

NHS Grampian

Job Description

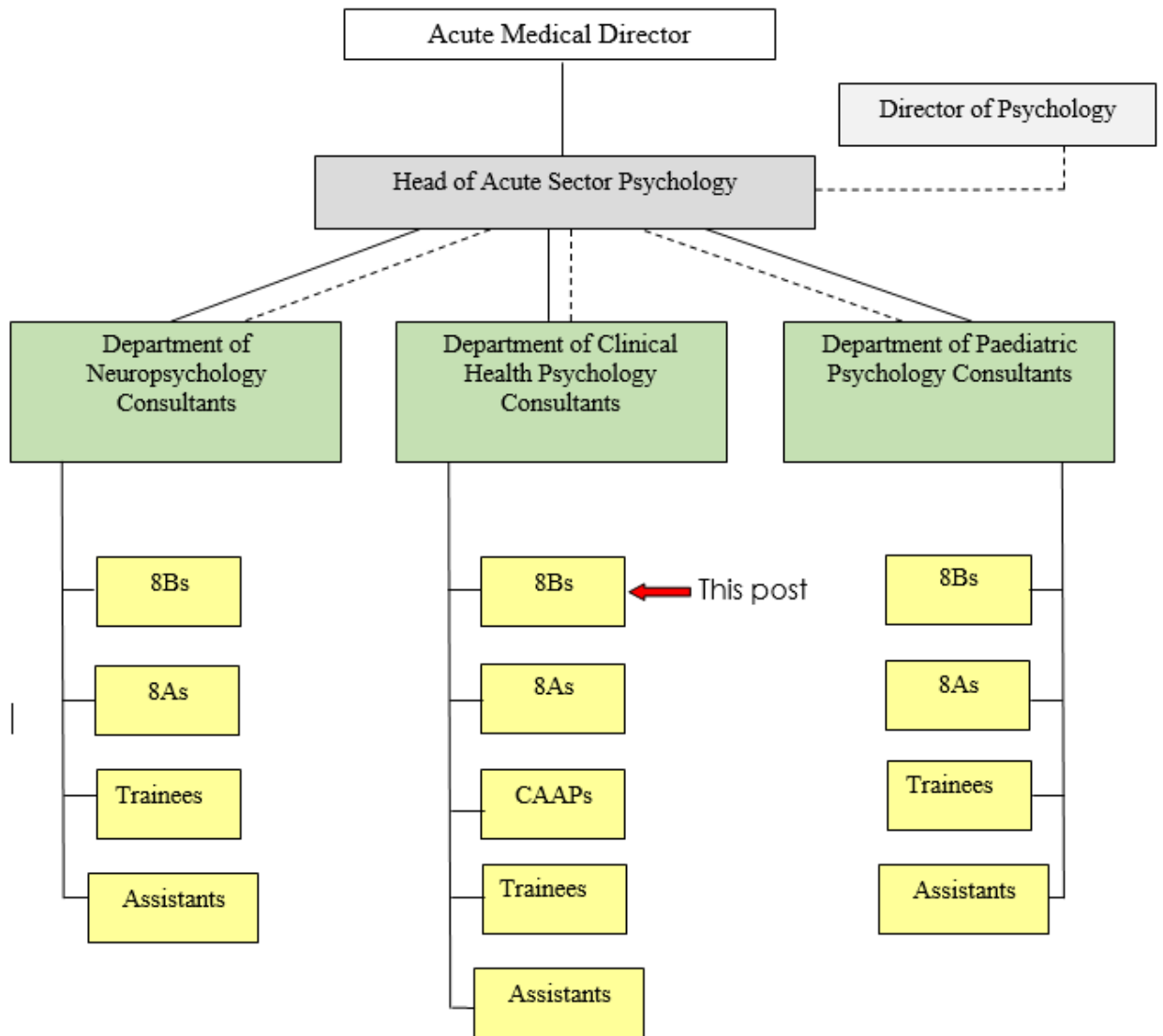
SECTION 1

<u>JOB IDENTIFICATION</u>	
Job Title:	Clinical Psychologist (Principal)
Department(s):	Clinical Health Psychology – Critical Care and staff support
Location:	Aberdeen Royal Infirmary
Hours:	26.25 hours per week (0.7 WTE)
Grade:	Band 8b
Salary:	£67,285 - £71,978 per annum pro rata
Contract:	Permanent
Job Reference:	CI176044

