

Job description for Assistant Psychologist

About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

Our mission, **making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for**, **those we work with** and **those who work with us**. **Everyone is part of our team**.

Our core strategy is to be an **employer of choice**, **a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values**, **leadership behaviours**, **teams**, **enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



This role...

We are a highly creative, enthusiastic NHS Talking Therapies service looking for expressions of interest for a number of full-time fixed term posts as Assistant Psychologists. NHS Northamptonshire Talking Therapies is still a developing service, committed to staff well-being and provision of quality therapy following Government NICE guidance for treatment for the population of Northampton. The service full of PWP, Senior PWP's and HIT therapists is expanding and aims to continue to build strong local community ties and with this aim as a focus there are numerous opportunities to work on creative projects and initiatives in the local area.

We are therefore seeking enthusiastic candidates who are committed to their own development within the service as more senior roles are routinely available within NHS Northamptonshire Talking Therapies as well as a variety of training and CPD opportunities.

Role will include:

- 1) To be part of initial assessment screening for appropriateness of the service, to include signposting to various agencies when necessary.
- 2) Clinical work to include the support or running of groups, webinars and online guided therapy to the local population; this may also include involvement of outreach and joint initiatives with local communities and groups.
- 3) Supporting research within the service to help evaluate and monitor the quality of care.
- 4) Will be supervised and supported by Senior Psychological Wellbeing Practitioners.
- 5) Reporting directly to the Central Team Operational Manager.

In addition, the NHFT offer ongoing and we offer the opportunity to work flexible hours and some out of hours support would be expected as part of the role. The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities.

About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> • High level of enthusiasm and motivation. • Advanced communication skills • Ability to work within a team and foster good working relationships • Ability to use clinical supervision and personal development positively and effectively • Ability to work under pressure • Regard for others and respect for individual rights of autonomy and confidentiality • Ability to be self-reflective, whilst working with service users • Able to use supervision in in own personal and professional development 	<ul style="list-style-type: none"> • Evidence of ability to study successfully at undergraduate level or the equivalent • Evidence of working with people who have suffered with a mental health problem • Demonstrates high standards in written communication • Able to write clear reports and letters. • Demonstrates an understanding of anxiety and depression and how it may present in Primary Care
Skills and Abilities	
<ul style="list-style-type: none"> • Ability to evaluate and put in place the effect of training • Excellent verbal and written communication skills, including telephone skills • Able to integrate training into practice 	<ul style="list-style-type: none"> • Computer literate • Able to develop good therapeutic relationships with clients • Able to complete academic components of the course

About the role – linking with our 4 Leadership Behaviours



ENGAGING PEOPLE/WORKING TOGETHER

- Share knowledge and experience within the team to promote learning opportunities for all.
- Ability to motivate self and others.
- Enthusiasm to work with the community to try to engage and encourage people to access the service for their own well-being, especially around people who do not typically access support.
- Work in close partnership with the other mental health service within NHFT and within the community.
- To ensure a timely and efficient service is provided to all customers, by maintaining good practices and ensuring excellent communication and working relationships.
- Providing all service users with a positive and human experience at every point of contact with NHS Talking Therapies care.
- To help and support service users involvement within the service.

BEING AUTHENTIC

- Be a role model of the leadership behaviours that build engaged staff and teams.
- To provide an authentic and supportive approach to the provision of care in all interactions with both service users and colleagues.
- To promote equality and diversity within the organization and in promoting access to services.
- Regard for others and respect for individual rights of autonomy and confidentiality
- Ability to be self-reflective, whilst working with service users in own personal and professional development and in supervision
- Able to develop good therapeutic relationships with clients.











TAKING RESPONSIBILITY

- NHS Talking Therapies has targets relating to access and recovery and staff should ensure a positive approach to engaging all potential service users and ensure good high quality provision of care.
- Direct accountability to direct line management, to engage in all mandatory training and to comply with all Trusts policies and procedures.
- Working as the specialist IAPT worker, being able to put into clinical practice all training and learning to conform to providing NICE guided treatment.
- Being responsible in ensuring service users access the right level of care and support whether within NHS Talking Therapies but also being responsible in escalating to other sources of support such as the crisis team or other specialist providers of care in a safe and professional manner.
- To use clinical supervision to promote personal development positively and effectively.
- To contribute to IAPTUS clinical notes and data for internal audits.

EMBRACING CHANGE

- Ability to work in a fast paced environment.
- Able to operate in a climate of continuous change and improvement.
- Actively promote equality and diversity in recruitment practice.
- Able to work flexibly with a high volume of patient contact
- Able to be creative and explore and work jointly within the community to promote access to mental health services and to help the service to think and work outside of possible old traditional ways.

Benefits

Salary	Location of work	Permanent/fixed term								
<div></div> <div>Assistant Psychologist Band 4 - Range £25,147 - £27,596 per annum</div> <div>You will be paid on the 27th of each month. If this date falls at a weekend you will be paid on the Friday before this date.</div>	<div></div> <div>Must be able to travel independently to main bases and other bases in the Trust across Northamptonshire.</div> <div>Main base is Lotus House, Victoria Street, Northampton, NN1 3NR</div>	<div></div> <div>Permanent contract</div>								
Hours/pattern of work	Annual leave and bank holiday entitlement	Pension entitlement								
<div></div> <div>37½ hours per week, worked as 7.5 hours per day Monday - Friday</div>	<div></div> <table><tr><td>Length of service</td><td></td></tr><tr><td>On appointment</td><td>27 days + 8 days</td></tr><tr><td>After five years' service</td><td>29 days + 8 days</td></tr><tr><td>After ten years' service</td><td>33 days + 8 days</td></tr></table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	<div></div> <div>Details on the benefits of the NHS Pension Scheme can be found here:</div> <div>https://www.nhsbsa.nhs.uk/nhs-pensions</div>
Length of service										
On appointment	27 days + 8 days									
After five years' service	29 days + 8 days									
After ten years' service	33 days + 8 days									
Health and Wellbeing	Learning and Development	Equality and diversity								
<div></div> <div>Because your health matters too</div> <div>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</div> <div></div>	<div></div> <div>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</div>	<div></div> <div>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</div>								

Find out more about us at:

www.bit.ly/24hoursinNHFT

www.nhft.nhs.uk

Confidentiality and Data Protection

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust;

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Professional Registration

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

Review of Job Description/ Person Specification

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the postholder's initial place of work or at any other of the Trust's establishment.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.