

SHAPE YOUR STORY

Recruitment Information Pack



Principal Practitioner Psychologist Band 8a
0.6 wte (fixed term - 12 months mat leave)
Adult – Major Trauma Centre, Royal London Hospital



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

| | Value | Key behaviours |
|---|--------------------------|---|
| W | WELCOMING | <ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors |
| E | ENGAGING | <ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable |
| C | COLLABORATIVE | <ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan |
| A | ACCOUNTABLE | <ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help |
| R | RESPECTFUL | <ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns |
| E | EQUITABLE | <ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them |



Job Particulars

| | |
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| Job Title | Adult Principal Practitioner Psychologist |
| Pay Band | Band 8a |
| Hours | 22.5 hours per week / 0.6wte. |
| Location | Major Trauma Centre (MTC), Royal London Hospital (RLH) |
| Reports to | RLH MTC 8c Consultant Practitioner Psychologist |
| Responsible to | RLH MTC 8c Consultant Practitioner Psychologist Pan-London Major Trauma Psychological Integrated Model of Care leadership |

1. Job Purpose

- Responsible for providing a highly specialist, psychology input to the planning, development and delivery of the RLH MTC pathway, with a focus on over eighteen year olds.
- Responsible for planning, developing and providing a psychology service supporting after-trauma care across the pathway, from the ward and into the community, both directly and indirectly, through staff and carer consultation.
- Teaching, training and supervision of nursing and other multi-disciplinary colleagues on psychological and/or neuropsychological theory and practice, as required.
- Implementation of the published guidance for major trauma, to maximise an embedded approach to team working, and other service delivery, based upon the evidence base and NHS guidelines.
- Providing clinical supervision to qualified, assistant and trainee clinical psychologists, as required.

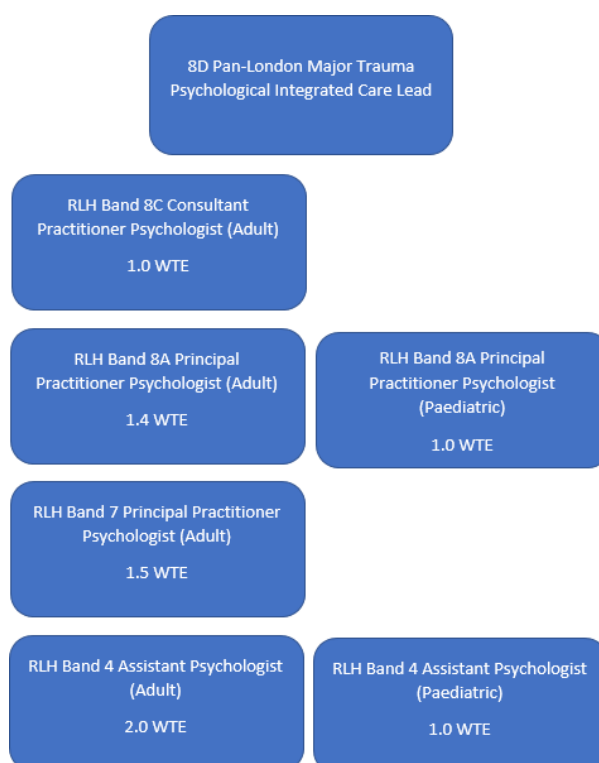
2. Key Working Relationships

| Internal | External |
|--|---|
| Pan-London Major Trauma Integrated Psychological Model of Care project leadership within RLH | Major Trauma Integrated Psychological Model of Care project leadership into RLH, plus links with the three other Major Trauma Centres in London (Kings College, St George's, St Mary's Hospitals) |
| The Royal London Hospital Major Trauma Centre (inpatient wards, outpatient clinics, The After Trauma Team) | Social services, especially safeguarding |



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| Paediatric multi-disciplinary services within The Royal London Hospital, including the Paediatric Liaison Team. | Third sector organisations and agencies involved in relevant service provision, including St Giles' Trust, Headway, Refuge, housing. |
| Clinical Health Psychology and other clinical psychology and neuropsychology colleagues across Barts Health NHS Trust | The Metropolitan Police |
| Service users and carers | Mental and physical health services which support Barts Health NHS Trust service-users, including acute, primary & secondary care, NELFT and ELFT (North East and East London Mental Health Foundation Trusts) etc. |
| | Education services |

3. Structure Chart



4. Main duties, responsibilities and results areas

All duties, responsibilities and results will be in collaboration with the Major Trauma Integrated Model of Care.



Key Result areas

- To develop, lead and be accountable for the direct provision of an integrated, systematic, specialist, clinical, psychology service, with a focus on over eighteen-year-olds who are on the Major Trauma Centre pathway at RLH, including emotional and cognitive well-being.
- To contribute specialist psychological consultation to multi-disciplinary colleagues, to help maximise and maintain a psychologically informed environment throughout the Major Trauma pathway.
- To liaise, make and receive referrals, as appropriate, with local physical and mental health services, including primary, secondary and tertiary care, statutory and third sector organisations.
- To provide specialist psychological support to over eighteen-year-olds on the Major Trauma Centre pathway, sometimes with their carers, to help them to adjust to their condition and engage with services as much as possible and as appropriate.
- To significantly contribute to the development and delivery of supervision and training programmes for multi-disciplinary colleagues to enhance service provision.
- To take a significant role in auditing and evaluating the RLH Major Trauma Centre pathway, in collaboration with the Major Trauma Integrated Model of Care service.

