



Gloucestershire Hospitals  
NHS Foundation Trust

# Senior Staff Psychologist - (Clinical, Counselling or Health Psychologist)

A BETTER **CAREER** STARTS HERE

# Job Description

## Dear candidate,

*I am delighted you are interested in a position here at Gloucestershire Hospitals NHS Foundation Trust.*

*Gloucestershire Hospitals is one of the largest hospital trusts in England serving a diverse population of almost 620,000 people. We provide acute hospital services from two large district general hospitals, Cheltenham General Hospital and Gloucestershire Royal Hospital. Maternity Services are also provided at Stroud Maternity Hospital.*

*Our people are at the heart of what we do. Our workforce is almost 8,000 strong and our caring and dedicated staff are recognised as providing good and outstanding patient-centred care across a range of clinical areas. We also have exceptional teams of professional services staff underpinning our vision every step of the way.*

*We are committed to recruiting the best people to work with us to achieve our vision of providing Best Care for Everyone and our success depends on the commitment and dedication of our staff.*

*We are committed to diversity, inclusion and equality of opportunity for everyone, valuing and celebrating differences and encouraging a workplace and culture where all can thrive. We endeavour to ensure each and every person working in our organisation feel respected and valued. Respecting and valuing differences will help to ensure that our policies and services reflect the needs and experiences of the people and community we serve.*

*In return, we offer the opportunity to work at a trust that is on a truly exciting Journey to Outstanding and to make a real difference to the lives of our patients, their families and the wider community. We are also committed to training and developing you to be the best you can be and offer you a rewarding career, whatever your role.*

*I wish you every success with your application to join our team.*

*Best wishes*

*Claire Radley  
Director for People & OD*

# Job Description

## Job details

Job Title:	<b>Senior Staff Psychologist (Clinical, Counselling or Health Psychologist)</b>
Division	<b>Diagnostics &amp; Specialities</b>
Department:	<b>Staff Psychology Service</b>
Accountable to:	<b>Operational Director</b>
Responsible to:	<b>Staff Psychology Lead</b>
Professionally accountable to:	<b>Head of Health Psychology</b>
Band:	<b>8a</b>
Location:	<b>Requirement to work across both sites</b>
Hours	<b>26.25 hours (0.7 WTE) per week</b>

## Overview

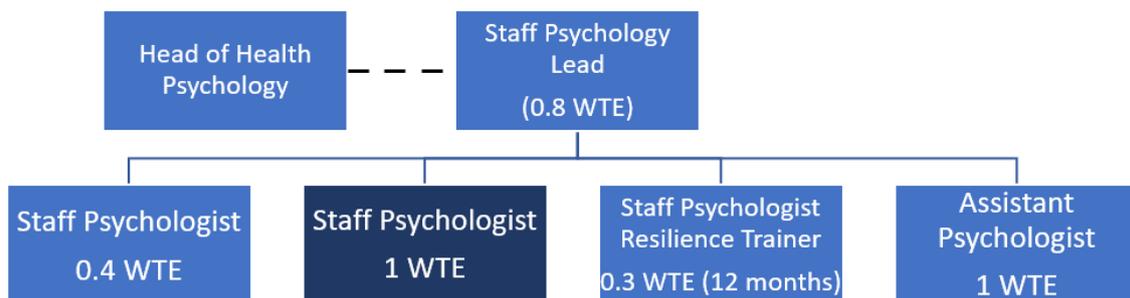
The main purpose of the role is to provide a specialist psychology service, at an organisational level to colleagues in our Trust. The post holder will also be required to proactively link in with areas of the organisation most impacted including on matters which have been caused, exacerbated or influenced by the Covid-19 pandemic and associated legacies.

The remit of the work will include developing and providing specialist interventions at an individual and group level, consultation and strategic advice on wellbeing work in the trust, education of staff, supervision & training for colleagues where appropriate.

This is a visible role which requires regular attendance and visits to clinical areas of the hospitals to build relationships with teams and provide group-level psychological support as required.

