

JOB DESCRIPTION

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

JOB PURPOSE
<p>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 clinical leadership and supervision to junior staff. It will support the implementation, evaluation and development of lower level psychological interventions across the stroke pathway and provide, or co-ordinate access to, complex psychological interventions.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ol style="list-style-type: none"> 1. Provide clinical leadership and supervision for less experienced staff, trainees and volunteers, IAPT and Counsellors employed by or attached to the psychology service. 2. Carry a specialist caseload, and provide advice and consultancy to patients and professionals. 3. Work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within professional and Trust guidelines as lead specialist. 4. Observe, and abide by all relevant Professional Codes of Conduct and Practice including the British Psychological Society. 5. Report to the Stroke Specialist Operational Group for strategic developments and to the Stroke Interest Group for practice developments and training. 6. Deliver programs of education in psychological interventions to teams involved in delivery of stroke services. 7. Provide neuro-psychological assessment, testing and interventions for patients with cognitive, behavioural or mood related problems following stroke or acquired brain injury. 8. Liaise with, and co-ordinate referrals to; mental health service providers, voluntary sector organisations, independent care providers, community health and social care teams to ensure that patients with cognitive, behavioural or mood problems receive optimal long-term support. 9. Support patient and carer education programmes through direct teaching and/or developing and providing educative materials 10. Ensure local practice keeps pace with new developments in neuro-psychological intervention by appraising new research or guidelines, developing local guidelines and contributing to policies. 11. Contribute to service level performance monitoring and quality assurance activities.

KEY WORKING RELATIONSHIPS

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.

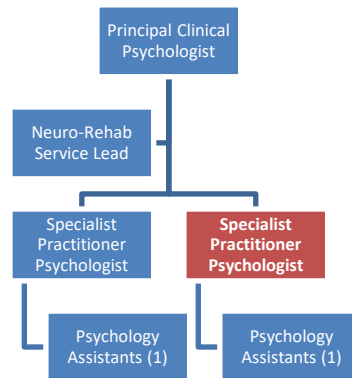
No. of Staff reporting to this role: 1

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.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none"> • Patients, families and carers • Stroke/Neuro Multidisciplinary Team • AHP Consultants • Therapy Service Leads • Stroke Operational Managers 	<ul style="list-style-type: none"> • Stroke Association and other voluntary organisations • 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 implementing policies in conjunction with peers, Principal Psychologist and 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: 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 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.
- Support the Principal Psychologist and Service Lead, by undertaking service development and redesign projects and coordinating the resulting work within the team.

PLANNING/ORGANISATIONAL SKILLS

Plan and organise own work within the service setting and to contribute to the development and improvement of provision of psychological services within the commissioned integrated mental health and wellbeing service 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.
- Implement policies and procedures for the provision of psychology and therapy services, and propose policy or service changes within own service.

FINANCIAL/PHYSICAL RESOURCES

- Responsible for the safe keeping of equipment under own use

HUMAN RESOURCES

- Lead and professionally supervise and undertake appraisals of less experienced psychology/therapy staff, trainees and volunteers.
- Contribute to the provision of therapy supervision and training for non-psychology/therapy staff providing psychological therapies within the Trust.
- Support placements for trainee staff in line with professional guidelines.
- Clinical supervision. Line management would be by the Neuro-Rehab Lead

INFORMATION RESOURCES

- Maintain accurate records, compliant with Trust Practice Standards

RESEARCH AND DEVELOPMENT

- Utilise evidence-based literature and research to support evidence-based practice in individual work within the PPT and local mental health services.
- Conduct project work including specific areas of audit, research or service evaluation
- Collect clinical practice and outcome data that contributes to building practice based evidence and service evaluation.
- Participate in service audits and relevant research projects.
- R&D activity is less than 20% of the working week

PHYSICAL SKILLS

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

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 time spent working in isolation when on home visits and delivering outpatient clinics.

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.

Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer

unique and varied careers across our services combining the RD&E's track record of excellence in research, teaching and links to the university with NDHT's innovation and adaptability.

PERSON SPECIFICATION

Job Title	Specialist Practitioner Psychologist
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
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 or experience in Clinical Neuropsychology	X	
Further training in a related area eg. clinical health psychology		X
Further training in at least one psychological therapy		X
KNOWLEDGE/SKILLS		
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	
EXPERIENCE		
Experience of work in neurological conditions including cognitive impairments 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	
PERSONAL ATTRIBUTES		
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	
OTHER REQUIREMENTS		
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	
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WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	Y	x			
Laboratory specimens	N				
Hazard/Risks requiring Respiratory Health Surveillance					
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				
Risks requiring Other Health Surveillance					
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				
Other General Hazards/ Risks					
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		