

Job Description

Post:	Principal Practitioner Psychologist
Band:	8b
Responsible to:	Acute Care Psychology pathway lead and HTT Manager
Main Contacts:	Internal and external contacts

Job Summary

To provide consultation and formulation to staff within the Home Treatment Team (HTT).

To provide a qualified specialist psychology service for people referred to the HTT care pathway.

The post holders will provide specialist assessment, formulation and interventions for a clinical caseload.

To provide psychological leadership to the HTT care pathway and work systemically across services (e.g., acute services and secondary care) to develop a psychological understanding and context for other professionals, service users and carers.

To lead the psychological HTT provision within borough and support the Trust wide acute pathway when needed, to help ensure equity in provision and service.

Operating in an integrated and inclusive style you will work closely with the HTT MDTs to support the development of individual care planning, that is underpinned by psychological formulation and informed by trauma informed care principles.

The post holders will propose and implement evidence-based practice, utilising research skills for audit and service developments.

The post holder will enhance psychological understanding and skill set through the delivery of training, supervision and reflective practice. This will include within the current HTT team but also making links with local universities and providing placements for trainee Psychologists.

To be an integral part of local and national initiatives to improve care quality. For example (but not limited to) inpatient transformation, community transformation care in the community and reducing admissions.

Main Duties and Responsibilities

- To provide clinical leadership and direction in the continual development and provision of excellence in applied psychology for the home treatment team services.

- To provide a high quality and specialist psychology service to adults in crisis, and those presenting with complex mental health problems.
- To provide highly specialised psychological assessment, formulation and interventions while also offering advice and consultation on service users' psychological care to other colleagues and different professional groups.
- To work as part of the wider MDT, bringing a psychological perspective and understanding to presenting distress. This will include to formulation driven care, risk assessments and formulations and contributions within team meetings. To support home treatment team colleagues through the provision of supervision, reflective practice and post-incident reflective spaces where appropriate. To enhance psychological understanding and skill-set for colleagues, through the provision of specialist training and supervision, to help service-users and carers learn skills and strategies that will help when experiencing intense emotions and crisis. To contribute to audit, policy/service development, and research. To propose and implement policy changes within the areas served.
- To support with local and national initiatives that focus upon improving care quality for service users. For example, inpatient and community transformation, community care and reducing hospital admissions. This will likely involve attending meetings, being a psychological voice to help guide and develop initiatives and taking an active part in working parties/ task and finish groups.
- To deputise for the Acute care pathway lead where and when is appropriate.
- To work autonomously within professional guidelines and the overall framework of the Trust's policies and procedures.
- To provide clinical supervision to individuals and groups of staff working across the home treatment team services, including psychology staff.

Clinical

- To be responsible for the provision of psychological services within home treatment team services. This will relate to a specific borough but may also include other home treatment teams and acute service settings (e.g., inpatient and mental health liaison) across the trust to ensure equity in offer and to reduce health inequalities.
- To carry a caseload and to undertake highly specialist psychological assessments based upon the appropriate use and interpretation of complex data from various sources.
- To develop psychological formulations of complex mental health problems to inform both the team's treatment and management of these difficulties and individual psychological interventions and therapy.
- To provide appropriate structured psychological interventions and psychological therapies for people with severe and/or complex mental health problems (and, when appropriate, their families or carers). To ensure such psychological interventions and therapy are grounded in the evidence base and informed by a number of specialist therapeutic modalities and approaches, to ensure individual need is met.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across the teams.
- To harness and support the psychosocial skills of other team members by providing clinical supervision, consultation and liaison work and opportunities for co-working.
- To develop and maintain appropriate psychosocial supervision frameworks.
- To contribute and where appropriate, lead on the provision of risk assessment and risk management by providing training and consultation to other professionals on psychological aspects of risk assessment and management.
- To ensure that risk assessments also include a psychologically informed risk formulation that then underpins care delivered.
- To promote team working and constructive, healthy relationships with multi-disciplinary colleagues.

- To collaborate with home treatment team managers and leaders on developing best practice in psychological care for the home treatment team service.
- To promote trauma informed care across the home treatment team service.
- To work closely with colleagues across the acute care pathway and secondary care services.

Teaching, Training, and Supervision

- To provide clinical placements for trainee clinical psychologists, ensure that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and to contribute to the assessment and evaluation of such competencies.
- To make links and grow relationships with local universities and support with the delivery of teaching, for example, to trainee clinical psychologists.
- To support in the embedding and development of new psychological practitioner roles and ensure appropriate supervision and governance processes for new roles and roles such as Assistant Psychologists.
- To support the development of lower level psychological interventions delivered in home treatment team settings, ensuring this is grounded in evidence-base practice and delivered safely.
- To provide teaching, supervision and support to non-psychologists in using psychological skills to support the NHS to become more psychological in all aspects of patient care.
- To gain and deliver highly specialised/extended expertise in particular psychological approaches and/or with particular client groups and /or in management through further specialist supervision and experience supported by a programme of professional development as identified in an agreed personal development plan.
- To provide post-qualification training (CPD) and clinical and line management supervision to psychological practitioners working across the acute service pathway.
- To provide advice, consultation, training and clinical supervision to other professionals for their provision of psychologically based interventions.
- To provide pre- and post-qualification teaching of clinical psychology as appropriate.
- To maintain and develop skills in the area of pre-and post-graduate training and clinical supervision.
- To contribute to personal development / performance reviews for clinical psychology staff across acute services.
- To actively participate in continuing professional development involving a variety of activities including attending seminars, conferences, reading and courses.
- To be responsible for maintaining up to date records of any CPD or mandatory training activities undertaken.

Management, Recruitment, Policy and Service Development

- To participate as a senior clinician in a leadership position, in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To exercise delegated responsibility for managing the psychological resources available to the team, whether in the form of other qualified and unqualified graduate psychology staff, or in the form of psychological materials used in the assessment and treatment of adults, families and carers.
- To exercise responsibility for the systematic governance of psychological practice within home treatment team services.
- To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels.

- To attend and support psychological governance meetings and psychological leadership forums. Ensuring the systematic governance of psychological practice within the team/ service and that this is in line with and up-to-date with local and national changes (e.g., guideline updates).
- To support and be part of local and national initiatives, where asked, that support improvements to quality of patient care.

Research and Service Evaluation

- To take the psychology lead, as a senior clinician in the evaluation, monitoring and development of aspects of the teams clinical practice, 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 make links with the Research and Innovation Department, Research Hubs and local Universities where appropriate, to support the development of research related activity in home treatment team settings.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- To undertake appropriate research and provide research advice to other staff undertaking research.
- To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to service users and their families.

Service User, Carer and Stakeholder Involvement

- To promote a personal recovery-focused service philosophy for service users and carers.
- Ensure, as far as practicable, the full involvement of service users – and where appropriate, relatives and carers – in the assessment of service user needs and the formulation and review of their care plans.
- Promote user and carer involvement in the recruitment and training of staff.
- Promote user and carer involvement in the evaluation and development of services.

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process

General Duties of all post holders

- To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.
- To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.
- To be aware of and work towards the Trusts strategic goals.

Standards of Business Conduct

- The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.
- The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.

- The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.
- The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.
- The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manner.
- All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders' responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

Equality and Diversity and Equal Opportunities

- The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.
- The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.
- The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.

Safeguarding

- Appointments to regulated and controlled activities require an enhanced DBS disclosure.
- Pennine Care NHS Foundation Trust (PCFT) employees have a statutory duty to promote the welfare of children and young people and to protect adults; enabling them to live free from harm, abuse and neglect.
- Engagement with safeguarding training, in line with responsibilities, is mandatory for all PCFT employees. PCFT employees must familiarise themselves with policies and procedures and adhere to these.
- It is the responsibility of all staff to report safeguarding concerns and familiarise themselves with who to contact in order to do this or seek further guidance.

Professional and Personal Development

- The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.
- The post holder will be involved in a formal appraisal and yearly conversations review with their manager at least every 12 months. Once performance / training objectives have been set, the staff member's progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
- The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Confidentiality and Information Governance

- Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.
- All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.
- The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.
- The post holder must work to the requirements of data protection laws as applicable to the UK, which includes the General Data Protection Regulations (GDPR).

Health and Safety at Work

- The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.
- The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.
- The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.
- All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Infection Control

- Infection Prevention and Control is the responsibility of all Trust staff.
- All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.

Sustainability / Net Zero Carbon

Pennine Care 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 / lighting when not in use. Report heating issues, building too hot / 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 overorder equipment / 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 estate team for further details
- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport