

## JOB DESCRIPTION

Job evaluation ref number:	
<b>Job Title:</b> Clinical Psychologist, Specialist Adult Eating Disorder Service	
<b>Reports to (post title):</b> Eating Disorder Team/Operational Lead	
<b>Evaluated Banding:</b>	
<p><b>Role Purpose:</b> As part of the Specialist Eating Disorders (ED) service, to provide a clinical psychology service to individuals &amp; care systems including direct and indirect clinical work, supervision and training of others, clinically relevant research/audit and specific clinical lead roles that support the ED Leadership Team in developing the service.</p>	
<p><b>Role Context:</b> The post holder will be a member of the Specialist ED multi-disciplinary service, which serves the Nottingham City and Nottinghamshire County area. There will be a leadership role in making formulations within the team, developing and maintaining appropriate structures for discussing cases in a psychologically-minded way. Liaison with a broad range of other disciplines and agencies, including health, education, social services, voluntary agencies and care systems will be a key aspect of this post. The post holder will also provide support through supervision and consultation to staff within the team and across other services. The post holder works autonomously within professional guidelines and the overall framework of the service's policies and procedures.</p>	
<b>Trust Values</b>	
<p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;"><b>Trust Honesty Respect Compassion Teamwork</b></p>	
<b>Key Accountabilities</b>	<b>Performance Measures</b>
<p><u><b>Clinical Practice or Work Practice</b></u></p> <ul style="list-style-type: none"> <li>To provide specialist psychological assessment of clients referred to the ED service, based on the appropriate use, interpretation and integration of highly 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. This includes assessment as part of a</li> </ul>	<ul style="list-style-type: none"> <li>Reports and clinical record keeping</li> <li>Activity statistics</li> </ul>

<p>multi-disciplinary team where extremely complex systemic presentations demand extensive assessment.</p> <ul style="list-style-type: none"> <li>• To formulate and implement plans for the formal psychological treatment and/or management of clients mental health problems, and employing strong evidenced based practice in relation to EDs.</li> <li>• To be responsible for implementing a range of psychological interventions for clients, their families and care systems. To monitor and evaluate client progress during the course of both uni- and multi-disciplinary care and to be responsible for adjustments and refinements to psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.</li> <li>• To evaluate and make decisions about treatment options, taking into account current theoretical and therapeutic models in relation to ED care groups and also highly complex factors concerning developmental difficulties, chronic illness, and historical processes that have affected the patient, family or carer.</li> <li>• To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients.</li> <li>• To provide specialist psychological advice and consultation to other professionals contributing directly to client's formulation, diagnosis and treatment plan. This would include the dissemination of psychology research and theory.</li> <li>• To act, where appropriate, as multi-agency coordinator for the planning and review of care plans for patients involved with complex, multi-agency systems.</li> <li>• To act as lead professional/care coordinator.</li> <li>• To contribution to development/evaluation of clinical treatment models within team.</li> <li>• To undertake risk assessment and management for clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.</li> <li>• To provide basic physical monitoring with support for the MDT.</li> </ul>	<ul style="list-style-type: none"> <li>• Actions are completed in accordance with supervision/appraisal outcomes and audit results</li> <li>• Regular attendance at team meetings</li> <li>• Positive relationships with internal and external agencies</li> <li>• Lessons are learned from complaints, incidents and near misses</li> </ul>
<p><b>Specific Clinical Lead Roles</b></p> <ul style="list-style-type: none"> <li>• Contribute to the working of the ED leadership team.</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback is sought from those participating in training and consultation and this is used to further develop own skill and delivery</li> <li>• Evidence of ongoing professional development</li> </ul>
	<ul style="list-style-type: none"> <li>• Positive relationships with allied professionals</li> </ul>

- Undertake specific lead roles in the management, development and evaluation of the programme of psychological therapies provided by the service in line with contractual requirements, needs of the population served and advancing evidence base.

