

## JOB DESCRIPTION

| JOB DETAILS            |  |
|------------------------|--|
| Job Title              | Principal Clinical Psychologist                      |
| Reports to             | Neuro-Rehab Lead                                     |
| Band                   | Band 8B  |
| Department/Directorate | Neuro-Rehab/Clinical Support and Specialist Services |

| JOB PURPOSE  |
|--|
| The principal purpose of the job is to improve the psychological health & wellbeing of people for people with stroke/neurological conditions, through ensuring the systematic provision of high-quality psychological services. The role will be integrated within the stroke/neuro rehabilitation service and provide strategic and clinical leadership for stroke/neuro psychological services. It will be responsible for the implementation, evaluation and development of lower level psychological interventions across the stroke pathway and provide, or co-ordinate access to, complex psychological interventions. |

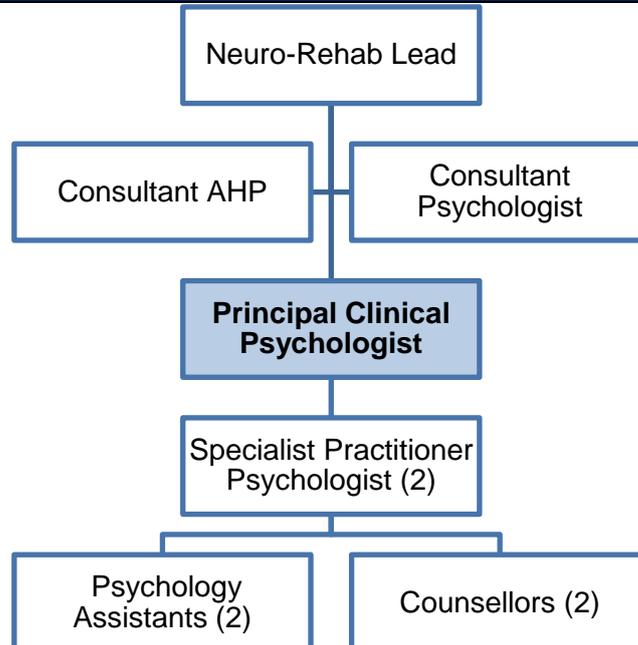
| KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES  |
|---|
| <ol style="list-style-type: none"> <li>To work in conjunction with the service leads, AHP consultant and Stroke Rehabilitation team leads to support, continue to develop and deliver a safe, effective and responsive service</li> <li>Together with the Stroke Rehabilitation Leads to support and continue to develop a well-led, cohesive multidisciplinary team approach to psychological care in stroke/neuro rehabilitation.</li> <li>To manage and supervise the work of any qualified and assistant psychologist staff working within the Trust Stroke Rehabilitation Services; and to ensure appropriate provide clinical supervision for IAPT clinicians and Stroke Counsellors linked to the stroke pathway.</li> <li>To supervise and support the psychological assessment and therapy provided by other psychologists and/or other relevant professional staff involved in the care of stroke/neuro patients.</li> <li>To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the post-holder's areas of responsibility.</li> <li>To utilise research skills for research, audit, policy and service development as a job requirement linked to the service evaluation process.</li> <li>To propose and implement policy changes within the post-holder's areas of responsibility.</li> </ol> |

| KEY WORKING RELATIONSHIPS   |  |                       |  |  |
|---|--|-----------------------|--|--|
| <p>Areas of Responsibility: The post-holder will be part of the inter-disciplinary community stroke/neuro team and have clinical responsibility for more junior psychologists, psychology assistants, trainees, psychological wellbeing practitioners and counsellors within the service.</p> <p>No. of Staff reporting to this role: 6</p> <p>The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.</p> <p>Of particular importance are working relationships with:</p> <table border="1"> <thead> <tr> <th>Internal to the Trust</th> <th>External to the Trust</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> <li>Patients, families and carers</li> <li>Stroke/Neuro Multidisciplinary Team</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>Stroke Association and other voluntary organisations</li> </ul> </td> </tr> </tbody> </table> | Internal to the Trust  | External to the Trust | <ul style="list-style-type: none"> <li>Patients, families and carers</li> <li>Stroke/Neuro Multidisciplinary Team</li> </ul> | <ul style="list-style-type: none"> <li>Stroke Association and other voluntary organisations</li> </ul> |
| Internal to the Trust   | External to the Trust  |                       |  |  |
| <ul style="list-style-type: none"> <li>Patients, families and carers</li> <li>Stroke/Neuro Multidisciplinary Team</li> </ul>  | <ul style="list-style-type: none"> <li>Stroke Association and other voluntary organisations</li> </ul> |                       |  |  |

- AHP Consultants
- Therapy Service Leads
- Stroke Operational Managers

- Mental health services
- Social Care staff

## ORGANISATIONAL CHART



## FREEDOM TO ACT

- Accountable for their own professional actions, acting within Trust policies and procedures and Professional Practice Guidelines.
- Work autonomously within clinical professional guidelines and exercise responsibility for the governance of psychological practice within the locality/specialty. Interpretation of professional and Trust guidelines, and oversee implementing policies in conjunction with Service Lead.
- Provide expert and specialist clinical psychology/therapy expertise, advice, guidance and consultation on psychological aspects of patient care to colleagues, other service providers, patients, supporters and families.

