

## Job Description

The partnership between **Barnet, Enfield and Haringey Mental Health NHS Trust (BEH)** and **Camden and Islington NHS Foundation Trust (C&I)** is going from strength to strength since it was originally established in 2021 forming the **North London Mental Partnership**.

### Why choose to join the Partnership?

- We believe that by working together, our two Trusts can achieve more for the residents of North Central London and our patients than we can by working apart.
- Deliver the best care using the most up-to-date practise in supporting those with mental health illnesses.
- Transforming and creating a positive environment for our service users, staff and visitors.
- Creating and working together to become a great place to work for all our staff.
- We offer flexible working, a wide range of health and wellbeing initiatives, NHS Pension and so much more.
- Generous Annual Leave Allowance
- NHS Discounts in a large variety of retail stores and services.
- We have excellent internal staff network support groups.

<b>Job Title</b>	Senior Clinical Health Psychologist
<b>Band</b>	8a
<b>Hours Of Work</b>	22.5 hours
<b>Location (BEH, C&amp;I, Both)</b>	Whittington Health, C&I
<b>Specialty/Department</b>	Clinical Health Psychology, Cancer Care
<b>Accountable To</b>	Head of Clinical Health Psychology
<b>Responsible To</b>	Head of Clinical Health Psychology

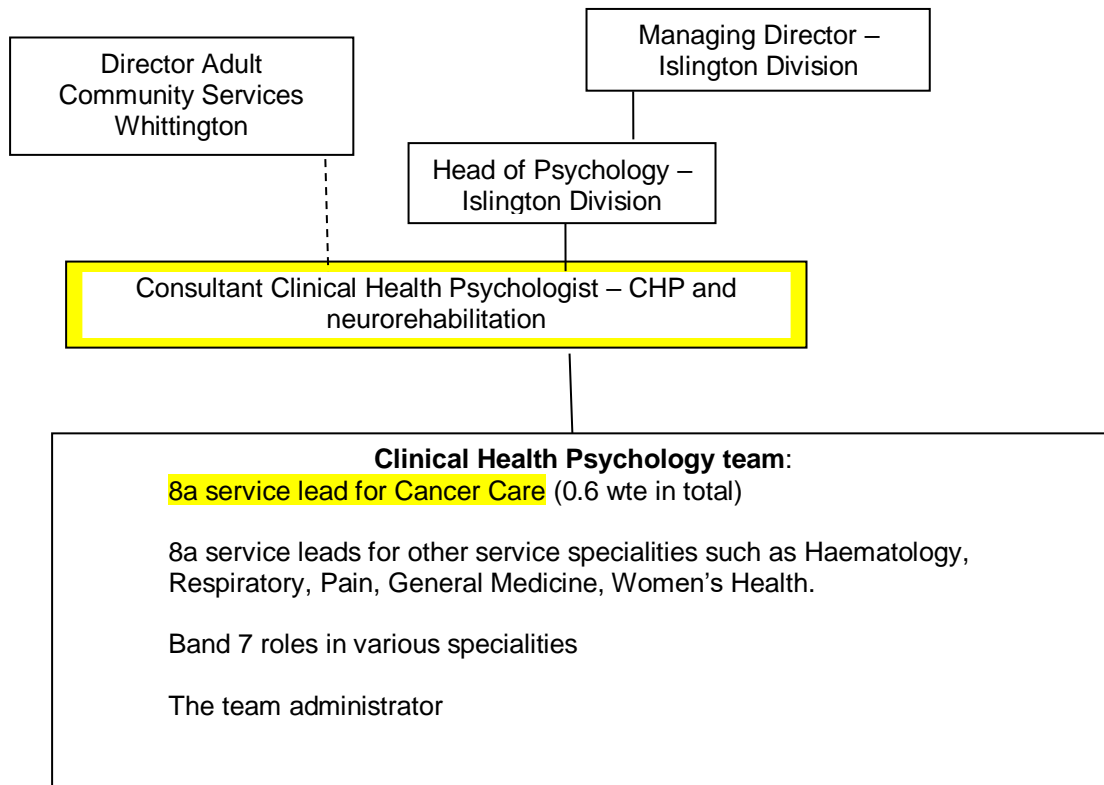
## **JOB SUMMARY**

This senior role involves leading and contributing to the provision of a psychology service to adults diagnosed with cancer under the Whittington Health (WH) Oncology service. The postholder will work closely with MDT clinicians to support the Trust's targets of integrated care by mitigating the impact of and improving adjustment to physical ill health. The psychologist will be able to work independently and flexibly, providing specialist psychological assessment, clinical formulation, intervention and management recommendations to patients, families and other staff across inpatient and outpatient settings. The postholder is invited to work creatively, drawing on a range of approaches (e.g. systemic, narrative, CBT, ACT) in individual or group work, to engage clients to help build their coping resources and support networks.

