, as a member of psychology, for the provision of a full and comprehensive specialist psychology service to culturally diverse outpatient service users with severe and enduring mental health disorders. Responsibilities will include contributing to meetings where referrals and service users' presentations are discussed, providing specialist psychological assessments and therapies and advice on risk management, and consultation to other colleagues' involved in service user's care. Furthermore, the psychological support includes a well-developed group programme with groups for different levels of mental health and emotional difficulties and the post-holder will have the opportunity to facilitate some of them.

The post holder will work as a clinical member of a multi-disciplinary team, including appropriate attendance at different team and service user related meetings. The post holder will be supported to supervise trainees, community associate psychologists (CAPS) and therapist. S/He will be also encouraged to utilise research skills for audit, policy, service development and research within the area served by their team.

As an autonomous practitioner he/she will be responsible for their own work and interventions and for following agreed guidelines and policies.

MAIN DUTIES AND RESPONSIBILITIES

Clinical/Practitioner:

1. To provide a comprehensive psychology service to service users who have a range of disorders (both mental illness and personality disorder), history of trauma and a wide range of extremely complex needs including psychological, neuro-diverse and developmental difficulties.
2. To provide specialist psychological assessments of service users referred for psychological support, including suitability for psychological input, diagnosis, risk, progress and suitability for discharge. These assessments will be 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 service users and others involved in the service user's care.
3. To formulate and implement plans for the formal psychological treatment and/or management of a service user's mental health problems/ risk behaviours, based upon an appropriate conceptual framework of the service user's problems, and employing methods based upon evidence of efficacy.
4. To be responsible for implementing a range of psychological interventions for individuals and groups, employed individually and in synthesis, adjusting and refining psychological formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses.
5. 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.
6. To exercise autonomous professional responsibility for the assessment, initiation and termination of psychological treatment in accordance with CPA procedures.
7. To provide specialist consultation, advice and support on psychological approaches to the management of people with mental health needs, who are being seen by other professional staff in the team, and to referrers from primary and tertiary/specialist care, and/or social services and voluntary sectors.
8. To undertake on-going risk assessment and management of service users, including the use of formal risk assessment formulation, and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To communicate the outcome of assessment and therapeutic interventions to the referrer, the multi-disciplinary team and the wider health and social care, as appropriate.
10. To communicate in a skilled and sensitive manner with service users and other professionals in relation to all aspects of the post-holder's work, including advisory and support services. This will include feedback to service users who have severe mental disorders and a heightened potential for hostile reactions.
11. Sessions will usually be undertaken in community-based settings and occasionally service user homes.
12. To provide the assessment and treatment of various client groups as required.

Teaching, Training, and Supervision/Human Resources

1. To receive regular clinical professional supervision from a senior clinical/counselling psychologist and, where appropriate, other senior professional colleagues.
2. To continue to gain wider post-qualification experience of clinical/counselling psychology.
3. 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.
4. To provide professional and practitioner supervision of assistant/graduate psychologists and, as appropriate, to contribute to the supervision of individual cases for trainee and community associate psychologists (CAPS).
5. To contribute to the pre- and post-qualification teaching of clinical psychology, as appropriate.
6. To provide advice, consultation and training to staff working with the service user group 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 the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To make a contribution to the service development and implementation of a psychology group therapeutic intervention programme.
3. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
4. To manage the workloads of assistant and graduate psychologists, within the framework of the team/service's policies and procedures, when required.
5. To be involved, as appropriate, in the short listing and interviewing of assistant/graduate psychologists.

Research and Service Evaluation

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
2. To monitor and review the effectiveness of the clinical work undertaken either personally or jointly with other members of the multi-disciplinary team to ensure that it reflects the best available evidence for practice.
3. To participate in data collection, audit and clinical research designed to improve the understanding and effectiveness of services delivered to service users. This will be agreed with the Trust according to clinical governance guidelines and in agreement with the post-holder's service and professional managers.
4. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

5. To disseminate research from work that the post-holder has been involved in a way that will benefit the services provided by the Trust. This will include feedback from any training opportunities that the post-holder has been able to attend as part of their employment with the Trust.

