**NHS GRAMPIAN**

**JOB DESCRIPTION**

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| **Job Title: Applied Psychologist**  **Department(s): Department of Clinical Health Psychology, Children’s.**  **Location: Aberdeen Royal Infirmary/RACH**  **Hours: Two posts available - 37.5 hours per week**  **Grade: Band 8A**  **Salary: £45,446-51,883**  **Contract: Fixed Term for 23 months**  **Job Reference: PM004366** |
| 1. **JOB PURPOSE**  * To provide a high-quality specialist psychology service, the aim of which is ultimately to reduce medical and surgical waiting times in our organization, and to prevent ,or maximise health and wellbeing outcomes in, Type 2 diabetes. * To contribute to efforts to develop, adjust and adapt innovative care pathways, protocols, sign-posting systems along with supportive digital and other material and treatment manuals. * To help evaluate the delivery of novel psychological services by ensuring collection of appropriate quantitative and qualitative data, and contributing to update reports to senior management. * To provide a specialised psychological assessment, intervention and evaluation of treatment of patients. * Train, supervise, and support multi-disciplinary colleagues with little or no knowledge or experience of psychological models and intervention techniques, in their efforts to deliver healthcare. * To initiate, develop, deliver and supervise research, audit, service evaluation, service development, and quality improvement projects. * To supervise trainees and clinical applied associate applied psychologists (CAAPs). |
| 1. **ORGANISATIONAL POSITION**   Chief Officer for Acute  Director of Psychology  Head of Acute Sector Psychology  Department of Neuropsychology Consultants  Department of Paediatric Psychology Consultants  Department of Clinical Health Psychology Consultants  8Bs  8Bs  8Bs  This post  8As  8As  8As  Trainees  Assistants  CAAPs  Trainees  Trainees  Assistants  Assistants  This postreports to a consultant psychologist. |
| **3. SCOPE AND RANGE**  This post is part of an exciting development in NHS Grampian. Our profession has been allocated approximately £700,00 to help significantly reduce waiting times across medical and surgical specialties at our Foresterhill health campus, which is one of the largest in Europe. We have also been allocated funds to integrate psychological treatment approaches in efforts to prevent Type 2 diabetes and to maximise the health and emotional wellbeing outcomes for those diagnosed with the condition.  This post is concerned with embedding psychological interventions in novel pathways to  bring decision-making in to conscious reflection allowing the use decisional aids that maintain freedom of choice whilst helping patients use their values to balance options, risks, and benefits in order to make the best decision and reduce post-surgery regret.  This post is also designed to conduct assessments and deliver time-limited psychological therapies and interventions (based on health behavior change and cognitive behavioural approaches) to promote self-management in people who have Type 2 diabetes and prevent this condition in people at high risk.  There is an expectation that the successful applicant will also provide important feedback on all aspects of new care pathways and help optimize care to these population. The successful applicants will work closely with their 8B colleagues to ensure robust evaluation of services.    There are many opportunities to develop your career with us. Members of the Acute Sector Psychology team have leadership roles in research, improvement science, innovation, therapeutic modalities and on many groups and committees, so are well-placed to support staff interests. |
| **4. MAIN DUTIES/RESPONSIBILITIES**  **Clinical** Cli  1. To provide highly developed specialist psychological assessments of patients based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychometric assessments, patient interviews and information from other health care professionals particularly general practitioners and other members of the MDT. Assessment will be informed and based on the appropriate use, interpretation and integration of complex data from a variety of sources including psychologicaltests, self-report measures, rating scales direct and indirect structured observations and semi-structured interviews with patients, family members and other staff involved in the client’s care. 2. To support and facilitate structured multi-disciplinary assessments. 3. To provide highly specialist one to one psychological interventions. 4. To formulate plans for the formal psychological treatment and/or management of a patient’s psychological problems based upon an appropriate conceptual framework of the patient’s problems and employing methods based on evidence of efficacy, across the full range of patient groups within the services outlined above. 5. To be responsible for implementing a range of psychological interventions for both inpatients and outpatients within these services either individually or as part of a multi-disciplinary intervention. To continue to adjust and refine psychological formulations as therapy progresses, drawing on different explanatory models and maintaining a number of provisional hypotheses. 6. To make highly skilled evaluations and 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. 7. To exercise full responsibility and autonomy for the treatment and discharge of patients, whose problems are managed as a psychologically, based standard care plan, ensuring appropriate assessment, formulation and intervention, communicating with the referrer and others. 8. To provide expertise and specialist psychological advice, guidance and consultation to all other professionals (including consultant medical and surgical staff) involved in the patient’s care within these services. 9. To ensure that all members of the clinical team within these services have access to a psychologically based framework for the understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory. 10. To communicate in a highly skilled and sensitive manner, information about the assessment, formulation and treatment plans of patients under their care and to monitor and evaluate progress during the course of both uni-disciplinary and multi-disciplinary care. 11. To provide expertise and advice, in order to facilitate the effective and appropriate provision of psychological care by other staff within these services. 12. To provide expert consultation about the psychological care of patients to staff. 13. To provide expert consultation to the development and refinement of relevant national clinical guidelines.   **Teaching and Training**   1. To provide pre and post-qualification teaching for clinical, health and counselling psychologists, as appropriate. 2. To provide advice, consultation and training to staff working with the care group across a range of agencies and settings, where appropriate. To develop and use complex multi-media materials for presentations in public, professional and academic settings. 