

Job Description

Job Title:	Clinical Psychologist - Band 7
Reports to (job title):	Head of Falls and Parkinson's Services, Head of Early Supported Discharge Team and Clinical Neuropsychologist
Line Manager to:	Clinical Neuropsychologist

Job purpose

This full-time post involves providing neuropsychology input into three Services:

- The Early Supported Discharge Team is a community-based multidisciplinary team that provides specialist neuro-rehabilitation for adults who have had a stroke.
- The Sulis Ward provides inpatient stroke rehabilitation.
- The Movement Disorders Clinic is a consultant led multidisciplinary service that provides outpatient support for people with a diagnosed movement disorder.

All Services are well established and provide treatment and rehabilitation for patients who live within the area of Bath & North East Somerset.

The post is 37.5 hours per week and based at St Martins Hospital in Bath. Two and a half days are in stroke services and two and half days in the movement disorders clinic. Working hours are expected to be between Monday to Friday 08:00 – 18:00. However, core business hours are between 6am and 8pm across 5 days out of 7 days per week and whilst not all services operate within these hours, there may be future requirements for services to move to this arrangement.

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Base

Your base will be the Clara Cross Centre, St Martin's Hospital and working from home.

Key responsibilities

Proposed job plan

- Provide psychological assessment, formulation and interventions for patients, family members and carers
- Conduct neuropsychological assessment and provide cognitive rehabilitation
- Inform & implement the model of delivery that will achieve the most cohesive and effective pathway for service users.
- Provide neuropsychologically informed advice, consultation, supervision and training for qualified staff and Assistant Psychologists.

- Attend and facilitate MDT meetings.
- Run psychologically informed groups for Service-Users and carers
- Provide teaching, training and participate in research as directed by the Clinical Neuropsychologist and Service Lead

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
• Inspire • Understand • Communicate	• Challenge • Improve • Learn	• Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual

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orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- To hold at least Doctorate level training or equivalent in Clinical Psychology, recognised by The British Psychological Society
- Be HCPC registered.
- Experience in neuropsychology / neuro-rehabilitation and in working with neurological conditions.
- Knowledge and skills in the understanding of neurological conditions, their associated problems and specialised psychology interventions.
- Experience of undertaking specialist assessments using investigative and analytical skills to formulate individualised management and treatment plans.
- Experience of interpreting and analysing clinical and non-clinical information to inform psychological formulation & recommend the best course of intervention.
- Good levels of IT literacy.
- Experience of co-ordinating and ensuring effective delivery of clinical services and providing specialist advice as appropriate through clinical supervision, PDP's and training.
- Experience of ensuring integration of evidence-based practice, evaluating the effectiveness through the use of audit, outcome measures, research and stakeholder feedback.
- Good problem solving and decision making skills as well as the ability to resolve complex service problems.

Desirable

- To Hold further relevant qualifications in Neuropsychology such as a diploma or Msc, recognised by The British Psychological Society
- Experience of working in a community setting.
- To have experience in highly specialised neuropsychology interventions and management plans for Service-users, drawing upon extensive theoretical knowledge and experience of psychological models and implementation.

Other requirements:

The post holder must hold a valid UK driving license and have access to a car across the week

Job Description

Employee signature

Manager signature
