



## Consultant Applied Psychologist

### STAFF PSYCHOLOGY SERVICE

Advert closing 01<sup>st</sup> December 2023

Interviews taking place 06<sup>th</sup> December 2023

## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

## OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.



The Shrewsbury and  
Telford Hospital  
NHS Trust

# A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

*Louise Barnett*

Louise Barnett  
CHIEF EXECUTIVE OFFICER



# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



## MAIN DUTIES AND RESPONSIBILITIES

This job description is not intended to be exhaustive. The post holder will be expected to carry out any reasonable duties requested of them, appropriate to the grade and role of the post. Duties and responsibilities may vary from time to time in light of changing circumstances and in consultation with the post holder.





## JOB DESCRIPTION

<b>Job Title:</b>	Consultant Applied Psychologist
<b>Band:</b>	8c (subject to Agenda for Change confirmation)
<b>Directorate:</b>	People
<b>Job Group:</b>	Allied Health Professions
<b>Location:</b>	Staff Psychology Service
<b>Hours of Work:</b>	22.5
<b>Accountable to:</b>	Trust Lead Consultant Psychologist
<b>Professionally accountable to:</b>	Professional accountability to the Lead Consultant Clinical Psychologist

### 1. Job Purpose

- The post is to be the lead clinician in the new Staff Psychology Service, which provides psychological interventions across the Acute Hospitals to meet the psychological needs of staff. The post holder will be the senior clinician within the team, with some operational management responsibilities.
- The post sits within the People and Organisational Development Directorate and reports directly to the Trust Lead Consultant Psychologist. It forms part of an extensive OD, Health and Wellbeing offer to Staff.
- The post holder will oversee the provision of specialist clinical / counselling psychology interventions to both teams and individuals or all levels across the organisation. The Staff Psychology Service is under development and the post holder will play an important role in designing and establishing the clinical model.

- The post holder will take the lead on the clinical offer in the team, the design and delivery of interventions to prevent burn out, restorative session and work closely with managers and directors to develop an intervention plan for staff groups identified as being under high levels of stress.
- The post holder will provide professional and operational management of the Clinical staff and the Business Support Officer in the Staff Psychology Service.
- The post holder will provide clinical supervision for psychologists in the team and line management of other psychologists and business support manager.
- Accountable for own professional practice in the delivery of highly specialist psychological care to both teams and individual staff members across the organisation in need of psychological support.
- To actively promote staff wellbeing across the organisation by providing preventative interventions to support staff members and teams, by working closely with the Health and Wellbeing Lead. To work in close collaboration with Organisational Development to provide a comprehensive offer of interventions.
- To be compassionate in meeting the needs of staff members by offering psychological interventions to individuals, staff groups and supporting leaders to promote the wellbeing of their staff.
- To play an active role in contributing to the design and delivery of a comprehensive psychological support service for staff working in the organisation.
- To promote at all times, a positive image of the service and the wider Trust.
- In line with the banding of the post and its service context to:

Exercise supervisory/professional responsibility for other psychological therapists

Provide leadership in multi-disciplinary training and development

Provide leadership in service audit and development

Provide leadership in service evaluation and research

- Ensure that a psychological perspective is brought to service redesign and cultural change.

### **Job Summary**

1. As Lead Clinician (Consultant Psychologist/Psychological Therapist) holds accountability for own professional actions, exercises discretion in determining how objectives are to be achieved and works autonomously within the overall framework of relevant speciality/trust/service principles, policies and procedures, the professional codes of practice and terms and conditions of employment
2. Is responsible for leading the development, delivery and evaluation of the designated psychological service for which the post holder is responsible.
3. Exercises delegated responsibility for co-ordinating, organising and managing the psychological staffing and material resources available in the service for which the post holder has designated professional responsibility.
4. Exercises responsibility for the systematic governance of psychological practice within the speciality and ensures that effective systems are in place for the clinical and professional supervision and support of all other psychologists, counsellors and mental health care staff within the service area for the post holder has designated responsibility (including systems for recruitment, professional appraisal and the identification of CPD needs across the service).
5. Responsible for developing, introducing and implementing new psychology service and team policies and service developments in the psychology service for which the post-holder is responsible.



