

## Job description for Consultant Clinical Psychologist – 8c

### 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...

The Northamptonshire Gender Identity Service is one part of a national service of 7 NHS England commissioned clinics that service users can access from across the country.

This post is for a Consultant Clinical Psychologist to provide overall clinical leadership for Clinical Psychology and therapy services within Northamptonshire Gender Identity Services. They will have responsibility for delivery of Clinical Psychology and Therapy care within the gender service, strategically supporting the managerial and clinical leadership in developing the service, specifically the Clinical Psychology and Therapy streams.

The post holder will provide expertise in relation to neurodiversity, undertaking clinical assessments, diagnosing of Gender Incongruence/Dysphoria , assessing complex capacity and consent issues and supporting the surgical assessment process

They will be a senior leader and member of the multi-disciplinary service, working with Assistant Psychologist, Consultant Psychiatrists, Consultant Endocrinologist, General Practitioners, , Clinical Nurse Specialists and Speech and Language Therapy.. The role will be involved in the development of future strategic directions of Clinical Psychology and Therapy streams and be a senior leader within the Specialist and Secured Services Senior Management Team.

The post holder will also provide line management and clinical leadership to the Clinical Psychology and Therapy staff. The postholder will be supported by the Clinical Lead and Service Manager and be professionally supervised by the Head of Psychology Services for the Specialist and Secured directorate.

This post requires the ability to work with people using a variety of communication methods, and a wide range of psychological and other needs.

The post will involve both completing and supervising the completion of diagnostic assessments for gender incongruence (including recommendation for medical intervention and surgical intervention), completing formulaic based assessment including psychosocial aspects for the extended assessments pathway and psychological assessments for therapeutic intervention and therapeutic intervention. The post will also involve consultation with the wider MDT re formulations regarding gender and maintaining appropriate structures for discussing cases in a psychologically minded way. Liaison with a broad range of other disciplines and agencies, including General Practice, other transgender services and providers will be a key aspect of this post.

The post holder works autonomously within professional guidelines and the overall framework of the service's policies and procedures.

We want to recruit a diverse workforce, who are values driven, compassionate and have a desire to deliver high quality care every day.



## About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> <li>• Knowledge of transformation processes and encouraging continuous quality improvement</li> <li>• Demonstrating leadership values.</li> <li>• Management of interagency relationships</li> <li>• To exercise autonomous professional responsibility for the assessment, treatment, and discharge of patients.</li> <li>• The post holder will communicate in a skilled and sensitive manner information concerning the assessment, formulation, and treatment plans of patients under their care.</li> <li>• They will communicate effectively, orally and in writing, this highly technical, highly complex and clinically sensitive information to professional colleagues both within and outside the NHS.</li> <li>• They will communicate the same type of information to patients, and their carers both paid and unpaid, in often highly emotional and stressful interactions, which may include hostility, antagonism or other distress.</li> <li>• They will communicate effectively with MDT colleagues, and act as a positive contributor to the collaborative work of the team.</li> <li>• The post holder will be required to deal with frequent highly distressing situations such as therapeutic work with histories of abuse or family breakdown, and complex distress, severe challenging behaviour and distressed staff and carers as well as patients.</li> <li>• The post-holder will observe, and sometimes experience, aggressive behaviour from patients or carers, and frequently deal with emotional distress as described under emotional effort above.</li> <li>• Be able to demonstrate an understanding of and commitment to the Trust's Equality and Diversity principles relevant to the post</li> </ul>	<ul style="list-style-type: none"> <li>• A clinical psychologist qualified to Doctoral level, or equivalent, trained in psychopathology, clinical psychometrics, and training in distinct psychological therapies, supplemented by further short courses and other specialist training</li> <li>• An excellent knowledge and experience of transgender healthcare issues, inclusive of assessment and recommendation of gender affirming medical and surgical treatments</li> <li>• Experience and knowledge on the care and management of neurodiversity , particularly in relation to gender patients</li> <li>• Experience of providing extended transgender health assessments</li> <li>• Substantial experience of providing psychological therapies to transgender and non-binary patient</li> <li>• Substantial experience of working as a qualified clinical psychologist</li> <li>• Broad experience including clinical work with neurodiverse people with diverse psychological needs</li> <li>• Excellent skills in the use of complex methods of psychological assessment and intervention</li> <li>• Experienced in the assessment and management of risk (to others and to self) including the supervision of other clinicians</li> <li>• Excellent skills in providing consultation to other professional and non-professional groups</li> <li>• Knowledge of legislation in relation to the patient group and mental health</li> <li>• Evidence of continuing professional development, as recommended by the BPS/HPCPC</li> <li>• Further training in supervision of other psychologists, and specialist training in the clinical area</li> <li>• Ability to negotiate workload and motivate the clinical MDT, trainees, assistants, and administrative staff</li> <li>• Formal training and substantial experience in supervision of other psychologists</li> <li>• Substantial experience of working psychologically with people who are</li> </ul>

<ul style="list-style-type: none"> <li>• Able to engage constructively in sometimes challenging circumstances. Good interpersonal skills to facilitate communicate with colleagues and other service providers.</li> </ul>	<ul style="list-style-type: none"> <li>• experiencing gender incongruence</li> <li>• Substantial experience of exercising autonomous clinical responsibility for clients’ psychological care and treatment in transgender healthcare</li> <li>• Substantial research experience including completing original research</li> <li>• Experience in providing clinical input into research</li> <li>• Substantial experience in Clinical Psychology training, inclusive of formal trainee supervision</li> <li>• Experience of developing training pathways within a transgender health setting</li> </ul>
<b>Skills and Abilities</b>	
<ul style="list-style-type: none"> <li>• To provide and supervise the specialist psychological assessments of patients based upon the appropriate use, interpretation, and integration of complex psychological information 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, family members and others involved in the patient’s care.</li> <li>• To supervise evaluate and make decisions about treatment options, considering both theoretical and therapeutic models, and highly complex factors concerning historical and developmental processes that have shaped the individual, family, or group. They will monitor and evaluate progress during both individual and multi-disciplinary care.</li> <li>• To report on their assessment and/or treatment in situations where their professional opinion may be contentious.</li> <li>• Leadership, Management, Supervision and Development of those within the Clinical Psychology and Therapy services</li> <li>• Provision and planning of assessment, extended assessment pathways, care, and treatment for</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to drive</li> <li>• Effective skills in word-processing and other clinically relevant computer software</li> <li>• The post holder will be required to organise complex activities, and where required there is a need to allocate and re-allocate tasks.</li> <li>• Use appropriate time-management skills to manage caseload, meet required activity levels and deadlines concerning reports and progress notes, and fulfil mandatory training requirements. Use of psychometric test equipment</li> <li>• To provide and supervise the specialist psychological assessments of patients based upon the appropriate use, interpretation, and integration of complex psychological information 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, family members and others involved in the patient’s care.</li> <li>• To supervise, evaluate and make decisions about treatment options, considering both theoretical and therapeutic models, and highly complex factors concerning historical and developmental processes that have shaped the individual, family, or group. They will monitor and evaluate progress</li> </ul>

- transgender patients
  - Provision and planning of Clinical Psychology and Therapy including psychological assessment and therapeutic intervention.
  - Direct work with patients and their families
  - Consultative work with MDT and external services
- during both individual and multi-disciplinary care.
- The post holder will report on their assessment and/or treatment in situations where their professional opinion may be contentious.

## About the role – linking with our 4 Leadership Behaviours



### ENGAGING PEOPLE/WORKING TOGETHER

1. In common with all psychologists, to receive regular clinical supervision in accordance with professional practice guidelines.
2. To gain wider experience of professional psychology within the NHS over and above that provided within the principal service area where the post holder is employed.
3. To develop skills and competencies that assist in the delivery of current duties
4. To contribute to the training and support of other staff in psychological care.
5. To provide training as required to managers and other staff as appropriate.

### BEING AUTHENTIC

1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's professional and team/operational manager(s).
2. To maintain the highest standards of clinical record keeping and report writing in accordance with professional codes of practice of the British Psychological Society and Trust and HCPC policies and procedures.
3. To prepare test materials and visual aids as required.
4. To undertake specific administrative duties as required.

5. To perform other duties of a similar kind appropriate to the grade, this may be required from time to time by their Manager.

## TAKING RESPONSIBILITY

1. To undertake focus/coproduction groups, evaluation, literature reviews, collect data and apply principles of information governance, under the supervision of a qualified psychologist.
2. To assist in the formulation and delivery of care plans involving psychological treatment and/or management of a client's problem under the supervision of a qualified professional psychologist
3. To assist in the co ordination and running of therapeutic groups.
4. To collate and report audit data in order to meet the audit requirements of the service.
5. To assist in the development of a psychologically based framework of understanding and care to the benefit of all clients of the service across all settings where care takes place.
6. To attend and contribute to appropriate multi-disciplinary meetings
7. To assist in the design of computerised databases and to be responsible for their continual updating and ongoing statistical analysis.

## EMBRACING CHANGE

1. To assist in the design and implementation of service development projects within the service as required.
2. To assist with the analysis, development, evaluation and monitoring of the team's operational policies and services, through service evaluation and audit.
3. To attend meetings in which service developments are planned and discussed.

8. To be aware of, and comply to, National Regulations and local Trust Policies concerned with Data Protection.

## Benefits

<p><b>Salary</b></p>	<p><b>Location of work</b></p>	<p><b>Permanent/fixed term</b></p>								
<p><b>Band 8c - Range £ - £</b></p> <p>You will be paid on the 27<sup>th</sup> of each month. If this date falls at a weekend you will be paid on the Friday before this date.</p>	<p>Gender Service, Danetree Hospital, Daventry</p> <p>Must be able to travel independently to other bases in the Trust across Northamptonshire.</p>	<p><b>Permanent.</b></p>								
<p><b>Hours/pattern of work</b></p>	<p><b>Annual leave and bank holiday entitlement</b></p>	<p><b>Pension entitlement</b></p>								
<p>TBC</p>	<table border="1"> <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	<p>Details on the benefits of the NHS Pension Scheme can be found here:</p> <p><a href="https://www.nhsbsa.nhs.uk/nhs-pensions">https://www.nhsbsa.nhs.uk/nhs-pensions</a></p>
Length of service										
On appointment	27 days + 8 days									
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<p><b>Health and Wellbeing</b></p> <p><b>Because your health matters too</b></p>	<p><b>Learning and Development</b></p>	<p><b>Equality and diversity</b></p>								
<p>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.</p>	<p>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.</p>	<p>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.</p>								

Find out more about us at:

[www.bit.ly/24hoursinNHFT](http://www.bit.ly/24hoursinNHFT)

[www.nhft.nhs.uk](http://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.