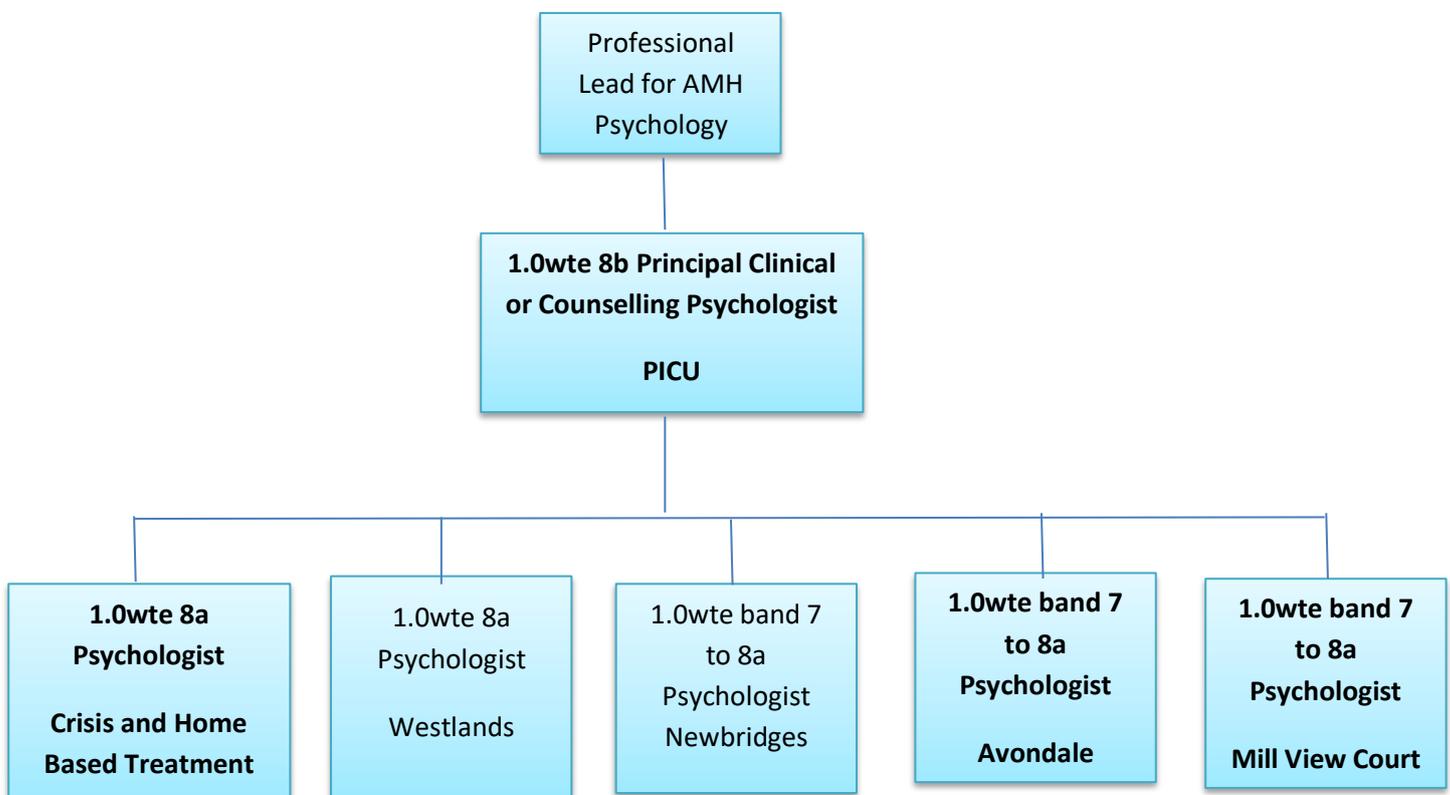




There are many reasons why we think that this would be a good career move and a rewarding place to work.

The acute care pathway consists of the crisis team (Mental Health Crisis Intervention Team), IHBT (Intensive Home Based Treatment team), Avondale CDU, Westlands, Newbridges and Mill View Court inpatient units and PICU. Reconfigured vacant and new posts are the posts highlighted in bold and each has a section with more detail about the area and the role below. Development post details are also included.