6. Responsible for proposing and implementing/supporting the implementation of policy or service changes and developments (including changes in clinical practice and policy) which impact beyond the post holders own area of activity (impacting for example on the work of other disciplines, departments, and professionals within primary health care or on the work of others in other specialities, Trust Directorates or service areas).
7. Takes the lead in ensuring that psychological services within the speciality are developed and delivered in accordance with relevant NICE and policy guidelines.
8. Acts as a highly specialist and expert resource to other psychological professionals, other professionals and teams and the wider professional community within staff mental health and psychological care, Trust and wider health and social care network providing expertise and advice as required in relation to the post holder's particular speciality expertise.
9. Provides direct clinical services to clients, their families and employers as appropriate, undertaking highly specialist psychological assessments and providing individual and group based psychological therapy and intervention as appropriate and required.
10. Facilitates the dissemination of effective evidence informed psychological practice within the speciality by developing and supporting the use of psychologically informed protocols, guidelines and procedures by other professions and by developing psychologically informed assessment and intervention procedures that are incorporated within routine service practice.
11. Plans, organises and provides specialist teaching/training session/programmes in psychological principles and practice for other professionals and other staff within the health and social care system.
12. Provides expert supervision and 'liaison-consultation' services to enable and support client related work undertaken by other professionals within a multidisciplinary context and across partner agencies.
13. Provides professional supervision for other qualified and unqualified psychologists in the service or elsewhere in the Trust as appropriate.
14. Provides specialist placements and supervises Trainee Psychologists / Psychological Therapists on placement from local University based training courses.
15. Initiates, organises and undertakes audit and policy/service development projects within the speciality, utilising research skills, collecting, collating and analysing data, writing and presenting reports, etc as appropriate.
16. Participates in supervision, personal appraisal and continuing professional development activities as agreed with professional head of service, including general training required in accordance with the policies and procedures of the Trust
17. In completing duties, draws upon advanced level highly specialist knowledge and expertise commensurate with a doctoral degree in applied psychology, eligibility for registration as a chartered applied clinical or counselling psychologist and further post qualification specialist training, clinical supervision and experience.
18. In completing agreed duties, plans, organises and prioritises own time, activities and workload and as appropriate the priorities of others.
19. In delivering objectives, plans and organises a complex range of service development, clinical, consultative, training, governance and R&D activities and programmes which impact on the clinical psychology speciality and other services and professionals within and beyond the speciality, exercising complex planning, organisational, co-ordination and evaluation functions and formulating and adjusting plans in the light of current, anticipated and changing circumstances

## **Key Communications and Working Relationships**

Works/liases with registered and non-registered psychological professionals within the service, Trust and across the health and social care system; with senior members of other disciplines and professions responsible for the provision and evaluation of clinical care, including operational managers, team leaders and other senior clinical, operational and corporate managers within the Trust; relevant senior colleagues in CCG's, Local Authority, and other statutory, voluntary and non-statutory agencies; GPs and other referral agencies; professional training courses, academic/educational and research departments, research workers; service user and carer organisations, service users and carers; and others as relevant to this post.

## **Working Environment**

The post involves regularly working in situations that may be highly emotionally charged and distressing, with people with highly complex emotional problems, whose behaviour may be challenging or hostile, whose engagement may be problematic and whose understanding or acceptance of their situation may be constrained by psychological, cognitive, linguistic or other factors.

## **Principal Duties and Responsibilities**

The post holder may be required to undertake any of the duties specified in the key result areas noted below. The relative priority and time allocated to each of the duties/key result areas will be determined by reference to service needs and may vary in the light of prevailing service priorities and requirements.

## **Clinical**

1. Takes the psychology lead in the development and provision of effective evidence based psychological therapies in the designated clinical service for which the post holder is responsible.
2. Organises the psychology referral system within the designated clinical service for which the post holder is responsible.
3. Undertakes highly specialist psychological assessments of complex cases, assessing personality, beliefs, attitudes, behaviour, emotional function, and other relevant psychological characteristics and dimensions and factors relevant to the development, maintenance and understanding of the client's difficulties as appropriate, using standardised psychometric instruments, protocol based assessment tools, self-report measures, rating scales, direct and indirect structured observations and structured and semi-structured interviews as required. Utilises assessment techniques directly with clients and collects information from family members and others involved in the client's care as appropriate.
4. Undertakes highly specialist assessments of neuropsychological and cognitive function, including attention, intelligence, memory, executive function, aphasia and language, motor skills and sensory function, using specialised neuropsychological tests, materials, equipment and observational and measurement techniques that require precise adherence to standardised administration protocols and that require specific training and appropriately developed physical skills for their proper use
5. Develops highly complex formulations of highly complex presenting problems, considering a range of hypotheses as required and drawing upon the findings of psychological assessments, relevant aspects of the case history, relevant psychological models, concepts and theory and advanced knowledge, expertise and analytic and interpretational skills acquired through specialist post qualification training and experience.