3. To contribute to the teaching of under-graduate medical students and post graduate medical staff on specialist topics including psychosocial aspects of care; theory of mental health disorders; and multi-disciplinary working. 4. To provide teaching for nursing, occupational therapy, physiotherapy and other Allied Health Professional staff as appropriate. 5. To continue to gain wider highly specialist experience and clinical skills relevant to applied psychology and the service through Continuing Professional Development (CPD) as agreed with a consultant psychologist. 6. To maintain and develop skills in the area of clinical supervision particularly in relation to postgraduate training.   **Supervision**   1. To provide clinical placements for trainees, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies. 2. To provide professional and clinical supervision of assistant psychologists and trainees including work allocation and review of work. 3. To provide clinical supervision to other members of the team for their provision of psychologically based interventions to help improve clients’ functioning. 4. To undertake clinical supervision as required at all grades of clinical psychology staff to meet professional guidelines as per the British Psychological Society Code of Conduct. 5. To identify and monitor the practice of those supervised and to identify deficits in performance and conduct and, where necessary, to initiate the initial stages of grievance and discipline procedures, alerting relevant line managers.  Management and Recruitment 1. To participate as a clinician in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.  2. To exercise responsibility for the systematic governance of psychological practise within the service/ team.  3. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant psychologists, trainees and qualified psychologists.  4. To exercise delegated responsibility for managing the psychological resources available to a team, whether in the form of additional qualified and unqualified graduate psychology staff or in the form of psychological materials employed in the assessment and treatment of patients. Policy and Service Evaluation  1. To have delegated responsibility for specific aspects of the development, implementation, monitoring and evaluation of the service’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, and collaborate with professional colleagues, in the planning of psychological aspects of services. 3. To serve on, and where appropriate, represent the service on multi-agency committees concerned with the development of psychological and mental health services in Grampian, as agreed with the Lead Psychologist and Service Managers / Clinical Leads. 4. To be involved in identifying and implementing service developments to improve the quality of care provided by the service.  Research and Service Evaluation  1. To take the psychology lead, as a senior clinician, in the evaluation, monitoring and development of multidisciplinary teams 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 staffmembers and to apply highly developed research skills to all aspects of work on a routine basis. 3. To conduct appropriate research and provide research advice to other staff undertaking research, particularly in areas relevant to the post holder’s service responsibilities, as agreed with the Lead Psychologist and Service Managers / Clinical Leads. 4. To undertake project management, including complex audit and service evaluation, with colleagues within the service, to help develop service provision. 5. To take responsibility for the development of effective means of auditing individual work and the quality of the service. 6. To be involved in organising and supervising research and development work of any assistant or graduate psychologist employed within the service. 7. To provide clinical supervision for doctoral research of trainee clinical psychologists/health psychologists.   **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 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 reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of applied 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 and local policies and procedures. 4. To collate and provide information from others (e.g. assistant psychologists, and trainees) in order to monitor and evaluate the service. 5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific care group and mental health. 6. To maintain appropriate links with local and national statutory bodies. 7. To carry out such other duties as may be agreed. 8. To participate in the appropriate staff appraisal scheme (TURAS) and be responsible for complying with the agreed personal development programmes to meet set knowledge and competence-based requirements. 9. To carry out appraisals, where necessary, for Assistant Practitioners and Trainee Clinical Psychologists.  *NOTE*  * This is not an exhaustive list of duties and responsibilities, the specific nature of which will be agreed with the Professional Lead for the acute sector, in conjunction with the relevant Service Managers / Clinical Leads. * The post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the relevant manager. * This description will be reviewed 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 NHS policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information |
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| 1. **SYSTEMS AND EQUIPMENT** 2. The post holder will be responsible for and competent in the **utilisation** of a wide range of psychological measures for the purposes of assessment, monitoring clinical progress and evaluating outcomes. These measures will include:    1. Formal psychometric/neuropsychological tests.    2. formal structured and semi-structured interview schedules    3. observer and self-report ratings, questionnaires and observational check lists. 3. The post holder will maintain knowledge and skills in the use of a range of computer packages, e.g. Word for Windows, Powerpoint, Access, Excel, SPSS etc. 4. The post holder will be competent in the use of e-mail for professional communication, in the use of the internet, and in the use of a variety of on-line research databases e.g. Psychlit, Medline. 5. The post holder will be competent in the use of a range of audio-visual equipment including Dictaphone, video, tape recorders and DVD technology. 6. The post holder will be competent in the use of telephone and videoconferencing facilities. 7. The post holder will be responsible for maintaining accurate records of individual clinical workload and will provide relevant data for the Departmental and NHS Grampian information systems. 8. The post holder will complete weekly information sheets on patient contacts. 9. The post holder will maintain a record of own CPD activities. |
| **6. DECISIONS AND JUDGEMENTS**   1. The post holder will be responsible for working as an independent practitioner, professionally and legally accountable for all aspects of their own work acting in a largely autonomous manner within professional guidelines, codes of conduct and the operational policies of the Department and NHS Grampian. 2. The post holder will hold responsibility for their own individual clinical caseload and for the clinical care delivered to clients and carers, working without direct supervision. The post holder is responsible for planning and prioritising their own patient workload in relation to other duties of the post. 3. The post holder will be responsible for managing their own time to ensure that they timeously and effectively carry out all non-clinical duties of their post e.g. teaching, training, research and audit, attendance at professional meetings. 4. The post holder will be instrumental in identifying, negotiating and implementing service developments in consultation with colleagues and the Lead Psychologist and relevant Service Managers / Clinical Leads. 5. The post holder will be responsible for the planning and implementation of a large scale research project, including the dissemination of results**.** 6. The post holder will be responsible for ensuring that they maintain clinical and professional skills by pursuing ongoing personal continuing professional development in accordance with Department and NHS Grampian CPD policies. 7. The post holder will use their professional skills to assess patients and carers, interpreting complex facts to evaluate clinical situations with an appropriate formulation to guide clinical management. The post holder will be responsible for making assessments and judgements of risk posed to patients and to others, and for taking appropriate action to inform other professionals and agencies as required. 8. The post holder will be responsible for monitoring and supervising clinical teaching and research activities of Assistant/Graduate Psychologists. |
| 1. **COMMUNICATIONS AND RELATIONSHIPS**   ***Patients***  The post holder will be responsible for:   1. communicating with, and establishing a therapeutic relationship with adult patients presenting with a wide range of mental health and physical problems associated with physical illness. 2. using communication skills to establish a working alliance with patients, some of whom will be deeply distrusting of professionals and possibly potentially aggressive. 3. eliciting a comprehensive and accurate account of a patient's presenting problems and personal history 4. developing and explaining a coherent psychological formulation of a patient’s difficulties and communicating highly complex condition specific information to a patient who may be distressed, physically ill, hostile, suffering from psychological disorders and present challenging behaviour including verbal hostility and manipulation, or facing the end of life. 5. having contact with patients in a variety of settings including outpatient clinics, inpatient wards, and day care centres.   ***Carers/Relatives***  Where appropriate, and with their patient's knowledge and consent, the post holder will communicate with carers or relatives who may be able to offer assistance in the assessment, formulation or treatment of the patient's problems. In such circumstances, the post holder will show awareness of the boundaries of patient confidentiality and be sensitive to the particular needs of carers/relatives of patients with significant physical and mental health difficulties.  ***Psychologist Colleagues/Other Professionals/Voluntary Services Staff***  Within the bounds of their professional code of practice and NHS Grampian policy on patient confidentiality, the post holder will communicate with psychologist colleagues, professionals or others (e.g. staff from voluntary organisations) on matters pertaining to individual patient's care and on more general service issues. Communication may be face-to-face, by telephone or other electronic form, or by written letter. In so communicating with other professionals, the post holder requires to be able to effectively convey information about complex, sensitive and sometimes contentious issues regarding the care of patients  ***Teaching/Training/Supervision/Consultancy***  The post holder will be expected to perform the skills of teaching, training, supervision and consultancy to a very high standard. Teaching/training skills will include the ability to prepare appropriate materials in advance of the teaching/training session, to articulate ideas in an interesting, informative and coherent way, and to facilitate discussion of issues. Supervision and consultancy skills will include demonstrating an awareness of the sensitivities which may attach to clinical trainees or other colleagues talking about their clinical practice. |
| 1. **PHYSICAL DEMANDS OF THE JOB** 2. The post holder will be required to undertake clinical interviews with patients on a very frequent basis. During such interviews, the post holder will be expected to display good attending, listening and communication skills via both verbal and non-verbal means. This will involve sitting in constrained positions for extended periods of time and prolonged, intense concentration. 3. In the context of clinical work, the post holder will be exposed to frequent experiences of highly distressing emotional material including histories of severe abuse, family breakdown and mental illness coupled with likely exposure to some verbal aggression and some risk of physical aggression. The post holder is required to work daily with issues related to death and dying. 4. The post holder will work across a range of physical environments which may present different kinds of demands, e.g. out-patient hospital clinics, inpatient wards, GP surgeries, patient's home etc. This may require carrying test materials and other equipment when required. 5. The post holder will require to be proficient in keyboard skills and in operating a personal computer. 6. The post holder will be expected to have a driving licence and the post may on occasions require extensive driving. |
| 1. **MOST CHALLENGING/DIFFICULT PARTS OF THE JOB** 2. Persuading and motivating staff within a multidisciplinary team or multi-agency context who may not share the same conceptualisation of a case and may disagree with the post holder’s findings and suggestions. 3. Developing and maintaining a large network of good, working relationships with other professionals where there are political sensitivities. 4. Making regular, difficult decisions about how to best devote the resources of a limited service. 5. Regularly working with clients who have complex needs and problems which require the creative application of psychological techniques beyond standard protocols. 6. Regularly working with patients facing serious illness and their families. |

**PERSON SPECIFICATION**

**POST/GRADE**: Applied Psychologist, Band 8A

**LOCATION:** ARI, RACH and community

**WARD/DEPARTMENT**: Paediatric - Psychology, Acute Sector

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| **TRAINING & QUALIFICATIONS** | **ESSENTIAL** | **DESIRABLE** |
| Post-graduate qualification in applied psychology.  Registration or eligibility for registration, with the HCPC as a practitioner psychologist. | Post-qualification training in specific evidence-based psychological therapies and interventions.  NES-approved course in supervision or equivalent. |
| **EXPERIENCE** | Evidence of work with clinical populations, especially in the area of chronic disease management, surgery or within healthcare settings more generally  Experience of providing good quality psychological interventions.  Experience in initiating and delivering research, service evaluations, or improvement projects. | Post-qualification experience of working with adults who have clinical problems related to medical conditions  Experience of MDT working in a hospital setting.  Experience of providing good quality teaching and supervision. |
| **KNOWLEDGE AND SKILLS** | Ability to formulate using diverse range of factors.  Ability to communicate effectively in writing and verbally complex, highly technical and clinically sensitive information to people with medical conditions, and a wide range of lay and professional persons within and outside the NHS.  Time management and organization skills. Able to work as sole case holder.  IT skills. | Good presentation skills.  Strong skills in research, service evaluation or improvement. |
| **DISPOSITION** | Friendly; warm, empathic and enthusiastic.  Ability to work with initiative but seek advice where appropriate  Highly motivated, creative and calm under pressure.  Team player |  |
| **OTHER** |  |  |