

“Creating a great place to be cared for and a great place to work”

Job Evaluation Ref: 305

17/01/2024



University Hospitals of Morecambe Bay

NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Consultant Clinical Psychologist
Department/Ward:	Integrated Community Stroke Team
Band:	8c
Care Group:	Integrated Community Care Group
Responsible to:	Clinical Service Manager ICST
Accountable to:	Deputy Associate Director for AHPs
JOB SUMMARY:	<p>The post-holder will work as a senior member of the Integrated Community Stroke Team (ICST) providing clinical leadership to the clinical team.</p> <p>The post holder will work closely with other senior clinical and operational staff within the team & care group to provide a psychological perspective to service planning, service development and clinical service transformation across the locality and region.</p> <p>The post holder will be expected to lead on a designated area of psychological development, governance or implementation across the locality/ speciality.</p> <p>It is also expected that the post-holder will retain a caseload and provide a specialist clinical role within the service team where they are based.</p>

KEY WORKING RELATIONSHIPS:

Patients and their carers/ families

ICST colleagues

Clinical Service Manager for ICST

AHP Lead, Deputy Associate Director for AHPs

Clinical Director for ICCG

Medical, Nursing and AHP colleagues

Key Responsibilities

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1. To be responsible for ensuring the systematic provision of a high-quality specialist psychology service for clients within the designated service, working with the applicable policies, procedures and protocols.
2. To provide a specialist clinical service directly to clients and through the provision of expert advice, consultancy and supervision to professional colleagues.
3. To ensure that systems are in place and working effectively for the clinical and professional supervision and support for all other psychological professionals within the speciality for which the post holder has designated professional responsibility.
4. To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice and consultation within the Speciality/ Service.
5. To provide professional advice on psychological practice and provide assurance on the delivery of psychological approaches, especially when used by non-psychologists.
6. To be responsible for the development of psychological approaches and interventions and role to support care delivery across the speciality /system.
7. To ensure that clear systems for effective recruitment, professional appraisal, and the identification of CPD needs across the designated area of responsibility are in place.
8. To contribute to policy development and implementation as related to psychological provision within the service.
9. To undertake audit, teaching and research activities where clinically appropriate.
10. To work closely with the Clinical Service Manager, Care Group's AHP lead and Medical Director to ensure the development and governance aims of psychological services are met.
11. To contribute to the wider Trust Psychological Professions community.
12. To participate in relevant Trust-wide initiatives and projects.
13. To liaise with other similar speciality leads in adjoining Trusts to share good practice.

Communication and Relationships Skills

1. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans, gaining consent to and understanding of the therapeutic treatment programmes. This will frequently be to clients and/ or families who have complex psychological, emotional, social and physical conditions, and will require expert use of verbal and non-verbal communication skills.
2. To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to client's formulation, diagnosis and treatment plan.

3. To provide professional advice on a range of highly complex psychological interventions and delivery of psychological approaches. This will include providing assurance regarding delivery according to a range of regulatory and accreditation frameworks.
4. To ensure that the MDTs are supported and encouraged to access and utilise 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. This will include deploying advanced skills in consultancy by devising formal systems of consultancy, within the nominated team (s), as agreed with your professional lead and line manager, implementing these in your own practice and guiding and supporting psychological services staff under your professional leadership to implement consultancy-based formulation led psychological care for patients within your designated areas of responsibility.
5. To contribute towards the establishment and maintenance of joint planning and implementation with other services.
6. To provide expert consultation about the psychological care of services users/ patients/ carers to staff and agencies outside the Trust as appropriate.
7. To represent the profession and/or speciality at strategic meetings within health and multi-agency partnerships contributing to the formation of long term, strategic plans which impact across services both within and outside the NHS. This entails influencing agencies and service delivery beyond the area of clinical psychology, where there may be a range of opinion and the highest level of decision-making skill and negotiation needed.
8. Prepare and present in a variety of formats (written, verbal and formal presentations) on a wide range of complex issues relating to psychological approaches.
9. To ensure the highest standard of clinical record keeping, including report writing and the ability to electronically enter data in accordance with Trust guidelines and policies.

Analytical and Judgmental Skills

1. Dealing with highly complex facts or situations requiring analysis, interpretation, comparison of a range of options that require skills for assessing clients, relatives and interpreting client, family situation and appropriate formulation, expert opinion may differ.
2. To apply a combination of enhanced clinical skills derived from experience and further learning via CPD across the clinical spectrum of assessment, intervention and evaluation.
3. To formulate and implement plans for the formal psychological treatment and/or management of patients' problems, based upon an appropriate conceptual framework of those problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
4. To be responsible for implementing a range of psychological interventions (therapy) for individuals, carers, families and groups, within and across teams, whilst adjusting and refining psychological formulations drawing upon different explanatory models and maintaining several provisional hypotheses.

5. To evaluate and make decisions about treatment options, considering both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes, that have shaped the individual, family or group.

Planning and Organisational Skills

1. Plans delivery of significant specialist service.
2. To initiate, implement and professionally monitor, in conjunction with relevant managers, service developments and projects within the sector/ service.
3. Autonomous responsibility for planning and organising own workload and supporting other colleagues for whom the post-holder has supervisory responsibility.