6. Responsible for developing and implementing highly complex plans for the formal psychological treatment and/or management of the client's presenting problems, that are based upon highly specialist and advanced knowledge and an appropriate conceptual framework, that employ psychological procedures and practices having an evidence base for their efficacy and/or an established theoretical basis for their use and that are provided across the full range of relevant care settings.
7. Maintains a case load of clients for therapy, the size of which is determined through job planning and delivers psychological treatments and therapeutic/management interventions to fidelity, protocol guidelines or appropriate professional standards, for individual clients, couples and for families.
8. Provides expert opinions (including second opinion, opinions required for legal purposes) in individual cases as required, including those where expert opinions may differ.
9. Plans, develops, co-ordinates, delivers and evaluates therapeutic groups as appropriate, Acts as therapist or co-therapist (with other registered psychological professionals , Assistant Practitioners, or other designated clinicians) as appropriate.
10. Undertakes highly specialist risk assessments from a psychological perspective, provides psychologically based programmes of risk management for individual clients as appropriate, and provides both general and specialist advice to psychologists and other professions on psychological aspects of risk assessment and management.
11. In completing clinical duties, exercises full professional responsibility and autonomy for the psychological assessment and treatment, and discharge from psychological care, of referred clients and other clients whose problems are managed by psychologically based care plans, communicating with the referral agent and others involved with the client's care on a regular basis.
12. When completing clinical duties, receives, obtains and communicates highly complicated, extremely sensitive and highly contentious assessment, formulation and treatment related clinical and personal information, sometimes in emotionally charged, hostile or otherwise challenging circumstances, where there may be constraints on the engagement, motivation, cooperation, acceptance, tolerance or understanding of the service users involved or their families.
13. Attends and contributes to appropriate multi-disciplinary assessment meetings, case conferences, reviews, etc, providing specialist psychological advice, opinion, expertise and guidance in relation to problem formulation, diagnosis, treatment and individual care planning and other clinical matters as necessary and providing a psychological perspective or psychological information as required.
14. Directly and indirectly promotes and supports a psychologically informed and evidence based approach to the understanding and management of the problems and needs of all clients across all settings within the service area covered.
15. Where appropriate develops very highly specialised project work in respect of a particular clinical need of relevance to the speciality, identifying the scale of local need in relation to the problem in question, collaborating with colleagues in planning relevant psychological interventions and solutions and to assisting in service dissemination and the maintenance of quality standards via the development of protocols, training and networking.

## Teaching, training, supervisory, consultative/advisory

1. Plans, organises and delivers in service training workshops, seminars, lectures and courses on specialist psychological topics for members of primary care or other professionals within the service and as appropriate for other staff in the Trust or elsewhere in the healthcare system (the focus of which will be determined by reference to the service priorities and skills required to meet clients' needs). As required, plans and organises training sessions/courses, prepares teaching content, materials (including handouts) and aids (including computer assisted), organises and coordinates input from other tutors/trainers, directly provides presentations and evaluates teaching initiatives using appropriate measures.
2. Participates with other psychological professionals in the development, delivery and evaluation of specialist training on a cross trust basis in respect of relevant speciality related skills, particularly those that promote the dissemination of evidence based practice in line with NICE and DoH guidelines.
3. Provides presentations on specialist clinical or research topics, relevant areas of work, external training events attended, etc, to members of the Trust Psychological Professionals, contributing thereby to the CPD of other - professionals in the service.
4. Ensures that appropriate systems are in place for and provides professional and clinical supervision of registered psychological professionals or psychological support staff within the service area for the post holder has designated responsibility within the psychology speciality for which the post holder is responsible.
5. Where appropriate, provides specialist clinical supervision to psychology staff from elsewhere in the Trust in relation to the post holder's particular area of expertise.
6. Provides specialist clinical placements and supervision for trainee psychological professionals ensuring that trainees acquire required clinical and research skills, competencies and experience necessary and contributing to the assessment and evaluation of such competencies as appropriate.
7. Contributes with other members of the Trust Psychological Professions to to University based professional training courses in clinical psychology, counselling psychology and forensic psychology, providing teaching input and contributing to course selection processes as appropriate.
8. Ensures that all members of the clinical team within the speciality have access to a psychologically based framework for the understanding and care of clients of the service and facilitates the effective and appropriate provision of psychological care by team members through the provision of expertise, advice, support and consultation and the dissemination of psychological theory and research.
9. Provides highly specialist advice, consultation and training to other professionals working in the speciality to enable team members to incorporate informed psychological practice within their day-to-day work with clients. In this respect, supports other members of the MDT by the development of 'shared formulations' of the clients presentation and needs, and advises on psychologically based assessment and intervention techniques that might at a systems level be incorporated within the Team's operational policy.
10. Provides expert consultation about the psychological care of the client group to staff and agencies outside the directorate and Trust



