

Job description and person specification

Job Title:	Lead Principal Psychologist in Gastroenterology
Division/Department:	St Mark's Specialist Bowel Hospital, Psychological Medicine Unit (PMU)
Responsible for:	As required, other psychological specialist and administrative staff
Accountable to:	Head of Psychological Medicine Unit (PMU)
Band:	8b
Hours:	37.5
Location:	Based at St Mark's Hospital, Central Middlesex Hospital – Trust Wide Service

In order to meet the needs of the Trust's services, you may be required to work at different locations to base: Northwick Park and Ealing Hospital sites.

Our vision and values

Our vision is quality **at our HEART**

Quality...

Delivering quality means consistently meeting requirements and exceeding expectations.

We strive to deliver quality in everything we do – from the clinical care we provide, to the employment we offer, and to the support services and systems that underpin our care.

And in delivering high-quality clinical care, we mean services that are safe, effective, offer a good patient experience, are timely, equitable, and sustainable.

...at our HEART

By placing quality at our heart, everything we do as an organisation should further our ability to deliver quality.

This includes the people we hire, the skills our employees develop, the behaviours we celebrate, how we think and act, the investments we make, our systems and processes, and our organisational values.

Our vision also encompasses our **HEART** values, which were shaped and developed in 2017 by more than 2,500 employees as well as many patients. The values describe how we interact with each other and our patients and underpin everything we do and say to achieve our vision:

- ♥ **Honesty:** we're truthful, we're open, and we speak up
- ♥ **Equity:** we're kind and caring, we act with fairness, and we're understanding
- ♥ **Accountability:** we're professional, we strive for excellence, and we improve
- ♥ **Respect:** we're attentive and helpful, we're appreciative, and we act with empathy
- ♥ **Teamwork:** we involve others, we support our colleagues, and we set clear goals.

You can read more about our vision, values and objectives at lnwh.nhs.uk/OWF.

Our objectives

Our objectives set out how we plan to realise our vision. They offer our employees, partners and our communities clarity about what we will do.

- We will provide high-quality, timely and equitable care in a sustainable way
- We will be a high-quality employer where all our people feel they belong and are empowered to provide excellent services and grow their careers
- We will base our care on high-quality, responsive, and seamless non-clinical and administrative services
- We will build high-quality, trusted ways of working with our local people and partners so that together we can improve the health of our communities

You can read more about our vision, values and objectives at lwh.nhs.uk/OWF.

Job Summary

St Mark's Hospital is a world leading gastro-intestinal teaching hospital, which provides a range of specialist services to a wider regional and national catchment area. The hospital is well known as a centre of clinical and academic excellence and has a tradition of providing a comprehensive multidisciplinary service. The hospital has over 90 beds for surgical and medical patients.

The Psychological Medicine Unit (PMU) provides specialist psychological and psychiatric services to St Mark's Hospital. The psychological component of the service is part of the wider LNWH Psychological Services Network (PSN).

The post holder will work within PMU and provide leadership to specific subservices. In the first instance, this relates to Inflammatory Bowel Disease (IBD) and Neurogastroenterology.

The post holder will provide a high quality evidenced based psychology service this will include:

- Assessment and interventions for patients
- Teaching and consultation to other staff
- Supervision of psychological specialists and other health/social care professionals
- Development of care pathways, materials and processes aimed to enhance the psychological wellbeing of patients, families and other health/social care professionals