Professional leadership structure for acute care pathway:



What are the different roles?

1.0 wte 8b Psychology role for PICU and acute care pathway leadership role

Your direct clinical work and your main team will be in the PICU. Our PICU is a mixed sex 10 bedded unit .

Your clinical work will comprise assessing need and risk, formulating with and for the MDT, delivering bespoke highly specialist psychological interventions, running reflective practice groups, providing training and supervision to the team, running group psychological debriefs when needed and liaising with community colleagues to ensure a joined up patient journey through our services.

Your leadership role entails co-ordinating and overseeing aspects of care across the whole of the acute care pathway which includes delivery of training, psychological debriefs, formulation groups, reflective practice groups, band 7 to 8a psychology development posts, leading on recruitment of psychologists in the pathway and having an oversight of the governance of the psychology provision. Implementing and influencing policy informed by evidence based practice and innovation will be an important part of your role.

You will be supervising the psychology staff, including doctorate level psychology trainees, in your team either clinically or professionally and holding meetings to bring your team together for support and to co-ordinate the provision.

As part of your broader Division-wide role your seniority is reflected in your involvement in the senior psychologists meeting that drives the direction and development of psychology and adult mental health psychological services as well as offering clinical and professional supervision to psychologists across the Mental Health Division. Your role will involve deputising for the Professional Lead for AMH Psychology as agreed and representing psychology in service development meetings as appropriate. You will be supported through clinical, professional and managerial supervision and we support and encourage CPD relevant to your clinical area. Accessing forums that support your role is encouraged such as Action Learning Sets, coaching, The Trust Proud Leadership Course and mentoring; attendance is expected at AMH Specialty meetings as well as Psychology Department CPD days as they keep you connected and supported professionally.

1.0wte 8a Crisis Team (Mental Health Crisis Intervention Team) and Intensive Home Based Treatment Team (IHBT)

Your direct clinical work and your main team will be MHCIT and IHBT.

The Mental Health Crisis Intervention Team is for adults aged 18 to 64. It is an urgent care service for people living in Hull and the East Riding of Yorkshire who are experiencing an acute mental health crisis.

[Mental Health Crisis Intervention Team \(humber.nhs.uk\)](http://humber.nhs.uk)

The Mental Health Crisis Intervention Team also comprises the Intensive Home-Based Treatment (IHBT) team for Hull and East Riding of Yorkshire. The team is a 24/7 alternative to an acute mental health admission to an inpatient unit. Home-based treatment focuses on keeping people out of hospital by providing care in their own home, in an appropriate community setting or virtually.

[Intensive Home-Based Treatment \(humber.nhs.uk\)](http://humber.nhs.uk)

Your clinical work will comprise the assessment of need and risk, formulating with and for the MDT, delivering bespoke highly specialist short term psychological interventions, running reflective practice groups, providing training such as 'What is trauma informed care?' and supervision to the team, running group psychological debriefs when needed and liaising with community and IP colleagues to ensure a joined up patient journey through our services. You will be supervising doctoral level psychology trainees on placement and assistants when they are in post.

As part of your role your seniority is reflected in your involvement in offering clinical and professional supervision to psychologists across the Mental Health Division. Your role will involve deputising for the Principal Psychologist as agreed and representing psychology in meetings as appropriate. You will be supported through clinical, professional and managerial supervision and we support and encourage CPD relevant to your clinical area. Accessing forums that support your role is encouraged such as Action Learning Sets, coaching, The Trust Proud Leadership Course and mentoring; attendance is expected at AMH Specialty meetings as well as Psychology Department CPD days as they keep you connected and supported professionally. Providing clinical leadership alongside the clinical and team leads to the teams will be a strong part of your role and you will be encouraged to engage in CPD and research /audit .

1.0wte 7 to 8a development post for Avondale Unit

This is a development role with an expected completion and transition into the 8a at approximately 24-30 months post qualification dependent on meeting the competencies agreed for the banding and the role.

About Avondale Assessment Unit

Avondale Clinical Decisions Unit provides a period of assessment for people experiencing a mental health crisis.