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 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 high 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 service user group and mental health.
5. To develop specialist theoretical and practical knowledge of the assessment and treatment of personality disorder.
6. To use computer skills to summarise information using databases and to prepare reports using word processing and statistical packages

To be noted:

- **This is not an exhaustive list of duties and responsibilities, and the post-holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Head of Psychological Therapies.**
- **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 relating to Equal Opportunities, Health and Safety and Confidentiality of Information.**

Person Specification

	Criteria	Essential	Desirable	Assessment Method
Qualifications	Post-graduate doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, or post graduate training in another core mental health profession (social work, nursing, occupational therapy) plus a post graduate diploma or higher degree in CBT.	E		AF
	Professional registration with the appropriate Health Professions Council (HCPC, RMN, etc.) and/or To be accredited by the BABCP as a provisionally or fully accredited practitioner, or to be able to achieve provisional practitioner accreditation with the BABCP within six months of starting in post.	E		
	Advanced keyboard skills		D	
	Other related academic qualifications		D	

Experience	Experience in either a severe and enduring mental disorder or inpatient setting (includes training placements)	E		AF
	Experience of teaching, training and/or supervision		D	
	Experience of the application of psychology/therapy in different cultural contexts		D	
	Experience of administration, scoring and written interpretation of WAIS tests		D	
	Experience of administration, scoring and written interpretation of formal personality tools and/or neuropsychological assessments		D	
Knowledge	Highly developed specialist knowledge, both theoretical and practical, of psychology applied to clinical practice, particularly in respect of adults with severe and enduring mental health needs (including complex emotional needs and trauma history)	E		AF, I
	Specialist theoretical and practical knowledge of psychology		D	
	Knowledge of relevant legislation and its implications for work in relevant setting		D	
	Knowledge of SPSS		D	
	Post-graduate level knowledge of research design and methodology		D	
Skills	Able to provide and receive highly complex, highly sensitive or highly contentious information, where there are significant barriers to acceptance which need to be overcome using the highest level of interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere	E		AF, I
	Able to make judgements involving complex facts or situations, which require the evaluation of a range of options (e.g. the assessment of specialist clinical conditions and the determination of treatment options)	E		
	Able to plan, prioritise and organise own service user caseload, treatment programmes involving other staff, and other aspects of the work such as research activity	E		

	Keyboard skills	E		
	Psychomotor skills necessary to administer complex psychological tests and video equipment	E		
	Able to use database, word processing and test administration/scoring software	E		

Personal	Able to sit for lengthy periods of time while demonstrating active listening skills	E		A, I
	Able to maintain light physical effort for short periods	E		
	Able to maintain intense concentration frequently and for prolonged periods	E		
	Able to function in potentially traumatic circumstances and in highly emotionally distressing circumstances on a frequent basis (e.g. in dealing with service users with complex mental health difficulties, self-harm, histories of trauma and abuse)	E		
	Able to provide services in an environment with service users who may be challenging and where the awareness of risk must always be maintained	E		
	Able to respond adaptably to rapidly changing service demands	E		
Other Requirements	Knowledge of the professional code of conduct of the BPS or their professional bodies.	E		A, I
	Must be capable of being guided by precedent, clearly defined policies, procedures and codes of conduct	E		
	Able to reflect on own professional practice through the clinical supervision process	E		
	Evidence of continuing professional development (CPD) and willingness to participate actively in CPD in line with BPS' or their professional body's guidelines	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.	E		
	Experience of working within a multicultural framework		D	
	Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings		D	

	Record of having published in either peer reviewed or academic or professional journals and/or books		D	
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Assessment Key

AF - Application Form

I - Interview

T - Test

P - Presentation

How to Apply

Applications should be made via NHS Jobs.

