NHS TAYSIDE – AGENDA FOR CHANGE

JOB DESCRIPTION

Inpatient Service, Major Trauma Centre

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| 1. JOB IDENTIFICATION
 | Job Title | Clinical Psychologist/Neuropsychologist Band 8a  |
| Department(s)/Location | Department of Clinical Neuropsychology, NHS Tayside Psychological Therapies Service , Ninewells Hospital, Dundee |
| Number of job holders | 1 |
|  | Hours |  |
| JOB PURPOSETo provide a highly specialised clinical psychology service to patients admitted to the Major Trauma Centre at Ninewells Hospital. These patients may be experiencing psychological distress or have neuropsychological deficits resulting from physical trauma including traumatic brain injury. This will involve the provision of assessment of psychological functioning including neuropsychological assessment of cognitive, behavioural and emotional symptoms. The post holder will be required to deliver interventions including:* Treatment of psychological disorders eg. adjustment disorders, anxiety, depression, PTSD, sleep disorder.
* Neuropsychological rehabilitation.
* Psychological support and advice to families.

Further aspects of the role include advising the major trauma rehabilitation team on managing psychological, behavioural and neuropsychological symptoms. To provide advice on policies and procedures to promote good psychological care for patients on the major trauma pathway. To conduct audit and research relating to service delivery. To be involved in service development. To provide education, training and staff support relevant to specialty.  |
| ORGANISATIONAL POSITIONSee diagram below.  |
| SCOPE AND RANGEIn Autumn 2018, the Scottish Trauma Network: Eastern Region became operational as one of the four Major Trauma Centres in Scotland, with the specialist service based in Ninewells Hospital, Dundee, serving the population of Tayside and North East Fife. The primary objective of the Eastern Region is to provide an enhanced pathway of high quality trauma care which will result in optimised outcomes and patient journey. This will be achieved by means of a dedicated trauma centre and the development of an integrated and highly specialist workforce designed to meet the healthcare needs of this patient group. This post is based within the Department of Clinical Neuropsychology at Ninewells Hospital in Dundee. The post holder will work as part of a multidisciplinary team (MDT), providing a highly specialised clinical psychology and neuropsychology service to patients admitted via the major trauma pathway. The post holder will work under the supervision of the 8b Psychologist; and will be required to visit patients at different locations/Wards within Ninewells Hospital. All patients admitted via this pathway will have sustained significant physical injury including orthopaedic/musculoskeletal, brain injury and those who have received critical care. Many patients will have to adjust to new physical disability. They are likely to experience strong emotions, immobility, dependency, anxiety, pain and disruption to their body image during hospitalisation. A major part of the post holder’s role will be supporting patients and families to make this adjustment.  |
| MAIN DUTIES/RESPONSIBILITIES1. Clinical
* To provide a highly specialised clinical psychology service to patients admitted via the major trauma pathway. This will include psychological assessment based on the appropriate use, interpretation and integration of highly complex information from a variety of sources including psychological and neuropsychological tests, observation and collation of information from family members and others involved in the patients care. Assessments may be used to inform the formulation, aid rehabilitation planning, monitor recovery from injury, advise regarding return to work or to answer questions relating to mental capacity.
* To communicate complex information in a professional manner to the wider medical and rehabilitation team to inform the medical management of the patient.
* To formulate and implement plans for formal psychological intervention. This will include identifying and progressing patient centred rehabilitation goals; and the appropriate adaptation and delivery of therapeutic interventions (eg. CBT, ACT). Psychological interventions may relate to individuals, carers, families and/or health care teams.
* To undertake risk assessment and risk management for patients who may have cognitive difficulties and to provide advice to other professions on psychological aspects of risk assessment and management.
* To be involved in the coordination and planning of rehabilitation programmes providing psychological expertise and advice to the MDT.
* To keep an accurate record of clinical work and be responsible for the administrative management of the caseload eg. regular written communication with the referrer and others involved in the care of the patient.
1. Consultancy
* To give expert advice and consultancy on the cognitive, emotional and behavioural functioning of the patient population, in order to assist interventions by other parties involved in the patient’s care, such as allied health professionals (AHP’s), referring agents, medical and social services, employers and relatives/carers, in order to help them understand the complex needs of the patient.
* To attend meetings relevant to patient care.
* To share patient centred rehabilitation goals.
1. Supervision
* If required, to provide placement opportunity/supervision of Trainee Clinical Psychologist’s which meets the standards of the Edinburgh D.Clin.Psych. Doctorate. This will be subject to completion of appropriate training.
* To provide supervision for Graduate or Assistant Psychologists who may be employed in the department.
1. Teaching &Training
* Teach others at all levels of staffing to recognize and respond to psychological/ neuropsychological difficulties.
* To raise awareness of psychological and neuropsychological difficulties within the MDT and patient families.
* Be involved in departmental teaching to other psychologists and non-psychologists across the psychology service.
* To attend and keep up personal CPD in accordance with the Health and Professions Care Council (HCPC) recommendations.