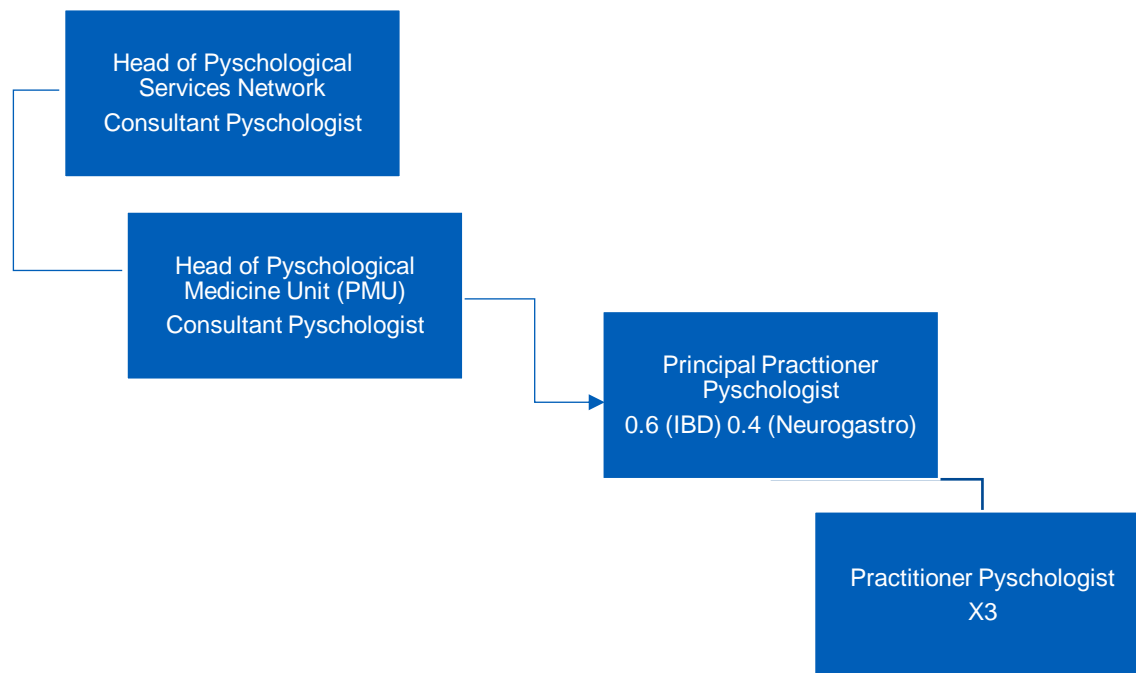
Embedding the PMU service into different sub-specialities (for example, Inflammatory Bowel Disease - IBD, Polyposis Registry, Intestinal Rehabilitation Unit – IRU); the post holder will be expected to contribute to various aspects of service development and evaluation alongside the PMU Consultant Clinical Psychologist.

The post holder will contribute indirect support to multi-disciplinary team (MDT) colleagues through reflective practice groups and MDT meetings. PMU is developing a 'Stepped Care' approach, working with non-specialist colleagues to ensure that all patients receive psychological care appropriate to their level of need.

The role will have a significant clinical component, providing evidence-based assessment, formulation and psychological therapies to gastroenterology patients and supporting adjustment within a rehabilitation framework. The post will require multi-disciplinary team working and liaison with other services relevant to the patient (other psychology/mental health teams and departments).

The post holder will lead on engaging service users to support the development of services offered. The post holder will work alongside the PMU Consultant Clinical Psychologist to identify priorities for service development and implement and evaluate these initiatives through evaluation, audit and research.

Structure



Key responsibilities

Communications

To develop and ensure the delivery of an autonomous and comprehensive psychological service for subservices such as IBD and neurogastroenterology. This will include assessment, formulation, intervention and consultation.

To provide clinical and strategic leadership for the development of a psychological subservices within St Mark's Hospital. In the first instance for, IBD and neurogastroenterology.

To ensure that those aspects of the Psychology Service for which the post holder has responsibility, deliver a cost-effective service, providing an appropriate balance of direct and indirect interventions.

Along with senior colleagues within the Trust, the post holder will be required to manage the development of the service, providing innovation in line with clinical guidelines and service standards. This will include conducting and supervising research and audit in order to develop and evaluate new clinical and psychological programmes of care.

To ensure that appropriate treatment is offered by those aspects of the Psychology Service for which the post holder has responsibility. This is to be provided within the framework of clinical governance, which meets accepted standards of best practice.

To participate fully in the professional activities of LNWH's Psychological Services Network

To maintain a good working knowledge of clinical and operational structures/process within St Mark's Hospital

To gain further experience of professional issues and to be familiar with current strategic thinking in the NHS in general and physical health in particular.

To gather audit data to monitoring service improvements, in line with best practice guidelines.

Professional Clinical Responsibility.

The post holder is responsible and accountable for specific subservices of PMU. In the first instance, this relates to IBD and Neurogastroenterology.

Depending on service needs, the post holder will lead on the development and delivery of other PMU subservices.

To provide clinical leadership to those aspects of the Service for which the post holder has responsibility.

To be responsible for accepting, prioritising and managing referrals and managing the workload for the Psychology Service for those aspects of the Psychology Service for which the post holder has responsibility.

