

Job Description

Role Title: Clinical/Counselling Psychologist in Renal Medicine

Band: 8a

Contract: Permanent

Responsible to: Dr Hemali Kanji, Nephrologist

Accountable to: Dr Hemali Kanji, Nephrologist

Location: University Hospital Coventry & Warwickshire

Key working relationships:

Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



Net Zero and Sustainability.

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

Job Summary

Main duties

As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a pre requisite for this post.

- To provide highly specialist psychological assessments and therapy of adults with a Renal failure diagnosis using highly complex psychological data gained from a wide variety of sources.
- To be responsible for evidence based psychological interventions with patients and their families carers referred to the Renal Medicine Service. To ensure the systematic provision of psychological service, including the responsibility to prioritise work appropriately.
- To use psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients, family members and carers and others involved in their care. To follow up and to re-assess clients when considered appropriate, using approved statistical methods to make valid comparisons. To communicate both orally, and in written reports, the content of these investigations and resulting formulations to support the work of multidisciplinary colleagues.
- To work as an independent and autonomous professional within BPS and HCPC guidelines and the policies and procedures of the service, taking full responsibility for own work including treatment and discharge decisions.
- To contribute to the effective working of the multi-disciplinary health team to deliver comprehensive clinical care to patients and their families/carers, ensuring that psychological wellbeing is central to the planning and delivery of health care.
- To provide highly specialist psychological advice, guidance, consultation and supervision to other professionals contributing directly to patient's formulation, diagnosis, treatment plans and management of clients. This includes provision of advice and support to facilitate the effective use of psychological treatment by other members of staff where appropriate.
- To ensure that members of staff within UHCW have access to psychologically based framework for understanding through the provision of advice, supervision, consultation and the dissemination of psychological research and theory. This will include attendance at MDT's and service development meetings as appropriate.
- To undertake risk assessment and risk management for individual patients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- To contribute to the development of services in the locality, reviewing service outcomes, designing and participating in audit, research and clinical governance initiatives and working cooperatively with colleagues to achieve service goals and maximise service effectiveness. This will involve communication with a wide range of clinical and managerial colleagues, within and outside of the Trust.
- To provide supervision to trainee clinical/counselling psychologists on placement, to assistant psychologists, psychology Masters students, volunteers and other colleagues, including professional and doctoral research supervision as required.

Key Result Areas and Performance

Communication

- Communicates with staff at all levels. Communicates with patients and their families and carers. Communicates with all agencies involved in patient care where appropriate.
- To work autonomously and independently, communicating sensitively and coping effectively with the demands of patients with a diagnosis of haematological and their family and carers.
- To work autonomously with the individuals, families, carer's and support staff to provide assessment and intervention, in mainly outpatient setting.

- To be constantly aware of varying levels of risk and to assess and manage possible high-risk situations where there may be exposure to verbal, gestural or physical aggression.
- To actively work toward multidisciplinary/interdisciplinary working and team formulation regarding all aspects of patient care.
- To provide advice and direction as well as produce complex written biopsychosocial formulations and reports.

Analytical and Judgemental Skills/ Freedom to Act

- To provide specialist psychological assessments for patients with a Renal diagnosis and their families within an outpatient setting, based upon the appropriate use, interpretation and integration of complex data from a variety of sources. To use psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients, family members and others involved in the patients care.
- To provide advice, formulation and diagnostic guidance to the Renal Team for the full range of psychological and mental health problems in combination with cognitive impairment/s, sensory or motor problems and/or mobility problems.
- To formulate and implement plans for the formal psychological treatment and/or management of a patient's psychological problems, based upon an appropriate conceptual framework of the patient's problems, and employing methods of proven efficacy, across the full range of care settings.
- To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across services and adjusting and setting smart goals in tandem with colleagues.
- Refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- To exercise full responsibility and autonomy, within supervisory advice, for the assessment, treatment of patients whose problems are managed by a psychologically based standard treatment plan/s, risk assessments, ensuring appropriate assessment, formulation and interventions and communicating with the referral agent and others involved with the person's care on a regular basis.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to patients' formulation, diagnosis and treatment plan. To assist other therapy staff with judgements involving realistic treatment planning particularly in cases of complex mental health and psychosocial factors.
- To work as an autonomous specialist clinician participating in regular clinical and managerial supervision. The post holder will work within the professional guidelines as laid down by the British Psychological Society and the Division of Clinical Psychology. The post holder will be registered and adhere to the professional guidelines as outlined by the HCPC.

Planning and Organisational skills

- The post holder will prioritise their own work, and that of any attached assistants. They will plan, organise and re-organise complex activities to meet long and short term clinical and managerial goals and to take account of changes in priorities, and will adjust work programmes to fit changes in the urgency of the clinical work which arise. The post holder will contribute to service planning collaboratively with colleagues as required.

- The post holder will be responsible for collating information and outcome measures regarding patients seen within the service.

Physical Skills

- The post holder will use well developed keyboard skills routinely and frequently. Keyboard skills are required to access and update hospital information and new data; and creating reports etc.
- They will need to be trained in skills such as infection control and understanding of blood products etc (in UHCW guidelines) to carry out clinical work appropriately and safely.