## SECTION 2

	<p><b>Job Purpose</b></p> <p>(i) To ensure the systematic provision of a high quality specialist psychology service to patients, carers and staff within NHS Grampian Acute Critical Care services. Where appropriate to provide highly specialised psychological assessment, intervention and evaluation of treatment of patients, including follow-up with patients who have been discharged from critical care.</p> <p>(ii) To co-ordinate, deliver and evaluate specialist psychological staff support interventions across a range of services based at Aberdeen Royal Infirmary.</p> <p>Across both areas of work, to offer advice and consultation in the fields of psychological interventions and psychological assessment. To work autonomously within professional guidelines and the overall framework of the policies and priorities established by Acute Psychology and the Department of Clinical Health, and to exercise responsibility for systematic governance of psychological practices within these roles.</p> <p>To supervise and support psychological assessment, intervention and evaluation provided by other members of the multi-disciplinary team.</p> <p>To utilise skills for audit, policy and service development and quality improvement, and to conduct and supervise research and service evaluation within areas relevant to the post holder's service responsibilities.</p> <p>To provide teaching, training and supervision where appropriate, based on detailed knowledge of current specialist clinical health psychology literature.</p>
	<p><b>Organisational Position</b></p> <p>Accountable to Dr, Helen Moffat, the Consultant Clinical Psychologist for Adult Clinical Health, the Professional Psychology Lead for the Acute Sector, and ultimately to the relevant Acute General Managers.</p> <p>The post holder will liaise with other psychologists employed within the acute sector.</p> <p>The post holder will supervise and have line management responsibility within the psychology service for Assistant Practitioners, Trainee Clinical Psychologists, Clinical Associate Applied Psychologists and others such as Graduate volunteers attached to the service, who will remain ultimately accountable to the Professional Lead for the Acute Sector.</p>

# Organisational Chart



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## **Communication and relationship skills**

### **Communication**

The post holder will be required to communicate effectively orally and in writing highly complex, clinically sensitive and sometimes contentious information to clients, families, carers, professionals within and out with the NHS. Given the nature of some of this information, communicating it can sometimes meet with barriers to the acceptance and understanding of this information. This has to be addressed using highly developed interpersonal and communication skills in a hostile, antagonistic or highly emotive atmosphere in order to manage complex clinical cases.

There is frequently a need to communicate with patients with sensory and cognitive impairments and to advise staff and informal carers of appropriate means of communication with these patients. Careful planning of sessions using appropriate visual aids, tailored communication style and use of communication aids.

It is an essential requirement of the post to work both directly and indirectly with patients, staff and carers in the communication of bad news, providing appropriate psychological support. The post holder requires appropriate skills and training to work in situations of high expressed emotion and to seek out appropriate help and support for self and colleagues to facilitate communication in these settings.

There is an on-going requirement to liaise effectively with professionals within multi-disciplinary and multi-agency teams, and residential, nursing and community care staff involved with the care of individual clients. It is essential for the post holder to be present at decision-making meetings concerning patients with whom one is involved to ensure the passage of relevant information to colleagues and participation in the process.

The post holder will be required to communicate promptly, clearly and sensitively with referral agents and colleagues providing a written history of the presenting complaint, the clinical findings on assessment, a clinical formulation, and a recommended course of action, ensuring that this is sent to all those with a significant role in the management of the patients and that an appropriate record is stored.

The post holder must ensure contemporary standards of confidentiality are observed in the communication and storage of clinical information.

Where appropriate, and with 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 cognitive, emotional or behavioural difficulties. This may include communicating in a sensitive manner with relatives of patients who themselves may be experiencing a complex psychological reaction to their relative's illness.

Within the bounds of their professional code of practice and NHS Grampian policy on patient confidentiality, the post holder will communicate with psychology 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.

### **Relationships**

Post-holder is required to maintain a wide range of ongoing relationships including:

- Building and maintaining positive therapeutic relationships with a wide range of clients, families and carers.
- Good working relationships with colleagues within the psychology services, and the staff of the immediate multi-disciplinary teams with whom the post-holder works.
- Good working relationships with a wide range of other NHS staff, in particular within the critical care team, and in primary and secondary care, service managers, planners as well as with other staff of other statutory agencies including social work and education, and voluntary agencies.

