

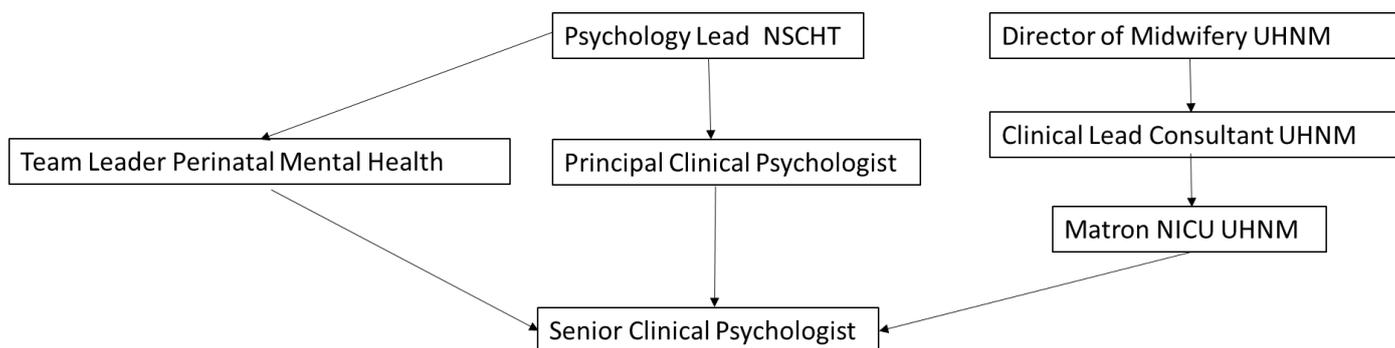
AFC CODE
CHC_PSY8A



## JOB DESCRIPTION

<b>JOB TITLE:</b>	Neonatal Senior Clinical Psychologist
<b>PAY BAND:</b>	8a
<b>DIRECTORATE:</b>	Stoke Community Directorate
<b>TEAM/SERVICE:</b>	Neonatal Intensive Care Unit
<b>BASE:</b>	Royal Stoke University Hospital
<b>RESPONSIBLE TO:</b>	Team Leader Perinatal Mental Health
<b>ACCOUNTABLE TO:</b>	Principal Clinical Psychologist
<b>RESPONSIBLE FOR:</b>	

### Organisational Chart *(Responsible to/Accountable to/Responsible for)*



### Job Summary:

The post holder will be responsible for delivering clinical psychology input to the Neonatal Intensive Care Unit at Royal Stoke University Hospital. The goal is to ensure an optimum quality of care to parents and families of babies within the unit, offering psychological and emotional support where appropriate. Additionally, the post holder will be able to work dynamically with the care system to influence psychologically informed care. The role will require extensive MDT working on the unit.

The post holder will work collaboratively with families and teams, in a holistic and insightful way, offering the most appropriate support, signposting and additional support services as required. This will involve working closely with antenatal, post natal and community services to provide a seamless service all families. An innovative and flexible approach to psychological assessment, formulation and intervention will be required.

The local community is diverse and as such, the post holder will work with people from all cultural backgrounds and ages, being committed to promote health equality. The post holder will work very closely across a multi- agency partnership.

The post holder will also provide support, training and consultation to the staff team, with the goal of promoting a psychologically and trauma informed service.

The post requires an enthusiasm for service audit and evaluation, as well as ongoing service development.

This is an exciting new post and there will be a requirement to, with support, develop the clinical psychology provision for the unit. The post holder will be linked in with the local community perinatal mental health team, including the Principal and Senior Clinical Psychologists. In addition, there will be a local link with paediatric psychology at Royal Stoke. There will also be support and oversight from the West Midlands Neonatal Operational Network, in terms of both ensuring the service provides care that is joined up with (and consistent with) other neonatal psychology services in WMNODN, as well as the post holder being supported by the Psychological Professionals Forum.