The Unit has 14 beds, providing both male and female accommodation. Avondale Clinical Decisions Unit works in collaboration with the Mental Health Crisis Intervention Team and treatment units across the unplanned care pathway.

Your clinical work will predominantly comprise the assessment of need and risk and formulating with and for the MDT. Delivering bespoke highly specialist one off psychological or therapeutic interventions will be appropriate for some patients. You will be running reflective practice groups, providing training such as 'What is trauma informed care?' and supervision to the team, running group psychological debriefs when needed and liaising with community and IP colleagues to ensure a joined up patient journey through our services. You will be supervising assistants when they are in post and contributing to the supervision and learning of doctoral level psychology trainees.

Your role will involve deputising for the Principal Psychologist as agreed and representing psychology in meetings as appropriate. You will be supported through clinical, professional and managerial supervision and we support and encourage CPD relevant to your clinical area. Accessing forums that support your role is encouraged such as the Newly Qualified Group, Action Learning Sets, coaching, The Trust Proud Leadership Course and mentoring; attendance is expected at AMH Specialty meetings as well as Psychology Department CPD days as they keep you connected and supported professionally. Providing clinical leadership alongside the clinical and team leads to the teams will be a part of your role and you will be encouraged to engage in CPD and research /audit.

Please see section below for details of development pathway and attached document for development role paperwork.

1.0wte 7 to 8a development post for Mill View Court Unit

Mill View Court is a 15 bedded mixed sex unit on the Castle Hill Hospital site.

[Mill View Court \(humber.nhs.uk\)](http://humber.nhs.uk)

Your clinical work will comprise the assessment of need and risk and formulating with and for the MDT and you will be delivering bespoke highly specialist short term psychological interventions to patients on the unit. You will be running reflective practice groups, providing training such as 'What is trauma informed care?' and supervision to the team, running group psychological debriefs when needed and liaising with community and IP colleagues to ensure a joined up patient journey through our services. You will be supervising assistants when they are in post and contributing to the supervision and learning of doctoral level psychology trainees.

Your role will involve deputising for the Principal Psychologist as agreed and representing psychology in meetings as appropriate. You will be supported through clinical, professional and managerial supervision and we support and encourage CPD relevant to your clinical area. Accessing forums that support your role is encouraged such as the Newly Qualified Group, Action Learning Sets, coaching, The

Trust Proud Leadership Course and mentoring; attendance is expected at AMH Specialty meetings as well as Psychology Department CPD days as they keep you connected and supported professionally. Providing clinical leadership alongside the clinical and team leads to the teams will be a part of your role and you will be encouraged to engage in CPD and research /audit.

Please see section below for details of development pathway and attached document for development role paperwork.

What to expect from the development role

We have successfully used the current pathway for two years and have had positive feedback about how this pathway supports and recognises development, helping to develop skills and confidence to transition smoothly into a band 8a role.

You will also be part of a psychology hub that supports each other and works together to provide a service across the areas whilst having a specified and main base to work in.

Progression from band 7 to band 8a is subject to the post holder being able to evidence that they have met all criteria required for the role. This will be reviewed at regular intervals with the clinical supervisor and line manager. It is expected that in order for the post holder to progress that they would have successfully completed the ISW training, have had experience supervising assistant psychologists, trainee psychologists and other professionals; have received post qualification training in an area relevant to this role; have led on teaching or training for a range of professionals; have led on consultations and are able to work with increasingly complex presentations (as available within the role). We anticipate that progression would take place after a 2 year period from qualification from the Doctoral training course (24 to 30 months) and would involve close supervision from a clinical supervisor and use of the live supervision model. If the post holder already has significant band 7 post qualification experience, then the progression time period may be reduced. Please see documents attached for further details and to review the competency paperwork.

If you have any questions about this, please do not hesitate to contact us to arrange a discussion.

Our Community Teams

The Locality Teams comprise the standard mix of staff such as Psychology, OTs, Social workers, nurses and medics within the community mental health side of the service and in the Primary Care Network side there are also Mental Health Wellbeing Coaches, Peer Support Workers, Nursing Associates and Clinical Associate Psychologists.