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## Organisation Arrangements



## Job purpose

### Clinical

- Act as a Staff Support Psychologist, forming strong working relationships with divisions, departments and line managers across the Trust who are struggling with work related stress or distress. There will be a particular focus on supporting staff groups that have had a key role in managing high levels of ongoing operational pressure leading to an inevitable emotional impact of the work.
- Provide specialised psychological advice and consultation to multidisciplinary teams, staff groups, leaders and managers on topics related to psychological wellbeing, including on matters which have been caused, exacerbated or influenced by the Covid-19 pandemic and associated legacies.
- Formulate and deliver direct clinical intervention through the application of a range of evidenced based psychological theories and models in individual and group work, to help analyse, understand and interpret complex situations and behaviours.
  - Clinical interventions may be delivered in person or online and take the form of i) decompression groups for staff teams following an internal incident or period of prolonged stress ii) providing psychoeducation and skills-based training on identified areas of emotional difficulty, iii) providing 1:1 psychological support for employees struggling with work-related stress or distress or iii) co-facilitating online workshops.
- The post holder will need to apply knowledge of the current evidence-based clinical interventions in clinical/counselling psychology and mental health, when working in this setting.
  - The Staff Psychology Service is underpinned by a compassion focused therapy (CFT) framework. As a result, the role necessitates advanced theoretical and practical knowledge in this model and the ability to assimilate CFT ideas (and other evidenced

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based psychological theories) in an ad-hoc, flexible and responsive way during decompression groups, consultancy and individual work.

- The post holder will be expected to design and facilitate staff support sessions with groups and individuals, deploying the highest levels of interpersonal and communication skills, along with sensitivity and diplomacy. This may require confronting rigidly held unrealistic beliefs and expectations.
- There will be a frequent requirement for intense concentration during individual and group sessions and exposure to distressing or emotional circumstances. This potentially includes occasionally dealing with verbally or even physically aggressive individuals.
- Effective communication of highly complex, contentious, delicate and often unwelcome information to colleagues in a highly emotive atmosphere, and in a rapidly changing or uncertain context is expected.
- The post holder may be called upon by other individuals referring colleagues/team members into the service for support. For instance, providing advice or risk related support to those working in the 2020 Staff Advice and Support Hub who may not have a clinical background.
- Although the post holder acts autonomously and is professionally accountable for their own practice, in common with all clinical psychologists to undertake regular guided reflective practice with a (senior) colleague in accordance with good practice guidelines (often referred to as 'clinical supervision').
- The post holder will have the opportunity to attend regular in-house psychology meetings, which include a focus on reflective practice.
- There will also be CPD opportunities.

## Service Coordination and Development

- Manage own time and workload, including the planning, delivery and evaluation of staff support sessions for groups and individuals. Organising workload of doctoral clinical psychology trainees and assistant psychologists, as appropriate.
- Collaborate with the Staff Psychology Lead and other members of the wider People & OD services to agree how identified needs and priorities relating to colleague wellbeing can be fulfilled.
- Maintain clear, accurate and confidential records pertaining to individual clients and team/group casework.
- Implement policies and service developments in line with government and Trust directives.
- Collaborate with One Gloucestershire system partners on designing, commissioning and delivering psychological support interventions for colleagues.

## Teaching, Training and Supervision

- Working closely with the Leadership & OD team to design, deliver, support and evaluate training courses and resources aimed at leaders, managers and other colleagues on a

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range of psychological topics including trauma awareness, mental health first aid and having psychologically informed conversations to support wellbeing.

- Deliver supervision opportunities to specific colleagues who provide wellbeing support to the organisation, including: the 2020 Staff Advice and Support Hub team and Trim Practitioners and Managers (Trauma Risk Incident Management tool).
- Use appropriate information technology to support teaching, training and supervision e.g., virtual delivery platforms (MS Teams, Zoom or equivalent)

## Research and Development activity

- To undertake applied clinical research and audit programmes, using a range of quantitative and qualitative methodologies with the aim of improving health outcomes of staff. This utilises reflective scientist-practitioner and doctoral level research skills.
- Offer consultation to other professionals with reference to research or audit-based activity.
- Regularly carry out evaluation of clinical intervention and making adjustments indicated by this.
- Comply with Clinical Governance requirements.

## Key relationships

- Staff Psychology team
- 2020 Staff Advice and Support Hub team
- Leadership & OD team
- Operational Director of HR; HR Business Partners
- Head of Clinical Health Psychology
- Clinical Health Psychology team
- Psychology peers – locally and nationally
- Divisional Tris, Department Heads and Ward/Line Managers
- Chaplaincy team
- Peer Support Network
- Trim Managers and Practitioners

## Other job requirements

- ▶ Comply with Trust and Departmental policies and procedures e.g., Health and Safety at Work Act (1974), Manual Handling, clinical equipment competency, risk management, Data Protection Acts and patient confidentiality at all times. This will include demonstrating compliance with the terms of all safeguarding policies and processes relevant to the safeguarding of adults and children in the care of GHNHSFT and to undergo regular mandatory training concerned with safeguarding matters.
- ▶ Ensure a smart, professional image that enhances the public perception of the Trust and the professionalism of its staff is portrayed.

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- ▶ Actively participate in the Trust's appraisal/development conversation process. Undertake training as necessary in line with the development of the post and as agreed with line manager.
- ▶ Undertake all mandatory training.

## General conditions

### Confidentiality

In the course of your employment, you may have access to, see or hear confidential information concerning the medical or personal affairs of patients and or staff. Unless acting on the instruction of an authorised officer, on no account must such information be divulged or discussed except in the performance of normal duties. Breaches of confidence, including improper passing of registered computer data, will result in disciplinary action, which may lead to dismissal. You should be aware that regardless of any action taken by your employing authority, a breach of confidence could result in a civil action for damages.

In addition, records, including VDU screens and computer printouts of registered data must never be left in such a manner that unauthorised persons can obtain access to them. Written records must either be destroyed or retained in safe custody when no longer required, VDU screens should always be cleared when unattended.

### Terms and Conditions of Service

The principal terms and conditions of your appointment will be those set out in the Agenda for Change national agreement as amended from time to time by the NHS Staff Council. These terms and conditions are set out in the NHS Terms and Conditions of Service Handbook, which is available on the Trust's intranet and NHS Employers web site.

### Health and Safety

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers.

### Data Quality

As part of your employment you may be required to record Patient Information (computerised or on paper). You have a responsibility to ensure that information is entered accurately, completely and consistently. It is particularly important that patients' demographic details are kept up to date. Problems should be reported to your manager.

### No Smoking Policy

Gloucestershire Hospitals NHS Foundation Trust operates a no smoking policy. Smoking is not permitted anywhere within the buildings and grounds of all Trust sites. These restrictions include all areas up to the boundaries of all sites.

### Job Share

As part of its commitment to Equal Opportunities in employment, Gloucestershire Hospitals NHS

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Foundation Trust has a policy on Job Sharing. Under this policy all posts, unless exempted, are open to Job Share.

**NB**

This job description is not intended to form part of the contract of employment or to be a complete list of duties and responsibilities, but is a good guide for information to the job. It will be periodically reviewed in the light of developing work requirements in the department. The officer in the post will be expected to contribute to that review.

## Job description agreement

<b>Job holder's signature:</b>	Date: DD / MM / YYYY
<b>Head of department signature:</b>	Date: DD / MM / YYYY

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## Person specification: Clinical, Counselling or Health Psychologist

**Key to terms: E: Essential, D: Desirable**

**How is it assessed? I: Interview or Test, A: Application**

### Qualifications

Post-graduate doctorate in clinical or counselling psychology (or its equivalent for those clinical psychologists trained prior to 1996) accredited by the British Psychological Society (BPS). OR post-graduate qualification in Counselling Psychology accredited by the BPS OR chartered Health Psychologist accredited by the BPS.	E	A
Registration with the Health and Care Professions Council (HCPC) as a psychological practitioner	E	A
Further post-graduate training e.g. consultancy, coaching, mediation/conflict resolution	D	A
Training in specialist trauma interventions, such as EMDR	D	A
Post qualification training in Compassion Focused Therapy	D	A

