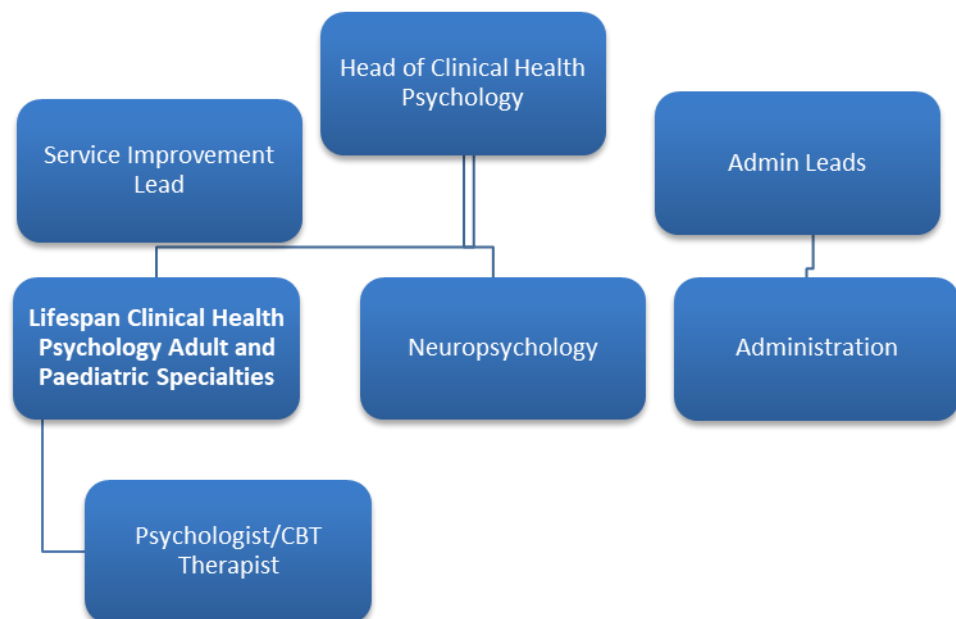


## JOB DESCRIPTION

<b>Job Title:</b>	Clinical/Counselling/Health Psychologist/CBT Therapist
<b>Band/Pay:</b>	Band 7
<b>Department:</b>	Clinical Health Psychology – Paediatric Psychology

### *Planned care group:*



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## **Job overview**

We have an exciting opportunity to join our Paediatric Clinical Health Psychology team as a Band 7 Psychologist/Psychological Therapist for 3 days a week. We are looking to recruit someone with an interest in working with children, young people and families and experience ideally in health settings but we would welcome newly qualified Psychologists/Psychological Therapists keen to develop in the specialism. There is access to supervision and peer support as well as CPD and development opportunities.

The post involves supporting children, young people and their families through specialist psychological assessment, formulation and intervention, indirect work including providing consultation, supervision and training to multi-disciplinary staff, and utilising research skills for audit, policy and service development.

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## **Main duties of the job**

- To enhance psychologically informed care through the direct delivery of specialist psychological assessment, formulation and evidence based psychological interventions for children and young people with physical health difficulties and their families. And indirectly through providing interventions such as teaching, training and consultation with teams and non-psychologically trained practitioners.
  - The service will be provided across a number of bases in the acute and community setting as well as some home working. The main base for the service is at Torbay Hospital. This is in keeping with a new Hybrid-Model of working which involves a combination of remote and physical face-to-face interactions.
  - To work autonomously, within the Trust's and the HCPC's and the BPS's professional guidelines, as well as liaise and work closely with paediatric colleagues and other staff who work internal and external to the Trust and who provide services to children, young people and their carers and families.
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## **About your new team and department**

We are a progressive service and are passionate about the uniqueness of Clinical Health Psychology. You will work within the Paediatric Clinical Health Psychology team as part of the wider Clinical Health Psychology (CHP) service. We have a mix of Psychological professions in the team and welcome individuals who are keen to embrace the challenges and strengths that this brings to our working and professional identity. We pride ourselves on our flexibility of working practices and our family first approach to working which allow people to work hard while maintaining healthy boundaries.