Where required, the post holder is responsible for ensuring the provision of comprehensive assessments (utilising clinical interview, psychometric tests, behavioural observation and consultation with significant others) and the delivery of appropriate therapeutic interventions for the range of referred difficulties accepted by the Service (i.e., those that are complex, and have severe and challenging psychological problems which require the specialist interventions provided by Practitioner Psychologists).

Clinical caseload to include both inpatients and outpatients.

To construct a psychological formulation of each patient's difficulties and develop an individualised intervention and management plan where required (or to facilitate others to do the same)

To keep up to date with policies and procedures relevant to gastroenterology, and with the evidence base for relevant psychological interventions.

To determine which service users require urgent and immediate treatment and signpost or arrange care accordingly and in a timely manner.

To provide consultation and advice to professional staff from other disciplines on psychological assessment, therapy and techniques for working effectively with particular patients.

To be a major contributor of psychological knowledge and expertise to the work of the multi-disciplinary team and other agencies.

To provide regular feedback to referrers on the progress of work with the patients referred.

To ensure 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 Health & Care Professions Council, British Psychological Society and Trust policies and procedures.

To be responsible for all administrative tasks relating to case-work including keeping case notes, therapeutic correspondence, patient activity data base records etc. in line with the Policies and Procedures of the psychology and St Mark's services.

To be responsible for own clinical work and work as an independent practitioner.

To engage in regular meetings with Psychologists from other Specialities to discuss, plan and work with patients who have "cross speciality" service needs.

Training and support

To provide consultation, supervision and support to staff concerned with the psychological care of patients in the service, especially in relation to clinical incidents and bereavement.

To provide training in the use of psychological approaches to other professional staff and agencies, undergraduates in psychology and Psychology Assistants and Doctoral Trainees.

To supervise the psychological work of staff from other disciplines as appropriate.

To design and deliver teaching packages to address identified psychological skills gaps of other professional staff, agencies and Trainee Psychologists.

To provide clinical supervision to psychology undergraduates, assistant psychologists and more junior Practitioner Psychologists within the service as required.

Contribute to the training of own profession, including the provision of core and/or elective placements as the main Clinical Supervisor, and formal teaching to trainee practitioner psychologists.

Identify training needs and contribute to training events and conferences co-ordinated by the Psychological Services Network and St Mark's Hospital as required.

To participate in Trust/sector wide activities as requested by the Lead Consultant Psychologist, up to an annualised 5% of contracted working hours.

Leadership and staff management

To provide clinical and strategic leadership for the development of those aspects of the Psychology Service for which the post holder has responsibility.

As required, provide line management to practitioner and senior practitioner psychologists

To ensure appropriate systems for the clinical and professional management and supervision of the psychological specialists for whom the post-holder has responsibility.

As required, provide clinical supervision, support and training for other LNWUHT staff.

Research and evaluation.

To conduct and publish formal research in areas relevant to the delivery of Psychological and gastroenterology services.

To supervise or advise upon the formal research and complex audit conducted by qualified Practitioner Psychologists, Trainee Practitioner Psychologists, Assistants Psychologists, Psychology Undergraduates, and colleagues from other professions.

To develop and evaluate on a regular basis, new clinical and psychological programmes relevant to the delivery of Psychological Service in Physical Health, especially IBD and neurogastroenterology services.

To conduct service evaluation projects to assist in the development of psychology services.

To conduct ongoing assessment and monitoring of clinical outcomes in order to evaluate current interventions and improve services.

To conduct, participate in, and advise upon Clinical Audit in those aspects of the Service for which the post holder has responsibility.

To participate in Clinical Audit meetings and activities in those aspects of the Service for which the post holder has responsibility.

To participate in Clinical Effectiveness meetings and activities in those aspects of the Service for which the post holder has responsibility.

Service Development and Improvement

As required, to support the PMU Consultant Psychologist in the development and management of the PMU.

Responsible for the development of a new psychological service within IBD and neurogastroenterology specialities at St Mark's Hospital.

As required be responsible for development of new psychological services for patients, friends and family members and staff working within other PMU subspecialities.

To work with operational management and the PMU Consultant Psychologist to ensure that those aspects of the Psychology Service for which the post holder has responsibility, have the necessary resources/facilities to deliver a quality service.

