

Job Description

Title:	Paediatric Clinical Psychologist (PMHT)
Grade:	8a
Annual Leave:	27 days per annum increasing to 29 days after 5 years NHS service and 33 days after 10 years NHS service
Department:	Paediatric Mental Health Team (PMHT)
Responsible to:	PMHT Manager
Accountable to:	Associate Director CAMHS and Mental Health

SUMMARY OF THE PMHT:

The PMHT is a multidisciplinary child and family mental health liaison team, working across the Whittington Hospital. The PMHT consists of psychiatrists, clinical psychologists, family therapists and mental health nurses. We offer input across all paediatric departments including Accident and Emergency, and we work together with doctors, nurses and other staff (this might include occupational therapists, dieticians, speech and language therapists and physiotherapists).

Our minds and bodies are interconnected, and so it can be helpful to gain an understanding of the emotional and physical needs of children and young people (CYP). Many CYP in paediatric care (especially those with chronic conditions) can encounter complex psychological and social challenges, and the PMHT can offer a psychological/psychiatric assessment and understanding of need, to complement a physical understanding of their presentation. We can also provide evidence-based interventions for CYP under the age of 18 years and support to the families of these patients.



The role of the liaison team is to support hospital staff in treating CYP being treated at the Whittington Hospital for a physical health condition. Therefore, referrals to the service are made by our hospital staff only (paediatricians).

In addition to staff support, the PMHT offer clinical input across three main areas during the hours of 9am and 5pm Monday to Friday:

- Outpatient paediatric clinics
- Neonatal Intensive care unit (NICU) and special care baby unit (SCBU)
- Emergencies and inpatient care

POST SUMMARY

This is an exciting opportunity for an enthusiastic and skilled clinical psychologist to work within a specialist paediatric multi-disciplinary team to meet the mental health needs of children, young people and families who present to the Whittington Hospital from across our NCL boroughs.

They will support the team manager in the ongoing development of the PMHT, with management tasks, analysis of patient outcomes and quality improvement projects.

The post holder will offer supervision and line management (as required/ appropriate) and also offer consultation to multidisciplinary colleagues both in structured meetings and ad-hoc when required.

The post holder will provide clinical psychology input across all of the paediatric clinics (to also include our neonatal intensive care unit, special care baby unit, A and E and our inpatient paediatric unit). This will include triaging and paediatric liaison work, complex assessment and formulation, offering evidence-based treatments and working alongside a highly skilled multi-disciplinary team. The post holder will also be expected to develop wider relationships with internal health staff, CAMHS colleagues and local voluntary sector services to ensure effective signposting where there are holistic needs, or where individuals/families might need an onward referral.

The post holder will be based at the Whittington Hospital, in a busy multidisciplinary office. Clinical work will be face to face in the majority of cases.

The post holder will be involved in participation development to ensure that the voices of children, young people and families shape the work that we do.



MAIN DUTIES

1. Team Leadership

- To assist the team manager in ensuring that we deliver a high quality trauma-informed service for PMHT, and are achieving effective operational performance in accordance with the objectives of the children, young people and families we serve, the paediatricians who refer them and the CAMHS / Children and Young Peoples Integrated Care Service Unit (CYP ICSU)
- To ensure that services are developed and provided by the service that are of the highest standard in terms of fair access, equality of opportunity and that uphold anti-discriminatory practice
- To provide professional/ clinical supervision and line management to PMHT staff, as required by the Team Manager
- To ensure (supported by the team manager and clinical lead) that practice within the team is evidence based, person centred, meets relevant standards, is appropriate, timely, effective, safe and follows agreed professional practice
- To support the management of referrals into the service, ensuring that work which is accepted into the service meets with the eligibility criteria and that other referrals are re-directed to other appropriate agencies
- To provide work as an effective team member, supporting colleagues, and offering guidance where needed from the discipline of psychology. Supporting the wider MDT in the same way.
- To establish and maintain effective working relationships with colleagues, children and young people, parents and other key stakeholders
- To attend regular meetings, training, reflective practice and team building with the goal of promoting a working environment that is transparent, safe, honest, supportive and solution focussed and support others to do so also
- To ensure the appropriate and accurate use of the Whittington client information data base systems.
- To contribute to the ongoing development of Service-User participation and ensuring the voices of young people and parents/carers are involved in the development and shaping of the PMHT.
- To support other Team Management duties as required.