The post involves offering advice and consultation on clients' psychological care to highly skilled non-psychologist colleagues and to other, non-professional carers; working autonomously within professional guidelines and the overall framework of the service's policies and procedures; using research skills for audit, policy and service development and research.

The postholder will become part of the lively, welcoming Clinical Health Psychology (CHP) team where there are exciting opportunities for mutual learning, service development and continuing professional development. The CHP and Oncology teams value and celebrate diversity and welcome candidates from a variety of ethnic and cultural backgrounds.

## Organisational Position



## RELATIONSHIPS/COMMUNICATIONS

The post holder is expected to establish and maintain positive interpersonal working relationships with psychologists and other staff members characterised by trust, mutual respect, and open, honest communication.

Please see the organisational chart above.

Full line management: Consultant Clinical Health Psychologist and Service Manager for The Cancer Care Psychology Service

Clinical leadership: Consultant Clinical & Health Psychologist and Service Lead for The Oncology Psychology & Psychotherapy Service

Clinical Supervision: Consultant Clinical & Health Psychologist and Service Lead for The Oncology Psychology & Psychotherapy Service

### **Other major working relationships -**

This post is based within **the Cancer Care Psychology Service** which comprises of a consultant clinical health psychologist (for line management/supervision) and a band

7 clinical health psychologist (0.2 WTE) in order to provide specialist psychological support for adults referred by Whittington Health oncology service.

The post holder will have important working relationships with the Clinical Leads and multi-disciplinary teams of the relevant specialist services and will also have the opportunity to engage with colleagues (both in Whittington Health and across the NHS) in specialist cancer clinical care and clinical research. This post is based within the Whittington Health Oncology Service and the post holder will have important working relationships with the Clinical Lead of this service and other members of the multi-disciplinary team, including colleagues engaged in clinical research and working within the NCL network and across cancer care services within the UK.

The Cancer Care Psychology Service is part of the **Clinical Health Psychology Team** providing psychological care for people using a range of Whittington Health physical health services. The post holder will also be required to establish collaborative and good working relationships with key members of staff from other Whittington Health services and with professionals from other community-based services as needed.

## **KEY RESPONSIBILITIES**

### **CLINICAL RESPONSIBILITIES**

1. To provide specialist psychological assessments using interview, formal psychometric and other assessment methods as/where needed, for clients referred from Whittington Health Cancer services.
2. To formulate and provide specialist psychological treatment and management plans for referred clients, including carers and significant others in these sessions as needed, using a range of evidence-based therapeutic approaches.
3. To manage individual caseload autonomously and professionally.
4. To evaluate and make decisions about treatment options taking into account theoretical and therapeutic models and highly complex factors concerning historical, psychosocial and developmental processes that have shaped the individual, family or group.

5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients whose problems are managed by psychologically based standard care plans and to make appropriate referrals onwards as necessary.
6. To devise and deliver group-based interventions, leading in the development and provision of psychoeducational and other groups as needed.
7. To provide specialist psychological advice, guidance and consultation to other professionals to assist in the formulation, diagnosis and treatment of clients.
8. To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation and treatment plans of clients.
9. To work closely and communicate effectively with the multi-disciplinary teams to ensure the provision of effective and evidence-based interventions.
10. To undertake complex risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
11. To attend and contribute to referral, multidisciplinary and service operational meetings. To maximize opportunities for mutual learning with MDT colleagues to inform clinical work.
12. To liaise with other health and social care staff, from a range of agencies within and outside of the NHS, in the care provided to clients.

## **TEACHING, TRAINING AND SUPERVISION**

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.

2. To contribute to the teaching and training of non-psychology staff in psychological skills as appropriate.

3. To provide advice, consultation and training to other health and social care staff working with the client group, where appropriate.

4. To provide professional and clinical supervision and leadership to junior qualified psychologists, trainee psychologists and assistant psychologists where required.

5. To participate in an agreed programme of post-qualification training and professional development towards developing advanced knowledge and practice.

6. To develop skills in the area of professional post-graduate teaching, training and clinical supervision and to provide supervision to other MDT staff's psychological work as appropriate.

7. To provide clinical placements for trainee clinical and/or counselling psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care.

8. To contribute to the pre- and post-qualification teaching of clinical and/or other applied psychologists, as appropriate.

9. To facilitate reflective practice sessions for the Cancer team including working with challenging cases, as needed and requested.

10. To contribute through consultation and training to the psychological understanding and ways of workings of other multidisciplinary and multi-professional teams within the service.

## **MANAGEMENT, RECRUITMENT, POLICY AND SERVICE DEVELOPMENT**

1. To use specialist knowledge, experience and skills to support the development of the service, to provide a key role in psychological aspects of service development across Whittington Health oncology and beyond and to provide a key role in better meeting the psychological needs of patients across Whittington Health.
2. To advise both service and professional management on those aspects of the oncology services where psychological and/or organisational matters are relevant.
3. To manage junior and assistant psychologists within the service and in training posts within the framework of the team and service's policies and procedures.
4. To be involved in the short listing and interviewing of psychological staff as appropriate.
5. To be an active participant in all multi-disciplinary forums related to the delivery of oncology psychology services g. MDTMs, clinical forums, referral meetings, case discussions and research meetings.

## **RESEARCH AND SERVICE EVALUATION**

1. To bring doctoral level knowledge of research methodology, research design and complex multivariate data analysis as practiced within the field of psychology.
2. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work, group work and work with other team members.

3. To lead on and regularly engage in audit, research and service evaluation activities relevant to service and patient needs.

## **ADMINISTRATION AND IT RESPONSIBILITIES**

1. To be responsible for personal record keeping, processing and storage of data and other clinically-related administrative tasks where appropriate.
2. To ensure that all databases and patient records related to the service area are maintained satisfactorily.

## **GENERAL**

1. To ensure the development and maintenance of the highest personal standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's professional and service manager(s).
2. To contribute to the development and articulation of best practice in psychology across the service, by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
3. 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, the Health & Care Professions Council and Trust policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to cancer care and mental health and to maintain an active engagement with current developments in the field of psychology and related disciplines.
5. To attend multi-disciplinary team meetings relevant to the client group and to attend CHP team meetings including continuing professional development forums.
6. To undertake such other duties and responsibilities, appropriate to the grade of the post, as may be agreed with the Head of Clinical Health Psychology.
7. The post holder is expected to be aware of, and work in line with, all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information, and the Trust's Safeguarding Adults and Children procedures.



8. All staff are responsible for the continual compliance with CQC standards and outcomes.

## **PERSONAL DEVELOPMENT**

All staff are required to be appraised by their line managers at least once a year at a personal development review meeting where progress made over the last year is discussed and agreed. Focus on the following year's departmental and personal objectives will be identified, discussed and agreed. Where necessary, help and support will be provided and development opportunities agreed in line with service provision and knowledge and skills competency framework.

## **MANDATORY TRUST RESPONSIBILITIES**

### **AMENDING THE JOB DESCRIPTION**

This is a newly created role and it is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the postholder. This will be done in consultation with the postholder and it is hoped that agreement can be reached to any reasonable changes.

### **PROBATIONARY PERIOD**

This post is subject to the requirements of a six month probationary scheme for new staff only.

### **CONFIDENTIALITY**

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with "Caldicott principles".

### **CODE OF CONDUCT**

Camden and Islington NHS Foundation Trust has a code of conduct for all non-registered staff in a direct care role. As an employee of the Trust you are expected to comply with this code at all times, and any breach of it whilst in practice will be investigated by the Trust.

Copies of the code of conduct can be obtained from the Human Resources Department and it is also available on the Camden and Islington NHS intranet.

### **DATA PROTECTION**

All staff who contribute to patients' care records are expected to be familiar with, and adhere to, the Trust's Standards of Records Keeping Policy. Staff should be aware that patients' care records throughout the Trust will be subject to regular audit.

All staff who have access to patients' care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Trust's Confidentiality of Health Records Policy.

All staff have an obligation to ensure that care records are maintained efficiently and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient / client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act.

## **PROFESSIONAL REGISTRATION**

If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. Nursing & Midwifery Council for nurses), it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.

You are required to advise the Foundation Trust if your professional body in any way limits or changes the terms of your registration.

Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action, which may result in the termination of your employment.

If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment. Furthermore, throughout your employment with the Foundation Trust, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

## **RISK MANAGEMENT**

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff receive appropriate training, that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Governance Committee and Risk and Assurance Committee.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Clinical Governance Committee or Risk and Assurance Committee if resolution has not been satisfactorily achieved.

### **POLICIES & PROCEDURES:**

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of the Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health & Safety at Work etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

### **SAFEGUARDING**

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the Trusts' Safeguarding policies and procedures, act promptly on concern, communicate effectively and share information appropriately.

### **HEALTH AND SAFETY**

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work etc Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for the other employees and visitors.

### **INFECTION CONTROL**

Employees must be aware of the responsibilities placed upon them by The Health Act (2007) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE)

### **GENERAL**

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As the Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

### **EQUAL OPPORTUNITIES POLICY**

The Trust operates in a multi-ethnic area. All members of staff are expected to take into account equalities in all areas of work.

All employees are expected to abide by the Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

**Date:** 5<sup>th</sup> March 2024

**Prepared By:** Sarah Lunn

