

JOB DETAILS:

Job Title	Principal Practitioner Psychologist, Primary Fatigue Service
Pay Band	Band 8b
Hours of Work and Nature of Contract	Up to 30hrs (0.80 WTE) Permanent
Division/Directorate	Therapies/Health Psychology
Department	Primary Fatigue Service
Base	TBC

ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	Clinical Lead for Critical Care Psychology
Reports to: Name Line Manager	Clinical Lead for Critical Care Psychology
Professionally Responsible to:	Head of CTM Health Psychology Service

OUR VALUES AND BEHAVIOURS:



Our values and behaviours are fundamental to the way we do things at Cwm Taf Morgannwg University Health Board. They are everything we stand for and aspire to. That includes the way we behave, how we perform our roles and the way we recruit new talent. We look forward to exploring how your values align with ours. This is how we work:

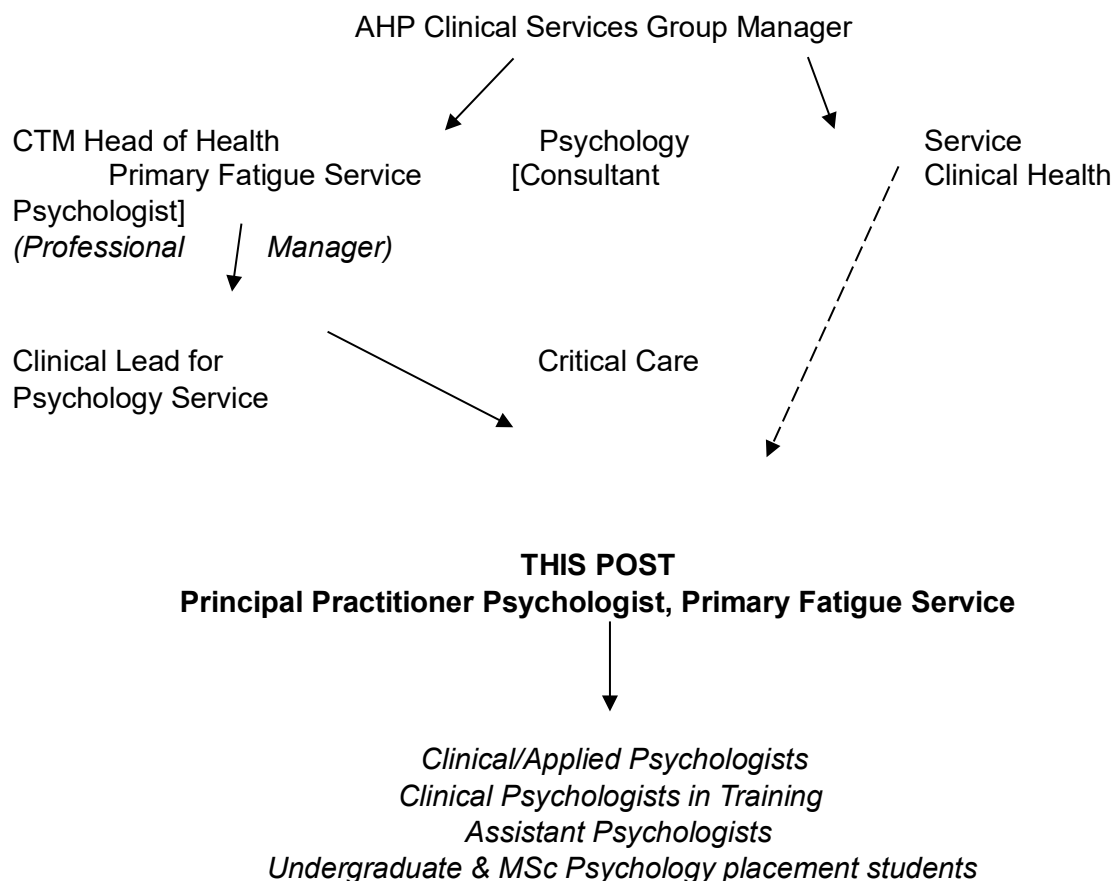
We listen, learn and improve
We treat everyone with respect
We all work together as one team

To find out more about our values, visit: <https://cwmtafmorgannwg.wales/we-are-cwmhttps://cwmtafmorgannwg.wales/we-are-cwm-taf-morgannwg/taf-morgannwg/>

Job Summary/Job Purpose:

- To develop and ensure the delivery of a high quality and specialist psychological service for service users of the Primary Fatigue Service including assessment, formulation, intervention and consultation.
- There is a requirement to travel across sites and between hospital localities.
- The post holder will work as part of a multi-disciplinary team within the Primary Fatigue Service.
- To ensure that appropriate intervention is offered for all people referred to the service, provided within the framework of clinical governance, which meets accepted standards of best practice.
- The post also involves providing training and supervision to other disciplines in psychological approaches.
- To participate fully in the professional activities of the Primary Fatigue Service and CTM Health Psychology Service.

Organisational Chart



DUTIES/RESPONSIBILITIES:

Clinical:

1. Working within a highly specialised clinical area, to provide highly specialist psychological assessments of patients/clients referred to the team based upon the appropriate use, interpretation and integration of complex psychological data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients and others involved in the patient's/client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a patient's/client's mental health problems, based upon an appropriate conceptual framework of the problems, and employing methods of proven efficacy. Adjusting plans to meet assessed needs of patient/client.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually

and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.

4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients/clients whose problems are managed by psychologically based standard care plans.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to patient's/clients' formulation, diagnosis and treatment plan.
7. To ensure that all members of the 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.
8. To undertake risk assessment and risk management for individual clients, and to provide general advice and second opinion to other professionals on psychological aspects of risk assessment and management.
9. To support the delivery of the My Health, My Way Long Term Conditions Programme
10. To act as care co-ordinator, ensuring the provision of a care package appropriate for the clients' needs, co-ordinating the work of others involved with care, tasking responsibility for arranging CPA reviews as required and communicating effectively with the client, their family and all others involved in the network of care, and to monitor progress during the course of multi-disciplinary interventions.

11. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care, some of who will be hostile, manipulative and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
12. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

Teaching, Training and Supervision:

1. To provide clinical placements for trainee clinical and/or counselling psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.
2. To provide post-qualification training (CPD) and clinical professional supervision to recently qualified clinical and/or counselling psychologists attached to the team.
3. To provide advice, consultation and training and clinical supervision to other members of the team for their provision of psychologically based interventions to help improve clients' functioning.
4. To provide pre- and post-qualification teaching of clinical and/or counselling psychology as appropriate.
5. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.
6. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Management, Recruitment, Policy and Service Development:

1. To participate as a senior clinician in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
2. To exercise delegated responsibility for managing the psychological resources available to a team, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of patients.
3. To exercise responsibility for the systematic governance of psychological practice within the service/team.
4. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified practitioner psychologists.

Research and Service Evaluation:

1. To take the psychology lead, 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 and provision of high quality care.
2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
3. To undertake appropriate research and provide research advice to other staff undertaking research.
4. To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

General:

1. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
2. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
3. To maintain and promulgate the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, HCPC and UHB policies and procedures.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	<p>Professional qualification in Clinical Psychology at doctoral level (or its equivalent for those trained prior to 1996) as accredited by the BPS.</p> <p>Current HCPC registration.</p> <p>Recognised training (or equivalent experience) in clinical supervision.</p> <p>Completion of a post-qualification advanced training in a formal psychological therapy.</p>	<p>Additional training in evidence-based psychological interventions specific to working with people with physical health problems, particularly methods of health behaviour change.</p> <p>Other related qualifications.</p>	<p>Application form Interview</p> <p>Preemployment checks</p> <p>References</p>
Experience	<p>Considerable experience of working in multi-professional teams.</p> <p>Experience of providing both group based and individual assessments</p> <p>Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.</p> <p>Experience of teaching, training and/or professional and clinical supervision.</p>	<p>Significant experience of working in a physical health setting and working with staff.</p> <p>Experience of representing psychology within the context of multi-disciplinary care.</p> <p>Experience of assessing and treating patients across the full range of care settings.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Clinical experience in the management of pain and/or fatigue</p>	<p>Application form Interview</p>

Aptitude and Abilities Skills	<p>Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in</p>	Ability to speak Welsh.	Application form Interview
	<p>writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Highly developed skills in providing consultation to other professional and non-professional groups.</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>IT skills and competence in using a range of software.</p>		
Personal Qualities	<p>Ability to identify provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p>	Experience of working within a multicultural framework.	Application form Interview References
Other	<p>Ability to travel in timely manner throughout the UHB geographic area.</p> <p>Enhanced DBS Clearance.</p>		Application form Preemployment checks

GENERAL REQUIREMENTS

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.
Welsh Language: In line with Welsh Language legislation and in compliance with the Welsh Standards, the health board must actively seek to employ staff with Welsh language skills to meet the needs of the Welsh speaking public.
- **Confidentiality of Information:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users. The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the Data Protection Act 1998 and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.
- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB is committed to ensuring that no job applicant or employee

receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.

- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect

without bias. All staff are requested to report and form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.

- **Safeguarding Children and Vulnerable Adults:** The organisation is committed to safeguarding children and vulnerable adults. All staff must therefore attend Safeguarding Children training and be aware of their responsibility under the Adult Protection Policy.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board Infection Prevention & Control Policies and Procedures.
- **DBS Disclosure Check:** In this role you will have direct contact with patients / children / vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau Enhance Disclosure Check as part of the Trust's pre-employment check procedure.
- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board sites, including buildings and grounds, are smoke free.
- **Flexibility Statement:** The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

Signed: (Post Holder) _____ Date: _____

Signed: (Directorate Manager) _____ Date: _____

Signed: (Divisional Manager) _____ Date: _____

Date Job Description compiled: _____

Date for Review: _____

Supplementary Job Description Information

Please complete information on Physical Effort, Mental Effort, Emotional Effort and Working Conditions in order to assist the Job Matching process.

Physical Effort

This factor measures the nature, frequency and duration of physical effort (sustained effort at a similar level or sudden explosive effort) required for the job.

Please ensure any circumstances that may affect the degree of effort required, such as working in an awkward position; lifting heavy weights etc. are detailed, such as:

'Working in uncomfortable/unpleasant physical conditions; sitting in restricted positions; repetitive movements; lifting heavy weights; manipulating objects; kneeling, crouching, twisting; heavy duty cleaning; working at heights; using controlled restraint; driving as part of daily job - **N.B. Walking /driving to work is not included**'

Examples of Typical effort(s)	How often per day / week / month	For how long?	Additional Comments
Travelling between a number of different hospital/community sites in a timely manner	Approx. 3 times per week	Approx. 30 – 40mins between each site	
Sitting at a desk during clinics	1or 2 clinics per week	Between 4 and 8 hours per week	

CAJE Reference RYL/2023/0205

Principal Practitioner Primary Fatigue Service (Band 8b)

Mental Effort

This factor measures the nature, level, frequency and duration of mental effort required for the job, for example, concentration, responding to unpredictable work patterns, interruptions and the need to meet deadlines.

Please identify the normal requirement to concentrate in the post and determine, how often and for how long it is required to concentrate during a shift / working day, e.g. :

'Carrying out formal student assessments; carrying out clinical/social care interventions; checking documents; taking detailed minutes at meetings; operating machinery/equipment; carrying out screening tests/microscope work; carrying out complex calculations; carrying out nonclinical fault finding; responding to emergency bleep; driving a vehicle; examining or assessing patients/clients.

Examples of Typical effort(s)	How often per day / week / month?	For how long?	Additional Comments
Psychological clinical assessments of patients in clinics and ongoing assessments during groups.	2 days per week	Up to 10hrs	

Emotional Effort

This factor measures the nature, frequency and duration demands of the emotional effort required to undertake clinical or non clinical duties that are generally considered to be distressing and/or emotionally demanding.

Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with.

For example,' processing (e.g. typing/transmitting) news of highly distressing events; giving unwelcome news to patients/clients/carers/staff; caring for the terminally ill; dealing with difficult situations/circumstances; designated to provide emotional support to front line staff; communicating life changing events; dealing with people with challenging behaviour; arriving at the scene of an accident.'

N.B. Fear of Violence is measured under Working Conditions

Examples of Typical effort(s)	How often per week / month?	For how long?	Additional Comments
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CAJE Reference RYL/2023/0205

Principal Practitioner Primary Fatigue Service (Band 8b)

Distressing cases encountered during clinical work	Difficult to determine	Variable	It will depend on the individual what cases they may find distressing.
Caring for the critically ill on Intensive Care	1 per week	4 hours	
Working with traumatised patients	1 per week	4 hours	
Providing emotional support for patients and their relatives	1 per week	4 hours	

Working Conditions

This factor measures the nature, frequency and duration of demands on staff arising from inevitably adverse environmental conditions (such as inclement weather, extreme heat/cold, smells, noise and fumes) and hazards, which are unavoidable **(even with the strictest health and safety controls)**, such as road traffic accidents, spills of harmful chemicals, aggressive behaviour of patients, clients, relatives, carers.

Please identify unpleasant working conditions or hazards which are encountered in the post holder's working environment and establish how often and for how long they are exposed to them during a working day / week / month.

Examples are – use of VDU more or less continuously; unpleasant substances/non-household waste; infectious material/foul linen; body fluids, faeces, vomit; dust/dirt; fleas/lice; humidity; contaminated equipment or work areas; driving/being driven in normal or emergency situations -

***Driving to and from work is not included**

Examples of Typical Conditions	How often per week / month?	For how long?	Additional Comments
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Using computers to access patient notes and documenting on computerised notes	Every day	Variable but likely to be for a couple of hours each day.	
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CAJE Reference RYL/2023/0205

Principal Practitioner Primary Fatigue Service (Band 8b)