## **Policy, Service Development, Service/Resource Management, Recruitment and Professional Leadership**

1. Identifies areas of service need and priorities for service development within the designated service area, formulates agreed areas of work and agrees objectives for service delivery with professional manager, commissioners and managers as appropriate.
2. Ensures that agreed psychology services are delivered to objectives, organising changes in the pattern of service delivery in the light of changing service demands or revised team priorities, further to consultation with relevant colleagues.
3. Proposes, plans, initiates, organises, implements and evaluates new service policies and service developments in the designated service area, including those that improve the efficacy, efficiency and quality of the psychology service provided and those that support the provision of psychology services in line with relevant NICE and policy guidelines.
4. As a senior clinician, participates in the planning, development and evaluation of mental health and client group services as a whole within the service in which the post holder works, contributing advice and expertise in speciality steering, advisory, planning, operational policy and review forums and mechanisms in which service developments and operational policies are planned and discussed, supporting agreed developments by deploying relevant professional skills, and thereby promoting high quality, accessible and responsive speciality services on a multidisciplinary basis.
5. Contributes highly specialist psychological advice to other steering, advisory, planning, operational policy and review forums and mechanisms Trust and health and social care system .
6. As a senior clinician, proposes, implements/supports the implementation of and evaluates policy or service changes and developments (including changes in clinical practice and policy) that impact beyond the post holders own area of activity particularly those that enhance the availability and accessibility of best and psychologically informed clinical practice or that otherwise improve the efficacy, efficiency or quality of the service offered by other professionals and members of primary health care teams as a whole. In this respect designs, implements and evaluates clinical, governance and service initiatives and co-ordinates the work of others involved as appropriate.
7. Draws the attention of professional and service line manager, and other managers to unmet needs and shortfalls in the availability of psychological services within the designated service area, advises managers on other aspects of the service where psychological and/or organisational matters require attention and offers suggestions about service initiatives and developments.
8. Exercises delegated responsibility for the co-ordination and day-to-day management of the psychology staffing resource available within the designated service area for which the post holder is responsible
9. Exercises responsibility for the systematic governance of psychological practice within the speciality in which the post-holder works.
10. Ensures that systems are in place within the designated area of responsibility for professional appraisal and the identification of CPD requirements.
11. Advises on and participates in the recruitment and selection of psychological professionals within the designated area of responsibility.
12. Exercises responsibility for the careful, safe and responsible use, storage, security, transport and stock control of material resources as allocated to the speciality for which the post holder is responsible

13. Ensures that psychologists and other staff they manage, working in the area for which the post holder has designated responsibility have access to the material resources necessary to fulfil their expected professional functions or the objectives of the psychology service of which they are part, drawing to the attention of the appropriate budget holder shortfalls in terms of test materials, books and relevant equipment.

### **Research and Service Evaluation**

1. Draws upon evidence-based treatment literature, other relevant clinical and experimental research findings and established theoretical models to support the post holders own evidence based best practice, and that of other psychological professionals and staff they manage within the designated area of responsibility, when working directly with clients and their families and when working with and through other members of the service.
2. Promotes and supports psychological research activity within the service area for which the post holder is responsible, supervising the research of other qualified and unqualified psychologists and the research projects of trainee psychological professionals on placement as necessary.
3. Ensures that evaluations of service developments within the designated service area, as a whole have a psychological dimension, taking the psychology lead in this respect and deploying professional skills in research, audit and outcome evaluation as appropriate.
4. Contributes to the development and implementation of governance initiatives and quality assurance systems for use by other professionals, including for example the development of systems for assessing outcomes and for evaluating user satisfaction with services received. Undertakes specific project management that enhances service provision within the designated service area,, including complex audit and service evaluation, collaborating with colleagues within and across the service as required.
5. Participates in such systems of clinical audit, quality assurance and governance review as may be agreed in respect of psychology services.
6. Ensures that adequate records of service operation are kept in accordance with agreed speciality/Clinical Psychology Service/Trust information systems and ensures the security of confidential data.
7. Collates and submits information on the psychology service and prepares monthly and annual reports for submission to the national team, and CCG mental health leads/commissioners as appropriate. Collates and submits information to assist the Consultant Clinical Lead in the preparation of annual reports on the Staff Mental Health Hub service provided to the CCG.

### **Information Technology responsibilities**

1. Uses information technology to record client contact information (including the Trust's patient data information system), to complete data display and analysis, to prepare teaching and training materials and deliver presentations, to prepare reports (including written, graphical and visual material) and to communicate via e-mail. Uses word processing, spreadsheet, data base, statistical, presentational, and desk top publishing software and software for the scoring and interpretation of psychometric and neuropsychological tests.
2. Collates and organises data and information collected/compiled by others (e.g. measures of clinical outcome recorded by other psychological professionals and other members of the team, information recorded by others that is required within an audit or governance context), undertakes analysis of such information (using SPSS or other statistical procedures as appropriate) and prepares reports and documents as required.

3. Prepares, and as appropriate guides/supports others in preparing, databases or spreadsheets for purposes of recording and organising research and audit data collected by others. Establishes systems for activity monitoring and review purposes within that part of the psychology service for which the post holder has responsibility.
4. Uses a range of software to create reports and documents, including desk-top publishing software to design and create leaflets and psycho-educational materials.

### **Professional Development and Practice**

1. Observes professional codes of practice of the British Psychological Society and of the Healthcare Professions Council and/or UKCP/BABCP/BACP as relevant in addition to, Trust policies and procedures and terms and conditions of employment.
2. Responsible for working within limits appropriate to qualifications, competence and experience and for professional self-governance in accordance with professional codes of practice and Trust policies and procedures.
3. In common with all applied psychological professionals receives regular clinical and professional supervision from an appropriately experienced psychological professional in accordance with the relevant professional body and Trust policy.
4. Participates in annual personal development/appraisal reviews with their professional and operational lead/manager
5. In accordance with guidance from relevant professional body , undertakes such programmes of internal and external CPD, personal development and training as may be agreed with the post-holder's professional manager ensuring thereby that the post-holder develops and maintains the highest professional standards of practice when fulfilling their duties and responsibilities and that they contribute to the development and articulation of best practice in psychology across the service.
6. Maintains active engagement with current developments in the field of applied psychology and related disciplines, gains wider experience of professional psychological practice, continues to develop skills of a reflexive and reflective practitioner and further develops skills and competencies that assist in the performance of current duties and prepare for future duties and responsibilities, through attendance at training events, attendance at special interest groups and relevant clinical forums, reading relevant research and practice literature, visits to other service settings, etc, as well as through regular professional supervision and appraisal.
7. Maintains and further develops skills in the area of clinical supervision and professional pre- and post-graduate training.
8. Promotes and ensures the highest standards of clinical record keeping (including electronic data entry) and report writing in the clinical area for which the post holder is responsible, in accordance with professional codes of practice and Trust policies and procedures.
9. Organises and chairs meetings of psychological professionals and others working in the designated service area for which the post holder has responsibility, and attends the Trust-wide Psychological – Professionals Advisory Committee and such other Trust wide psychology service meetings as may be relevant.
10. Contributes with other Consultant Psychologists working within the Service and Trust to the development and articulation of best practice in psychology across Health & Social care staff support services and the Trust.

11. Advises psychology line manager of any changes in their circumstances that might jeopardise their fitness to practice or their compliance with the HCPC or other professional body Code of Conduct (including criminal convictions incurred subsequent to completion of Disclosure & Barring Service checks).
12. Advises officers to whom they are accountable if post holder believes they have been allocated responsibilities that exceed their level of competence or experience, if they have been allocated a workload they consider unreasonably excessive, if they identify CPD needs relevant to duties they are asked to undertake, or if they otherwise require support.
13. Notifies professional lead and/or the Trust Chief Psychologist should post-holder believe that another psychological professional's fitness to practice, or adherence to the HCPC or other professional body Code of Conduct, has been compromised or breached.