The Psychology and Psychological Therapies provision provides a cogent therapies offer to the teams and comprises Practitioner Psychologists, Family Intervention practitioners, CBT practitioners, assistant psychologists, trainee clinical psychologists and Clinical Associate Psychologists. You will work with your colleagues in the community as part of shaping and steering service users' recovery.

The CMHT Psychology group are a supportive, thoughtful and motivated group that are a pleasure to work with and will constitute part of your wider support network along with the psychologists working across the adult mental health services.

Wider Service Picture

On a service transformation level we are developing our psychological offer within the service in line with the NHS Long term Plan and our CMHT Transformation work. This means that you will have access to and will work with our MBT, DBT and family intervention services, EMDR and CBT practitioners as well as our Specialist Psychotherapy Service, Specialist Trauma team and Complex Emotional Needs team. The CMHT and PCN teams have been trained in Structured Clinical Management and we are developing a pathway for people from the start of their journey underpinned by engagement, respect and an awareness of the impact of trauma. Groupwork on distress tolerance, problem solving, emotional regulation and mentalisation run by our staff, including CAPs and assistant psychologists, will offer a wide psychological intervention base from the whole team and dovetails with the therapy work offered by psychologists and psychological practitioners.

Psychology is playing a leading role in many innovations so we welcome an enthusiastic person with ideas and a grounded 'can do' attitude to contribute to service developments.

We are heavily investing in staff development and actively supporting our staff to engage with further training so we would welcome a discussion with you about how you want to develop your skills and progress your career with us, clinically and as a leader.

Staff well being is a strong focus for our leaders and there is an awareness of the demands on staff and the associated fatigue that comes with our challenging but rewarding roles. We have an active Staff Wellbeing Group that is developing Team Wellbeing Link roles within the service areas and you will be encouraged to participate , should you wish.

The adult mental health psychology specialty, which is steadily growing, comprises 40+ Practitioner Psychologists, psychotherapists, CAPs, assistants and trainees. We are a cohesive and enthusiastic group, enjoying strong links with the local clinical psychology doctorate training courses (Hull, Leeds and Sheffield) and regularly offer placements to trainees and contribute to training. We encourage links with colleagues throughout the region and stay professionally connected through attendance at CPD events.

As well as representing psychology we want you to feel engaged with the business of the Trust and for us to get the benefit of your expertise in the wider mental health arena; you will be encouraged to intermittently attend a small number of the Division level meetings such as the Staff Health and Wellbeing Group and the Division Practice Network. Attendance at service development and transformation working groups such as the Closing the Gap workstream (addressing gaps in service) are encouraged.

We encourage research and service evaluation, working together and alongside people with lived experience to ask questions about our services and how we can improve them. We particularly welcome evaluating and embedding trauma informed care across the services as part of our work.

A few thoughts from the Professional Lead for AMH Psychology:

Hello. I've noticed a number of issues being raised on professional forums recently which end up with me pondering on what level of support people are able to access at work as I personally benefit from having the support of a great professional lead and know the difference that this makes to your working life and how happy you feel at work.

So I thought that it was worth mentioning something about my leadership style and what I value. I want my staff to feel able to step up into their seniority and experience whilst staying connected and supported professionally. I want to hear what you have to say about your role and the service you work in as you're the person doing the job not me. I also like to encourage my psychology team to access support from and with each other as well as being involved in the wider service. As it's a large specialty I don't have contact with some people as often as I'd like but everyone knows that they can just contact me or book a meeting in to have a chat and get advice/support/ just let me know what's happening. Like everyone else I'm busy but I see the support of my staff as a priority for my role so I prioritise getting involved and supporting people where it's needed and wanted.

If you want to have catch up over Teams before or whilst you apply please do just contact me- I'd be happy to say hello and have a chat about what it's like here and find out what you're wanting from a career with us. If you're planning on moving to this area I can talk to you about the local area as well. It's a pretty good place to live in my experience.

Dawn Peters
Professional Lead for AMH Psychology
Humber Teaching NHS Foundation Trust

We could write much more but we hope this gives you a flavour of who we are and how we work. If you're interested and want to have a chat about how this might work for you we would welcome an email from you and we can arrange a time to talk. We can arrange for you to meet the ward managers and the psychology team already in place. We very much welcome a discussion with you and look forward to meeting you.

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