Patient/ Client Care

1. To provide specialist psychological assessments of clients referred to the nominated team based on the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self- report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the clients care.
2. To formulate and implement plans for the formal psychological treatment and/or management of patients' problems, based upon an appropriate conceptual framework of those problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions (therapy) for individuals, carers, families and groups, within and across teams, whilst adjusting and refining psychological formulations drawing upon different explanatory models and maintaining several provisional hypotheses.
4. To apply a combination of enhanced clinical skills derived from experience and further learning via CPD across the clinical spectrum of assessment, intervention and evaluation.
5. To evaluate and make decisions about treatment options considering both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family and group.
6. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standards of care.
7. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

8. To ensure that all members of the treatment team have access to a psychologically based framework for understanding and care of clients of the service through the provisional advice and consultation and the dissemination of psychological research and theory.
9. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
10. To undertake other appropriate tasks to support the wider team's work as agreed with line manager and professional lead. To monitor the impact of such work on caseload and workload and communicate any associated risks to patient care to your operational and/or professional managers.
11. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
12. Co-ordinate the team's use of psychological materials employed in the assessment and treatment of patients.
13. Develop an area of personal clinical interest which will enhance the overall provision for the designated client group.

Responsibilities for Policy and Service Development

1. Proposes changes to policy, service development, which impacts on specialist area/develops policy for specialist service.
2. To take the psychological practitioner lead as a senior clinician, in planning and implementing systems for the evaluation, monitoring and development of the service/ speciality's operational policies and service delivery, 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.
3. To participate as a senior clinician in the development of high quality, responsive and accessible services for clients, their carers and families within the service, including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
4. To exercise responsibility for the professional management of psychological resources available to the sector/ service both in terms of psychological staff and psychological materials and intellectual/ academic resources employed in the assessment and treatment of patients.
5. To provide professional management and leadership for psychological services staff within your designated areas of responsibility, as appropriate to the structure and needs of the service.
6. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.

7. To contribute with Clinical Service Manager and ICCG’s leadership team to the development and articulation of best practice in psychology across the service/speciality/network. Specifically, and as agreed with your professional and operational managers, to contribute to the work of the service/ speciality/ network and of the Trust by participating in service and speciality wide committees, work programmes and other relevant endeavours to promote psychological understandings and incorporate these in the design, provision and evaluation of clinical and related services, across all sectors of care.
8. To contribute to the service/ speciality agenda around public and patient involvement.

Responsibilities for Finance

1. Authorised signatory for payments for equipment, travel expenses, training for Psychological Professions within the service/ speciality.
2. To exercise responsibility for the professional management of psychological resources available to the service both in terms of psychological staff and psychological materials employed in the assessment and treatment of patients.
3. To support the review of skill mix to ensure most cost effective service delivery.

Responsibilities for Human Resources

1. To have delegated responsibility for the development, provision and continued maintenance of high-quality psychological services in line with the governance agenda for the speciality. This includes, but is not limited to, the implementation of effective systems of appraisal and supervision, standards of record keeping, service outcomes and modernisation.
2. To advise on the level of psychology provision within the service/ speciality and ensure that there is equity of access to psychological provision across the service.
3. To exercise responsibility for the systematic governance of psychological practice within the service/ speciality.
4. To advise and participate in appropriate professional psychology recruitment within the service/ speciality.
5. Ensure the provision of supervision and continuing professional development for psychology and psychological therapy staff across the service/ speciality that meets the requirements for the professional registration.
6. To provide direct clinical supervision to psychologists, psychological therapists and other professional staff as required.
7. To support arrangements for the provision of training placements for trainee Clinical psychologists within the speciality.

8. To exercise delegated responsibility for managing the psychological resources available in the service area both in terms of psychological staff and psychological materials employed in the assessment and treatment of patients.
9. To develop and provide pre- and post- qualifications teachings, training as required.
10. Participate in disciplinary/ capability/ performance hearings, as required.

Responsibility for Information Resources

1. To study, learn and utilise whichever clinical and other information- collective systems may be used currently and adopted in the future within the team(s) to which you contribute.
2. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and exercise professional self- governance in accordance with the professional codes of practice of professional bodies including British Psychological Society (BPS) and the Trust policies and procedures.
3. To exercise responsibility for the systematic governance of psychological practice within your area of responsibility, including maintaining systematic records of appraisals, clinical records keeping standards and maintaining records of appropriate professional meetings.

Research, Development and Service Evaluation

1. To utilise theory, evidence-based literature and research to support evidence-based practise in individual work, work with other team members and across the service.
2. To regularly evaluate the effectiveness of psychology and psychological therapies delivered in the service to ensure appropriate performance and fitness for purpose is maintained.
3. To encourage and support both psychological services staff and multidisciplinary colleagues' awareness of relevant research. To stimulate alertness to the needs for and opportunities arising to plan and conduct research within team(s) you work in. To monitor resource allocation for research and the co-ordination of research within your area of responsibility and work with your professional Lead, assisting them to ensure that research programs are coherent, relevant, and that their results are disseminated and used to refine psychological practice.
4. To initiate, implement and professionally monitor project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve service provision to clients and their families.

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5. To take responsibility for initiating, supporting and carrying out research and audits relevant to your area of psychological service. This will include seeking research funding; guiding multi-disciplinary colleagues with less advanced research skills; adhering to principles and guidance on research governance and ethics; and ensuring that research results are properly disseminated locally and as appropriate in peer-reviewed and other journals and/or books.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

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TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior manager you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

ENVIRONMENTAL SUSTAINABILITY – NET ZERO CARBON

University Hospitals of Morecambe Bay NHS Foundation Trust are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- **Energy:** Switch off non-essential electrical equipment and lighting when not in use. Report heating issues such as when buildings are too hot or too cold to the Estates Team.
- **Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- **Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle. Do not over order equipment or medicines. Healthcare waste must be disposed of in line with the Trust's Waste Management policy.
- **Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the Estates Team for further details.
- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff are personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

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MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.