



PRINCIPAL APPLIED
PSYCHOLOGIST
STAFF PSYCHOLOGY SERVICE
INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett
CHIEF EXECUTIVE OFFICER

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



MAIN DUTIES AND RESPONSIBILITIES

This job description is not intended to be exhaustive. The post holder will be expected to carry out any reasonable duties requested of them, appropriate to the grade and role of the post. Duties and responsibilities may vary from time to time in light of changing circumstances and in consultation with the post holder.



JOB DESCRIPTION

Job Title:	Principal Applied Psychologist – Staff Psychology Service
Band:	8b (subject to Agenda for Change confirmation)
Directorate:	People
Job Group:	Allied Health Professions
Location:	Staff Psychology Service
Hours of Work:	37.5
Accountable to:	Consultant Psychologist – Trust Lead
Professionally accountable to:	Consultant Psychologist – Trust Lead
Date:	September 2022

1. Job Purpose

- The post is part of the new Staff Psychology Service, which provides psychological interventions across the Acute Hospitals to address the psychological needs of staff. The post holder will be a senior clinician within the team and deputise for the Lead Psychologist, with some operational management responsibilities.
- The post in part sits within the People and Organisational Development Directorate and reports directly to the Trust Lead Consultant Psychologist. It forms part of an extensive OD, Health and Wellbeing offer to Staff.
- The post holder will provide specialist clinical / counselling psychology interventions to both teams and individuals at all levels across the organisation. The Staff Psychology Service is under development and the post holder will play an important role in designing and establishing the clinical model with the Consultant Psychologist.

- The post holder will take the lead on provision of reflective practice sessions for staff groups, the design and delivery of interventions to prevent burn out, restorative session and work closely with managers and directors to develop an intervention plan for staff groups identified as being under high levels of stress.
- The post holder will oversee the clinical supervision of Mental Health First Aiders, Peer to Peer listeners, and the Mental Health Champions across the hospitals.
- The post holder will provide clinical supervision for psychologists in the team and line management of other psychologists and business support manager.
- Accountable for own professional practice in the delivery of highly specialist psychological care to both teams and individual staff members across the organisation in need of psychological support.
- To actively promote staff wellbeing across the organisation by providing preventative interventions to support staff members and teams, by working closely with the Health and Wellbeing Lead. To work in close collaboration with Organisational Development to promote a positive culture.
- To be compassionate in meeting the needs of staff members by offering psychological interventions to individuals, staff groups and supporting leaders to promote the wellbeing of their staff.
- To play an active role in contributing to the design and delivery of a comprehensive psychological support service for staff working in the organisation.
- To promote at all times, a positive image of the service and the wider Trust.
- In line with the banding of the post and its service context to:
 - Exercise supervisory/professional responsibility for other psychological therapists
 - Provide leadership in multi-disciplinary training and development
 - Provide leadership in service audit and development
 - Provide leadership in service evaluation and research
- Ensure that a psychological perspective is brought to service redesign and cultural change.

2. Main Duties and Responsibilities

Clinical Responsibilities, Patient Contact

- To work with leaders to identify the most appropriate interventions to support teams to prevent burn out and support psychological wellbeing. To provide psychological debriefs in response to incidents.
- Provides highly specialist psychological assessment of teams and staff members with psychological needs based on the appropriate use of formal assessment tools and testing.
- To provide a triage for staff members and be responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and

taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.

- Undertakes risk assessment and risk management for individual clients and provides highly specialist advice to other professionals on psychological aspects of risk assessment and risk management and the high physical risks inherent in the client group.
- Formulates plans for highly specialist psychological therapy and/or management of clients' mental health conditions based upon an appropriate conceptual framework and evidence-based practice. Negotiates the implementation of such plans with other mental health providers. Liaising with local mental health services to make onward referrals where needed.
- Implements a range of highly specialist psychological therapies for individual clients and groups, adjusting and refining psychological formulations as required. To be able to work flexibly to offer some evening interventions if required for teams or staff members.
- Undertakes highly skilled evaluations and makes decisions about treatment options, both with teams and individuals
- Provides highly specialist psychological advice, guidance and consultation to other staff contributing directly to client's diagnosis, formulation and intervention plan.
- Facilitates decision-making by planning and mapping processes/interventions with members of the team to determine the most appropriate treatment modality or service for clients.
- To liaise with other professionals working within the NHS, Social Inclusion and Health and the voluntary sector on matters relating to client care that have implications for the service.

Supervisory/Professional Responsibility

- Clinical supervision of Trainee Applied Psychologists and Assistant Psychologists and other Practitioner Psychologists.
- Supervises other professionals providing psychological support, including Mental Health First Aiders and Peer to Peer workers.
- To co-ordinate the psychological response to incidents across the Trust and provide specialist opinions on the interventions needed.
- Specialist psychological opinions given to colleagues in Workforce regarding case work.
- Line manage Assistant Psychologists and other practitioners within the Team.
- Will hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.
- To keep abreast of current developments in this field through reading, attendance at appropriate training courses, and a range of other CPD activities, and to ensure that a log is kept of this in line with HCPC requirements.

- To contribute, as appropriate, to the teaching offered on the local Applied Psychology training courses.

Multi-Disciplinary Training and Development

- To work with members of the corporate teams to develop and maintain psychologically minded ways of understanding and working with staff in the organisation, both to promote and maintain the mental health and coping strategies of the clients and to maintain the safety of staff.
- Provides highly specialist advice, guidance and consultation to colleagues.
- Provide reflective practice to other professionals in the team and also the wider corporate teams.
- Ensures appropriate clinical supervision and scaffolding is in place to enable embedding of psychological thinking across the organisation.
- Assesses the need for and develops a plan for training in psychological interventions for the teams.
- Devises and delivers training to staff to increase the psychological skills of other professionals in consultation with Consultant Applied Psychologist.

Service and Organisational Development

- Contributes to the clinical leadership within the Psychology Service and deputises for the Lead Psychologist.
- Plays a lead role in the development of the Psychology Service in line with evidence-based practice.
- Able to identify service priorities and to work with Consultant Psychologist on developing these into action plans.

Service Redesign and Cultural Change

- Bring an understanding of psychological change processes and to help the organisation respond to changes, in consultation with Consultant Applied Psychologist.
- Bring an understanding of psychological change processes to help Team/Service Managers to devise suitable plans for change.
- Represent a psychological perspective in regular specific Division-wide forums around governance, quality and redesign under guidance from Consultant Applied Psychologist.

Service Evaluation and Research

- Take a lead role in clinical audits as required within the team.

- Evaluates training and competencies of staff who have been trained in psychological therapies in relation to the service.
- Undertake service evaluation and research. To oversee the measurement of outcomes in the Psychology Service.
- Working on projects from conception to delivery.
- Leading projects across teams in agreement with Consultant Psychologist.
- Engaging multiple stakeholders in project work.
- Developing and implementing outcome monitoring within the service.
- Supervise Applied Psychology trainee service evaluation and/or research.

Other

- To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality psychology service.





PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Post-graduate doctoral level training in applied Clinical or Counselling Psychology (or its equivalent) as accredited by the BPS including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology • Post-doctoral training in one or more additional specialised areas of psychological practice • HCPC registration as an Applied Psychologist with Chartered Status Trained in clinical supervision and the supervision of doctoral trainees 	<ul style="list-style-type: none"> • EMDR Practitioner

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Working as a qualified applied psychologist within the mental health or acute physical health with adults • Clinical experience in working with trauma - informed models of care • Exercising full clinical responsibility for clients' psychological care as a care coordinator within the context of a multidisciplinary team • Teaching, training, consultancy and clinical supervision • Research and development, auditing outcomes of clinical practice 	<ul style="list-style-type: none"> • Experience of providing psychological support to staff in an NHS setting, including Psychological Debriefing • Project management methodology. • Highly developed knowledge and skills in psychological care of NHS staff members and debriefing

<ul style="list-style-type: none"> • Active participation in quality and service improvement initiatives • Knowledge of: • Evidence-based practice relevant to the role • Risk assessment and risk management • Clinical governance • Knowledge of legislation in relation to the client group and its implications for clinical practice • Audit and research methodology • Social inclusion agenda • The Trust's Quality Improvement System 	
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SKILLS

ESSENTIAL	DESIRABLE
<p>Must be able to:</p> <ul style="list-style-type: none"> • Communicate highly complex, highly sensitive and contentious information effectively, to a wide range of people • Adapt creatively the evidence base for the interventions relevant to the staff wellbeing • Articulate the value added by applied psychology services within the context of staff support in an acute hospital • Undertake complex multiagency working and liaise with multiple systems • Utilise psychometric tests competently • Provide effective teaching, training, consultancy, and clinical supervision for the multidisciplinary team 	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site

Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action

Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

ON CALL

Where appropriate, a requirement to take part in the Trust's on-call rota and provide practical leadership, advice and guidance during specific periods.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.



The Royal Shrewsbury Hospital

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Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital