

JOB DESCRIPTION

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| Job Title: | Principal Clinical Psychologist Critical Care |
| Band | Band 8b |
| Care Group | Surgical Care Group |
| Directorate: | Anaesthetics |
| Department: | Critical Care |
| Location: | Critical Care Units at Poole and Royal Bournemouth Hospitals |
| Accountable to: | Clinical Leads at Poole and Bournemouth Critical Care and UHD Clinical Director Department of Anaesthesia |
| Accountable for: | Psychology Services in Critical Care |
| Job Matching Reference: | 004 18.01.2024 |
| Main Purpose | To provide high quality psychology service in Critical Care for <ul style="list-style-type: none"> • in-patients • outpatients in our follow up clinic • staff |

General Duties

This is a new post in the two Critical Care Units of University Hospitals Dorset. The postholder will join a highly motivated team and set up, provide and develop a specialist psychology service for critically ill patients, their relatives and staff.

Expectations of the post holder include:

- To work together with the Critical Care follow up and rehabilitation team to establish a Critical Care specific psychology service for patients, relatives and staff.
- To undertake psychological assessment, and provide highly specialised, evidence based psychological interventions in individual, family or group format
- To work alongside the critical care follow up nurses and consultants and to attend follow up clinics; to help identify patients and relatives that may benefit from psychological interventions and to provide these in separate psychology clinics
- To identify and treat inpatients in critical care that may benefit from acute psychological interventions, e.g. anxiety, panic attacks, depression, intermittent hallucinations
- To work closely with the critical care multi-disciplinary team, give advice and help guide patients' recovery and rehabilitation
- To work closely with and support all members of staff in the Critical Care Units; this includes holding debrief sessions after potentially traumatic events, wellbeing sessions and providing psychological interventions for groups and individuals
- To provide teaching to non-psychologist members of staff
- To help create individual de-escalation plans for inpatients whose behaviour is challenging for staff

- To liaise with other critical care psychologists locally, regionally and nationally for professional development and to help develop the service further
- To provide supervision for less experienced psychologists where appropriate, including undergraduate and postgraduate psychology students during their placement, assistant and trainee psychologists, and qualified psychologist
- To collect data and organise feedback to evaluate and audit the psychology service
- To contribute to research

Communication and Working Relationship Skills

- To communicate & advise senior management on psychological aspects of the service which may need addressing at a strategic level
- To communicate in a way which recognises difference and ensures that people feel included and their individual communication needs are met
- To communicate highly complex, highly sensitive and contentious information to clients during the course of psychological therapy where the atmosphere may be highly emotive, there may be barriers to understanding or the client may react in an antagonistic or hostile manner
- To share information relating to psychological assessment and formulation with clients, carers and families in a responsive, empathic manner, taking into consideration the possible complexities of the family's circumstances and the highly sensitive nature of the information
- To communicate effectively with all professionals involved in the patient's care including all members of the multidisciplinary team, general practitioners, Social Services, education providers, voluntary agencies, user/carers groups etc., to maximise the quality of service delivered to clients and their families and carers

Analytical and Judgemental Skills

- To provide highly developed expert psychological evaluations and decisions about treatment options based upon and taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual.

Planning and Organisational Skills

- To contribute to the development of an effective critical care multidisciplinary team for psychology and wellbeing and the development of productive working relationships throughout the service. To work collaboratively with other clinical psychologists within UHD and also with other critical care psychologists within Wessex
- To actively promote integrated health professional working internally and externally
- To contribute to the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict and differences of professional and personal opinions
- To contribute to the development of a highly skilled supervision and consultation service, in which non-psychological team members are skilled up in the detection and management of psychological distress and mental health concerns in their patient population, as well as regular training events in the field of critical care psychology
- To take an active part in working parties and groups within UHD to develop and improve on service delivery, protocols and guidelines
- To lead in development of business cases and recruitment for additional Clinical psychologists, as appropriate

Responsibility for Patient/Client Care, Treatment and Therapy

- To provide highly specialist psychological assessment of complex patients, or where appropriate, their families, either during their inpatient stay in critical care or after discharge from hospital through the critical care follow-up clinic. This will be based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-reporting measures, rating scales direct and indirect structured observations and semi structured interviews with clients, family members and others involved in the patients' care
- To implement a range of psychological interventions, both therapeutic and psycho-educational, for patients and their families, using evidence-based interventions and best practice guidelines; these include:
 1. cognitive assessments where the patient's presentation suggests change to cognitive functioning. To refer on for more specialist neuropsychological assessments where this is indicated.
 2. to support the team in assessing for delirium and contributing to management plans
 3. individual and family support to patients struggling with psychological distress related to their injuries, condition, pain, delayed respiratory wean
 4. evidence-based interventions for trauma, such as EMDR and/or CBT
 5. family therapy/systemic approach when required
- to show expertise, familiarity and comfort in working with a range of psychological presentations, as well as flexibility in adapting clinical practice to suit the service and patient requirements
- To provide evidence based psychological support for staff working in the critical care units; this could include reflective practice groups, regular clinical supervision, Team Time/Schwartz rounds and Trauma risk management (TRiM)
- To exercise autonomous professional responsibility for the assessment psychological formulation, treatment and discharge/handover of clients, and to manage and maintain a caseload in line with service guidelines
- To monitor and evaluate progress during both uni- and multidisciplinary care
- To produce reports on clients in a timely manner that convey the key findings of psychological assessment and treatment outcomes in a way that does justice to the complexity of the problems described but that are understandable to the recipients of the reports including clients and referrers
- To advise on appropriate de-escalation techniques for those patients experiencing psychological crises and to help staff to best manage challenging behaviours
- To undertake risk assessment and risk management for individual clients and to provide advice to other healthcare professionals on psychological aspects of risk assessment and risk management in line with trust into agency policies and procedures; to assess clients for referral onto mental health services should significant risk be identified for further assessment
- To work as a member of the critical care multi-disciplinary team and provide specialist psychological advice, guidance and consultation
- 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
- To communicate in a highly skilled and sensitive manner to patients, their families and carers and others as appropriate information that may be contentious or highly distressing concerning the assessment and treatment plans of clients under their care
- Will be required to sit in a constrained position for client therapy and extended assessment
- Will be required to tolerate and manage verbal abuse and occasional physical aggression
- Will be required to deal with the intense emotional atmosphere surrounding therapy contacts which may be frequently highly distressing on a daily basis and to work with frequent intense concentration for much of the clinical sessions of assessment and therapy

Responsibility for Policy / Service Development

- To participate in the development of a high quality, responsive and accessible service for patients, their families and carers, including advising both service and professional management on those aspects of the service where psychological or organisational needs require addressing;
- To initiate and implement new service developments and projects within the service areas;
- To take an active role in the planning and development of psychological support services for patients seen within Critical Care, being a member of planning groups and taking a lead role where appropriate
- To propose, design and implement service developments in the specialist field(s) of practice/training/research, based on national and local policy relevant to the service;
- To ensure HCPC registration is maintained, complying with Continuing Professional Development requirements to maintain registration;

Responsibility for Finance, Equipment and Other Resources

- To exercise responsibility for the appropriate and safe use of specialist psychological equipment within the specialist field(s) of practice/training/research including appropriate systems of stock control and purchasing of equipment;
- To exercise responsibility in collaboration with service management for selection and allocation of resources for training.

Responsibility for Human Resources, e.g. Supervision, Training, HR Advice and Management

- In common with all practitioner psychologists to receive regular supervision and monthly management supervision in accordance with good practice and BPS/HCPC guidelines; this will be provided by an external experienced critical care psychologist
- To continue to gain wider post qualification experience of applied psychology in line with HCPC policy on CPD; in particular to make links with other clinical psychologists and practitioner psychologists working in critical care regionally and nationally, and to attend relevant special interest groups and training sessions
- To develop skills in the area of professional postgraduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate
- To provide professional and clinical supervision of assistant psychologists and trainee clinical/counselling/health psychologists as appropriate
- To support placements for trainee clinical psychologists ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and contribute to the assessment and evaluation of such competencies
- To contribute to the pre-and post-qualification teaching of clinical, health, counselling and other applied psychologists, as appropriate, through contact within the locality with other practitioners psychologists
- Where appropriate, to offer clinical and/or professional supervision to qualified practitioner psychologists working elsewhere within the organisation

Responsibility for Information Resources and Administrative Duties

- To use trust IT equipment, software, intra and internet to facilitate clinical and service related work; the post holder will use IT skills for the development of presentations educational materials for use in the clinical context; this will include word processing, organising data on spreadsheets and preparing visual presentations of educational/ training material
- Other IT skills will include the use of e-mail, electronic recordkeeping, organisation of work diary and tracking of waiting list and client caseload
- To maintain, record and update all clinical, consultation and supervision sessions appropriately and to the highest standard; To correspond with any other clinicians involved and to write reports accordingly; this is in accordance with professional codes of practise and the British Psychological Society, Health Professions Council and the trust policy and

procedures; these reports will be documented on the departmental electronic notes system

Responsibility for Research and Development

- To bring forward matters of psychology, as a senior 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 a provision of high-quality care
- To utilise theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members
- To undertake project management, including complex audit, quality improvement, and service evaluation with colleagues within the service to help develop service provision
- To undertake a personal research and development program, developing service orientated and clinically relevant research as agreed by the department
- To work with the active departmental research team identifying local or national research projects that may be appropriate for the department to participate
- To support the development of research by making ethics and/or funding applications as appropriate
- To prepare research reports for dissemination in peer reviewed journals or at local or national conferences

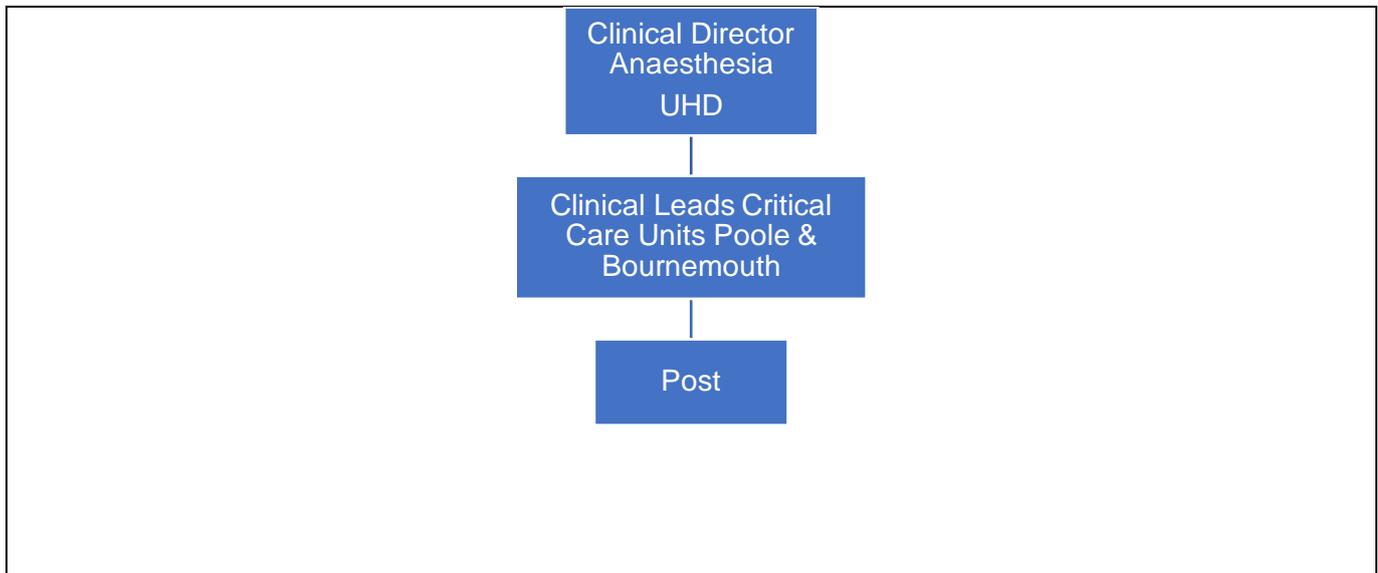
Freedom to Act

- Take appropriate action based on own interpretation of professional/administrative/organisational policies related to area of expertise and provide advise to management on how these should be interpreted;
- Use their own judgement on priorities and act accordingly;
- Accountable for their own actions and those of others working under their supervision. They will be expected to use their own initiative and act independently.

Mental, Physical, and Emotional Effort

- Requires the ability to manage a wide range of competing demands and priorities and the capacity to change approach or priorities decisively and promptly. Will need to act autonomously in determining how best to use the resources available to deliver the desired outcomes;
- Will need to manage the delivery of complex and challenging messages to a wide range of individuals with a significant range of potential responses some of which may be personally challenging;
- There is frequent exposure to highly distressing or highly emotional circumstances, such as hearing of traumatic, life threatening experiences and histories of abuse in an empathic and constructive manner. Will be required to deal with the intense emotional atmosphere surrounding therapy contacts which may be highly distressing on a daily basis and to work with frequent intense concentration for much of the clinical sessions of assessment and therapy.

Organisational Structure of Department



Transforming our Hospital Services in Dorset

This is a very exciting time to join our hospitals in Dorset. We are in line to receive a significant national investment of £201 million to help transform our services and redevelop Poole Hospital and the Royal Bournemouth and Christchurch Hospitals, now merged as University Hospitals Dorset. We have been able to access these national funds because we have such a good plan in Dorset.

Our vision is to join up our services so they can be delivered in a more integrated way. We have a great opportunity together to improve outcomes for patients, make better use of all our resources, and ensure our services can be provided on a sustainable basis.

For developing our workforce, the aim is to establish modern, well-equipped centres of excellence with sustainable roles for staff, standardisation of education and training so that we can attract and retain skilled clinical and non-clinical staff to Dorset. This is a great opportunity for you to be part of the transformation change activity taking place following the merger of two hospital trusts to form University Hospitals Dorset NHS Foundation Trust last October.

CONDITIONS OF SERVICE

As laid down by the University Hospitals Dorset NHS Foundation Trust.