As a Trust we have introduced agile working and as a Directorate we are committed to supporting our teams and colleagues in adopting this approach. The team have been trained in ACT and EMDR and there is a strong commitment to both evidence and practice based short-term interventions.

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## **Detailed job description and responsibilities**

### **Communication and Working Relationships**

- Maintain effective communication in a highly skilled and sensitive manner, and build effective working relationships with a range of health and social care staff across all levels, both within and outside of the organisation
- Excellent written and verbal communication skills to ensure that any correspondence is of a high standard
- Provide excellent, professional communication and customer service when representing our service
- To liaise and work collaboratively with colleagues within the department. To be respectful and value the people you work with
- To communicate in a highly skilled and sensitive manner, highly complex, sensitive or contentious condition specific information concerning the assessment, formulation and treatment plans of clients, where there may be barriers to acceptance and within highly emotive environments
- To maintain and build good working relationships with senior professional staff and managers to ensure co-ordination of work in the Clinical Health Psychology service

### **Analytical and Judgement**

- To monitor and evaluate progress during the course of both uni- and multi-disciplinary care
- To make skilled and complex assessments, formulations and decisions about treatment options considering a range of options which draw on both theoretical and therapeutic models
- To undertake risk assessment and risk management for relevant individual clients and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management
- To provide clinical consultation to other health and social care staff and foster reflective practice in teams
- Contributes psychological expertise to the medical decision-making process as regards treatment options for individuals and their families where appropriate

### **Planning and Organisation**

- Under guidance from supervisor or line manager be able to plan and organise daily workload
- Excellent organisation and prioritisation skills to meet an ever-changing workload
- Be responsive to change and able to work in an environment which has constant interruptions
- Plan and organise any indirect work including and not exclusive to; teaching/training/workshops, consultation, supervision

### **Responsibility and Accountability**

- Act with integrity and professionalism, ensuring that you are demonstrating responsible behaviours at all times, in accordance with our Trust values

- To be accountable for own professional actions and to fully observe the BPS (2009) Code of Conduct and the DCP Generic Professional Practice Guidelines (2008). To reflect and learn from our mistakes
- Be responsible for your dedicated workload
- To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan
- Ensure that all work is of a high standard and meets regulatory compliance
- To provide clinical consultation to other health and social care staff
- To observe the requirements of government legislation, local and national policies and associated initiatives

### **Responsibility for Patients and Client Care**

- To make highly skilled assessments, formulations and decisions about treatment options and individualised programs of care considering both theoretical and therapeutic models
- To undertake risk assessment and risk management for relevant individual clients and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management

### **Policy and Service Responsibility**

- To participate in developments within the services, the wider organisation and community to facilitate the appropriate provision of services
- To contribute as appropriate to service evaluation, research and audit
- All staff have a responsibility to ensure that the needs of the service are met in a timely and efficient manner
- Encourage and welcome feedback to ensure that we as individuals, and as a collective team, learn and continually improve

### **Responsibility for Finance, Equipment and Other Resources**

- Everyone has a responsibility to ensure effective and conservative use of resources
- Maintain paperless filing wherever possible (excluding where any statutory duty may exist). Do not print/ photocopy unless necessary
- Ensure conservative use of stationery, not using equipment to excess
- Ensure that any stationery or resource needs are reported to the appropriate person for future orders

### **Responsibility for Supervision, Leadership and Management**

- To provide advice, consultation, training and clinical supervision to other members of the team for their provision of psychological care
- To receive supervision from an experienced Clinical Psychologist in the Clinical Health Psychology Team
- Where applicable and qualified to do so to supervise the work of less experienced members of the Clinical Health Psychology team
- To provide teaching to the local Clinical Psychology/training courses as appropriate
- Work flexibly to ensure the department collectively achieves its goals
- Work with colleagues, seeking or offering support as required
- To develop leadership skills through the organisation training

### **Information Technology and Administrative Duties**

- To ensure information governance is adhered to in all aspects of your work
- To ensure you are adhering to GDPR regulations/Data Protection Act 2018
- To be proficient in use of trust IT systems
- To keep up to date with patient related admin (e.g. patient records and letters) and be able to co-ordinate and communicate well with the admin team

### **Responsibility for Research and Development**

- To contribute as appropriate to service evaluation, research and audit



**Torbay and South Devon**  
NHS Foundation Trust

### PERSON SPECIFICATION

Attributes	Essential	Desirable
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• To have the Post-graduate doctoral level training in Clinical Psychology</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• An accredited Postgraduate Qualification in Counselling Psychology (a 3-year accredited Doctorate or the BPS Qualification in Counselling Psychology)</li> <li>• Counselling Psychology</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• Post graduate diploma in Psychological Therapies (High Intensity CBT)</li> <li>• Eligibility for Chartered Clinical Psychologist or Counselling Psychologist status and registered as a Practitioner Psychologist with the HCPC. Or BABCP registered CBT therapist</li> </ul>	<ul style="list-style-type: none"> <li>• Other related academic qualifications to Masters or Doctorate level</li> <li>• Additional specialist training in assessment and intervention with children and young people with chronic health conditions</li> <li>• Additional training in psychological therapies relevant to paediatric psychology such as Acceptance and Commitment Therapy, Systemic therapies or Eye Movement Desensitisation Reprocessing</li> <li>• Accredited supervisor training</li> </ul>

<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• In addition to obtaining the necessary qualifications and experience to practice as a Psychologist/Psychological Therapist, has additional knowledge of National Good Practice</li> <li>• Highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and two or more distinct psychological therapies</li> <li>• Knowledge of the theory and practice of highly specialist assessment methods and therapeutic approaches in relation to physical illness and or disability</li> <li>• Post-graduate level knowledge of research design and methodology</li> <li>• Knowledge of legislation relevant to the client group</li> <li>• A high-level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS</li> <li>• Evidence of continuing professional development as stated by HCPC/BABCP and as recommended by the BPS</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within an Acute hospital setting</li> <li>• Post qualification experience of working as a clinical / counselling / health psychologist/CBT therapist with children, young people and families with physical health concerns</li> <li>• Post qualification experience of using a range of specialist psychology assessment skills which include risk assessment</li> <li>• Post-qualification experience of planning and running therapeutic groups</li> <li>• Experience of quality improvement methods and experience of implementing and maintaining service developments</li> <li>• Post qualification experience of working within multi-disciplinary and multi-agency settings</li> <li>• Post qualification experience of providing consultation to healthcare staff and professional and non-professional groups</li> <li>• Post qualification experience of providing teaching and training to other psychologists and other unqualified and qualified groups</li> </ul>
<b>Specific Skills</b>	<ul style="list-style-type: none"> <li>• Able to be flexible and adapt to the changing needs of the service</li> <li>• Must be able to demonstrate behaviours consistent with the Trust's values</li> </ul>	

	<ul style="list-style-type: none"> <li>• Full driving licence/ability to travel between sites</li> </ul>	
<b>Requirements due to work environment/conditions</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills.</li> <li>• Be able to work within multidisciplinary teams.</li> <li>• Good sense of humour.</li> <li>• Reflective practitioner, makes good use of supervision.</li> </ul>	

<b>Physical skills</b>	
<b>Physical effort</b>	<ul style="list-style-type: none"> <li>• Standing/sitting with limited scope for movement for long periods</li> <li>• Occasional carrying of files, movement of resources such as books and test equipment, otherwise minimal</li> </ul>
<b>Emotional effort</b>	<ul style="list-style-type: none"> <li>• The role will require skills to communicate difficult and sensitive information and respond and manage complex emotional and behavioural responses to distressing situations</li> <li>• The postholder will therefore require the ability to cope with a pressurised working environment and to utilise supervision well to manage this and monitor own levels of compassion fatigue</li> </ul>
<b>Mental effort</b>	<ul style="list-style-type: none"> <li>• Ability to cope with a pressurised working environment as a sole psychologist, with support of supervisor</li> <li>• Ability to work under pressure in a busy and complex environment</li> </ul>