### **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.

## **2 Knowledge, training and experience**

The following indicates the training (including clinical experience) to practise as a Practitioner psychologist in clinical health psychology

Undergraduate Psychology Degree (Hons) 3-4years (University)

Assistant Psychologist (NHS Post)/Research Assistant in relevant clinical area (NHS or University Post)

1-3years (dependant on success in gaining a training place on postgraduate applied training such as Doctorate in Clinical Psychology)

Trainee Practitioner Psychologist undertaking Doctorate in Clinical Psychology  
3 years academic, research and clinical experience, or equivalent postgraduate qualification evaluated through clinical experience, research, case studies and doctoral thesis

Practitioner Psychologist (Clinical, Health or Counselling)

In summary suitably qualified practitioner psychologists must undertake training likely to be around 9 years in duration which includes two academic degrees and an average of 5 years practical experience.

	<p>The post holder should be able to demonstrate an extensive knowledge of the emotional, cognitive and behavioural consequences of traumatic illness and injury; knowledge and understanding of specialist psychological interventions and the most recent research regarding these interventions. This must be sufficient enough to give predictions of likely recovery and outcome. The post holder should be able to demonstrate extensive knowledge and understanding of interventions to provide psychological support to NHS teams and systems and the most recent research regarding these interventions.</p> <p>The post holder must be registered as a practitioner psychologist with the HCPC.</p> <p>The post holder will have university accreditation for the training and supervision of postgraduate clinical psychology trainees through undertaking formal post-qualification as required by the British psychological society.</p>
3	<p><b>Analytical and judgemental skills</b></p> <p>Responsible for making complex clinical judgements about appropriate interventions in cases which do not conform to standard diagnoses/formulations and where expert opinions may differ (e.g. other professionals may not share a psychological understanding and/or may disagree with the post holder's findings and suggestions)</p> <p>Responsible for making decisions about the appropriateness of referrals for own clinical service.</p> <p>Designated responsibility for finding solutions to identified problems or issues relevant to own area of psychology service delivery, including policy implementation.</p> <p>Designs training and information packages appropriate to client group, deciding how, what and when supervision and consultation is required.</p> <p>Provides consultation clinics for non-psychology colleagues who attend to discuss and seek expert advice from post-holder on psychological aspects of the care of clients with whom they work. This requires post-holder to use best judgment to provide expert clinical opinion.</p> <p>Assesses and evaluates trainee applied psychologists' competencies when undertaking core or specialist placements.</p>
4	<p><b>Planning and organisational skills</b></p> <p>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.</p> <p>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.</p>

	<p>The post holder is responsible for planning and prioritising their own patient workload in relation to other duties of the post. Clinical supervision will be provided via regular individual meetings with peers.</p> <p>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.</p> <p>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.</p>
5	<p><b>Physical Skills</b></p> <p>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 (up to 2 hours per patient).</p> <p>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.</p> <p>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 requires carrying test materials and other equipment (regularly carry in excess of 10kg).</p> <p>The administration of psychometric and neuropsychological assessments requires specific training and considerable experience to get the required level of dexterity, speed, co-ordination and fine motor manipulation skills.</p> <p>The post holder is required to be proficient in keyboard skills and in operating a personal computer and basic skills to use information technology.</p>
6	<p><b>Responsibilities for patient/client care</b></p> <p>To provide highly specialist psychological assessments of patients referred to the service based upon the appropriate use, interpretation and integration of highly complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect observations and semi-structured and structured interview schedules with patients, family members and others involved in the patient's care.</p> <p>To formulate and implement plans for the formal psychological treatment and/or management of a patient's mental health problems, based upon an appropriate</p>