The post holder is responsible for ensuring clinical governance in relation to: risk management; continued professional development; evidence-based practice; accountability and high standards of clinical practice for those aspects of PMU for which the post holder has responsibility.

To continue to identify service development needs and initiate relevant dialogue and action with the PMU Consultant Psychologist and senior clinical/operational management.

To develop and evaluate new models of service delivery in those aspects of PMU for which the post holder has responsibility.

To advise the PMU Consultant Psychologist about matters relating to the provision of Psychology Services and other staffing needs.

To manage own diary to ensure adequate provision and balance of direct clinical work, consultation, training/ teaching/supervision, service planning/development, research/ evaluation, professional development and attendance at key meetings.

Dealing with difficult situations

Clinical work will frequently be highly distressing, often dealing with serious illness, severe disability, bereavement and service users whose behaviour is unpredictable. Working conditions will therefore involve the risk of verbal and physical aggression.

The post holder must be able to contain and work with organisational stress and be able to manage the stress of others in a fast-paced and emotionally challenging context. They must be able to manage frequent exposure to highly emotionally distressing and traumatic circumstances, including physical traumas patients have sustained (which may be visible), processing the emotional load in the course of providing a psychological service in the acute hospital context.

To be flexible to the demands of the environment including unpredictable work patterns and to adapt practice accordingly.

To independently manage and prioritise own caseload/workload and the workload of more junior Practitioner Psychologists as required.

To manage and prioritise specialism /service goals independently, producing work within self-defined time frames.

To use skills in the management of conflict across a range of clinical or service-related matters, including those with service users, family members and colleagues.

Physical Working Conditions and Environment

The post holder has a general duty of care for their own health, safety and wellbeing and that of service users, family members and colleagues.

The post holder must be able to sit in constrained positions for a substantial proportion of working time.

The post holder must be able to concentrate intensely for a substantial proportion of working time: during client contact, teaching/supervision sessions, team meetings, preparing written work.

All staff are obliged to follow relevant Trust guidance to ensure the safety of themselves, the service users and comply with relevant Infection Control procedures. This may require working within austere environments to enable the post-holder to work with the appropriate patients and staff.

Professional Development

To meet with the Consultant Psychologist on a regular basis to discuss potential service developments.

To monitor the clinical effectiveness of Psychology input to those aspects of the Service for which the post holder has responsibility.

To network and liaise with other psychologists locally and nationally.

To participate in professional meetings and activities of the Psychological Services Network, LNWH NHS Trust.

To exercise the responsibility of professional self-governance in accordance with professional and ethical codes of practice of the Health and Care Professions Council (HCPC) (if a psychologist), and the British Psychoanalytic Council (BPC) and any other statutory regulatory bodies with whom the post holder is registered, as well as Trust policies and procedures.

To meet with the PMU Consultant Psychologist for the purposes of appraisal including constructing, reviewing and updating a Professional Development Plan (PDP).

To meet regularly with an experienced Psychological Specialist for Clinical Supervision.

To keep up-to-date with current developments in Applied Psychology practice, professional issues, service developments and developments in strategic thinking by reading, using the electronic library/ internet, attending short courses / professional events and embarking on more lengthy and intensive training programmes leading to further qualifications as specified in the PDP.

To contribute to the development of Clinical Governance initiatives within the Psychological Services Network, LNWH NHS Trust.

Managerial and Administrative

Along with senior colleagues within PMU the post holder will manage the expansion of the service in line with clinical guidelines and service standards.

To lead in the understanding and adoption of IT systems for those aspects of the Psychology Service for which the post holder has responsibility.

To utilise resources and time efficiently and effectively.

To follow the policies and procedures of the St Mark's Hospital and LNWH NHS Trust.

Service User and Public Involvement

Section 242 of the NHS Act 2006 places a duty on NHS organisations to involve and consult service users, the public and other stakeholders in the planning and ongoing development of services. It is the responsibility of each member of staff, clinical and non-clinical to appropriately involve and consult service users, the public and other stakeholders.

Additional responsibilities

Information governance

In accordance with the Trust's privacy notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal data.

The Trust will comply with its obligations under the General Data Protection Regulation and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks).

The Trust requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Trust's legal basis for processing your personal data. Your rights of access to this data are prescribed by law.

You will familiarise yourself with the Trust's data protection policy which sets out its obligations under the General Data Protection Regulation and all other data protection legislation.

You must comply with the Trust's data protection policy at all times, and you agree that you will only access the systems, databases or networks to which you have been given authorisation.

The Trust will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal.

You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Trust's Data Protection Officer.

Information security

All staff must adhere to the requirements of the Trust's information security policy, which covers the deployment and use of all the Trust's electronic information systems (i.e. all computers, peripheral equipment, software and data). In serious

cases, failure to comply with the policy may result in disciplinary action and could also result in a criminal offence.

Health and Safety at Work Act (1974)

You are required to take reasonable care for your health, safety and welfare and that of other people who may be affected by your actions or omissions. These responsibilities apply at all times whilst you are at work or on duty, and apply to all Trust premises, also whilst working in the community or on any other Trust business.

Equal opportunities and equalities legislation

It is the policy of London North West University Healthcare NHS Trust that no user of service, present or future employee or job applicant receives less favourable treatment on the grounds of their sex, perceived or actual sexual orientation, marital status, race, religion or belief, age, creed, colour, nationality, national origin, ethnic origin, or disability, or on the grounds of their association with someone in one of these groups; nor is disadvantaged by any conditions or requirements which cannot be shown to be justified.

Patient and public involvement

Section 11 of the Health and Social Care Act 2001 places a duty on NHS organisations to involve and consult patients, the public and other stakeholders in the planning and ongoing development of services. It is the responsibility of each member of staff, clinical and non-clinical to appropriately involve and consult patients, the public and other stakeholders.

Risk management

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Corporate/clinical governance

It is the duty of every employee to fulfil their individual clinical governance responsibilities and their expected contribution to ensuring that the Trust complies with benchmarked standards for quality of clinical care.

Infection control and hospital-acquired infection

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's infection prevention and control policies and make every effort to maintain high standards to infection control at all times thereby

reducing the burden of healthcare associated infections including MRSA. All staff have the following key responsibilities:

- staff must wash their hands or use alcohol hand rub on entry to or exit from all clinical areas and between each patient contact
- staff members have a duty to attend infection control training provided for them by the Trust
- staff members who develop an infection that may be transmissible to patients have a duty to contact occupational health.

Safeguarding children and vulnerable adults

Everyone has a personal and a professional responsibility to identify and report abuse. The abuse may be known, suspected, witnessed or be limited to raised concerns.

Early recognition is vital to ensuring the patient is safeguarded and any other people (children and vulnerable adults) who may be at risk.

The Trust's procedures must be implemented, working in partnership with the relevant authorities. The sharing of information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

As an employee of the Trust, you have a responsibility to ensure that:

- a) you are familiar with and adhere to the Trusts procedures and guidelines for safeguarding children and vulnerable adults
- b) you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Staff commitment to patient care

You are expected to ensure that patients' needs, experience and safety come first and to treat patients, carers, visitors, and colleagues with dignity and respect.

Health records

Clinical staff must keep accurate and clear information which is essential for the proper care of patients. Clinical and non-clinical staff who handle or use, case notes are individually responsible for the confidentiality, tracking, filing and good order of the case note at all times as outlined in the Medical Records Policy and the Information Lifecycle Management Policy.

For further information refer to Records Management Code of Practice via gov.uk.

NHS constitution and code of conduct for managers

Staff are required to act in accordance with the legal duties and expectations relating to their responsibilities to the public, their patients and colleagues set out in section 3b of the NHS Constitution and pages 98-109 of the Handbook to the NHS Constitution. For Managerial staff, including anyone with supervisory responsibility, the core standards of conduct set out in the NHS Code of Conduct for NHS Managers (2002) or any subsequent amendments.

This list is only an indication of the main tasks required to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendments to take account of changing circumstances.

The Trust reserves the right that you may be required to undertake such other duties and/or hours of work as may reasonably be required of you commensurate with your grade at your normal place of work or from another location within the Trust.

