**Title:** Principal Practitioner Psychologist (Clinical Psychologist/ Counselling Psychologist/ Health Psychologist), Clinical Lead for Wessex Kidney Centre Psychological Support

**Band:** 8b

***Professionally accountable to*:** Trust Professional Lead for Clinical Health Psychology

***Operationally responsible to:*** Clinical Director, Wessex Kidney Centre

**Job Summary:**

This is a unique and exciting opportunity for an experienced Clinical Psychologist, Counselling Psychologist or Health Psychologist to take on a newly created role as Clinical Lead for the Wessex Kidney Centre Psychological Support Service.

The successful applicant will work with a team of experienced counsellors in renal care and will be involved in shaping and developing a comprehensive psychological support service for people with kidney disease. We are seeking someone who is passionate about improving the psychological care of people with physical health conditions and enthusiastic about service development and quality improvement. We want to support you to develop as a clinical lead and will encourage you to undertake a range of different activities in line with your interests and relevant to this role – for example, the provision of supervision and psychology placements, the delivery of teaching and training, and applied, clinically-relevant research.

The successful applicant will be embedded in the Wessex Kidney Centre as part of the wider renal MDT and will join the growing psychological workforce at Portsmouth Hospitals. They will report to and be supported in their role by the trust lead for clinical health psychology.

The role includes the psychological assessment of living kidney donors, working within the dynamic and forward thinking renal transplant MDT. The Wessex Kidney Centre is a national leader in altruistic kidney donation – and the successful applicant will provide a significant part of the work up process.

We would be delighted to hear from interested individuals prior to application or interview and welcome informal inquiries about this role.

To find out more, please contact Dr Andrew Merwood, Consultant Clinical Psychologist and Interim Lead for Clinical Health Psychology ([andrew.merwood@porthosp.nhs.uk](mailto:andrew.merwood@porthosp.nhs.uk) | 02392 283604) or Dr Jacqueline Nevols, Consultant Nephrologist ([jacqueline.nevols@porthosp.nhs.uk](mailto:jacqueline.nevols@porthosp.nhs.uk) | 023 92 286000 Ext 1061).

Interviews for this post will be held on Thursday 19th September 2024.

Expectations of the postholder include:

* To develop and lead the Wessex Kidney Centre Psychological Support Service, Portsmouth Hospitals University NHS Trust. The service is based at Queen Alexandra Hospital, Portsmouth and has satellite services at renal units in Bognor, Basingstoke, Chandler’s Ford, Fareham, Havant, Isle of Wight, Milford on Sea, Salisbury and Totton.
* To provide highly specialist psychological support to adult patients (18+).
* To line manage, supervise and support other psychological professionals working into this service.
* To liaise closely with the multi-disciplinary team to provide specialist advice and consultation on psychological care to non-psychologist colleagues.
* To work systemically, supporting the MDT to deliver psychologically-informed care.
* To contribute to the delivery of teaching, training and supervision for both psychology and non-psychologist colleagues in order to enable them to deliver psychologically-informed care to patients.
* To formulate plans to support patients and staff where there might be a breakdown in communication or relationship.
* To utilise research skills for the purposes of audit, policy development and research.
* To contribute to service evaluation and service development in line with service objectives and with the aim of meeting national and local guidelines and targets.
* To liaise with multidisciplinary team colleagues, other health and social care agencies and staff involved with the care group, and with other psychologists both locally and nationally for professional development.
* To provide supervision for less experienced psychologists where appropriate including, undergraduate and postgraduate psychology placement students, assistant and trainee psychologists, and qualified psychologists.
* To support the development of clinical health psychology services and pathways through formal and informal links with practitioner psychologists providing clinical health psychology and liaison psychology services in both the acute hospital and local community.