	<p>conceptual framework of these problems, and employing methods based upon evidence of efficacy, across the full range of care settings.</p> <p>To be responsible for implementing a range of psychological interventions for individuals, carers, and families, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.</p> <p>To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical, medical, social and personality factors that have shaped the individual, or family.</p> <p>To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients whose problems are managed by psychologically based care plans often holding sole clinical responsibility for patient rehabilitation.</p> <p>To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to patients medical and social treatment and rehabilitation.</p> <p>To contribute directly and indirectly to a psychologically based framework of understanding and care for the benefit of all patients of the service, across all settings and agencies serving the care group. To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.</p> <p>To undertake risk assessment and risk management for individual patients who have cognitive difficulties and provide advice to other professions on psychological aspects of risk assessment and risk management.</p> <p>To assist with co-ordination of acute care and rehabilitation programmes, providing expertise, advice and supervision to the relevant multi-disciplinary team on aspects which are influenced by psychological factors including care packages, risk management, cognitive rehabilitation, psychological care and monitoring.</p>
7	<p><b>Responsibilities for policy and service development implementation</b></p> <p>Ensures own compliance within area of responsibility to department policies, protocols including providing data for demand and capacity modelling and waiting times targets.</p> <p>Exercises responsibility for initiating and implementing service developments and projects within defined area of practice (e.g. Multi-disciplinary team) in consultation with their line manager. These developments are likely to impact on the work of other multi-disciplinary team members and require changes in their attitude and behaviour in regard to addressing the psychosocial needs of patients where these changes may be unwelcomed.</p>

	<p>Represents psychology, where designated and agreed, on wider organisational and professional groups within NHSG and NHS Scotland.</p> <p>Contributes to the general development of the wider psychology service through regular contribution to service/departmental meetings.</p>
8	<p><b>Responsibilities for financial and physical resources</b></p> <p>Responsible for care and maintenance of equipment and resources in own work i.e. computers, dictation devices and neuropsychological test equipment. Including compliance with departmental policy to monitor use and storage of equipment.</p> <p>Responsible for inputting own expenses claims on the e-expenses system.</p> <p>Contributes to ensuring that adequate and current resources are available within the service for teaching and training trainee applied psychologists and other professionals.</p> <p>Responsible for informing their line manager of identified need for any equipment and resources which could contribute to service evaluation and research within the department.</p>
9	<p><b>Responsibilities for human resources</b></p> <p>Autonomous responsibility for organising and delivering core and specialist placements for trainee applied psychologists.</p> <p>Provides training, mentorship, professional support and clinical supervision for applied psychologists and other professionals within the service.</p> <p>Contributes to the selection of psychologists for junior/trainee positions (Band 8A and below) through involvement in review of applications, short-listing and interviewing.</p> <p>Responsible for providing teaching and training in highly specialist psychological aspects of care for other professionals working with a defined client group across a range of agencies and settings.</p> <p>Provides clinical supervision and consultancy for other professionals trained in the delivery of specific psychological interventions.</p>
10	<p><b>Responsibilities for information resources</b></p> <p>Ensures 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 Health Care</p>

	<p>Professions Council, British Psychological Society and NHS Grampian policies and procedures.</p> <p>Uses IT systems to maintain up to date records of clinical activity, risk assessments, caseload, waiting list etc.</p>
11	<p><b>Responsibilities for research and development</b></p> <p>Utilises theory, evidence-based literature and research to support evidence based practice in individual work and work.</p> <p>Undertakes ongoing audit of own work and that of own area of psychology service, meeting relevant clinical governance standards and informing service changes (e.g. audit of clinical outcomes, referral patterns, interventions and durations of contact, etc.).</p> <p>Participates regularly in ongoing departmental research and MDT/multi-centre research as appropriate.</p> <p>Provides research advice and support to other staff including applied trainee psychologists, undertaking research.</p> <p>Responsible for initiating, developing and progressing research projects and audits within a defined service area(s) (e.g. evaluation of interventions, improving understanding of relevant psychological processes, investigating patient perceptions and experiences, etc.)</p>
12	<p><b>Freedom to act</b></p> <p>The post holder is guided by principles and broad occupational policies and has significant discretion to work within a set of defined parameters as an independent practitioner.</p> <p>Responsible for the planning, management, and prioritisation of a clinical caseload and is responsible for their own professional actions</p> <p>Responsible for making highly skilled evaluations and decisions, including cases which do not conform to standard diagnoses/formulations, drawing upon own expertise as clinical specialists about treatment options, and offering expert opinions where these may differ.</p> <p>Responsible for proposing psychological decisions and judgements within multidisciplinary team settings, proposing changes to policy, service and practice which will impact both within and beyond own area of practice.</p> <p>Makes decisions about the most appropriate method and scope of response for delivering psychological information to requests for advice, consultation and support from an organisation agency or other professional colleagues.</p>

