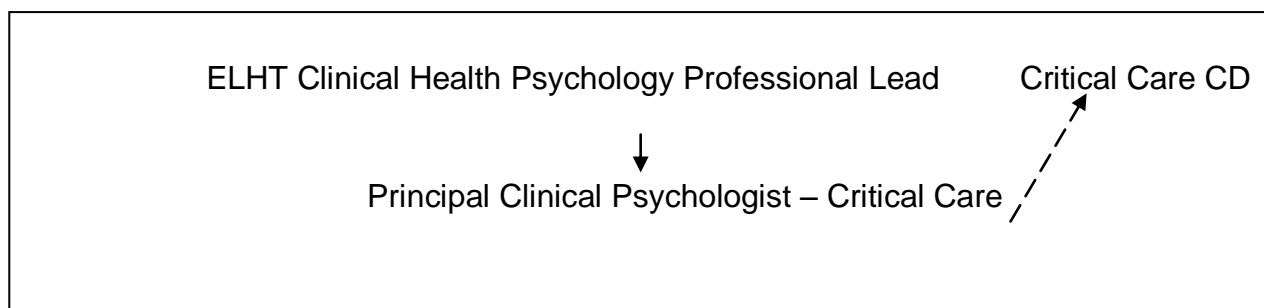


JOB DESCRIPTION

POST TITLE:	PRINCIPAL CLINICAL PSYCHOLOGIST (CRITICAL CARE)
BAND	8B
DIVISION:	DIAGNOSTICS AND CLINICAL SUPPORT (DCS)
BASE:	ROYAL BLACKBURN HOSPITAL
REPORTS TO:	PROFESSIONAL LEAD- CLINICAL HEALTH PSYCHOLOGY
RESPONSIBLE TO:	PROFESSIONAL LEAD- CLINICAL HEALTH PSYCHOLOGY

ORGANISATION CHART



JOB SUMMARY

To work autonomously in developing and providing a highly specialist Psychology Service in Critical Care in consultation and collaboration with the Psychology Lead, Clinical Director, clinical colleagues and key stakeholders in the service. The post holder will be a Senior Psychologist and have significant experience at a similar or higher level/grade.

MAIN DUTIES

The duties and responsibilities listed below should be undertaken in accordance with the levels of competence as defined for this post. In addition, all staff are expected to act in accordance with the values and behaviours of the Trust.

COMMUNICATION

To communicate effectively with patients, carers and colleagues both within the MDT and other professions and areas of the trust, promoting the aims of psychological care and involving the patient and carer in all stages of treatment.

To communicate effectively verbally and non-verbally with patients and their carers. To impart often highly complex information regarding diagnosis and/or prognosis, treatment plans and expected goals in an understandable format. This may include information which is distressing or sensitive.

To communicate often highly complex information effectively to gain patient consent to assessment and treatment and ensure patient and carer involvement in every aspect and stage of their therapy, as appropriate. To work within the legal framework with patients who are unable/incapable of giving consent.

To use appropriate verbal and non-verbal communication skills to gain co-operation with treatment method and programme, where there may be barriers to understanding e.g., psychological distress, language difficulties, physical or mental impairment, behavioural problems or resistances to compliance with treatment.

To communicate effectively both verbally and in writing with other disciplines, departments, and organisations e.g., business planning and development meetings. MDT meetings including medical staff, case conferences, discharge planning and report writing.

To identify the need for and to co-ordinate and organise MDT communications.

To use advanced communication skills in leading on service developments within the specialist area, the Trust and with other organisations, using negotiating and persuasive skills to ensure co-operation and optimum clinic financial and organisational outcomes.

To assist in and supervise effective verbal and written communication by qualified and unqualified staff.

To communicate, as appropriate and with sensitivity using information technology.

PERSONAL AND PEOPLE DEVELOPMENT

To maintain the highest professional standards of practice through active participation in internal and external CPD training and development programmes as agreed with the Clinical Director in conjunction with a Professional Lead.

To continue to develop the skills of a reflective practitioner by conducting regular personal audit and evaluation of clinical work and maintaining an active engagement with current developments in the field of psychology, psychological therapies and related disciplines.

To demonstrate a high level of self-awareness and personal management in order to maintain fitness to practice.

To maintain up-to-date knowledge of legislation, national and local policies and issues in relation to the client group.

By liaison and consultation with clinicians within specialist clinical area, contribute to the development of their psychological knowledge and practice.

Be responsible for the professional and clinical supervision of assistant/graduate psychologists/TAPPs and their clinical work whilst on placement in the speciality. Lead on placement co-ordination, working planning, work allocation and performance reviews.

To be involved in the shortlisting and interviewing and selection of trainees and to contribute to their induction and professional development while on placement in Psychology services.

To receive regular supervision from an appropriately qualified and experienced supervisor.

To attend and contribute to psychology service meetings for peer support, case discussion and ongoing professional and service development.

To provide clinical supervision for other psychologists and psychological therapists in the service as directed by the Professional Lead.

To undergo an annual appraisal and appraise qualified and unqualified staff within the team, ensuring highest possible standard of care through a commitment to CPD.