## **Key Duties/Responsibilities**

### **Clinical**

1. To provide specialist psychological assessment of families accessing the NICU, using a broad range of structured psychometric and semi-structured clinical methods. To integrate this information into a psychological formulation of the family and their psychosocial environment, drawing on a range of psychological theoretical perspectives in order to develop appropriate care plans and risk assessments. To implement therapy / interventions.
2. To provide psychological assessment, formulation and intervention to individuals and groups in the NICU setting in order to facilitate emotional adjustment and promote improved quality of life. Intervention focus on the psychological needs of the infant and on the parent-infant relationship, and on the staff-family relationship
3. To undertake a range of psychological therapeutic interventions, drawing on a number of psychological models and employing a range of modalities. To make decisions about treatment options taking into account highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
4. To keep up to date with best practices and advances in practice.
5. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under the care of the NICUI integrating the contribution of other professionals on the basis of client need.
6. To take substantial professional responsibility and exercise autonomous judgement with regard to his/her professional practice. To lead where appropriate in risk management.
7. To be responsible for providing a specialist psychological perspective in the multi-disciplinary assessment of families.
8. To contribute highly specialist psychological advice and consultation to the multi-disciplinary formulation of appropriate therapeutic approaches or intervention plans, and to be involved in, or oversee specialist psychological aspects of their implementation in collaboration with other staff. Overall, promoting a psychological approach to healthcare.
9. To undertake psychologically based risk assessment and risk management for relevant clients and to provide advice on the psychological aspects of risk to the multi-disciplinary team.
10. To consult with and provide specialist psychological guidance to carers and families of service users.

### **Policy and Service Development**

1. To participate in multi-disciplinary meetings concerned with the delivery and development of clinical services and contribute a psychological perspective as appropriate.
2. To contribute/advise, as required, to the planning and development of the operational policies and service delivery in the Team through undertaking agreed project work.

3. To develop increased understanding of organisational and strategic development issues and to contribute to service developments as required.
4. To identify appropriate developments in the services provided with a view to address identified need, and to make recommendations, taking responsibility for implementing such developments as required.
5. To carry out service related development and project work under the direction.
6. To develop and maintain good communication links with the NHS, Social Services and other agencies working in the area of Perinatal and Adult Mental Health.

### **Teaching/Training/Supervision/Consultation**

1. Where appropriate, to provide clinical training placements for Trainee Clinical Psychologists from appropriate courses, undertaking clinical supervision and teaching on placement, organising and monitoring workload and assessing clinical competence.
2. To provide training to the team, and wider staff as required.
3. To provide professional and clinical supervision as required.
4. To be responsible for regularly consulting to and advising colleagues from other professions on psychological assessment and treatment methods.

### **Evaluation/ Research/Development**

1. To remain informed of and critically evaluate current theory and research to support evidence-based practice in own professional work and to contribute this perspective in the multi-disciplinary team.
2. To contribute to the evaluation of the Service by participating in service-related audit, research and evaluation projects. To contribute to the project management of audit, assisting colleagues to develop service provision.
3. To initiate and conduct psychologically based research relevant to the care those people using the service.
4. To provide advice to members of other professions as required on research design and methodology.

### **Information Technology**

1. Produces clinical case notes and reports in electronic format and manages them in accordance with Trust policies and professional guidelines.
2. Uses advanced computer skills including word-processing, desktop publishing, internet searching, email, databases and statistical analysis as appropriate.

### **Professional Standards and Guidelines:**

Has a personal duty of care to ensure all equipment is used safely and effectively, following manufacturer's instructions, immediately reporting any defects in accordance with local procedures.

Uses available resources efficiently and effectively.

Works as an autonomous practitioner accountable for own professional practice in respect of assessment, therapy and discharge of clients within defined caseload.

Works within the Professional Codes of Conduct of the relevant accrediting body.

Professionally accountable to the Professional Psychology Lead and Principal Clinical Psychologist in Perinatal Clinical Psychology.

## **GENERIC CLAUSES**

- To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in the Performance and Development Review and to undertake any identified training and development related to the post.
- To undertake statutory and mandatory training as deemed appropriate by the Trust.
- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.
- The post holder may be required to undertake duties not specified in the job description, but which are commensurate with the role and/or band as required by service need.
- The post holder may be required to work in locations other than those specified in the job description, as required by service need.
- The post holder may be required to work flexible hours as required by service need.
- There may be a requirement to change the job description in light of developing service needs.

## **Trust Values:**

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

**Compassionate**

- Caring with compassion, it's about how we listen, what we say, what we do.

**Approachable**

- Friendly, welcoming, sharing ideas and being open

**Responsible**

- Taking personal and collective responsibility, being accountable for our actions

**Excellent**

- Striving for the best, for high-quality safe care and continually improving

## **Health & Safety:**

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL incidents/ accidents must be reported to your manager and in line with the general philosophy of the Trust, you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines and mandatory health and safety training.

## **Infection Control:**

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and Procedures and make every

effort to maintain high standards of infection prevention and control at all times. This includes good antimicrobial stewardship, hand decontamination, cleanliness and adhering to the Dress and Appearance policy. This will reduce the risk of Healthcare Associated Infections including MRSA and Clostridium Difficile in accordance with the Code of Practice on the prevention and control of infections and related guidance (2015).

**Risk Management:**

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

**Data Security:**

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

**Confidentiality:**

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

**Equality & Diversity:**

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

**Safeguarding:**

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

**Codes of Conduct and Accountability:**

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

**Raising Concerns**

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

**Registration:**

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

**Disclosure & Barring Service (DBS)**

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

**THE TRUST OPERATES A NO SMOKING POLICY**

EMPLOYEE  
SIGNATURE:

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DATE:

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## Person Specification

	Essential	Desirable	Method of assessment
<b>Qualifications</b>	<p>Post-graduate doctoral level training in clinical / counselling psychology (or its equivalent prior to 1996) as accredited by the BPS, including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Experience working as a qualified Clinical Psychologist in any setting.</p> <p>HCPC registration as a Clinical Psychologist.</p> <p>Evidence of relevant continuing professional development.</p> <p>Trained in clinical supervision and the supervision of doctoral trainees.</p>	<p>Post-doctoral training in one or more additional specialised areas of psychological practice.</p>	<p>Application form / Interview</p>
<b>Experience</b>	<p>Experience of working effectively as a qualified clinical psychologist with adults and/or children with complex psychological needs.</p> <p>Therapeutic work with clients with co-existing mental and physical health problems.</p> <p>Multi-disciplinary team work and liaison with other agencies</p> <p>Experience of conducting risk assessments and creating risk management plans with clients who pose significant risk to themselves.</p>	<p>Experience working as a qualified psychologist within a relevant clinical setting (e.g. NICU, perinatal mental health, paediatrics, acute hospital settings, parent-infant mental health, CAMHS, LAC/ adoption, neurodevelopmental services).</p> <p>Provision of clinical supervision to trainee clinical psychologists or other relevant staff.</p>	<p>Application form / interview</p>
<b>Knowledge and skills</b>	<p>Doctoral level knowledge of:</p> <p>Theoretical and applied knowledge of psychological approaches to adjustment to physical illness including specialised psychological assessments and interventions for clients with complex presentations and/or challenging behaviour</p> <p>Evidence- based practice relevant to the role</p>	<p>Able to identify, provide and promote appropriate means of support to other team members and staff exposed to highly distressing situations.</p> <p>A commitment to the audit and evaluation of services.</p>	<p>Application form / interview</p>

	<p>Understanding of national guidance and frameworks relevant to work with patients within neonatal settings.</p> <p>Risk assessment, risk management.</p> <p>Clinical governance.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Audit and research methodology.</p> <p>Social Inclusion agenda.</p> <p>Must be able to:-</p> <p>Communicate highly complex and highly sensitive information effectively, to a wide range of people.</p> <p>Adapt creatively the evidence base for interventions in mental health for clients with communication difficulties / learning disabilities.</p> <p>Provide effective teaching, training and clinical supervision for the multidisciplinary team.</p> <p>Work effectively as part of a multidisciplinary team and undertake care co-ordination/lead practitioner responsibilities.</p> <p>Undertake complex multiagency working and liaise with multiple systems.</p> <p>Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours.</p> <p>Utilise appropriate clinical governance mechanisms within own work.</p> <p>Undertake conflict resolution and MAPA training.</p> <p>Able to work in accordance with the Trust Values and Behaviours.</p>		
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	<p>Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances.</p> <p>Able to work flexibly and co-operatively as part of a team.</p> <p>Able to use own initiative and make decisions independently.</p>		
<b>Other</b>	<p>Committed to continual quality and service improvement.</p> <p>Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision.</p> <p>This post is subject to a DBS Disclosure to identify any relevant criminal background.</p> <p>Ability to meet the travel requirements of the role.</p>		Application form / interview