### Experience

Knowledge and experience of occupational health problems and psychological aspects of work-related problems.	E	A/I
Experience of, and evidence-based skills in, responding to requests for consultation on staff and organisational difficulties.	E	A/I
Experience of multi-disciplinary working, consultancy and staff teaching/training within healthcare settings.	E	A/I
Experience of designing, delivering and evaluating teaching/training sessions, which have a psychological component, to groups who do not have a psychology background	E	A/T
Doctoral-level knowledge and expertise in research methods for audit and evaluation to meet the clinical governance agenda, including complex multivariate data analysis as practised within the field of clinical psychology.	E	A
Experience of facilitating brief psychological interventions with teams and groups	E	A/I
Experience of working with trauma	E	A/I
Experience in treating trauma in a therapeutic setting	D	A/I
Experience as a qualified/independent psychologist in formulation and delivering a range of therapeutic approaches for adult with mental health problems	D	A/I
Experience of culture change/change within the NHS	D	A

### Knowledge, Skills, Abilities

Knowledge of relevant government frameworks and initiatives.	E	A
Knowledge of current evidence based clinical interventions in clinical psychology.	E	A
Knowledge of evidence-based approaches for trauma	E	A/I
Able to work in a highly complex and pressured environment	E	A

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Able to independently organise workload, prioritise tasks and manage conflicting demands on time; ensuring effective and efficient use of available resources	<b>E</b>	<b>A</b>
Skills in, and experience of, applying current evidence based therapeutic skills to treating clients on an individual and group basis, including assessment, individualised formulation of complex problems, development and implementation of treatment.	<b>E</b>	<b>A/I</b>
Capacity to use reflection to guide clinical practice.	<b>E</b>	<b>A/I</b>
Competence and keyboard skills required in the use of IT and complex data management systems (including SPSS, Access and Excel), word processing & presentation packages and reviewing literature from psychological/ medical literature databases	<b>E</b>	<b>A</b>
Ability to build positive working relationships, respecting and valuing the contributions made by others and acting in an inclusive, considerate and helpful manner at all times	<b>E</b>	<b>I/T</b>
Able to work across all sites at Gloucestershire Hospitals NHS Foundation Trust (predominantly Gloucester Royal and Cheltenham General)	<b>E</b>	<b>A</b>
Able and comfortable to attend and work in clinical settings to observe and communicate with frontline clinical colleagues, whilst adhering with PPE and social distancing requirements to maintain safety	<b>E</b>	<b>A/I</b>
Knowledge of relevant colleague wellbeing and resources relating to the Covid-19 pandemic	<b>D</b>	<b>I</b>

## Qualities

Highest level of communication and interpersonal skills, sufficient to effectively and tactfully communicate complex sensitive and contentious information to distressed or vulnerable colleagues, including those with communication difficulties.	<b>E</b>	<b>I/T</b>
Emotional robustness and capacity for concentration to cope and work effectively with the stress (in self and others) of frequent, intense work with people who are in highly distressing situations (e.g. working with staff in conflict, adjustment to change and impact of loss both at work e.g. organisational change and outside work e.g. bereavement, management of both physical and psychological problems within the work environment).	<b>E</b>	<b>I</b>
Be accountable for own professional actions and the interpretation of agreed guidelines, Government frameworks, Trust and BPS guidelines and policies, taking responsibility for the maintenance and development of own professional skills base.	<b>E</b>	<b>A</b>
Behaviours and personal values in line with Trust's commitment to developing a compassionate culture and our organisational values of Caring, Listening and Excelling	<b>E</b>	<b>A/I</b>
Open-minded, flexible, reflective, reflexive and responsive approach	<b>E</b>	<b>I</b>
Demonstrable interest in staff support and organisational health	<b>E</b>	<b>A/I</b>
Works effectively both autonomously under own initiative, and as part of a team	<b>E</b>	<b>A/I</b>
Committed to Continuing Professional Development (CPD)	<b>E</b>	<b>A</b>