1. Governance
* To participate and comply with the Clinical Governance demands of the service.
* To keep up to date with professional and health board guidelines.
* To ensure that any difficulties are brought to the attention of the 8b Psychologist for Major Trauma and if appropriate the Lead Clinician for the Neuropsychology Service.
* To attend and contribute to Team meetings in the Department of Clinical Neuropsychology
1. Audit and Research
* To monitor clinical activity relating to psychological/neuropsychological functioning on the major trauma pathway, via supervision and observation. If these do not meet the appropriate standards to address this via appropriate action/review.
* To be aware of and contribute to Scottish Trauma Audit Group (STAG) data relating to the pathway.
* To initiate, organise and undertake audit/research work, under the supervision of the senior Psychologist/Service Lead.
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| COMMUNICATIONS AND RELATIONSHIPS* To communicate information relating to an individual’s psychological wellbeing with other health and social care professionals via meetings and by written summary in the patient’s medical record.
* Responsible for the production of timely and informative written psychological/ neuropsychological reports for referral agents and other health care colleagues involved in the patients care. Such reports involve the integration and interpretation of highly complex information, derived from a range of sophisticated assessment measures, and also from additional medical sources. Such reports are required to provide a written history of the complaint, the clinical findings on examination, a clinical formulation and a recommended course of action.
* Responsible for the communication of highly complex information to both patients and family members in an accessible and easy to understand fashion. This may contain very unwelcome and upsetting information.
* Providing highly complex and sensitive information where there are significant barriers to acceptance, which need to be overcome using the highest level of interpersonal and communication skills.
* It is necessary to work with patients who may be very cognitively impaired and not able to easily understand the rationale for complying with treatment due to brain damage, dementia etc.
* It is necessary to be able to work with all levels of disability from vegetative state to loss of sight, hearing, physical limitations and all levels of cognitive impairment.
* Some patients may have considerable barriers to communication due to their medical condition, psychological stress, cultural and language factors or a combination of the above.
* To cope sensitively and appropriately with the potentially difficult job of comforting hurt, distressed or distraught patients/relatives.
* To communicate with aggressive, violent or confused patients in such a way as to de-escalate the situation where at all possible.
* To develop and maintain good relationships with the multidisciplinary team as well as voluntary, carer and community organisations dealing with physical injury/disability, acquired brain injury or carer issues.
* To have excellent interviewing skills.
* To ensure that Scottish Government and NHS Tayside standards of confidentiality are observed in the communication and storage of information.
* To ensure that the requirements for informed consent are observed when communicating about a patient with a third party.
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| KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB* See attached person specification document for required knowledge, training and experience required to do the job
* The post holder requires to have a good honours degree in Psychology and be eligible for graduate membership of the British Psychological Society.
* The post holder requires to have a Doctorate in Clinical Psychology or an equivalent qualification recognised by the British Psychological Society.
* To be eligible for Chartered status with the British Psychological Society.
* To be registered with the Health Care Professions Council.
* It is essential that the post holder has knowledge and experience of working in a psychology setting, with patients who have a neurological or health condition and associated psychological problems. They should have experience of usingpsychological formulation to contribute to multi-disciplinary care and treatment of patients with complex presentations.
* They should be highly motivated, and capable of working independently.
* Knowledge of different models of psychopathology and lifespan developmental psychology.
* Knowledge and experience of the delivery of two distinct psychological therapies.
* Maintain up to date knowledge of the speciality by additional reading, study and CPD, including attending short courses and training events. Maintain a record of own CPD.
* Knowledge of research principles in clinical analysis.
* Knowledge of statistics, in particular those with respect to social science research.
* Knowledge of critical appraisal analysis.
* IT skills to support word processing, PowerPoint presentations, and administering highly complex neuropsychological assessments on PC.
* An awareness of current legislation relevant to the specialty.
* Have knowledge of national and professional guidelines for optimal standards of clinical care.
* Have knowledge of the Health Board and Department’s policies and procedures such as moving and handling, management of aggression and violence, lone working guidelines, infection control etc.
* Be able to cope professionally with severely challenging, offensive and confrontational behaviours which are a manifestation of illness.
* Meet the needs of a range of patients with very complex neuropsychiatric presentations and who often also have complex social needs.
* Work innovatively with people who have suffered cognitive, emotional and physical losses as a result of their illness and who also have reduced personal resources as a result of their damage.
* Engage in sensitive liaison with families who are often themselves under considerable stress and have complex needs.
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ESSENTIAL ADDITIONAL INFORMATION