2. Clinical

- To rapidly engage children, young people and families in assessments of psychological need and access, interpret and integrate complex data from a variety of sources to robustly analyse risk and formulate plans (including risk management plans) to reduce the distress of children, young people and families and increase their safety.



- Communicate these plans effectively to a range of professionals and liaise with networks to ensure that children, young people and families get their needs met.
- Provide short term, immediate advice to other professions on how to meet individuals needs, reduce distress and increase safety. Communicate and advocate for any identified longer term needs to be met, thinking creatively about overcoming barriers to access where these exist.
- Ensuring (alongside the team manager and lead clinician) that the team only accepts referrals that meet the eligibility criteria and that other referrals are re-directed to other appropriate agencies
- Understand the wide provision in The NCL boroughs and use this information for accurate signposting of children, young people and families
- Evaluate and make decisions about treatment options taking into account highly complex individual formulations co-created with children, young people and their families, and taking into account the reason for referral, the goals of the patient, their treatment journey to date and evidence-based practice guidelines.
- Provide specialist expertise, advice, guidance and consultation to other professionals contributing directly to children and young people' formulation, diagnosis and treatment plan
- Contribute directly and indirectly to a framework of understanding and care to the benefit of all children, young people and families seen by PMHT.
- Be well practiced in using psychological measures and risk assessment tools. Be able to undertake cognitive and neurodevelopmental assessments.
- Communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of children, young people and families under your care.

3. People Management

- To ensure that all managed staff are in receipt of regular appraisal and professional development support, liaising with Professional Leads and training departments as appropriate
- To monitor sickness absence, annual leave, training and study leave, taking any appropriate management action as required

4. Performance Management

- To contribute to the production of performance-based reports, analyse data and lead on quality improvement projects that support an effective delivery of care.

5. Self-Management

- To ensure that you are fully aware of current developments, legislation and practice in the care of children and young people with mental health problems, neurodiversity, learning disabilities, physical disabilities and physical health conditions.



- To attend regular management/professional supervision. Through supervision and appraisal, acknowledge own limitations and discuss/identify/access training as appropriate. Be aware of and reflect on own practice as a manager/clinician
- To be aware of and adhere to all Trust policies, acting as a role model to other staff. Manage time effectively. Continue to meet professional standards of practice and relevant professional legislation

Revalidation and Registration

It is the responsibility of all staff registered with a professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met, and assist junior registered staff in achieving revalidation.
- Contribute and participate in the development of colleagues' professional practice across the trust through leading ward and/or department projects, and supporting training.
- Ensure optimum use is made of working time.

Equal Opportunities

Our latest policy known as "Promoting Equality, Diversity and Human Rights" outlines the Trust's commitment to ensuring that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable.

For more information about our policy and commitment to equality, click:
<http://www.whittington.nhs.uk/default.asp?c=10505&q=equality> "

Infection control

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies, especially hand hygiene, the trust dress code, and MRSA screening policies.

Working patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact



them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.

Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding

To comply with the Trust's Safeguarding Children and Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults. This will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Croydon Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.

Confidentiality



You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington Mission, Vision and Goals

We have an excellent reputation for being innovative, responsive and flexible to the changing clinical needs of the local population. We are treating more patients than ever before and are dedicated to improving services to deliver the best for our patients.

Our mission

Helping local people live longer, healthier lives.

Our vision

Provide safe, personal, co-ordinated care for the community we serve.

Our goals

We have developed six key strategic goals to make sure we continue to support people to live longer, healthier lives.

- To secure the best possible health and wellbeing for all our community
- To integrate and coordinate care in person-centred teams
- To deliver consistent, high quality, safe services
- To support our patients and users in being active partners in their care
- To be recognised as a leader in the fields of medical and multi-professional education, and population-based clinical research
- To innovate and continuously improve the quality of our services to deliver the best outcomes for our local population

Whittington Values

Our values underpin everything we do. Our staff are committed to delivering the following values in everything they do.

Our ICARE values have been created by our staff and are embedded in our appraisal and planning processes and form part of our staff excellence awards.



Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style.

You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

Probationary Period

Employment at Whittington Health is offered subject to successful completion of a 6 month probationary period for all staff with the exception of GMC Registered Doct