## COMMUNICATION/RELATIONSHIP SKILLS

Communicate with a wide range of people on a range of matters on a daily basis, including:

- Clients, family and carers: Communicate highly sensitive and highly complex information with clients who may have specific difficulties in understand and/or communicating and who may be hostile, antagonistic or highly emotionally disturbed.
- Multidisciplinary team colleagues across a range of organisations (the Trust, Mental Health Trust, Social Care and Voluntary Sector): Communicate in a highly skilled and sensitive manner, complex and sensitive information concerning the assessment, formulation and treatment plans of clients under the service's care. Provide support & guidance in the application of psychological principles and techniques, and to foster reflective practice
- Senior managers & professional staff: Provide psychology leadership to the multiprofessional planning, development and marketing of stroke services. Maintain and build good working relationships with senior professional staff and managers across the Trust, to foster a positive approach to the integrated mental health and wellbeing service and to enable effective negotiation.

## ANALYTICAL/JUDGEMENTAL SKILLS

Make judgements on highly complex facts requiring interpretation and comparing options on a daily basis in order to:

- Provide specialist clinical psychological expertise and advice, develop specialist psychological formulations and assessments of clients, formulate plans for their psychological treatment and implement specialist psychological interventions for individuals, carers, families and groups.
- Initiate, oversee and undertake service development and redesign projects and coordinating the resulting work within the team.

### **PLANNING/ORGANISATIONAL SKILLS**

Plan and organise the work within the stroke/neuro psychology service setting and to contribute to the development and improvement of provision of psychological services within the Trust, to best meet the organisation's strategy and priorities.

### **PATIENT/CLIENT CARE**

- Has direct contact with patients to assess, develop & implement diagnostic and specialist interventions.
- Provides highly specialised advice concerning psychological aspects of patient care to patients, families and colleagues.

### **POLICY/SERVICE DEVELOPMENT**

- Accountable for their own professional actions, acting within Trust policies and procedures and Professional Practice Guidelines.
- Interpret and develop policies and procedures for the provision of psychology and therapy services.
- Contribute to the planning and implementation of service developments.

### **FINANCIAL/PHYSICAL RESOURCES**

- Responsible for the safe keeping of equipment under own use, and ensure psychology staff are utilising resources appropriately.

### **HUMAN RESOURCES**

- Responsible for leading the Trust Stroke Support Psychology Team across Northern and Eastern localities, as a key component of the inter-disciplinary services within the stroke pathway.
- Professionally supervise and undertake appraisals of all psychology/therapy staff, trainees and volunteers.
- Ensure provision of therapy supervision and training for non-psychology/therapy staff providing psychological therapies within the Trust.
- Provide psychology leadership within the integrated multi-professional mental health and wellbeing services provided within the Trust.
- Ensure all clinical care and treatment provided by psychologists is carried out under appropriate supervision and leadership.
- Ensure that all relevant staff groups continuously update the skills and techniques relevant to their clinical work.
- Clinical supervisory responsibility- line management responsibility will be by Neuro-Rehab Lead

### **INFORMATION RESOURCES**

- Maintain accurate records, compliant with Trust Practice Standards

### **RESEARCH AND DEVELOPMENT**

- Organise the R&D activities of the psychology service in conjunction with the Trust's R&D department, and to undertake a research programme as agreed within the service.
- R&D activities would be less than 20% of working week
- Ensure all psychology staff participate in appropriate audit and evaluation of outcomes of the psychology and psychological therapy services.

### **PHYSICAL SKILLS**

- Using a keyboard for short periods throughout the day.
- Infrequent requirement to travel on community visits/between sites.

#### **PHYSICAL EFFORT**

- Light physical effort for short periods (frequent sitting for consultations)

#### **MENTAL EFFORT**

- Intense concentration for frequent daily interaction with patients and interpretation of psychometric tests.

#### **EMOTIONAL EFFORT**

- Frequent interactions with patients and families about distressing or emotional circumstances, including abuse, mental illness, and impact of life changing acquired brain injuries.

#### **WORKING CONDITIONS**

- Occasional exposure to verbal aggression and risk of physical aggressive behaviour.
- Rare exposure to bodily fluids.
- Moderate amount of time spent working in isolation, delivering outpatient and community appointments.

#### **OTHER RESPONSIBILITIES**

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

#### **DISCLOSURE AND BARRING SERVICE CHECKS**

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

#### **GENERAL**

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

# PERSON SPECIFICATION

|                  |                                      |
|------------------|--------------------------------------|
| <b>Job Title</b> | Specialist Practitioner Psychologist |
|------------------|--------------------------------------|

| Requirements   | Essential | Desirable |
|--|-----------|-----------|
| <b>QUALIFICATION/ SPECIAL TRAINING</b>   |           |           |
| Qualified Practitioner Psychologist (Doctorate of Clinical Psychology or equivalent), eligible for Chartered Psychologist Status in the British Psychological Society (Clinical, Health or Counselling)  | X         |           |
| Registration with HCPC and the BPS   | X         |           |
| Further training in Clinical Neuropsychology   | X         |           |
| Further training in a related area eg. clinical health psychology  |           | X         |
| Further training in at least one psychological therapy   | X         |           |
| <b>KNOWLEDGE/SKILLS</b>  |           |           |
| IT skills  | X         |           |
| Broad knowledge of specialist services and of the services in the NHS where psychology and psychotherapy/ neuropsychology are commonly applied.  | X         |           |
| Extensive knowledge of the skills, practice and knowledge base of Clinical / Health / Counselling Psychology and Neuropsychology.  | X         |           |
| Knowledge of the policy context of specialist psychological services within the organisation and of clinical leadership arrangements within this setting.  | X         |           |
| Advanced psychological assessment and formulation skills including risk assessment.  | X         |           |
| Ability to integrate complex data, make highly skilled evaluations and decisions, and take a long-term perspective.  | X         |           |
| Skills in managing conflict, negotiation and achieving consensus in complex situations, in pursuit of strategic aims.  | X         |           |
| <b>EXPERIENCE</b>  |           |           |
| Experience of work in neuropsychology in a range of service settings or agencies.  | X         |           |
| Experience of teaching, training and/or supervision.   | X         |           |
| Experience in undertaking leadership roles within clinical psychology/psychotherapy/therapy services in the NHS or in the third sector and in contributing to the development, implementation and evaluation of strategies and clinical policies in multi-disciplinary, multi-agency contexts. | X         |           |
| Experience, and/or training in diversity awareness and social inequality.  | X         |           |
| Project management experience.   | X         |           |
| <b>PERSONAL ATTRIBUTES</b>   |           |           |
| Leadership qualities, with ability to handle ambiguity and uncertainty.  | X         |           |
| Being a self-manager, able to work under pressure and cope with deadlines.   | X         |           |
| Team player with good interpersonal and communication skills, with an ability to be empathetic, and handle difficult or emotional situations.  | X         |           |
| Good organisational, planning and time management skills.  | X         |           |
| <b>OTHER REQUIREMENTS</b>  |           |           |

|   |   |  |
|---|---|--|
| The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. | X |  |
| Ability to travel to other locations as required.   | X |  |

|  |   | FREQUENCY                                 |   |   |   |
|--|---|---|---|---|---|
|  |   | (Rare/ Occasional/<br>Moderate/ Frequent) |   |   |   |
| WORKING CONDITIONS/HAZARDS   |   | R   | O | M | F |
| <b>Hazards/ Risks requiring Immunisation Screening</b>                                 |   |   |   |   |   |
| Laboratory specimens   | N |   |   |   |   |
| Contact with patients  | Y |   |   |   |   |
| Exposure Prone Procedures  | N |   |   |   |   |
| Blood/body fluids  | Y | x   |   |   |   |
| Laboratory specimens   | N |   |   |   |   |
| <b>Hazard/Risks requiring Respiratory Health Surveillance</b>                          |   |   |   |   |   |
| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |   |   |   |   |
| Respiratory sensitisers (e.g isocyanates)  | N |   |   |   |   |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)                | N |   |   |   |   |
| Animals  | Y | x   |   |   |   |
| Cytotoxic drugs  | N |   |   |   |   |
| <b>Risks requiring Other Health Surveillance</b>                                       |   |   |   |   |   |
| Radiation (>6mSv)  | N |   |   |   |   |
| Laser (Class 3R, 3B, 4)  | N |   |   |   |   |
| Dusty environment (>4mg/m3)  | N |   |   |   |   |
| Noise (over 80dBA)   | N |   |   |   |   |
| Hand held vibration tools (=>2.5 m/s2)   | N |   |   |   |   |
| <b>Other General Hazards/ Risks</b>  |   |   |   |   |   |
| VDU use (> 1 hour daily)   | Y |   |   |   | x |
| Heavy manual handling (>10kg)  | N |   |   |   |   |
| Driving  | N |   |   |   |   |
| Food handling  | N |   |   |   |   |
| Night working  | N |   |   |   |   |
| Electrical work  | N |   |   |   |   |
| Physical Effort  | N |   |   |   |   |
| Mental Effort  | Y |   |   |   | x |
| Emotional Effort   | Y |   |   | x |   |
| Working in isolation   | Y |   |   | x |   |
| Challenging behaviour  | Y |   | x |   |   |