

# Job Description

**JOB TITLE:** Highly Specialist Clinical Psychologist in Paediatric Neuropsychology

**DIVISION:** Surgery

**GRADE:** 8a

**REPORTS TO:** Lead/Head of Paediatric Psychology Specialism

**ACCOUNTABLE TO:** Director of Clinical Psychology and Neuropsychology

## VALUES AND BEHAVIOURS



## ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes.

We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

## **JOB SUMMARY**

We are looking for a motivated and enthusiastic Clinical Psychologist who is interested in expanding their experience in working with children with neurological conditions and with previous experience of and/or a strong interest in assessment and intervention for children with neurological conditions. The role will provide highly specialist assessment and therapeutic intervention to children with neurological conditions, including neuromuscular conditions and epilepsy, within Nottingham Children's Hospital. The post holder will bring to the role advanced theoretical and practical knowledge acquired through a degree, postgraduate doctoral degree (or equivalent) and ongoing further specialist training. They will also be responsible for developing research opportunities within the specialism and clinical supervision and training for trainee clinical psychologists and/or other staff members as appropriate. The post holder will also support other qualified clinical psychologists and members of the wider Paediatric Neurology MDT in developing a clear and equitable pathway for children with neurological conditions, such as children/young people with neuromuscular conditions.

In collaboration with other members of the Clinical Psychology & Neuropsychology Department, to co-ordinate the development of Clinical Psychology services interpreting national guidelines and local policy. To undertake personal R&D programmes and contribute to the organisation of R&D activities of Assistant Psychologists. To participate in clinical governance for the Clinical Psychology and Neuropsychology department. To be accountable for his/her own professional actions as a specialist for Clinical Psychology & Neuropsychology services. To assist as appropriate in the event of a Major Incident.

This post does not have any budgetary or line management responsibility. The post holder will be based at: Nottingham University Hospital, QMC Campus, with the capacity for some remote working.

## **KEY JOB RESPONSIBILITIES**

### **Clinical**

- To work autonomously as a Clinical Psychologist within Professional and Trust guidelines, policies and procedures.
- To be accountable for own caseload, taking on prime responsibility for the highly specialist opinion and assessment, care and treatment of paediatric neurology patients, and to provide support and advice for patients' families and carers.
- To provide specialist and comprehensive assessment to children and young people requiring the appropriate use, interpretation/ analysis and integration of highly complex psychological and non-psychological information from a variety of sources. This includes developmental and historical processes, psychological and highly specialised neuropsychological test equipment (where appropriate and required), self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients and family members, and other professionals'/experts' opinions involved in patients care which may conflict/differ.

- To be responsible for the direct care and rehabilitation of children and young people by the application of appropriate psychological skills, involving both assessment and therapy, and group work. This will primarily involve outpatient work delivered at the Queen's Medical Centre Campus, however some input may be required within community settings e.g. schools depending on patient need. Some inpatient support may also be required.
- To communicate highly complex condition related information to patients who may be hostile or distressed in highly emotive circumstances, and may present with unpredictable behaviour due to their neurological condition and/or from a pre-morbid condition.
- To undertake any other clinical psychology duties within any of the specialisms of the Department appropriate to the grading, depending on service requirement.
- To provide highly specialised expert opinion and interpretation of highly complex facts to members of the paediatric neurology team and specialist nurses.
- To provide highly specialist consultation, advice, support and supervision to other team members working with the same client group in their assessment, formulation, diagnosis and clinical work with patients.
- To provide teaching and training to staff within the paediatric neurology team, both formally and informally.
- To use highly specialised neuropsychological test equipment in the assessment of highly complex clinical cases where required/appropriate. In order to accurately use this equipment, the post holder requires physical skills and highly developed manual dexterity.
- To provide general advice to other professionals on psychological aspects of risk assessment and management.
- To work effectively with professionals with diverse theoretical backgrounds and systems relevant to clients (e.g. statutory and voluntary services, self-help and advocacy groups, and user-led systems).
- To work effectively with clients from a diverse range of cultural/ethnic backgrounds, understanding and respecting the impact of difference and diversity upon their lives and difficulties.
- In common with all qualified Clinical Psychologists and Clinical Neuropsychologists, the postholder will receive regular clinical supervision in accordance with national good practice guidelines.

### **Research & Service Evaluation**

- To participate in service evaluation and audit on the use of psychology so Commissioners can evaluate the need for ongoing funding for permanent clinical psychology sessions.
- To contribute to the evaluation of policies, 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.
- To undertake complex evaluation and audit with patients and colleagues within and across the service contributing to service development aimed at improving services for clients and/or referrers.
- To provide supervision for research activities undertaken by other psychologists and staff within the clinical service, including consultation and advice on a variety of research methods/design and data analysis.

### **Teaching, Training and Supervision**

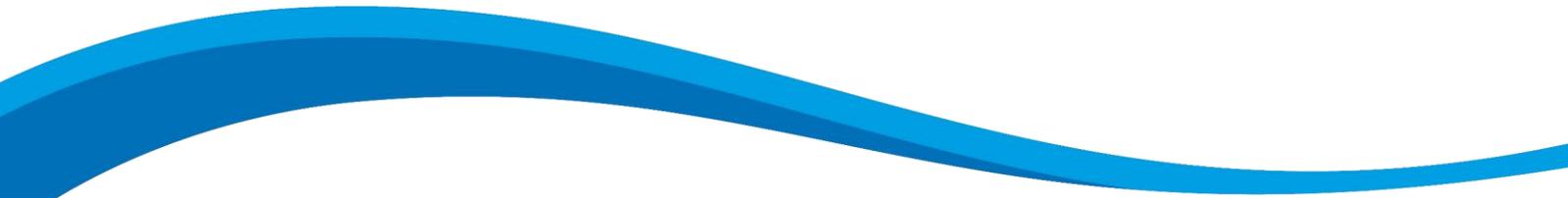
- To provide placements for psychology assistants and trainees, and to supervise, assess and evaluate their skills, competencies and their clinical and research work/activities.
- To provide, in consultation with the Director of Psychology, pre and post-qualification professional and research supervision and training to recently qualified clinical psychologists.
- To disseminate psychological research and theory, and provide teaching and training on all psychological and neuropsychological aspects of neurological conditions or injuries, mental health, and psychological/neuropsychological assessment (including risk) and interventions.

- To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.

### **Management, Recruitment Policy and Service Development**

- To plan and prioritise own patient workload, service activities, appointments and personal CPD/supervision needs/activities in the best interests of the service being provided.
- To exercise delegated responsibility for managing psychology materials and equipment.
- To provide a psychological perspective and propose changes on service development to children and young people with neurological conditions, including the provision of care by other professionals within the team and other services part of the care pathway, as required. To participate on service working parties as required.
- To contribute to the systematic governance of psychological practice within the teams.
- To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified psychologists.

### **Governance/Professional Responsibilities**

- To participate in initiating and developing relevant activities related to clinical governance/quality standards of practice in the Clinical Psychology & Neuropsychology Department.
  - To work within a recognised evidence base.
  - To work in accordance with Nottingham University Hospitals Trust practice guidelines, policies and standards and abide by the Codes of Practice as outlined by the HCPC.
  - To participate in the annual appraisal system/Individual Performance Reviews.
  - To ensure own individual continuing professional development CPD arranged in consultation with the Director of Psychology.
  - To ensure the development, maintenance and dissemination of the highest professional standards of knowledge, practice through active participation in internal and external CPD training and development programs and maintain an active engagement with current developments in the field of clinical psychology and related disciplines/competencies.
  - To receive regular appropriate clinical supervision.
  - To maintain an up to date knowledge of legislation, national and local policies, issues and guidelines in relation to both the specific client group and mental health.
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## **Administration**

- To maintain standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance.
- To collect and supply requested activity data, leave, travel and sickness and maintain records for the Trust.
- To attend meetings of the Clinical Psychology & Neuropsychology Department and other meetings within the Trust as required and to undertake duties arising from such meetings in keeping with the nature and grading of the post.
- To represent the department at operational or strategy meetings in the Trust as required by the Head of Specialism or Director of Psychology.

## **GENERAL DUTIES**

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below:

### **Infection Control**

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

### **Safeguarding children, young people and vulnerable adults**

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

### **Information Governance**

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

### **Health and Safety**

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

### **Governance**

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

### **Health and Wellbeing**

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release

of staff to attend health and wellbeing activities and interventions.

### **General Policies Procedures and Practices**

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

### **WORKING CONDITIONS**

A substantial proportion of clinical time will be spent sitting still during clinical /assessment sessions. Very heavy test equipment may need to be taken to and from patient appointments. Frequent intense concentration will be necessary. Some of the admin and clinical rooms used are windowless. Emotional/psychological impact of working with some patients with degenerative and life-limiting conditions.

### **JOB REVISION**

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

### **Service Review**

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

**Job description reviewed by: Dr Emily Talbot & Dr Emily Bennett**

**Date: 19<sup>th</sup> February 2024**