Person specification

Job title: Lead Principal Psychologist in Gastroenterology

Division/department: St Marks Hospital, Psychological Medicine Unit

Requirement	Essential	Desirable
Education/qualifications	<p>Post-graduate doctoral level training in clinical/counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, including specifically models of psychopathology, clinical psychometrics or neuropsychology, and two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Registered as an Applied Psychology Practitioner member of the HCPC.</p> <p>Evidence of continuing professional development as recommended by the BPS and HCPC.</p> <p>Training (or equivalent experience) in clinical supervision.</p> <p>Post-doctoral training in models relevant to clinical health psychology work: (e.g., Psychoanalytic Psychotherapies such as Psychodynamic Interpersonal Therapy (PIT), Cognitive Analytic Therapy (CAT), Systemic Therapy)</p>	<p>Post-doctoral training in one or more additional specialist areas of psychotherapy leading to registration with the British Psychoanalytic Council (BPC).</p>
Knowledge and experience	<p>Doctoral level knowledge of clinical/counselling psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology, and two or</p>	<p>Experience of working psychologically in a gastroenterology setting.</p> <p>Experience working with people with medically unexplained symptoms (MUS)</p>

Requirement	Essential	Desirable
	<p>more distinct psychological therapies.</p> <p>Experience with and exposure to a wide variety of service user groups, covering the whole life course, and presenting with problems that reflect the full range of clinical severity, including experience working with patients with severe and enduring mental illnesses. Including a well-developed knowledge of the needs of individuals from diverse social, cultural and ethnic backgrounds and experience of applying psychological practice within this context.</p> <p>Substantial post qualification clinical experience in psychological services in a physical health setting</p> <p>To have a developed an advanced level of clinical expertise in at least one area of clinical practice within psychology in physical health services e.g. trauma, acquired disability, adjustment, family and relationship difficulties, cognitive changes, changes to body image and functioning (e.g. Psychoanalytic psychotherapies, ACT based interventions, family interventions, EDMR, supervision and consultation) and to have undergone or is undergoing post qualification training in it as part of the CPD process.</p> <p>Experience of contributing to or leading service development / quality improvement projects</p> <p>Can demonstrate previous experience of service evaluation.</p> <p>Well-developed knowledge of clinical governance.</p>	<p>Experience working with people with chronic pain</p>

Requirement	Essential	Desirable
	<p>Experience of developing and facilitating staff teaching and training for psychologists and the wider multidisciplinary service.</p> <p>Experience of representing psychology within the context of multi-disciplinary care and actively working to promote effective team working. Experience of representing psychology within the wider organisation.</p> <p>Experience of professional management/supervision of qualified, trainee or assistant psychologists.</p> <p>Has a thorough knowledge of the Professional Issues affecting Practitioner Psychologists in the NHS and is familiar with key Strategic documents and policies.</p>	
<p>Skills, abilities and attributes</p>	<p>Ability to communicate and relate to people sensitively and with empathy.</p> <p>Ability to understand the highly complex and conflicting messages from patients and organise this in a way that allows them to guide the patient through a complex process of change. To be able to do this even when the patient is highly distressed, there is a highly charged atmosphere, and/or when the patient is expressing high levels of anger.</p> <p>Ability to communicate highly complex and sensitive material in writing.</p> <p>Ability to assess, interpret, formulate and intervene in situations where the material is highly complex, and where there</p>	

Requirement	Essential	Desirable
	<p>are a range of possible options, where different courses of action could be taken and where expert opinions may differ.</p> <p>Ability to plan and organise complex activities or programmes, which may be service or client focussed, and may have long-term implications requiring ongoing monitoring and adjustment.</p> <p>Ability to tolerate the stress and anxiety of being responsible for patient's psychological treatment, particularly when there is substantial risk present (including child protection issues).</p> <p>Ability to manage personal stress levels and seek support when required.</p> <p>Doctoral level knowledge of research design and methodology as well as complex data analysis as relates to psychological data and research.</p> <p>Able to provide leadership and direction, by instigating developments, suggesting solutions to team issues, providing teaching, training, and supervision to other staff in the team.</p>	
HEART values	Demonstrate commitment to Trust HEART values: honesty, equity, accountability, respect, and teamwork.	

Person specifications should be kept to a maximum of 25 bullet points

Job description and person specification drafted / amended by

- Name: Dr Sonya Frearson & Ben Tobin
- Designation: Consultant Clinical Psychologist/Head of PMU & Gastroenterology Service Manager
- Date: 16/11/2023

Job description and person specification agreement

Job holder's name: [Click or tap here to enter text.](#)

Date: [Click or tap to enter a date.](#)

Line manager's name: Dr Sonya Frearson

Date: [Click or tap to enter a date.](#)