#### **Professional:**

- To maintain professional registration and to act in accordance with professional codes of conduct, practice and guidelines
- To participate in the appraisal process, highlighting own developmental needs. Seek to enhance own personal and professional development
- To maintain accurate and up to date records in accordance with professional body and Trust policy & procedure
- To actively promote the Service and its reputation in order to develop understanding of the team's work and its responsibilities
- To maintain up-to-date comprehensive clinical notes and prepare formal documents such as letters, reports and summaries, in line with Trust Policy & Procedures
- To record and submit statistical information as required by the service. Statistical info will be to both local for team information or to the Trust data collection system
- To maintain expected levels of clinician/client activity
- To ensure administrative tasks are completed within the time scales set down in service protocols
- To attend and participate in team meetings, business meetings, supervision and support meetings as required
- To contribute to the formulation and evaluation of policies and the development of ideas for changing policies as appropriate.
- To follow trust policies and procedures and maintain up to date skills and knowledge through participation in continuing professional development

#### **Clinical Governance:**

- To participate in service audits, reviews and risk assessments
- To undertake/participate in research activities, and disseminate information to benefit service users
- To assist in ensuring that all practice is both clinically safe and can show evidence of evidence-based practice
- To comply with the Trusts directives/ guidelines in regards Clinical Supervision, Professional Development Programs and staff evaluation projects

- Joint work a and when clinically indicated

- Compliant with mandatory training as per Trust policy
- Maintains own professional registration
- Seeks opportunities to further develop knowledge and skills
- Good time management
- Appraisal is up to date

- Provision of up to date information for patients, referrers and other relevant stakeholders on pathways for psychological therapies in the service.
- Provision of relevant data required for the evaluation and development of psychological therapies in the service.

<ul style="list-style-type: none"> <li>• To undertake the range of qualitative and quantitative outcomes outlined within the service specification to ensure quality of service, complete quarterly reports and contribute to the Service's annual report.</li> <li>• Ensure adequate mechanisms for service user involvement to influence service design</li> <li>• To develop an ethos of continuous quality improvement, striving to deliver a higher standard of professional care to the child and family</li> <li>• Take measures in order to enhance service user feedback and engagement in service design, delivery and evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• Standards are continually improved through participation in audit</li> <li>• Service user feedback is sought and actioned accordingly</li> </ul>
<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Compliant with activity and performance targets as set by the organization in conjunction with line manager</li> <li>•</li> </ul>

## Dimensions

- Responsible for direct client care in the Nottinghamshire Specialist Eating Disorders Team.
- Personal duty of care for Trust equipment and facilities
- 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, Health & Care Professions council (HCPC) and Trust Policies and Procedures
- 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.
- To ensure the development and articulation of best practice in psychology within this service area and to 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.

<b>Safeguarding</b>
All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.
<b>Disclosure and Barring Services</b>
Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.
<b>Infection Control</b>
All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.
<b>Equality and Diversity</b>
All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.
<b>Sustainability and Net Zero – Supporting Our Green Plan</b>
The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.
<b>Data Quality Statement</b>
All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.
<b>Communication</b>

- High quality written and oral skills.
- Ability to communicate complex, highly technical, sensitive or contentious clinical information to clients, families/carers and a wide range of lay and professional persons within and the outside the NHS, taking into account complex family and organisational systems.
- Specialist skills in establishing and developing therapeutic relationships with clients with complex clinical presentations and who may have limited understanding, and who may be manipulative and/or hostile, in highly emotive situations. Involving highly developed persuasive, empathic or reassurance skills.
- To communicate, in a skilled and sensitive manner, information concerning the assessment, formulation and treatment options of clients. This frequently involves addressing highly sensitive issues (e.g. child sexual or emotional abuse).
- Skills in the process of consulting to professional groups.

### **Knowledge, Training and Experience**

- Post-graduate doctoral level training in Clinical Psychology (or its equivalent) as
  - accredited by the BPS
  - Planning skills for the prioritisation and organisation of client caseload
  - Maintains up-to-date knowledge of legislation, national and local policies and issues in relation to both the specific client group and broader mental health issues.
  - Experience of representing psychology within the context of multi-disciplinary care.
  - Doctoral level knowledge of research design and methodology, including complex multi-variate data analysis as practised within the field of clinical psychology
- Knowledge of the theory and practices of specialised psychological therapies and assessment methodologies relating to Eating Disorders.

### **Analytical and Judgement Skills**

- Analysis and decision making based on complex information from multiple and potentially conflicting sources
- High level of autonomous clinical judgment making, including assessment and diagnosis of conditions, provision of treatment plans, and risk assessment.
- Analysis of statistics or application of these to practice and service development.
- Required to interpret broad policy/clinical guidelines and apply to specific clinical situations

### **Planning and Organisational Skills**

- Continuous and complex planning of individual client care / treatment packages, multi-agency liaison, own caseload and broader job tasks, balancing multiple factors such as clinical need, risk, personal wellbeing and development, and needs of the service.
- Where necessary, to undertake planning and organisation (relating to a specific task) at team level.
- Responsible for monitoring and evaluating service standards within own practice, and to contribute to monitoring and evaluation of service standards at the team or service level
- To work flexibly, altering or revising plans as needed

<b>Physical Skills</b>
<ul style="list-style-type: none"> <li>• Driving necessary given the possible need for home visits, attending off site meetings and working from different bases.</li> <li>• Average levels of hand-eye coordination, sensory skills, manual dexterity, speed and accuracy are required to undertake necessary administrative tasks and to use computer frequently and with ease.</li> </ul>
<b>Responsibility for Patient/Client Care</b>
<ul style="list-style-type: none"> <li>• Responsible for holding own caseload and for providing assessment and therapeutic interventions to address the mental health needs of individuals experiencing concerning eating pattern or weight loss/ gain. This is delivered through regular contact within therapeutic sessions.</li> <li>• Responsible for maintaining service standards within own practice, including clinical governance and clinical risk assessment.</li> <li>• Responsible for creating and maintaining client records and notes (both physical and electronic formats).</li> <li>• Provision of specialist advice, within boundaries of own role, skills and knowledge.</li> <li>• Contribute professional opinion to relevant legal decision making processes (e.g. child protection arrangements, domestic violence and abuse cases)</li> </ul>
<b>Responsibility for Policy/Service Development</b>
<ul style="list-style-type: none"> <li>• Make recommendations (e.g. to line manager or ED team Lead) about changes to clinical practice and/or working practice, and assist in implementing these changes.</li> <li>• Contribute to broader policy develop as required, including development of service guidelines, protocols or treatment plans. This may extend beyond the team, to other services and outside organizations.</li> </ul>
<b>Responsibility for Financial and Physical Resources</b>
<ul style="list-style-type: none"> <li>• To maintain a personal duty of care for financial and physical resources.</li> </ul>
<b>Responsibility for HR</b>
<ul style="list-style-type: none"> <li>• Provide formal and informal training relating to psychological and mental health issues, within the team and to outside agencies.</li> <li>• To support the Team Lead in recruitment of staff, by contributing to short listing and interview activity where appropriate.</li> <li>• Support the induction of new staff</li> <li>• Provide placements for Trainee Clinical Psychologists and oversee all aspects of Trainee's role within the team. Hold overall responsibility for the Trainee's caseload and working practice.</li> </ul>



<b>Responsibility for Information Resources</b>
<ul style="list-style-type: none"> <li>• Maintain (and develop where needed) both manual and electronic systems</li> <li>• Maintain personally generated documents and make responsible use of and contribution to shared documents and resources.</li> </ul> <p>Use IT to develop documents and reports</p>
<b>Responsibility for Research and Development</b>
<ul style="list-style-type: none"> <li>• Audit own practice, according to service standards and procedures.</li> <li>• Contribute to wider audits of specific areas of practice, service delivery or quality standards.</li> <li>• Use research skills to communicate with relevant stakeholders and preparing reports for commissioning purposes.</li> <li>• Engage in specific research and developments projects, relevant to individual and service role. This may include responsibility for securing ethical approval and funding.</li> <li>• Contribution to supervision of undergraduate sandwich placement research assistant who will analyse data of team outcomes.</li> </ul>
<b>Freedom to Act</b>
<ul style="list-style-type: none"> <li>• Work with a high degree of autonomy, with responsibility for independent decision making and clinical judgment regarding own practice and the needs / best interest of clients.</li> <li>• Demonstrate the ability to determine when advice or guidance from senior staff is required, and to seek this out on an ad hoc basis.</li> <li>• Receive regular supervision from a senior clinical psychologist (or other senior professional, where appropriate) in line with Trust and professional guidance.</li> <li>• Work within policies and procedures of the Trust, and within the professionals standards set out by the British Psychological Society and the Health &amp; Care Professions Council (HCPC) and Trust Personal Development Plan requirements.</li> </ul>
<b>Physical Effort</b>
<ul style="list-style-type: none"> <li>• Light physical effort frequently required e.g. carrying case files and psychometric test equipment</li> <li>• Sitting in a constrained position for assessment/ therapy sessions</li> </ul>
<b>Mental Effort</b>
<ul style="list-style-type: none"> <li>• Intense and sustained concentration frequently required in the use of complex methods of psychological assessment, intervention and management.</li> <li>• Ability to tolerate moderate level of interruptions, to switch tasks and prioritise as needed.</li> </ul>
<b>Emotional Effort</b>