**Key Responsibilities:**

1. **Clinical**
   1. To provide highly specialist psychological assessments to patients of the Wessex Kidney Centre, including assessments of patients due to receive a kidney transplant and of living donors in accordance with the National Living Donor Guidelines. This will be based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews.
   2. To advise on appropriate psychoeducation and training to staff to help them to provide high quality psychological and emotional support to patients.
   3. To provide psychological support and supervision for staff working on the unit. This may be in the form of group sessions by providing a safe space for reflection and providing tools and/or sign posting for further support. This will also include either supporting, or leading small group debrief sessions following an emotionally traumatic clinical situation.
   4. To develop psychological formulations of presenting problems or situations that integrate complex information from assessments within a coherent framework that draws upon psychological theory and evidence, and which incorporates interpersonal, societal, cultural and biological factors, across the full range of care settings.
   5. To develop and implement plans for the formal psychological treatment and/or management of a client’s psychological difficulties, based upon an appropriate conceptual framework of the client’s problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
   6. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams, adjusting and refining psychological formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses.
   7. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, carers or group.
   8. To exercise autonomous professional responsibility for the assessment, psychological formulation, treatment and discharge of families, and to manage and maintain a caseload in line with service guidelines.
   9. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients’ formulation, diagnosis and treatment plan.
   10. To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
   11. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
   12. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management in line with Trust and inter-agency policies and procedures. To assess clients for referral onto Mental Health Services should their needs be more relevant for management by those teams.
   13. To communicate in a highly skilled and sensitive manner to clients, family, carers and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care.
   14. To monitor and evaluate progress during the course of both uni- and multi-disciplinary care, and to provide appropriate reports on this.
   15. To provide highly specialist expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
   16. To work in partnership with other disciplines and to maintain links with statutory and non-statutory and primary care agencies as appropriate.
   17. To produce reports on clients, in a timely manner, that convey the key findings of psychological assessment and formulation and treatment outcomes in a way that does justice to the complexity of the problems described, but that are understandable to the recipients of the reports, including clients and referrers.
   18. Will be required to sit in a constrained position for therapy and extended assessment.
   19. May be required to tolerate and manage verbal abuse and occasional physical aggression.
   20. Will be required to deal with the intense emotional atmosphere surrounding therapy contacts which may be frequently highly distressing on a daily basis, and to work with frequent intense concentration for much of the clinical sessions of assessment and therapy.
2. **Teaching, training and supervision**
   1. In common with all Practitioner Psychologists, to receive regular clinical supervision and monthly management supervision, in accordance with good practice and BPS guidelines.
   2. To continue to gain wider post-qualification experience of applied psychology in line with BPS policy on CPD; in particular, to make links with other Clinical Psychologists and Practitioner Psychologists working in Renal Care regionally, nationally, and to attend relevant special interest groups and training sessions.
   3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff’s psychological work, as appropriate.
   4. To provide professional and clinical supervision of assistant/graduate psychologists and Trainee Clinical/ Counselling/ Health Psychologists, as appropriate
   5. To support placements for Trainee Clinical/ Counselling/ Health Psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and to contribute to the assessment and evaluation of such competencies.
   6. To contribute to the pre- and post-qualification teaching of clinical, health, counselling and other applied psychologists, as appropriate, through contact within the locality with other Practitioner Psychologists.
   7. Where appropriate, to offer clinical and/or professional supervision to qualified practitioner psychologists working elsewhere within the organisation.
   8. To provide advice, consultation, supervision and training to staff working with the client group across a range of agencies and settings for the provision of psychologically based interventions to help improve clients’ functioning.
   9. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder’s professional and service manager(s).
   10. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.
3. **Leadership and management**

*There are no specific budgetary or management responsibilities attached to this post.*

* 1. To contribute to the analysis, development, evaluation and monitoring of Key Performance Indicators to highlight the added value of psychology through the deployment of professional skills in research, service evaluation and audit.
  2. To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate/ recently qualified psychologists.
  3. To exercise responsibility with team members for the systematic governance of psychological practice within the service/team.
  4. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal, and maintaining an active engagement with current developments in the field of neonatal psychology and related disciplines.
  5. This post includes a service development role in building a Renal Supportive Care service in line with the Kidney Care UK Psychosocial Care manifesto (2022), which the postholder will be expected to draw upon when developing and leading the renal care psychological support service.