The recruitment schedule is as shown below:

Timescale	Event
Closing date for advert	
Shortlisting	
Interview Date	

For more information or an informal chat/visit please contact:

Dr Dimitra Lorentzatou, Psychology Lead – dimitra.lorentzatou@westlondon.nhs.uk

Dr Lisa Sheldon, Head of Psychology for Community and Rehabilitation Services – lisa.sheldon@westlondon.nhs.uk

Main terms and conditions

Salary	Band 7
Base	Claybrook Centre, Hammersmith and Fulham
Hours	37.5 hours
Notice period	8 weeks

General

The post holder may be required to work at any of the Trust's sites in line with the service needs. All staff has a responsibility to participate in the Trust's Performance Appraisal Scheme and to contribute to their own development and the development of any staff that they are responsible for appraising.

Fit and Proper Person Test

All Trust Board appointments are expected to be in accordance with the requirements of the Fit and Proper Persons Test, which covers evidencing suitability for the role, background checks and compliance with NHS Code of Conduct for Managers.

Confidentiality

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with the Data Protection Act 2018, the Caldecott principles and the common law duty of confidentiality. The post holder must follow the record keeping guidelines to ensure compliance with the Freedom of Information Act 2000.

Data Protection Act

All staff have a responsibility to ensure that their activities comply with the Data Protection Act. Staff should not disclose personal data outside the organisation procedures or use personal data held on others for their own purposes. All staff has an obligation to ensure that care and/or personnel records are maintained efficiently and that confidentiality is protected.

Continuous Improvement

The Trust has adopted a strategy for Continuous Improvement and all members of staff employed by the Trust are expected to play an active role in development and improving services to the benefit of service users.

Health & safety

Staff must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

Professional registration

If you are employed in an area of work that requires membership of a professional body in order to practice, it is a condition of your employment to maintain registration of such a professional body and comply with its code of practice. You are required to advise the Trust if your professional body in any way limits or changes the terms of your registration. Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment. If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment.

Risk management

All Trust employees are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required. All managers have a responsibility to ensure that policies and procedures are followed, that staff

receives appropriate training that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Risk Management Group and Strategic Risk Management Committee.

Infection Control

All Trust staff are responsible for protecting themselves and others against infection risks and comply with infection control policies and procedures. It is our expectation that staff will voluntarily receive the annual flu jab and other vaccines relevant at the time, to protect staff and patients from infection.

Financial Regulations

All staff are responsible for the security of the property of the Trust, avoiding loss or damage of property, and being economical and efficient in the use of resources. The post holder will be required to comply with the Trust's Standing Orders and Standing Financial Instructions and, at all times, deal honestly with the Trust and its stakeholders.

Safeguarding & Duty of Candour

All staff must be familiar with and adhere to the Trust's safeguarding procedures and guidelines. All Trust staff have a Duty of Candour to inform their line manager as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient. It is a criminal offence for any registered medical practitioner, or nurse or allied health professional or director of an authorised or registered healthcare organisation to knowingly obstruct another in the performance of these statutory duties, provide information to a patient or nearest relative with the intent to mislead them about such an incident or dishonestly make an untruthful statement to a commissioner or regulator, knowing or believing that they are likely to rely on the statement in the performance of their duties.

Standards of Business Conduct

We expect the highest standards of corporate behaviour and responsibility from our staff. All staff have a responsibility to respect and promote the Trust values and vision. When speaking as member of West London NHS Trust to the media or any other public forum, employees should ensure that they reflect the current policies or views of the organisation. Staff should ensure that they do not engage in any behaviour that can cause reputational damage to the Trust.

Valuing Diversity & Human Rights

It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability and part time working status.

Agile/Flexible working

The Trust recognises that Agile Working brings a number of benefits to the organisation. Not only does it support more cost effective workplace utilisation but it also enables us to attract and retain the best talent whilst increasing productivity and efficiency. The Trust is committed to supporting Agile working and empowering our staff to work in a manner that provides maximum flexibility and minimum constraints.

The Trust also continues to support staff via its flexible working arrangement options. These options enable staff to work in a way that suits their personal needs whilst also meeting the needs of the service.

No smoking policy

There is a smoke free policy in operation in the Trust. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds. Designated smoking areas or smoking rooms are not permitted. Support is provided for staff members who wish to stop smoking.

Trust Policies

All staff are required to familiarise themselves with Trust policies and comply with them at all times. Policies are reviewed regularly and may be revised from time to time.