Clinical work- direct

- To be responsible for choosing and providing appropriate specialist psychological assessments for over eighteen-year-olds on the pathway, with a complex range of needs.
- Be responsible for delivering specific and specialist psychological interventions to over eighteen-year-olds, with complex needs including major trauma, through models of psychological therapy with a relevant evidence base.
- Promote a psychologically-informed environment and being responsible for implementing trauma-informed care across the pathway, to support people with complex needs, and their carers.
- Communicate across language and cultural barriers, working with the health advocacy service as appropriate, to ensure integration of the psychological dimension of care.
- Employ a broad theoretical knowledge base to analyse, interpret and compare complex information, in order to develop a specialist understanding and to design specialised programmes of care, tailored to individual need.
- Be responsible for providing and receiving highly complex, sensitive, distressing and emotional information in relation to mental health issues and safeguarding, where there are often barriers to acceptance.



- Be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients (e.g. service-users, families, carers, health, social services, statutory and voluntary organisations staff) orally, in writing and/or electronically.
- Clinically supervise and co-ordinate the work of assistant psychologists, trainee psychologists and other psychologists, where appropriate.

Clinical work- indirect

- Provide specialist consultation concerning the assessment and treatment of people with complex psychological needs, including needs due to their physical health, employing a broad theoretical psychological and neuropsychological knowledge base.
- Be responsible for working closely with other services in maximise engagement in services, both directly relating to the MTC pathway and accessible to the service-user upon discharge, as appropriate.
- Be responsible for providing a psychological perspective/psychological expertise for the MTC pathway activities, including clinical care, reflective practice, team or service dynamics, systems, health promotion, team or service organisation, in a range of settings, e.g. case discussions, clinical team meetings, and commissioning related tasks.
- Be responsible, with colleagues, for working closely with statutory and voluntary sector services including primary, secondary and tertiary care, mental health services, community health services staff and third sector organisations.
- Be responsible for developing and maintaining knowledge of local resources and developing working relationships with relevant community groups and organisations.
- Be responsible for proposing innovative responses to identified community needs and developing these in consultation with senior colleagues, to maximise engagement by diverse service-users.
- Ensure that BPS and HCPC guidelines for professional practice are followed appropriately.
- In common with all clinical psychologists, receive regular clinical supervision in accordance with good practice guidelines.
- Participate in CPD and other developmental activities; keeping up to date with relevant psychological research, evidence-based practice and national guidance (NSF, DoH, NICE etc).



- Follow broadly defined policies and pursue agreed objectives but exercise considerable freedom in deciding how best to implement or achieve them.

Policy and service development

- The post-holder is responsible for innovative thinking regarding the development of the psychology service within the pathway, in collaboration with the service leadership, service-user representatives, MTC service management and leads, other team members and the Trust psychology leadership.
- To work with the above colleagues to manage waiting lists and maximise accessibility for diverse service-users.
- To identify and propose potential changes to work practices and procedures in the service and contribute to discussions on service-wide and specialism issues.
- To implement Trust and local policies.
- To work within specific MDT clinic sessions and organise own day to day activities, plan and prioritise own clinical workload.

Teaching, training & supervision

- Provide specialist teaching, training, supervision, support and consultation to multi-disciplinary colleagues of the Major Trauma Centre pathway, on psychological theory and practice, including arranging or facilitating reflective practice.
- To be available as a psychological resource for RLH MTC multi-disciplinary staff, who are also coping with the demands of working in the field, through fostering a culture of well-being support, and signposting to appropriate staff support services.
- Contribute to the development and delivery of training programmes as part of the Major Trauma Integrated Model of Psychological Care service, for health, social care and third sector staff, as appropriate.
- Supervise and co-ordinate the work of more junior psychologists, assistant psychologists and trainee psychologists, where appropriate.
- Use a broad theoretical knowledge base and specialist clinical skills to develop and support the psychological skills of others (assistant, trainee and other psychologists and members of other staff groups) via the development and delivery of teaching, training, supervision, support and consultation.
- Develop and deliver (jointly with other practitioner psychologists, where necessary) teaching events for clinical psychology doctoral training programmes and masters and doctoral programmes in health or neuro psychology.



Research & development

- Maintain and update research, knowledge and skills in the area of clinical, neuro and health psychology.
- Develop and implement clinical audits of the service and where appropriate, be responsible for the statistical analysis and preparation for publication.
- Develop and implement service related and/or academic research projects.
- Organise and supervise research activity undertaken by assistant psychologists, trainee psychologists and other psychologists, where appropriate.
- Contribute to service evaluation and monitoring.
- Present findings of research locally and nationally through written publications in peer-reviewed journals, as well as in conferences and user-run fora, in order to disseminate latest research findings and raise the profile of psychological aspects of Major Trauma.

Information technology

- Record and report on personally generated clinical information.
- Enter clinical information as required, in a timely manner into local and Trust electronic information systems.
- Prepare teaching materials and presentations to a professional level.
- Be familiar with electronic access to research information, for example through electronic libraries, databanks, journals and websites.
- Be familiar with computer programmes used in research and research presentation, e.g. SPSS (for statistical analysis), EXCEL, Access, and PowerPoint.
- Apply information governance. Use electronic mail regularly and competently to facilitate direct and indirect clinical work as well as service development. Use social media platforms appropriately.
- Have expertise in using the worldwide web in order to access information and services that enhance clinical role with service users and staff, and contribute to continued professional development.



5. Working conditions

| Criteria | Description |
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| Physical | Highly developed skills in use of keyboard and PC for writing electronic records, clinical letters, reports and using spread sheets and databases. |
| Emotional | There is a high degree of emotional effort in providing psychological therapy to complex individuals and possibly their families. The post holder needs to be able to contain the distress of both patients, families and healthcare staff. The post holder must be able to manage effectively frequent exposure to highly distressing/highly emotional circumstances and exposure to traumatic circumstances. |
| Working Conditions | Able to manage effectively verbal aggression from service users, families, etc. and the risk of physical aggression. Have a respectful approach to service users, families, carers, colleagues and other professionals. Willing to negotiate and can handle confrontation effectively and professionally. The post-holder will regularly be required to work within an MDT context and across different community and hospital sites. |
| Mental | The post holder needs to be able to maintain steady and intense concentration for periods of up to an hour during therapy sessions. The post holder needs to listen and reflect back the intricacies of the way the patient is thinking and behaving, attempting to develop insights with the patients. The post holder will need to be skilled in managing larger numbers of patient needs within group psycho educational and therapeutic intervention sessions. The post holder will also provide supervision to more junior staff who will also be working with complex issues and material. The post holder will regularly have to meet deadlines in report writing. |

NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/



Person Specification

| Domain | Essential Criteria | Desirable Criteria |
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| Qualifications | <p>Registered as a Practitioner Psychologist with the Health Care Professions Council</p> <p>Postgraduate Doctorate in Clinical Psychology (or its equivalent) as accredited by the BPS and HCPC.</p> | <p>Relevant specialist training or qualifications in managing violence and aggression or post-trauma therapy such as EMDR.</p> <p>Clinical supervision training for Doctoral trainees.</p> <p>Progressing towards or have achieved eligibility for the Specialist Register of Clinical Neuropsychologists with the British Psychological Society.</p> |
| Experience | <p>Assessed and substantial experience of working as a qualified Practitioner Psychologist, including relevant experience in physical health settings since qualification.</p> <p>Experience of working with people who may be reluctant to engage with services, and the people and systems around them, including carers.</p> <p>Experience of working in a physical health setting, providing highly specialist health psychology assessment and treatment, with children and/or adults.</p> <p>Experience of teaching and training other professionals and/or professional and clinical supervision.</p> <p>Experience of working within MDT settings and providing consultation.</p> | <p>Experience of the range of physical health care settings, from acute to community.</p> <p>Experience in an acute healthcare setting, including close physical proximity to service-users who have recently been exposed to life-threatening levels of injury.</p> <p>Experience with people who may have experienced levels of intentional physical harm, to others or self.</p> |



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| | Experience of working in a multi-cultural setting, including working with interpreters. | |
| Communication | <p>Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Working to Professional Guidelines.</p> <p>Must be capable of autonomous and independent practice necessitating the adoption of responsibility for own work and interventions, and for the interpretation of agreed guidelines and policies.</p> | Skills in engaging those who may not be comfortable accessing services, due to systemic issues. |
| Skills and Knowledge | <p>Ability to communicate effectively with other healthcare professionals and colleagues.</p> <p>Ability to contain, assess and mediate in situations with service-users where they may be distressed and/or at risk to themselves and others.</p> <p>Ability to formulate complex clients' presenting difficulties within a theoretical framework, to plan and deliver an appropriate specialist treatment intervention, and to evaluate the efficacy and outcome of treatment.</p> <p>Skills in selecting and applying psychometric tests.</p> <p>Doctoral level research skills and experience of both</p> | |



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| | <p>quantitative and qualitative research methods.</p> <p>Computer literacy. Including the use of databases, Word, Excel, Powerpoint and statistical packages.</p> <p>Ability to concentrate within a complex therapeutic framework for up to 3-4 hours at a time.</p> <p>Ability to travel between different sites within the Trust and in the community for clinics, meetings, and other work-related responsibilities.</p> | |
| Other | <p>Ability to form a constructive therapeutic experience for a diverse range of people.</p> <p>Ability to balance work in teams with autonomy in situations requiring careful clinical judgement.</p> | |



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, plus Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of London's Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

