

Job description for Principal Psychologist

About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

Our mission, **making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for**, **those we work with** and **those who work with us**.

Everyone is part of our team.

Our core strategy is to be an **employer of choice**, **a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values**, **leadership behaviours**, **teams**, **enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



This role...

JOB SUMMARY

To ensure the systematic provision of a high quality specialist psychology service to clients of the service team, across all sectors of care. To supervise and support the psychological assessment and therapy provided by other psychologists and other clinical members of the team who provide psychologically based care and treatment. To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/team. To utilise research skills for audit, policy and service development and research. To propose and implement policy changes within the area served by the team/service.

KEY RESULT AREAS

Clinical:

1. To provide specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of highly complex psychological 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 client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's psychological problems including developmental background, long term personality adaptations, interpersonal patterns of relating, service and diagnostic issues. These plans will be based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations which draw upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based care plans.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

7. To ensure that all members of the treating team have access to 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.
8. To undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.
9. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under CPA including clients, their carers, referring agents and others involved the network of care.
10. To communicate in a skilled and sensitive manner, highly complex/sensitive information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
11. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team, particularly where there are conflicting opinions about the multiple options available for assessment and intervention.
12. To provide formal and informal clinical advice and support to clinical psychologists and senior clinical psychologists developing their specialist expertise.

Teaching, training and supervision

1. To receive regular clinical professional supervision from a Consultant Clinical Psychologist.
2. To provide core clinical placements for trainee clinical and/or counselling psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and to be responsible for the assessment and evaluation of such competencies.
3. To provide post-qualification training (CPD) and clinical professional supervision to clinical psychologists and senior clinical psychologists attached to the team.
4. To provide advice, consultation and training and clinical supervision to other members of the team for their provision of psychologically based interventions to help improve clients' functioning.
5. To provide pre- and post-qualification teaching of clinical and/or counselling psychology as appropriate.
6. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.
7. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

8. To provide professional management and clinical supervision of trainee clinical psychologists and assistant and senior assistant clinical psychologists working in the service sector to which the postholder is attached.

Management, recruitment, policy and service development

1. To participate as the principal clinician 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.
2. To exercise delegated responsibility for managing the psychological resources available to a team, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of patients.
3. To exercise responsibility for the systematic governance of psychological practice within the service/team.
4. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant and higher assistant clinical psychologists, clinical psychologists and senior clinical psychologists.

IT responsibilities

1. To undergo appropriate training in use of Trust/Team electronic data collection systems.
2. To routinely update and maintain electronic data collection systems as appropriate

Research and service evaluation

1. To take the psychology lead, as the principal clinician, in the evaluation, monitoring and development of the team's operational 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.
2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To undertake appropriate research and provide research advice to other staff undertaking research including doctoral trainee clinical psychologists and assistant and senior assistant clinical psychologists undertaking research as appropriate.
4. To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

General

1. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
2. To ensure the development and dissemination 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.
3. To maintain and promulgate the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society and Trust policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

About you

| Behaviours and Values | Knowledge and Experience |
|---|--|
| <ul style="list-style-type: none"> • Demonstrates the ability (and commitment) to work as a reflective practitioner and to support others to do likewise • Notices, responds to and formulates systemic complexity • Collaborative style • Able to hold difficult conversations and/or set boundaries , with sensitivity • Approachable for MDT colleagues and supervisees | <p>ESSENTIAL</p> <ul style="list-style-type: none"> • Assessed experience of working as a qualified psychologist for a minimum of 4 years with 2 years as a senior psychologist. • Post-graduate doctoral level training in clinical psychology (or its equivalent) • HCPC registration as a practitioner psychologist or eligibility for registration • Evidence of Continuing Professional Development as recommended by the BPS. • Formal training in supervision of other psychologists • Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. • Experience of exercising full clinical responsibility for clients' psychological care and treatment within the context of a multidisciplinary care plan. Experience of teaching, training and/or professional and clinical supervision. <p>DESIRABLE</p> <ul style="list-style-type: none"> • Post-doctoral training in one or more additional specialized areas of psychological practice. • Experience of representing psychology within the context of multi-disciplinary care. • Experience of assessing and treating clients across the full range of care settings. • Experience of the application of psychology in different cultural contexts. • Post-doctoral training in one or more additional specialised areas of psychological practice. |
| Skills and Abilities | |
| ESSENTIAL | DESIRABLE |

Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.

Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.

Skills in providing consultation to other professional and non-professional groups.

Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.

Knowledge of legislation in relation to the client group and mental health.

Evidence of continuing professional development as recommended by the BPS.

Formal training in supervision of other psychologists.

Basic IT and keyboard skills

Full, clean driving license.

Experience of working with issues of difference and diversity.

Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).

Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies

About the role – linking with our 4 Leadership Behaviours



ENGAGING PEOPLE/WORKING TOGETHER

- *Sharing knowledge and experience within the team to promote learning opportunities for all*
- *Being approachable within the MDT and wider service.*
- *Able to motivate self and others*
- *Able to support other team members and supervisees, including having difficult conversations when required*
- *Engaging with the wider aims of Clinical Psychology within the service, Clinical Psychology within the trust, the wider aims of the LD service and trust aims and values*

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BEING AUTHENTIC

- Approachability within professional boundaries
- When required, expressing disagreement or concerns as directly as possible, professionally and with the aim of supporting staff/service development
- Honesty within reflective practice











TAKING RESPONSIBILITY

- Working independently and proactively with regards to clinical work (whilst seeking supervision when appropriate), managing varying demands on time and resolving challenges
- Accepting responsibility for leading the MDT with other senior colleagues
- Delegating appropriately to others and retaining oversight of appropriately delegated work
- Addressing problems sensitively, thoughtfully and proactively

EMBRACING CHANGE

- Remaining open-minded when change is introduced so as to objectively and thoroughly evaluate proposed changes
 - Retaining focus on service-user perspective when engaging with change
 - Being committed to continually improving the quality of services

Benefits

| Salary  | Location of work  | Permanent/fixed term  | | | | | | | | |
|---|---|---|-------------|----------------|------------------|---------------------------|------------------|--------------------------|------------------|--|
| <p>Band 8B £52,306-£60,983 gross / full time</p> <p>You will be paid on the 27th of each month. If this date falls at a weekend you will be paid on the Friday before this date.</p> | <p>The Welland Centre, St Mary’s Hospital, Kettering</p> <p>Must be able to travel if required to other services in Northamptonshire on some occasions.</p> | <p>Permanent contract.</p> | | | | | | | | |
| Hours/pattern of work  | Annual leave and bank holiday entitlement  | Pension entitlement  | | | | | | | | |
| <p>22.5 hours per week – pattern of hours negotiable</p> | <table><tr><th>Length of service</th><th>Entitlement</th></tr><tr><td>On appointment</td><td>27 days + 8 days</td></tr><tr><td>After five years' service</td><td>29 days + 8 days</td></tr><tr><td>After ten years' service</td><td>33 days + 8 days</td></tr></table> | Length of service | Entitlement | On appointment | 27 days + 8 days | After five years' service | 29 days + 8 days | After ten years' service | 33 days + 8 days | <p>Details on the benefits of the NHS Pension Scheme can be found here:</p> <p>https://www.nhsbsa.nhs.uk/nhs-pensions</p> |
| Length of service | Entitlement | | | | | | | | | |
| On appointment | 27 days + 8 days | | | | | | | | | |
| After five years' service | 29 days + 8 days | | | | | | | | | |
| After ten years' service | 33 days + 8 days | | | | | | | | | |
| Health and Wellbeing  Because your health matters too | Learning and Development  | Equality and diversity  | | | | | | | | |
| <p>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</p>  | <p>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</p> | <p>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</p> | | | | | | | | |

Find out more about us at:
www.bit.ly/24hoursinNHFT
www.nhft.nhs.uk

Confidentiality and Data Protection

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust;

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Professional Registration

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

Review of Job Description/ Person Specification

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the postholder's initial place of work or at any other of the Trust's establishment.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.