### **Other**

1. To maintain up to date knowledge of legislation and national and local policies and guidance in relation to both the specific client group with whom the post holder works and general mental and psychological health issues, and maintains knowledge of Trust policies and procedures that are relevant to the post-holders roles and responsibilities. Ensures that other psychological professionals in in the area for which the post holder is responsible are aware of relevant legislation and policy.
2. Provides activity data as required as part of relevant service reviews.
3. Undertakes specific administrative duties as required.
4. Performs other duties of a similar kind appropriate to the grade, which may be required from time to time by the Psychology Manager.





## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

# QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Post-graduate doctoral level training in clinical / counselling psychology (or its equivalent prior to 1996) as accredited by the BPS, including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</li> <li>• Post graduate training and/or qualifications in one or more additional specialised areas of psychological practice/ Psychotherapy (e.g. Psychoanalytic/Compassion focussed/ CBT/ systemic) research and/or staff training as required for specific clinical post.</li> <li>• Training in clinical supervision and in the professional supervision of doctoral trainees and other registered psychological practitioners</li> <li>• Evidence of continuing relevant professional development sufficient to ensure continued professional registration.</li> <li>• Professional registration with HCPC</li> </ul>	<ul style="list-style-type: none"> <li>• Post-doctoral training in one or more highly specialist areas of psychological practice.</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Substantial assessed post-qualification experience of working as a registered psychological professional in the area with which this post is concerned .</li> <li>• Experience of highly specialist psychological assessment and individual and group based treatment of clients across the full range of care settings, including primary and secondary/ specialist care and inpatient/residential, outpatient and community team settings.</li> <li>• Experience of the professional management of qualified and pre-qualified clinical and/or counselling psychologists, Psychology Assistants, graduate and undergraduate students and other grades of staff within a psychology service.</li> <li>• Experience of working with a wide variety of client groups, with clients of all ages across the lifespan and of wide-ranging presenting problems that reflect the full spectrum of clinical complexity and severity.</li> <li>• Experience of staff support systems and services</li> <li>• Experience of teaching, training and/or supervision.</li> <li>• Relevant post-qualification experience, and formal training in supervision.</li> <li>• Experience of exercising full clinical responsibility for the psychological care and treatment of referred clients, and of working within a multidisciplinary context wherein carries responsibility for the psychological aspects of a multidisciplinary care plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of the multi-professional management of teams or services within the designated speciality.</li> <li>• Formal post qualification training in relevant management skills.</li> <li>• Experience of representing the profession in local policy forums.</li> <li>• Experience of the application of clinical/counselling psychology in different cultural contexts.</li> </ul>

# SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Advanced theoretical and practical knowledge of the field of psychology/psychotherapy</li> <li>• Able to use psychometric tests and psychological equipment in accordance with standardised timing, stimulus presentation and response monitoring requirements.</li> <li>• Advanced skills, in the formulation of highly complex problems from a psychological perspective and in the implementation of highly specialist psychological therapies, interventions and management techniques that are appropriate for use with highly complex presenting problems..</li> <li>• Highly developed interpersonal and communication skills (written and verbal) including the ability to empathically, sensitively and effectively communicate clinical and condition related information to clients, their families, carers and professional colleagues (within and outside the NHS) that is extremely complicated or technical; extremely sensitive and potentially distressing to the recipient; or that is extremely contentious or challenging.</li> <li>• Ability to respond safely to physical aggression and to promote personal safety and the safety of others, drawing on training in de-escalation and breakaway where provided.</li> <li>• Skills in providing consultation and advice from a psychological perspective to members of other professional and non-professional groups.</li> <li>• Ability to provide plan, organise and provide teaching and training on relevant psychological topics, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings</li> </ul>	



- Knowledge of relevant legislation and policy and implementation guidelines, and of the implications of such documentation for clinical practice and professional management, in relation to mental health in general and the client group with which this post is concerned,
- Evidence of continuing professional development consistent with expected professional standards
- Familiarity with the ethical and professional standards expected of registered psychological professionals as laid down by the HCPC and other relevant professional body
- Ability to work within, display and promote the Trust values

## GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

## INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and

- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

## INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

**Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site

**Disclosure of Information** - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action

**Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes

## PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

# SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

## SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

## CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

## NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## ON CALL

Where appropriate, a requirement to take part in the Trust's on-call rota and provide practical leadership, advice and guidance during specific periods.

## MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.



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[Getting to The Royal Shrewsbury Hospital](#)

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