Responsibility for patients/clients

- To provide specialist psychological assessment and interventions and developing specialised approaches within a medical setting.
- To provide specialist psychological advice and guidance to other professionals, contributing to and influencing treatment and care programmes.

Policy and service responsibilities

- The post holder will implement policy and service changes, will consider and comment on policies and proposals, and may propose policy and service changes within own area of work in conjunction with the Lead Clinical Psychologist.
- To participate 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.
- To contribute to service developments and projects within the Renal Medicine Service together with the multidisciplinary team.
- To be a member of the trusts psychological services and to participate fully in the service meeting, supervision groups and appropriate committees, working groups etc.
- To maintain up-to-date knowledge of legislation, national and local policies and issues in relation to both the specific patient group and health services generally.

Responsibility for resources

- To take responsibility for resources and psychological equipment associated with the post, advising managerial and secretarial colleagues on any difficulties or shortages in a timely manner.
- There is no responsibility for budgets.

Responsibility for staff

- The post may involve supervising assistants and other members of staff where behaviour and psychological assessments are a part of the patients therapy needs.
- To develop skills in the area of professional post-graduate teaching, training and supervision, and to provide supervision to the other multidisciplinary colleagues' psychological work, as appropriate.
- The post holder will have the opportunity to contribute to the supervision of Doctoral Trainee Clinical Psychologists, with the Lead Psychologist to ensure that trainees acquire the necessary skills, competencies, and experience to contribute effectively to good health care.

Responsibility for information

- The post involves keeping accurate records regarding patients and updating information in the medical notes and hospital system. This information needs to be kept and disseminated in different forms to stakeholders involved with the patient pathway, including hospital staff, the patient, the families and social care as appropriate.
- The psychologist will be responsible for the collection and implementation of data and pre and post outcome measurement of the patients seen within the service.
- The post involves carrying full responsibility for report content and recommendations where this is within the professional remit of the clinical psychologist.

Research and Development

- To regularly contribute research and audit skills to the Paediatric Psychology service and to the wider hospital MDT, advising on methodology and providing supervision as required.
- To carry out audit projects and use skills to share relevant research findings with colleagues, advising on any methodological issues involved.

Physical Effort

- Light physical effort for several short periods (sitting, standing, walking).
- Sitting in constrained position for extended periods at the bedside or in a designated psychological therapy area.

Mental Effort

- The post involves frequent intense concentration:
 - Intense concentration for patient interaction
 - Need to maintain concentration when interacting with many different members of staff, patients, and families within a highly pressurised ward environment.
- Analysing data is an integral part of the job as it applies to collecting data for input and outcome measures, using and appraising research data and compiling information relevant to outcome.
- Assessments are an integral part of the job and take place at a high frequency. This is on an individual level, a family or workplace level.
- Reports are an integral part of the job and occur at a high frequency.

Emotional Effort

- The role involves providing psychological therapy as appropriate to individual patients and their families as appropriate to each case; and as such involves the hearing, working with and processing of high levels of psychological distress and emotional and physical pain.
- The post involves supporting the psychological distress that comes with that process including coping with physical and psychological changes and these can be severe or highly perplexing and complex.

Working Conditions

- The post holder will be required to work autonomously and independently, communicating sensitively, and coping effectively with the demands of patients with physical health problems. To work with patients who may also have learning difficulties, sensory impairments and/or physical impairments including mobility problems.
- The post holder will be subject to occasional unpleasant conditions such as verbal, physical aggression or intimidation to some degree – and managing these emotional reactions (and helping other staff to manage them) are a core part of the job role.
- The post holder will be instructed in infection control and other prevention-based practices in order to provide best protection.

Person Specification

Job Title:

Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable
Qualifications	Doctorate in Clinical Psychology (or recognised equivalent) Registered as a Clinical Psychologist with the Health and Care Professions Council	Evidence of continuing professional development in physical health psychology relevant to clinical practice; especially those relevant to Nephrology.
Experience	Experience of working with a range of clients, presenting with a range of clinical severity and maintenance of professionalism in challenging circumstances. Experience of applying psychological theory and practice with adults and their families/carers living with acute and/or chronic health issues and other issues regarding adaptation to physical conditions. Experience of tailoring psychological assessment and intervention to individual needs. Experience of team working. Experience of applying psychology in different cultural contexts.	Experience of working within Renal Psychology Service Experience of working within an Acute hospital setting Experience of teaching, training and clinical supervision. Experience in providing consultancy to colleagues.
Knowledge	Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and two or more distinct psychological therapies.	Knowledge of the theory and practice of highly specialist assessment methods and therapeutic approaches in relation to physical

	<p>Knowledge of legislation in relation to the client group.</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>illness and or disability, particularly Renal conditions</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field</p>
skills	<p>Skills in the use of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>A high-level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS.</p>	<p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Ability to identify, provide and promote appropriate means of support to other team members and staff exposed to highly distressing situations.</p> <p>A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the service area</p>
Personal qualities	<p>Keen to develop research interests Able to be flexible and adapt to the changing needs of the service Willingness to travel across Trust sites</p>	
Commitment to Trust Values and Behaviours	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's values. <i>(As detailed in UHCW's Values in Action document below)</i> Applicants applying for job roles with managerial responsibility will be required to demonstrate evidence of promoting equal opportunities through work experience 	

Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service need

Our values in action

We live our values in action in our work with patients, visitors and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues



