

Job Description

Position Details		
Title: Highly Specialist Clinical or Counselling Psychologist or senior CBT Therapist	Band: B8a	Hours per week: Full-Time (37.5 hours) or Part-time (minimum 18.75 hours) We would also welcome secondment/Job share
Accountable to: MSK Operational Lead for Pain Management	Service: MPP Pain, Long term conditions, & Rheumatology services	Base: Southampton main base but may be required to offer some remote or in-person sessions across other areas of Hampshire (Portsmouth, SE Hants, Fareham, and Gosport areas).
Purpose of the Position		
<ul style="list-style-type: none"> To be responsible for the delivery and performance of psychological interventions (predominantly ACT/CBT based), working in consultation with the Clinical Lead for the MSK Chronic Condition Services. To assess and provide psychological interventions to patients whose primary problem is chronic (persistent), non-malignant pain. This might be within an inter-disciplinary group format, as joint appointments, or as individual appointments (working within the specifications of the service). To work with the managerial and clinical leads to ensure the service is responsive to patient need, as far as the service specification allows. To guide the development of colleagues trained in other professions of all grades in their knowledge of psychological principles, through teaching, supervision, and advice and through the in-service training program. To include provision of expert advice and supervision including the management of complex cases and co-morbidity. To provide clinical supervision to members of the Persistent Pain Team in relation to the application of psychology to chronic pain management. To participate in regular team meetings and encourage interdisciplinary relationships within the Persistent Pain Team and where appropriate chronic fatigue teams. To participate in CPD and other professional developmental activities including regular supervision. To liaise with all stakeholders in conjunction with the operational and clinical leads to identify client-centred needs and ensure appropriate progress through the care pathway. In common with all healthcare professionals to ensure relevant clinical governance issues are identified and to ensure that relevant procedures are used to address these in consultation with the clinical and operational leads, as appropriate. To have a working knowledge of the roles and professional responsibilities and abilities of other team members. To supervise junior staff in relation to psychological aspects of their practice and to provide clinical and professional supervision to junior or trainee clinical psychologists attached to the team. To utilise research skills for audit, policy, service development and research within the area served by Persistent Pain Team. 		



Honesty



Everyone counts



Accountable



Respectful



Teamwork

Main Duties and Responsibilities

Clinical and Professional

- Make clinical decisions on suitability of new referrals in accordance with the screening and assessment procedure.
- To provide specialist assessments of clients referred to the team, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including self-report measures, rating scales direct and indirect structured observations and semi-structured interviews with clients, family members as appropriate and others involved in the client's care.
- To be responsible for formulating and implementing psychological interventions for groups, individuals and, where appropriate, families where the client has highly complex presenting needs, adjusting and refining psychological formulations (based upon psychological theories), drawing upon different explanatory frameworks and evidence-based theories and maintaining a number of provisional hypotheses within the limits of the service specification. This will involve choosing from a range of treatment options or expert opinions, based upon an appropriate conceptual framework of the client's problems, employing methods of proven efficacy and making judgements about unique clinical presentations.
- To make highly skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning medical and psychological factors, as well as historical and developmental processes that have shaped the individual, family or group.
- To exercise full autonomous professional responsibility for the assessment, treatment of and discharge of clients whose problems are managed by a psychologically based standard care plan, ensuring appropriate assessment, formulation and interventions, communication with the referrer and others involved with the care on a regular basis.
- To communicate in a skilled, empathic and sensitive manner highly complex and sensitive information concerning the psychological assessment, formulation and treatment plans to clients under their care, overcoming significant barriers to understanding. These skills will be used frequently on a daily basis.
- Will be required to tolerate and use highly skilled communication to manage the intense emotional atmosphere surrounding therapy contacts which may be highly distressing on a daily basis, frequently involving severe mental health problems, family breakdown and, occasionally, reports of physical, emotional or sexual abuse. Given that clients are highly emotional, having high levels of fear, anxiety, depression, anger and difficulties in accepting physical and/or psychological diagnoses and prognoses, this may include verbal aggression or occasional physical aggression.
- To work with frequent intense concentration for much of the clinical sessions of assessment, diagnosis and complex individual and group-based interventions, with frequent competing demands on attention.
- Will frequently be required to sit in a constrained position for client therapy and extended assessments.
- To support the team's physiotherapist practitioners with specialist psychological advice and guidance; enabling them to use their physiotherapy practice within a sound psychological framework while respecting their knowledge and skills; enabling an inter-disciplinary approach to patient care. This will involve the provision of highly specialised advice, consultation and training and the dissemination of psychological knowledge, research and theory.
- To use a high level of verbal and non-verbal communication skills with patients and carers to gain informed consent for assessment and management. This can require long periods of concentration.