Smoking

The Trust has a responsibility to provide a safe and healthy environment for everyone who is working, visiting or living on hospital premises. Smoking is NOT allowed on site except for within the designated smoking areas and shelters for staff and patients.

The Trust will not tolerate smoking in undesignated areas and there is a zero tolerance approach to all staff who continue to do so. We will continue to provide support to staff, patients and visitors who want to give up smoking.

In the interests of promoting responsible healthcare all staff should refrain from smoking when off-site in uniform or wearing an identifying NHS badge in any public place.

Data Protection

All staff are required to comply with the Data Protection Act and the Trust's Data Protection Policy. Staff are responsible for ensuring that any personal data which they hold is kept securely; that personal information is not disclosed either orally or in writing to any unauthorised third party; that personal data is only accessed where there is a legitimate business need and only where such processing is consistent with the purposes for which the data was collected.

Equality and Diversity

The Trust is positively committed to the promotion and management of diversity and equality of opportunity. Equality and diversity is related to the actions and responsibilities of everyone – users of services including patients, clients and carers; work colleagues; employees; people in other organisations; the public in general.

All employees have a responsibility to ensure that they act in ways that support equality and value diversity and must comply with the responsibilities placed upon them by employment legislation and the equality duties.

Health and Safety at Work

Everybody within the Trust has a legal responsibility for the health, safety and welfare of themselves and others at work. These duties are set out within the Health and Safety at Work etc. Act (HASAWA) 1974, the Management of Health and Safety at Work Regulations (MHSAWR) 1999, and in other relevant regulations and guidance notes.

All Staff

In accordance with HASAWA and the Trust Health & Safety policy, all staff have legal responsibilities;

- to take reasonable care for themselves and others that may be affected by their acts/ omissions
- to co-operate with their manager/ supervisor to enable them to carry out their legal duties e.g.
 - shall report all hazards and defects to their line manager/ supervisor
 - shall report all accidents, incidents, near-miss events to their manager/ supervisor and via an adverse incident report (AIR) form (Trust policy)
- to use all work equipment, materials and substances in accordance with any training and instruction provided (e.g. medical devices, chemicals, mechanical aids, machinery, plants, vehicles, and personal protective equipment)
- to ensure they attend all annual mandatory training and attend health and safety training as required for the post.
- to comply with trust and department health, safety & risk policies and procedures
- not to interfere with or misuse anything provided to secure health and safety .e.g. wedge fire doors open, remove first aid equipment, break locks off systems

All Managers/ Heads of Department and Clinical Leaders

In accordance with the Trust's Risk Assessment policy and Risk management strategy, all managers/heads of department and Clinical Leaders are responsible for ensuring that they and their staff, comply with all Trust and department health and safety policies and procedures.

Safeguarding

The University Hospitals Dorset NHS Foundation Trust is fully committed to safeguarding the welfare of all children and young people, and vulnerable adults by taking all reasonable steps to protect them from harm. All staff will receive appropriate training and induction so that they understand their roles and responsibilities and are confident about carrying them out.

Infection prevention and control

The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff. It is the responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control Policies.

The Health Act 2008 establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections. It sets out criteria by which NHS managers ensure that patients are cared for in a clean environment, with a safe water supply, where the risk of Healthcare Associated Infections (HCAI) is kept as low as possible.

Managers, Heads of departments and Clinical Leaders are responsible for ensuring that:

- The necessary equipment and mechanisms are in place to support infection prevention
- health care workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI

Carbon sustainability

The Trust is committed to continual improvement in minimising the impact of its activities on the environment and expects all members of staff to play their part in achieving this goal and in particular to work towards a 28% reduction in carbon emissions by the end of 2020/21 (based on a 2013 baseline).

DBS/Disclosure and Barring Service (CRB)

As part of our recruitment procedure this post will be subject to a Criminal Record Disclosure. A Disclosure is a document containing information held by the police and government departments. Disclosures provide details of a person's criminal record including convictions, cautions, reprimands and warnings held on the Police National Computer. Where the position involves working with children, Disclosures will also contain details from lists held by the Department of Health and Social Care and the Department for Education and Skills (DfE) of those considered unsuitable for this type of work.

This post is subject to the policies, procedures and rules approved by the Trust and as varied from time to time. All staff are required to familiarise themselves with, and comply with the Trust's policies, procedures, rules or statements of practice. These can be accessed through the Intranet, your Department Manager, or through Human Resources.

Job Description Agreement

All job descriptions which are developed for job matching purposes must be signed by both the line manager and the staff member and the effective date of when the role changed entered. Please see re-grading and job evaluation policy.

Any job descriptions amended or updated through the results of a personal review should also be signed and dated by both the line manager and staff member and a copy retained on the personal file.

Signed..... Date.....Manager

Signed.....Date.....Employee

Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description will be reviewed in conjunction with the post holder on an annual basis at appraisal.