

JOB DESCRIPTION

Job Title: Practitioner Psychologist

Area/ Speciality: Paediatric Psychology

Grade: Band 7

Department: Paediatric Psychology

Professionally accountable to: Consultant Paediatric Clinical Psychologist Lead for paediatrics Royal Brompton Hospital (RBH)

Responsible for: Pre-qualified psychologists which may include trainees, assistants and undergraduate placement students

Location: Paediatric Clinical Psychology Service at Royal Brompton Hospital

The Organisation

Guy's & St Thomas NHS Foundation Trust comprises five of the UK's best-known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark.

We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres, bringing together world-class clinical services, teaching and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

We have around 22,700 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

Trust Values:

As part of Guy's and St Thomas', our values help us to define and develop our culture, what we do and how we do it. It is important that you understand and reflect these values. The post holder will:

- **Put patients first:** *'What would I want for my family?'*
- **Take pride in what we do:** *'Am I doing my very best?'*
- **Respect others:** *'What would it be like if I was in your shoes?'*
- **Strive to be the best:** *'How could we do it better?'*
- **Act with integrity:** *'Am I doing the right thing?'*

Our values and behaviours framework describes what it means for every one of us in the Trust to put our values into action.

Working Environment:

On 1st February 2021 Royal Brompton and Harefield Hospitals became part of Guy's and St Thomas' NHS Foundation Trust – a truly once-in a generation development. In April 2022, a new Cardiac, Respiratory and Intensive Care (CRIC) Directorate was created across the two sites. Together, we are taking our first steps towards our vision of creating a brand-new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease in patients from pre-birth to old age.

Evelina London is part of Guy's and St Thomas' NHS Foundation Trust and we are responsible for providing services for women and children. With over 3,000 dedicated staff, and led by an Executive Team and Board, we have significant devolved autonomy to focus operationally and strategically upon the needs of our patients. We also benefit from being part of a large and successful NHS foundation trust, whose values we share. We have an ambitious strategic development programme, with backing from Guy's and St Thomas'.

Royal Brompton Hospital is a renowned quaternary healthcare hospital which offers medical and surgical services to an ethnically and socio-economically diverse population. This comprises the following subspecialties: respiratory medicine (including cystic fibrosis, asthma, primary ciliary dyskinesia and respiratory conditions requiring non-invasive ventilation); and cardiology, including congenital heart disease and inherited cardiac conditions fetal cardiology and cardiac and thoracic surgery.

JOB SUMMARY

Under supervision of a senior practitioner psychologist, the post-holder will contribute to the ongoing development and delivery of a high-quality Paediatric Psychology Service at Royal Brompton Hospital. The provision of evidenced-based, time-limited psychological interventions to promote psychological well-being and physical health is a key requirement.

The post-holder will exercise autonomous professional responsibility for their own actions and will provide assessment, therapeutic interventions, and psychosocial support to patients and their families (including 1-1 and groups), and play a role in the development of psychologically informed working practice within the areas. Group therapy support may occur on a needs basis.

The post holder will utilise research skills for audit, policy and service development and research. They will work autonomously within clearly defined policies and procedures of the Paediatric Psychology service, professional guidelines and the overall framework of the team's policies and procedures.

Key Relationships

The post holder will have regular contact with staff members across the Paediatric Psychology Service. The post holder will be part of the wider psychology service within Evelina Children's Hospital (RBH and GSTT), liaising where relevant, with psychologists working in other departments and services. The post holder will also have regular contact with members of the multi-disciplinary health teams across paediatrics, both within inpatient and outpatient services.

The post-holder will supervise more junior psychologists including pre-qualified psychologists (trainees and assistants) within the Paediatric Psychology team and other MDT staff as required. They will also support service managers and the consultant psychologists within the service to develop and support common initiatives.

Duties and Responsibilities

Clinical:

1. To provide specialist expertise in the psychological care of children, young people and their families within the paediatric psychology service, on an outpatient and inpatient basis.
2. To provide specialist psychological assessment of patients referred to the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological assessments, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients, family members and others involved in the client's care.
3. To formulate and implement plans for the psychological treatment and/or management of service users presenting with a variety of complex problems based upon an appropriate conceptual framework and employing evidence-based interventions across a range of settings.
4. To implement a range of psychological interventions for individuals, carers and families, adjusting and refining psychological formulations drawing upon different explanatory

models and maintaining a number of provisional hypotheses. Interventions may include group work.

5. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
6. Produce detailed reports based upon the results of psychological assessment (and cognitive assessment where applicable). In addition to summarising assessment data, these reports will require integration of data with the analysis and interpretation of highly complex psychological and emotional factors. Reports will describe the clinical formulation and outline appropriate recommendations for intervention or further liaison as necessary.
7. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to patients' formulation, diagnosis and treatment plan.
8. To organise, co-ordinate and facilitate support/therapy groups for patients with health conditions, their families and carers.
9. To contribute directly and indirectly to a psychologically based framework of understanding and care provision for young people and families across settings and agencies serving the client group.
10. To undertake risk assessment and risk management (risk of harm to self and others) for individual patients/families and to provide advice to other professions on psychological aspects of risk assessment and risk management following the Trust's safeguarding policies at all times.
11. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of psychological care plans, including patients, their carers, referring agents and others involved the network of care.
12. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of patients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
13. To work flexibly, including providing psychological input to ward rounds, multidisciplinary outpatient clinics, and annual reviews, where appropriate.
14. To respond to urgent referrals to support the management of challenging interactions between staff and inpatients.
15. To make referrals for further work as appropriate and liaison work with other departments within the hospital and the community agencies as necessary.
16. To undertake liaison work with educational teams and employers on behalf of patients, where necessary.
17. To work as an autonomous professional within the Health Care Professions Council (HCPC) and BPS guidelines and the policies and procedures of the service, taking full responsibility for own work including treatment and discharge decisions.

Teaching, Training and Supervision

1. In common with all practitioner psychologists, to receive regular clinical professional supervision from a senior psychologist and, where appropriate, other senior professional colleagues, in accordance with good practice guidelines.
2. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
3. To provide professional and clinical supervision for assistant psychologists, MSc Health Psychology students, Doctorate Applied Psychology trainees and undergraduate students and others who undertake placements within the service.
4. To provide teaching on postgraduate training courses as required such as Clinical Psychology Doctorate Training.
5. To provide advice, consultation, training and reflective practice opportunities to staff working with families where a child has a health condition across a range of agencies and settings.
6. To participate in events aimed at educating patients and their families about the psychological aspects of their health conditions.
7. To provide consultation to other medical and allied health care staff and service managers on psychological aspects and staff wellbeing.
8. To maintain and develop skills in the area of professional pre- and post –graduate training and clinical supervision.
9. To maintain high level knowledge of new policy and clinical practice developments in the NHS, education, social care and other relevant areas.

Management, Recruitment, Policy and Service Development

1. To report on a regular basis to the senior psychologist/line manager.
2. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
3. Where required to manage the workloads of assistant and trainee applied psychologists and undergraduate students, within the framework of the service's policies and procedures.
4. To be involved, as appropriate and when required , in the shortlisting and interviewing of junior qualified and assistant/graduate psychologists and undergraduate students.
5. 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 potholder's professional and service manager(s).

6. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop 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.
7. To maintain 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, HCPC, and Trust policies and procedures.
8. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and the wider profession of clinical health psychology.
9. Ensure knowledge of all Trust and Department policies and procedures and demonstrate these in practice, report all accidents, incidents or near misses, demonstrate knowledge of risk management, and maintain the safety and well-being of patients and staff in accordance with the Health and Safety Policy.
10. Attend meetings as necessary and undertake own administrative duties where appropriate including typing letters/reports and distributing correspondence.
11. Assume other duties as delegated by and agreed with the supervisor/Senior Practitioner Psychologist.

Research and Service Evaluation

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. In conjunction with the Senior Registered Psychologist(s), evaluate all aspects of the psychology service, disseminate findings, evaluate specific interventions, and conduct relevant psychosocial research especially with regards to seeking research grants and in the publication of research findings.
3. To undertake appropriate research and provide advice to other staff undertaking research.
4. To undertake project management, including audit quality improvement and service evaluation, with colleagues within the service to help develop service provision.
5. To contribute to the development, evaluation and monitoring of protocols and guidelines for ensuring that psychological aspects of paediatric health conditions are integrated into the general management of the client groups.
6. In collaboration with the Senior Registered Psychologist and multidisciplinary teams, monitor need and explore these needs through systematic research and evaluation.
7. To familiarise themselves with, and to comply with, the Trust's requirements on research governance.

1. Produce reports as requested based upon the result of psychological evaluation and intervention. In addition to summarising assessment data, these reports will require integration of these data with the analysis and interpretation of highly complex psychological and emotional factors. Reports will describe the clinical formulation and outline appropriate recommendations for intervention or further liaison as necessary.
2. Contribute to clinical audit of psychological services within Clinical Psychology.
3. Collaborate with colleagues in planning and implementing systems for the evaluation, monitoring and development of the service through the deployment of professional skills in research, service evaluation, audit and ensuring incorporation of psychological frameworks for understanding and provision of high-quality care as it applies to psychological difficulties affecting staff. This may include the supervision of student and trainee research projects and audit-based activity.
4. Ensure the highest standards of clinical record-keeping including 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 and Trust policies and procedures.

Communication

1. To communicate with a wide range of other professionals within the MDT and primary and secondary care settings and across services. To include social and education services involving complex communication.
2. To communicate with children of all ages and their parents/carers at a time of possible distress and stress. This both face to face and using other remote forms of working (e.g. Microsoft Teams, Attend Anywhere).
3. Effective and complex communication will be required in both written, electronic and verbal forms.
4. As a key element of the job the post-holder will offer consultation and advice to colleagues of his/her own profession and others working in primary, secondary, tertiary and quaternary care in the development and management of highly specialist programmes of care. This will involve both formal and informal consultations with attention paid to the organisational climate that contributes to effective working and client/patient care.

Confidentiality / Data Protection / Freedom of Information

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 2018. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person, those staff will be liable to disciplinary action up to and including dismissal. Moreover, the Data Protection Act 2018 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2000, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Information Governance

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs. All post holders must comply with Trust infection screening and immunisation policies as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager or stated by the Trust to be mandatory.

Flexible Working

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

The Trust is committed to providing a healthy and safe environment for staff, patients and visitors. Staff are therefore not permitted to smoke on Trust property or in Trust vehicles.

Review of this Job Description

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information, clinical governance including research governance.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	A/I/T*
Education Qualifications /	Good honours degree in Psychology		A
	Doctorate level qualification in clinical psychology, counselling psychology or health psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS)		A
	Eligibility for Chartered status with the BPS.		A
Professional Statutory Registration /	HCPC Registration as Practitioner Psychologist		A
Previous experience	Experience of psychological assessment and treatment of patients with physical health problems.	Experience in the psychological management of health conditions.	A/I
	Experience of working psychologically with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems.	Experience of frequent management of 'behaviour that challenges' to a satisfactory and safe outcome.	A/I
	Experience of using evidence based psychological interventions (which may include systemic, cognitive behavioural, motivational interviewing and behaviour management approaches) for the assessment and treatment of a wide variety of psychological problems, working in multidisciplinary and/or interdisciplinary teams.	Experience of exercising full clinical responsibility for patients' care and management, both as a professionally qualified psychologist and also within the context of a multi-disciplinary team and interdisciplinary teams	A/I
	Experience of providing both group based and individual psychological interventions.	Experience of supporting families through distressing experiences over time.	A/I
	Experience of the application of psychology in different cultural contexts.	Experience in providing consultation to other professional and non-	A/I

		professional groups in the area of physical health.	
	Experience of working in a multi-disciplinary team.	Experience of working within a health care setting.	A/I
	Experience of teaching and training other professionals in psychological concepts.	Experience of supervision of trainee/assistant psychologists/students.	A/I
Skills / Knowledge / Ability	Knowledge of psychological interventions, application and supervision of others particularly systemic and third wave cognitive behavioural approaches.	Specialist knowledge of the theory of psychological therapies in areas of physical health.	A/I
	Skills in the use of complex methods of psychological, neuropsychological and behavioural assessment and intervention, requiring sustained and intense concentration.	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 field.	A/I
	A strong ability to communicate at both a written and oral level, imparting complex, highly technical and clinically sensitive information to patients, their families, and carers and a wide range of lay and professional people within and outside the NHS. This may require negotiating, motivating, training, reassuring others and demonstrating empathy.	Evidence of continuing professional development as recommended by the BPS and HCPC by completion of CPD log demonstrating a minimum of 40 hours per year.	A/I
	Experience and ability to undertake risk assessment of children and families in relation to self and others and refer on to appropriate services as necessary.		A/I
	Awareness of racial, cultural and diversity differences/issues.		A/I
	Skills in providing consultation to other professional and non-professional groups.		A/I
	Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.		A/I
	Ability to work independently as an autonomous practitioner		A/I

	with appropriate level of clinical and managerial supervision.		
	Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group.		A/I
	Ability to take initiative and contribute to the development of the psychology component of busy and expanding service at a local and national level.		A/I
	Ability to work effectively within a multidisciplinary team and contribute to effective team functioning.		A/I
	Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and challenging interactions.		A/I
	Ability to undertake service evaluation and research according to needs of the service, bringing doctoral level knowledge of research design and methodology, including multivariate data analysis, as appropriate for the field of clinical psychology.		A/I
Physical Requirements	Ability to maintain periods of prolonged concentration frequently throughout the day as required for complex methods of psychological assessment and delivery of interventions.		
Additional Information	Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical/health psychology services within the context of multi-disciplinary physical health care services setting.	Experience of working within a multi-cultural environment.	A/I
	A commitment to promoting equality of opportunity through all aspects of working and professional practice with both colleagues and all client groups.		A/I

	Willingness to broaden range of skills and take initiative in both own professional development and the development of the service.		A/I
	Ability to contain and work with organisational stress and ability to 'hold' the stress of others.		A/I
	Commitment to continuing professional development, partnership working and to reflective clinical practise.		A/I
	Well-developed IT skills including data entry and analysis of research data using Microsoft programmes and appropriate statistical packages such as SPSS.		A/I

A	=	Application
I	=	Interview
T	=	Test

Initials and date of Preparation

JB 19.04.2024