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- To undertake highly skilled risk assessment and risk management for relevant individual clients and to provide both general and specialist advice on psychological aspects of risk assessment and management.
- To act as care co-ordinator where appropriate, ensuring the provision of a care package appropriate for the clients' needs, co-ordinating the work of others involved with care, arranging reviews as required and communicating effectively with all involved in the care and to monitor progress during the course of interventions.
- To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation, and treatment plans of clients under their care and to monitor and evaluate progress during the course of uni- and multi-disciplinary care.
- To provide expert consultation and advice to facilitate the effective and appropriate provision of psychological care by all members of the team and other health care workers involved in the clients care and treatment in accordance with the organisation's code of confidentiality.
- To provide expert consultation about the psychological care of the client group to staff and agencies outside the organisation.
- To understand, support and comply with established clinical pathways and evidence based care. To be prepared to work with management and the Clinical Lead and other team members to improve and modify these pathways in line with government and local initiatives and directives. To maintain knowledge of current, relevant documentation.

Communication

- To work effectively with patients who have difficulty communicating, (e.g. due to deafness, blindness, inability to speak or understand English), using an interpreter when necessary.
- To recognise and manage appropriate and timely discharge from the clinic; maintaining effective communication with GP's, Consultants and other Health Professionals involved in patient care - making appropriate recommendations for further management. To liaise closely with GPs and other health care professionals to improve communication and quality of referrals and to provide them with training when required.
- To maintain an up to date knowledge and disseminate national policies, standards and guidelines of clinical care and implement to the Persistent Pain Team, auditing where necessary and working with the team to manage change (particularly in relation to chronic pain, long term conditions, musculoskeletal conditions and mental health). This will be, where relevant, with reference to the overall departmental (MSK) structures and direction for the dissemination and implementation of clinical guidelines and audit.

Knowledge, Education and Training

- To provide specialist advice, consultation and training and clinical supervision to other members of the team for their provision of psychologically based interventions to help improve clients' functioning.
- To continue to develop expertise in delivering professional pre- and post- graduate training, clinical and professional supervision.
- To receive regular clinical and professional supervision from a senior Clinical Psychologist and where appropriate, other senior professional colleagues.
- To continue to gain wider post-qualification experience over and above that provided within the principal service area.
- To provide highly specialist advice, consultation, supervision and training of staff working with the client group across a range of agencies, including health and Social Welfare settings and the private and voluntary sectors as appropriate.



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Teamwork

- To ensure contacts with the appropriate professional bodies, clinical and occupational interest groups are maintained, informed and current.

Management and Leadership

- Own standards of work are maintained in accordance with Trust policies and professional bodies.
- All records are maintained ensuring compliance with the agreed record keeping systems of the Trust.
- Informed consent is obtained where appropriate and documented in accordance with Trust procedures.
- Appropriate risk and other assessments are completed and documented in a timely manner in accordance with Trust policy.
- Defective equipment is reported and made safe without delay in accordance with Trust procedures.
- Equipment is maintained in accordance with Trust policy.
- To follow Trust clinical governance requirements.
- To assist and participate in the implementation of service development and projects in consultation with the Clinical Lead and operational managers.
- In conjunction with the Clinical Lead, to co-ordinate the workloads of other more junior team members as well as trainee ACT/CBT therapists and assistant and trainee clinical psychologists where appropriate and within the framework of the team / service's policies and procedures.
- To be involved, as appropriate, in the shortlisting and interviewing of Persistent Pain Team members.
- To contribute to the development, evaluation and monitoring of operational policies through the deployment of high level professional skills in research, service evaluation and audit.
- To ensure departmental equipment is used safely and appropriately, while in use within the department or with appropriate advice given if on loan. To ensure equipment is maintained in accordance with Trust policy and defective equipment is reported and made safe without delay, in accordance with trust guidelines. New equipment is not used until it has been commissioned in accordance with Trust policy.
- To be responsible for complying with infection control procedures.
- To work with colleagues and staff to ensure the principles of 'improving working lives' are adhered to.
- In collaboration with the operational manager, to collate data relating to clinical activity and the service and store, analyse and report in line with Trust policy.