	Assesses and monitors the work of trainees and deciding if they have met competence criteria for the attainment of clinical skills.
13	<p><b>Physical effort</b></p> <p>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 requires carrying test materials and other equipment (regularly carry in excess of 10kg).</p> <p>The administration of psychometric and neuropsychological assessments requires specific training and considerable experience to get the required level of dexterity, speed, co-ordination and fine motor manipulation skills.</p> <p>The post holder is required to be proficient in keyboard skills and in operating a personal computer.</p>
14	<p><b>Mental effort</b></p> <p>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 (up to 2 hours per patient).</p> <p>The post holder will manage complex of the presentations of patient difficulties which often involves pre-existing social and family difficulties combined with individual presentations of emotional, behavioural and cognitive factors with individual personalities</p>
15	<p><b>Emotional effort</b></p> <p>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.</p> <p>The complexity of the presentation of the patient's difficulties which often involves pre-existing social and family difficulties combined with individual presentations of emotional, behavioural and cognitive factors with individual personalities.</p> <p>The post holder will be expected to deliver care to patients and families in severe emotional distress coping with unexpected and sudden loss involving complex presentation of practical, financial, social and emotional changes and decisions.</p>

**16 Working conditions**

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.

The post holder will be expected to deliver care to patients and families in severe emotional distress coping with unexpected and sudden loss involving complex presentation of practical, financial, social and emotional changes and decisions.

Due to the nature of the post, there are particular risk factors and stresses associated with this job for example, some individuals can display verbal/physical aggression.

## PERSON SPECIFICATION

### Practitioner Psychologist for Critical Care and Staff Support (Band 8B)

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>TRAINING &amp; QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Post-graduate doctoral level qualification in applied psychology (clinical, health or counselling).</li> <li>• Registration or eligibility for registration, with the HCPC as a Practitioner Psychologist (clinical, health or counselling).</li> <li>• Have completed recognised formal training in supervision of applied psychologists</li> <li>• Completed further courses or training to deliver specialist psychological interventions</li> </ul>	<ul style="list-style-type: none"> <li>• Post-qualification training in specific evidence-based psychological therapies relevant to the clinical skills demanded by the post, including CBT for Trauma or EMDR.</li> <li>• Post-doctoral training in working with teams, groups or organisations</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Significant experience of working clinically in a hospital setting with individuals and carers where the presenting clinical problems are related to medical conditions, including traumatic illness or injury</li> <li>• Experience of providing specialist psychological therapy to adults in a variety of settings, and in different formats including individual and group.</li> <li>• Experience of providing teaching, training, supervision and consultation, including to other professional and non-professional groups.</li> <li>• Experience in initiating and delivering research, service evaluations, or improvement projects.</li> <li>• Experience of MDT working in a hospital setting.</li> <li>• Experience of working with, and addressing issues of, diversity including experience of working within a multicultural framework</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and experience of staff support interventions for individuals and teams.</li> <li>• Experience of providing group supervision / reflective practice</li> <li>• Experience of taking a lead role in service development</li> </ul>

<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>• Advanced formulation skills using diverse range of factors typically important in people with medical conditions and injuries, including neuropsychological factors.</li> <li>• Highly developed 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.</li> <li>• Time management and organization skills.</li> <li>• Able to work as sole case holder.</li> <li>• IT skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Good presentation skills.</li> <li>• Strong skills in research, service evaluation or improvement.</li> <li>• Knowledge of legislation in relation to employee health and wellbeing</li> </ul>
<b>DISPOSITION</b>	<ul style="list-style-type: none"> <li>• Ability to foster good working relationships with MDT colleagues.</li> <li>• Warm, empathic, friendly. Team player.</li> <li>• Capacity to establish priorities and organise workload effectively and efficiently.</li> <li>• Calm under pressure.</li> </ul>	
<b>OTHER</b>		<ul style="list-style-type: none"> <li>• Strong professional interest in employee wellbeing</li> </ul>