1. **Research and development**
   1. To bring forward matters of psychology, as a senior clinician, in the evaluation, monitoring and development of the team’s operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high-quality care. To utilise theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members.
   2. To utilise theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members.
   3. To undertake project management, including complex audit, quality improvement, and service evaluation, with colleagues within the service to help develop service provision.
   4. To undertake a personal research and development programme, developing service orientated and clinically relevant research as agreed by the Department
   5. To work with the active departmental research team identifying local or national research projects that may be appropriate for the department to participate in.
   6. To support with the development of research by making ethics and/or funding applications as appropriate.
   7. To prepare research reports for dissemination in peer-reviewed journals or at local or national conferences.
2. **Information technology** 
   1. To use Trust IT equipment, software, intra and extranet to facilitate clinical and service-related work. The post-holder will use IT skills for the development of presentations and educational materials for use in the clinical context. This will include word processing, organising data on spreadsheets, and preparing visual presentations of educational/training material.
   2. Other IT skills will include use of email, electronic record keeping, organisation of work diary, and tracking of waiting list and client caseload.
   3. To maintain, record and update all clinical, consultation and supervision sessions appropriately and to the highest standard. To correspond with all other clinicians involved and to write reports accordingly. This is in accordance with professional codes of practice of the British Psychological Society, Health Professions Council and the Trust policies and procedures. These reports will be documented on the departmental electronic notes system.
   4. To make regular statistical returns of workload for Departmental requirements.
3. **Professional standards and guidelines**
   1. To ensure development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder‘s professional and service manager(s).
   2. To ensure the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal, and maintaining an active engagement with current developments in the field of psychology and related disciplines.
   3. To ensure and maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society and Trust policies and procedures.
   4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
   5. To contribute to the development and implementation of Clinical Governance in relation to the profession, the care group and the Trust, as agreed with Head of Speciality and Service Manager.

**To be noted:**

* Individuals who are required to hold a professional registration 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 performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the post-holder.

**The post holder is expected to adhere to the NHS Code of Conduct and to comply with all relevant Trust policies, procedures and guidelines, including the following:**

1. **Health and Safety**

It is the responsibility of all employees to work with managers to achieve a healthy and safe environment, and to take reasonable care of themselves and others. Specific individual responsibilities for Health and Safety will be outlined under key responsibilities for the post.

1. **Equality and Diversity**

It is the responsibility of all employees to support the Trusts vision of promoting 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 Trusts Equal Opportunities Policy.

1. **Data Protection Act 1998**

Under provision of the Act, it is the responsibility of each member of staff to ensure that all data, whether computerised or manual, is kept secure at all times. This includes data relating to patients and other members of staff. Data must not be disclosed to any unauthorised person and must be regarded as strictly confidential at all times. Failure to adhere to this instruction will be regarded as serious misconduct and could lead to dismissal.

1. **Confidentiality**

The job holder will be in possession of personal details of staff and clients and other confidential information. This must not be discussed or divulged to any unauthorised person. Any such instance would result in dismissal.

1. **Rehabilitation of Offenders Act 1974**

This post is subject to an exception order under the provisions of the Rehabilitation of Offenders Act 1974. This stipulates that all previous convictions, including those that are ‘spent’ must be declared. Previous convictions will not necessarily preclude an individual from employment within the PCT but must be declared in writing at the appropriate stage during the recruitment process.

1. **No Smoking Policy**

The Trust operates a no smoking policy within all its premises and their grounds.

**Organisational Chart**

* Professionally accountable to Lead for Clinical Health Psychology, PHU.
* Operationally accountable to Clinical Director, Wessex Renal Centre, PHU.
* Clinical supervision to be provided by a Consultant Clinical Psychologist with relevant expertise.

Trust Professional Lead for Clinical Health Psychology

Principal Practitioner Psychologist, Clinical Lead for Wessex Kidney Centre Psychological Support

Clinical Director, Wessex Renal Centre

**Person Specification**

**Job title: Principal Practitioner Psychologist (Band 8b)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | ***ESSENTIAL*** | ***DESIRABLE*** | ***HOW TESTED*** |
| **TRAINING & QUALIFICATIONS** | Doctoral level training in clinical/ counselling/ health psychology, including models of psychopathology, psychometrics, and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS.  Registered with HCPC as a Practitioner Psychologist and evidence of continuing professional development as required by the HCPC.  Eligible for Full Membership of the BPS Division of Clinical Psychology, Counselling Psychology, or Health Psychology. | Further training relevant to working in acute medical settings  Evidence of training in leadership; service development, quality improvement and/or project management.  Pre- or post-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.  A track record of conference presentations and publications in the current clinical or related area. | Certificates.  Application. |
| **EXPERIENCE** | Evidence of post-qualification experience within an NHS context.  Experience of working in a health setting with patients who have a physical health difficulty.  Experience delivering highly skilled psychological assessments, interventions, follow-up and data monitoring utilising at least 2 therapeutic models.  Experience of working with a wide variety of client groups, across the whole life course, with presenting problems that reflect the full range of clinical severity.  Experience of liaising with patients, carers and families and external organisations that support these groups.  Ability to show autonomous professional responsibility for the assessment, treatment and discharge of clients and liaising with other professionals as and when necessary.  Experience of supervising pre-qualified psychologists/qualified psychologists and/or professionals from other disciplines.  Experience of leading MDT group work to share psychological/psychotherapeutic knowledge & skill e.g. consultation, reflective practice, supervision groups.  Experience designing, conducting and leading on research activities at a doctoral level including service-related research and audits.  Experience of teaching and training others, using a variety of complex multimedia material suitable for presentations within public, professional and academic settings.  Evidence of and willingness to undertake continued professional development. | Experience of working in a renal unit or with patients and families affected by chronic kidney disease (CKD); knowledge of the treatment of CKD including dialysis and transplant.  Experience of working with trauma and bereavement.  Experience of setting up new services.  Formal training in supervision.  Formal QI training.  Experience of the application of clinical psychology in different cultural contexts. | Application.  Interview. |
| **KNOWLEDGE AND SKILLS** | Ability to work independently and collaboratively within a team.  Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills.  Ability to cope with a fast-paced work environment, maintaining a high degree of professionalism in the face of highly emotive and distressing problems.  Ability to assess and monitor risk and draw up appropriate risk management plans.  High level knowledge of the theory and practice of at least two specialised psychological therapies.  Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues both within and outside the NHS.  Skills in providing consultation to other professional and non-professional groups.`  Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.  Planning and organising skills for caseload management.  Skills in self-management, including time-management.  Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.  Knowledge of the theory and practice of specialised psychological therapies as applied in a clinical health psychology setting. | Well-developed knowledge of the theory and practice of specialised psychological therapies relevant to working with adults in an acute healthcare environment.  Knowledge of legislation in relation to the client group and mental health.  A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a desire to continue to develop expertise in the area.  Experience of working within a multicultural framework, skills in working with diversity.  Ability/skills in working through interpreters. | Application.  Interview. |
| **PERSONAL ATTRIBUTES** | Approachable and empathic personality, excellent interpersonal and communication skills, and able to defuse difficult, volatile situations.  Understanding of confidentiality.  Ability to identify and employ mechanisms of practice governance and to support and maintain own and service’s standards of clinical practice.  Able to contain and work with high levels of distress from clients and with organisational stress.  Able to tolerate ambiguity and to take decisions in situations of incomplete information.  Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice.  Motivated towards personal and professional development with a strong CPD record.  The post holder may be required to travel between sites. |  | Application.  Interview. |
| **OTHER** | Able to tolerate prolonged periods of sitting. |  | Application.  Interview. |

**WORKING TOGETHER FOR PATIENTS, WITH COMPASSION, AS ONE TEAM, ALWAYS IMPROVING**

These are the trust’s values. Examples of values-based leadership behaviours expected of the post-holder include:

**Strategic approach** (clarity on objectives, clear on expectations):

* Plans and takes initiative in the best interests of the patient.
* Makes decisions based on the organisation’s strategic direction.
* Makes success criteria clear to others and focusses them on what matters most.
* Avoids major problems through anticipation and contingency planning.

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships):

* Consistently seeks to understand and meet the needs and interests of patients
* Asks open questions and listens to other ideas to develop joint solutions
* Involves key stakeholders and staff in planning organisational change

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity):

* Articulates a compelling vision of how things could be and might be
* Consistently delivers on promises
* Consistently acts in accordance with, and champions, PHU values
* Displays sensitivity to the needs and feelings of others
* Has a zero tolerance to, and challenges bad behaviour
* Actively manages poor performance

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence):

* Motivates others through honesty, enthusiasm, passion and compassion
* Maintains openness and a healthy realism in the face of stressful situations - for example, talking about challenges, demonstrating that it is ok to feel emotions such as stress or distress, and modelling healthy/ helpful ways of responding when these feelings show up
* Emphasises opportunities, even those found in challenging circumstances or situations, but not to such an extent that challenges are belittled or downplayed.
* Finds solutions to problems
* Infuses pride in work
* Leads by example, by taking responsibility, being compassionate and aspiring for excellence.

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity):

* Takes proactive steps to develop team members using a variety of approaches
* Involves team members in planning and delivering change
* Stimulates interdisciplinary communication
* Recognises and rewards effort, not just achievement
* Matches the needs of activity to available resources
* Seeks out and listens to team members and stakeholders, welcoming warnings or problems

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

**Print Name:** **Date: Signature:**