Quality and Service Improvement

- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for patients/clients/families and staff.
- Contributes to evidence-based practice in speciality areas.
- Demonstrates commitment to quality improvements, risk management and resource utilisation participating in monitoring and evaluation activities including audit and research activities
- Provides input into clinical standards/protocols and policies and undertakes clinical audits as required.
- Evaluates the effectiveness, efficiency and safety of clinical practice contributing to service improvement initiatives.
- Participates in the implementation of models of care appropriate to patient/client population needs.
- Contributes to and participates in Solent NHS policy development providing own expertise where relevant and feedback on proposed policies based on relevant experience and expertise where applicable.
- Participates in case review and debriefing activities as required.
- Participates in group/unit discussions that review current practice.



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- Contributes to the development of programmes of care/care packages providing specialist advice where relevant.
- Promote patient and public involvement in activities designed to inform service improvement
- Actively participate in clinical audit and service improvement activity to improve patient care and patient outcomes (privacy, dignity and duty of candour).
- Fully adheres to the Solent NHS trust Integrated Clinical and Safeguarding Supervision policy along with Safeguarding Children and adult policies, and information sharing protocols to ensure the health and well-being of children and adults at risk.
- Familiarity with the requirements of the Mental Capacity Act and maintains MCA mandatory training.

Health and Safety, Security and Equality

- Works in accordance with the relevant Health and Safety Trust policies, procedures, and guidelines.
- Contribute to development of service.
- Attends organisational mandatory training as required by the Trust and relevant to your role.
- Actively participates in and enables others to carry out risk assessments within the working environment.
- Ensures self and colleagues are trained and competent to use equipment safely.
- Ensures incident reporting is expedited promptly and appropriate action plans completed.
- Identifies potential health, safety and security issues and collaborates with others to promote and maintain an environment that supports infection prevention and control policies and procedures.
- Supports and promotes a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply through the implementation of the Solent NHS Trust's Equal Opportunities Policy.
- Promotes a culture which respects and values diversity, and support patients, visitors and staff in exercising their rights.
- Ensures care within areas of practice and adheres to the 5 principles of the Mental Capacity Act Code of Practice (2005).
- Recognises and reports behaviour which undermines equality and diversity in accordance with organisational policies and current legislation.

Limits of Authority

- May not dismiss or suspend staff under the disciplinary procedures.
- May not take annual leave without prior agreement of the manager

General Requirements

- Ensure they and where appropriate their staff:
 - adhere to trust policies and procedures at all times,
 - comply with trust standing orders, standing financial instructions, policies, procedures and guidelines,
 - follow any policies and procedures in relation to infection, prevention and control



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- are aware of their responsibilities in relation to safeguarding children, and vulnerable adults, and the specific responsibilities placed on individuals who care for such clients/patients
 - take all reasonable steps to manage and promote a safe and healthy working environment which is free from discrimination,
 - comply with the trust policy on confidentiality, and the Data Protection Act 2018 as amended, relating to information held manually or on computerised systems,
 - respect the confidentiality and privacy of clients and staff at all times,
 - maintain a constant awareness of health, welfare and safety issues affecting colleagues, patients, visitors and themselves, reporting any accidents or fault in line with trust policy,
 - fully participate in health and safety training,
 - participate in personal training, development, appraisal, and attend all relevant training courses as required.
 - comply with the professional body code of conduct
- This job description seeks to outline the key duties and responsibilities of the post; it is not a definitive document and does not form part of the main statement of Terms and Conditions. The job description will be reviewed during the annual appraisal process.
 - The post holder may, with their agreement, which should not reasonably be withheld, be required to undertake other duties as required, which fall within the grading of this post, to meet the needs of this new and developing service.
 - Individuals who are required to hold a professional registration in order to practice must continue to be a member of their professional body throughout the lifespan of this job description. Such individuals will be required to notify the Trust immediately if their professional body limits or changes the terms of their registration.
 - This job description will be reviewed yearly as part of the annual individual appraisal, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the post holder.