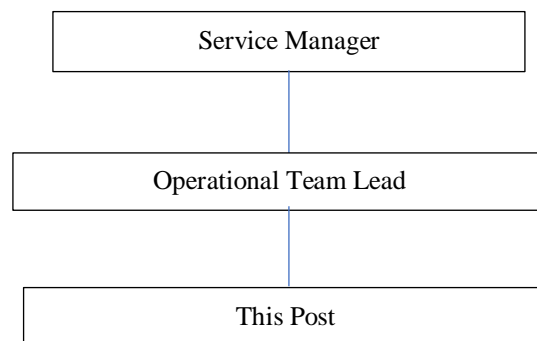


- Frequently deals with highly distressing psychological issues (e.g. assessing and managing health risk associated with weight loss / gain, self-harm/suicidal behaviours, child sexual abuse, family breakdown, serious mental illness, perpetrators of abuse and bereavement, chronic degenerative illness).

### Working Conditions

- There is some exposure to risks of verbal and physical aggression.
- Regular driving required on a daily basis, including home visits, rural and satellite clinics.

### Organisation Chart



### Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



## Signatures

After reviewing the document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

**EMPLOYEE SPECIFICATION FOR THE POST OF  
8a Clinical Psychologist Adult Eating Disorder Service**

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>				<p>Application &amp; Interview</p> <p>Application &amp; Interview</p>
Physical Requirements	<ul style="list-style-type: none"> <li>Ability to sit for long periods</li> </ul>		<ul style="list-style-type: none"> <li></li> </ul>		
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> <li>Post graduate doctorate in clinical psychology or equivalent as accredited by the BPS. Eligibility for chartered status with BPS Current registration with HCPC</li> </ul>		<ul style="list-style-type: none"> <li></li> </ul>		Application Form Certification Registration
Training	<ul style="list-style-type: none"> <li>Additional training in relation to supervision of unqualified and qualified staff</li> </ul>		<ul style="list-style-type: none"> <li>Additional psychological therapies training specific to Eating Disorders Additional psychological therapies training both formal and informal as part of CPD</li> </ul>		Application form & references

Attribute	Essential	Weight	Desirable	Weight	How Identified
Experience	<ul style="list-style-type: none"> <li>• Experience of providing specialist clinical psychology services to patients experiencing significant Eating Disorder</li> <li>• Experience in the assessment of adults with eating disorders.</li> <li>• Experience in applying psychological therapy in the treatment of eating disorders Experience of MDT / Multiagency working.</li> <li>• Experience of consultation to service staff regarding individuals who present with eating disorders</li> </ul>		<ul style="list-style-type: none"> <li>• Experience of working in or alongside highly specialist inpatient provision people with highly complex mental health needs.</li> <li>• Experience of providing clinical supervision.</li> </ul>		Application form & references
Knowledge	<ul style="list-style-type: none"> <li>• Knowledge of the theory and practices of specialist psychological therapies as practised within the field of clinical psychology and relevant to adults who present with highly complex mental health difficulties.</li> <li>• Knowledge of approaches or models of working appropriate to individuals with eating disorders and their families.</li> <li>• Knowledge of guidelines / policy informing best practice within mental services for Eating disorders.</li> <li>• Knowledge of research and models of good practice that inform direct and indirect working within Mental Health</li> </ul>		<ul style="list-style-type: none"> <li>•</li> </ul>		Application form & references
Skills	<ul style="list-style-type: none"> <li>• Skills in delivering specialist assessment and interventions in relation to Eating disorders.</li> </ul>		<ul style="list-style-type: none"> <li>• Research &amp; or Audit activity undertaken within a Specialist service setting.</li> </ul>		Application form & references

	<ul style="list-style-type: none"> <li>Specialist skills in establishing and developing therapeutic relationships with clients with complex clinical presentations.</li> <li>To communicate in skilled and sensitive manner information concerning the assessment, formulation and treatment options of clients.</li> <li>Research and Audit skill to evidence the efficacy of specialist interventions, and to evaluate patient experience including the development of appropriate outcomes measure for the service.</li> <li>Appropriate IT skills</li> </ul>		<ul style="list-style-type: none"> <li>Supervision of audit &amp; research activity within a specialist service setting.</li> </ul>		
Contractual Requirements	<ul style="list-style-type: none"> <li>A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.</li> </ul>		<ul style="list-style-type: none"> <li></li> </ul>		Application form & Licence

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**