To attend mandatory training and to adhere to all Trust policies and procedures.

To ensure patients provide informed consent prior to the delivery of psychotherapeutic interventions.

To observe and comply with confidentiality policies at all times.

To be responsible for clinical record keeping in accordance with HCPC/BPS/ACP guidelines, Trust and departmental standards of documentation and legal requirements and to monitor qualified and unqualified staff documentation.

SERVICE IMPROVEMENT

To contribute to the monitoring and development of the policies and procedures of the psychology services and to implement changes as directed by the Clinical Director with input from the Professional Lead.

To contribute to the response to current trends within the Health Service, both professional and nationally, ensuring full and meaningful input and effective communication of these ideas to the critical care Service.

To continue to evaluate practice individually or within uni-disciplinary and multi-disciplinary teams through relevant audit of professional practices and standards and implement findings as appropriate in discussion with colleagues across the Health Economy. This includes presenting findings to other disciplines.

To initiate, advise and contribute to strategic planning with managers and clinicians across the speciality.

Responsible for implementing relevant psychological policies for identifying new areas of psychological need within the speciality and for leading and delivering service initiatives to continually develop highly specialist Clinical Psychology service provision within the speciality including the development of business plans in consultation with key stakeholders.

To utilise highly developed service management and negotiating skills to optimally deliver a specialist service.

To provide information regarding clinical and non-clinical activity as per service and statutory reporting arrangements as directed by the Clinical Director and Business Manager.

To complete departmental statistics for clinical area in line with service policy as directed by the Clinical Director and Business Manager.

QUALITY

Responsible for managing and co-ordinating own caseload and to work within professional guidelines and ethical framework of the HCPC/ACP/BPS and the policies and procedures of the psychology services.

To contribute to the delivery and implementation of the clinical governance agenda for the clinical area and for psychology services specifically.

To maintain a clinical caseload which is flexible and dependant on the needs of the clinical area and the service.

To work as an integrated member of the multi-disciplinary team to ensure a co-ordinated and holistic service is delivered to achieve best clinical outcome.

To promote health and to advise regarding illness prevention.

To promote patient and public involvement in psychology and to participate in research and development activity within the Critical Care Service.

To attain knowledge of audit and research methodology and to participate in research and development activity within the Critical Care Service.

Initiate and undertake complex audits to monitor and develop service provision, utilising theory and evidence-based literature to continually development psychology practice across specific specialist areas.

HEALTH AND SAFETY

Ensure that statutory regulations, codes of practice, local and national policies and departmental health and safety rules are adhered to.

To manage clinical risk within own patient caseload and support other psychology/nursing/therapy staff and trainees to do so.

To ensure adverse occurrences are recorded and reported via the Trust incident reporting system in a timely manner

To deal with complaints from patients both over the telephone and face to face to adhere to relevant Trust policies and procedures.

ASSESSMENT AND TREATMENT PLANNING

To provide assessment of clients presenting with multiple and complex difficulties and significant levels of distress based on an accurate understanding and conceptual framework of the client's difficulties.

To plan and implement highly specific treatment plans and management strategies based on biopsychosocial models for patients with a life-limiting illness including those with a complex and /or

chronic presentation which may include end of life issues, in line with evidence-based practice and legislation, policies and procedures and established theories and models.

To monitor and review the implementation of the treatment plan and make changes in the light of formulation development, significant changes, or risk to meet patients' needs.

To make initial and ongoing risk assessment and make appropriate disclosure and referral where necessary.

INTERVENTIONS AND TREATMENTS

To implement interventions and treatments according to the patients' clinical needs, with their consent, based on and consistent with the assessment and formulation, identifying goals for the specific interventions to be undertaken. Using advanced clinical reasoning and highly developed analytical skills and knowledge.

To exercise a sound theoretical knowledge of the process of therapy and based on evidence of efficacy, to employ a wide range of specialist treatments/management options to meet the needs of the individual client taking account of their preferences in treatment.

To liaise with members of the MDT and other people/agencies as needed.

To take appropriate actions to address any issues or risk and as directed by the Clinical Director and Business Manager.

To monitor and evaluate the effectiveness of interventions and client progress, making decisions about treatment modifications in discussion with the client.

To maintain the highest standards of accurate records of the interventions undertaken and the outcomes in accordance with professional codes of practice and the policies and procedures of the service.

INFORMATION COLLECTION AND ANALYSIS

To review research and clinical literature, pertinent to clinical area.

To initiate and lead project management including complex audit and service evaluation for the Critical Care Service-

To design, collect and analyse information for service evaluation and research projects for the Critical Care Service as directed by the Clinical Director and Business Manager.

LEARNING AND DEVELOPMENT

To provide supervision and practice-based training within the Critical Care Service to other colleagues and disciplines, including trainees, clinical and non-clinical, medical undergraduate medical staff and nursing staff with identified training needs within area of expertise.

To plan, deliver and evaluate training using a variety of methods.

To record all teaching activity and attendance in accordance with the Critical Care processes.

To keep the Clinical Director and Professional Lead informed of plans and progress including written progress reports where appropriate.

GOVERNANCE

The post holder will operate at all times to high standards of probity. This will include compliance with:

- Health and safety regulations
- All policies and procedures approved by the Trust
- Trust standing financial instructions
- Working within the Data Protection Act 1984, Health and Safety at work Act 1974, maintain confidentiality at all times, as required by legislation and Trust Policy.
- Working to defined policies and procedures, actively implanting the development of the electronic solution.
- Work within the limitations of the role
- Professional codes of conduct including the NHS Managers Code of Conduct (where these apply)
- All policies and procedures related to infection prevention and control as relevant to their post
- To raise any concerns as soon possible, as per whistle blowing policy, relating to any: -
 - Healthcare matters e.g., suspected negligence, mistreatment or abuse of patients, the quality of care provided
 - Concerns about the professional or clinical practice or competence of staff
 - The treatment of other staff, including suspected harassment, discrimination or victimisation
 - Health, safety and environment issues
 - Suspicion of knowledge of theft, fraud, corruption, bribery allegations or other financial malpractice.
 - Employment standards and/or working practices
 - Criminal offences or miscarriages of justice
 - Failure to comply with any other legal obligation
 - Deliberate concealment of any of the above

EMPLOYMENT ACTS AND CODES OF PRACTICE

All employees are required to comply with employment legislation and codes of good practice.

Equality and Diversity

We are an Equal Opportunities employer and will do all we can to make sure that job applicants and employees do not receive less favourable treatment because of their age, sex, marital status, faith, race, disability or sexual orientation, or for any other reason that is not justified.

To use highly developed skills to identify complex psychosocial issues, cultural and social differences in order to incorporate them into clinic practice.

To maintain an up-to-date knowledge of the parameters of legislation and Trust policies and procedures related to equality and diversity, promoting good practice in self and others.

To identify patterns of discrimination and take action to overcome this promoting diversity and equality

To support equality of opportunity within the Critical Care Service for both staff and patients.

Health and Safety

In accordance with the Health and Safety at Work Act 1974, and other supplementary legislation, all employees are required to follow Trust Health and Safety policies and safe working procedures, take reasonable care to avoid injury during the course of their work, and co-operate with the Trust and others in meeting statutory requirements.

Infection Control

All employees must comply with Prevention and Control of Infection policies and attend any related mandatory training.

Sustainability and Corporate Social Responsibility

The Trust attaches great importance to Sustainability and Corporate Social Responsibility. It is the responsibility of all members of staff to ensure that the Trust's resources are used efficiently with minimum wastage throughout their daily activities

Risk Management

Employees are required to report every incident where the health and safety of self or others has been jeopardised (including near misses) and to carry out or participate in investigations into such incidents as required.

Safeguarding

All employees have a responsibility for safeguarding and promoting the welfare of children and adults. Further guidance can be sought from your Line Manager.

Data Protection Act

All members of staff are bound by the requirements of the Data Protection Act 1998.

Rules, Regulations, Policies, Standing Orders and Financial Instructions

All employees are required to comply with the rules, regulations, policies, standing orders and financial instructions of the Trust.

Research and Development Projects

Whenever you decide to undertake a piece of research, either as a Principal Investigator or Local Researcher, or Assistant Researcher, you must comply with the principles of Clinical Governance and the Research Governance Framework.

Development Review

Key performance objectives, development needs, and compilation of a Personal Development Plan will be discussed and agreed at Annual Development Review meetings.

Training

Post holders are required to attend any relevant and mandatory training for the post.

Outside Employment / Outside Interests

Any other work or outside interests must not conflict with the duties and responsibilities of your attendance for work as an employee of East Lancashire Hospitals Trust. In accordance with legislation on working time, it is a condition of employment that all staff must inform their line manager before taking up any private practice, work for outside agencies or other employers, other work for this Trust

(including bank work) and / or voluntary work. This is to ensure there is no conflict of interest with your NHS duties.

Review of Job Description

This is not intended to be a comprehensive description of the duties of the post. Due to the Trusts commitment to continuous improvement, it is likely that the post will develop over time. These duties will be subject to regular review and any amendments to this job description will be made in consultation and agreement with the post holder

STANDARDS OF CONDUCT

Conduct duties with regard to values underpinning the Trust's Vision *"to be widely recognised for providing safe, personal and effective care"*: -

Values: -

- Respecting the individual
- Putting patients and customers first
- Promoting positive change
- Acting with integrity
- Serving the community

Underpinning the Trust's vision and values are the following key operating principles that influence the way in which the Trust does business: -

- Understand the world we live in and deal with it
- We are clinically led, and management supported
- Support departments support the front line
- Everything is delivered by and through Divisions
- Compliance with standards and targets are a given. They are the things we do to help secure our independence and influence
- Quality is our organising principle – driving quality up and cost down is not mutually exclusive
- We deliver what we say we need to

Post holders are expected to work flexibly within their pay band. They should only be expected to carry out activities for which they are competent. Alternatively, they may carry out the additional duties if they are receiving support or training in order to obtain the recognised level of competence.

The Trust operates a Tobacco Control Policy.