PERSON SPECIFICATION

Requirement <i>Where a specific requirement is identified, Solent NHS Trust will consider relevant skills and experience obtained via an alternative route (where the identified standard can be met) and/or where the standard can be met with reasonable adjustments i.e., appropriate access, equipment and/or software.</i>	Essential	Desirable	Met
Criteria 1: Qualifications			
Professional Qualification as Clinical, Counselling Psychologist (Doctorate or equivalent) recognised by the British Psychological Society And/or CBT Diploma / MSC in Cognitive Behaviour Therapy	x		
Registered with the relevant Professional Body (HCPC) for psychologists or accredited by the British Association of Behavioural and Cognitive Psychotherapies for CBT therapist applicants	x		
Member of relevant Special Interest Groups		x	
Criteria 2: Experience			
Demonstrate further specialist training / experience through having received a minimum of 50 hours clinical supervision of working as a specialist clinical / counselling psychologist over a minimum of 18 months, or for or Cognitive Behaviour Therapists to have worked in such a role for a minimum of 4 years post CBT diploma or an alternative agreed by the Clinical Lead	x		
Experience of specialist psychological assessment and treatment of clients across a range of care settings including outpatient, community, primary care and in-patient.	x		
Experience of working with a wide variety of patient groups within Health Psychology and/or Mental Health, across the whole life course and presenting with the full range of clinical severity, maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse	x		
Experience or knowledge of contextual cognitive behavioural therapy (Acceptance and Commitment Therapy) and the use of mindfulness.		x	
Experience of working with patients with Chronic pain and/or long term physical health conditions		x	
Experience of working with patients with addiction or substance misuse		x	
Experience of exercising full clinical responsibility for patient's psychological care and treatment, both as a care co-ordinator and also within the context of a multi-disciplinary care plan, including risk management	x		



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Experience of teaching, training and/or professional and clinical supervision	x		
Portfolio evidence of relevant continuous professional development as recommended by the relevant Professional Body	x		
Experience of working closely and effectively with GPs / other health care professions.	x		
Experience of working in a constantly changing environment	x		
Criteria 3: Skills			
Skilled in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.	x		
A high level ability to communicate effectively, at both written and oral level, complex, highly technical and clinically sensitive information to patients, their families, carers and a wide range of lay and professional persons within and outside the NHS	x		
Highly developed skills in providing consultation to other professional and non-professional groups	x		
Formal training in the supervision of other health professionals in their application of psychological approaches.	x		
High level knowledge of the theory and practice of at least two specialised psychological therapies.	x		
Evidence of continuing professional development as recommended by the BPS and / or BABCP	x		
Ability to manage a complex caseload and facilitate both uni- and multi-disciplinary clinical sessions	x		
Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology	x		
Ability to prioritise; effectively time manage and work to deadlines. Being flexible and adaptable at work in order to meet competing priorities	x		
Formal presentation skills	x		
Literate and numerate in English to a good standard	x		
Ability to recognise own clinical boundaries and when to seek advice			
Computer literate			



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Ability to work as part of a close-knit team			
Self motivated, self starter, able to organise a large and varied work programme			
Criteria 4: Knowledge			
Knowledge of legislation, government guidance and policies and their implications for both clinical practice and professional management in relation to Chronic pain	x		
Knowledge of the cognitive behavioural model of chronic pain and the effects of the condition on function and mood	x		
Knowledge of, understanding and respect for the work of other health care team members and professionals	x		
Understanding of infection control procedures	x		
Understanding of personal health and safety responsibilities	x		
Involvement with other organisations or special interest groups at a local or national level.		x	
Understanding of the meaning of Improving Working Lives		x	
Criteria 5: Values			
Is able to follow and demonstrate our Solent HEART values. You can find these on our website: https://www.solent.nhs.uk/about-us/our-values/	x		
Criteria 6: Equality			
An understanding of the principles of equal opportunities as it relates to staff and patients and able to demonstrate personal commitment to challenging discrimination and promoting equalities An understanding of equality within the workforce and how it can impact on this post.	x		
Criteria 7: Other			
Is able to work legally in the UK	x		
Is able to work with children and vulnerable adults	x		
Ability to travel daily for meetings across a range of sites in Southampton/Portsmouth/Hampshire.	x		
For posts which require a professional registration, postholders hold a valid up to date registration with their professional body.	x		
For posts where postholders are required to drive as part of their role they hold a valid full driving licence which enables them to drive in the UK	x		



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