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| 1. SYSTEMS AND EQUIPMENT
* To maintain a knowledge of neuropsychological assessment measures, required in the formal assessment of cognitive functioning, as well as psychological assessment measures, required in the assessment of emotion and behaviour.
* To incorporate developments in both applying and interpreting such psychological and neuropsychological measures, as they are introduced to clinical practice.
* To have a working knowledge of computer-based technology including word processing, email, internet, PowerPoint, spreadsheets and document scanning.
* Conform to the Health Board systems of information management for patient records, activity data, and mileage and expenses information.

**Responsibility for Records Management**All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment. |
| PHYSICAL DEMANDS OF THE JOBManual Dexterity* Neuropsychological assessments involve a high degree of physical manipulation of test materials, as well as multi-tasking observational skills and concurrent intellectual analysis under pressure of time. Many test parts are small and involve high levels of dexterity.

Physical Effort* As many patients are physically disabled it is often necessary to move patients in wheelchairs, in line with NHS Tayside’s policy on manual handling.
* All patients will have physical injuries. The NHS Tayside Policy on dealing with a medical emergency must be followed, where necessary.
* It is occasionally necessary to travel to other sites to see patients for assessment, requiring the transport of bulky assessment materials.
* Neuropsychological assessments are carried out regularly and require the post holder to sit in a restricted position for long periods (1.5 to 2.5 hours).
* It is frequently necessary to work at a difficult angle to carry out assessments (eg. If assessing a patient at bedside on a medical ward).

Mental Effort* If required the post holder will need to be able to maintain intense concentration for lengthy periods (1.5-2.5 hours), when carrying out highly specialised neuropsychological assessment of brain function. These sessions cannot be interrupted without jeopardising the results.
* Being able to multi task is crucial in every neuropsychological assessment e.g. carefully observing patient strategy on a test while writing notes at the same time as timing the testing. There is no room for error in these assessments as they cannot be repeated due to practice effects and so there is always pressure on the psychologist.
* It is also crucial that the post-holder is able to make appropriate adjustments to the assessment mid-session, in response to the particular clinical presentation of each individual patient.
* If required to conduct neurpsychological assessment, the post-holder will be expected to carry out the statistical analysis of highly complex neuropsychological assessment results and interpret these, with supervision from the 8b Psychologist.
* To be able to modify psychological assessment and therapy to take patients cognitive function into account (daily).
* Be creative in devising individual treatment programmes for patients with physical and/or cognitive impairment (daily).
* The post-holder must be vigilant at all times to any behavioural change in the patient which might indicate frustration, irritability or aggression, and take steps to de-escalate the situation, as aggression following brain injury comes with very little warning.

Emotional Effort* Frequent direct exposure to patients and their families, who may have suffered life changing physical and emotional trauma. They are often in a distressed and emotional state as a result of their circumstances.
* Frequent direct exposure to emotionally charged discussions with patients and their families involving often unwelcome and upsetting information regarding their diagnosis/condition.
* The post holder is required to deal in a sensitive and professional manner with the details of patients traumatic life events (daily).
* The post-holder is required to deal with the distress that results from the patient’s perception of their inability to carry out some of the required assessment and rehabilitation activities. Relatives are also often distressed and require information and support.

Working Conditions* Patients admitted via the major trauma pathway could be located in different wards across the acute hospital eg. orthopaedics, neurosurgery, or a general medical ward. The post holder will be required to work in a number of different locations without dedicated desk/clinic space. This requires a degree of mental flexibility.
* Increased irritability is a common feature of acquired brain injury and so verbal aggression is common in this population. Physical aggression can also occur and requires the psychologist to be vigilant as they will usually be alone with the patient during assessment. It is necessary to comply with NHS Tayside Policy and Procedures on Violence and Aggression and Lone Working Guidelines.
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| DECISIONS AND JUDGEMENTS* Be accountable for own professional actions.
* To work as an independent practitioner with responsibility for the provision of highly complex psychological and neuropsychological assessment, intervention, rehabilitation and consultation regarding patients with physical and neurological injury.
* Be capable of making clinical judgments which involve highly complex information from multiple sources, which require analysis, interpretation and comparison of a range of possible options, and require to be carried out on a case by case basis.
* To select the appropriate psychological and neuropsychological measures for the assessment of any given clinical presentation, and after statistical analysis of the results, to interpret these in terms of possible underlying pathology.
* Be capable of weighing conflicting components pertaining to a complex problem or situation, forming judgements where information is incomplete or unavailable, and in situations where expert opinion may be divided.
* Be capable of selecting an appropriate treatment or intervention to fit a particular clinical presentation.
* Be capable of monitoring a situation or intervention by some formal means of evaluation, and be able to modify the plan, treatment or intervention to obtain a better outcome.
* Be capable of monitoring training and supervision and varying these to suit the learning requirements of a Trainee Clinical Psychologist.
* Be capable of acting within the terms of reference of legislation pertaining to mental health and capacity to protect the rights and health of individuals and the community (e.g. Mental Health (Care and Treatment) (Scotland) Act 2003; Mental Health (Scotland) Act 2015, Adults with Incapacity (Scotland) Act 2000).
* Identifying future demands reflecting technological innovation, novel treatments or demographic shifts in the population structure and to address these in strategic planning.
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| MOST CHALLENGING/DIFFICULT PARTS OF THE JOB* Coping with the diversity of the patient group and the complexity of their problems/illness.
* Dealing with the stress and emotional demands which result from working with patients who have significant physical and/or neurological injuries.
* Dealing with the stress and emotional demands which result from working with distressed family members.
* Maintaining an up to date knowledge base relating to a wide range of psychological/neurological/neuropsychiatric conditions as well as the ever changing field of neuropsychological assessment.
* Balancing clinical and non-clinical demands of the work.
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| JOB DESCRIPTION AGREEMENT The job description will need to be signed off using the attached sheet by each postholder to whom the job description applies. |

## ORGANISATIONAL POSITION – PSYCHOLOGICAL THERAPIES

**DIRECTOR OF PSYCHOLOGY**

**DEPUTY DIRECTOR OF PSYCHOLOGY**

**LEAD CONSULTANT CLINICAL NEUROPSYCHOLOGIST**

**CLINICAL**

**PSYCHOLOGIST**

**MAJOR TRAUMA (8b)**

**CLINICAL PSYCHOLOGIST**

**INPATIENT (8a)**

***(THIS POST)***

**CLINICAL PSYCHOLOGIST**

**COMMUNITY (8a)**

**CLINICAL PSYCHOLOGIST**

**COMMUNITY (8a)**

Operational Line Management