

# JOIN OUR PSYCHOLOGY TEAM



Careers in **Psychology**  
at Derbyshire Healthcare  
NHS Foundation Trust

We are looking for a

## **Specialist Clinical Psychologist**

to provide community-based specialist clinical psychology services for adults with eating disorders, including complex and severe needs.



Our Eating Disorders Service is undergoing an expansion, to be able to treat adults in Derbyshire with a primary eating disorder. The team is based in Belper, close to the Peak District and covers the whole of the county.

We currently offer a blend of direct and remote clinical interventions both individual and group based. There is plenty of opportunity for joint working with other psychologists and colleagues from other professions. The team comprises 5 psychologists and 3 CBT therapists.

We offer NICE recommended treatments including CBT, Mantra and SSCM. In addition, we can offer Ro-DBT, DBT and EMDR. Our psychologists have also been supported to train in CBT approaches to treat eating disorders.

We work closely with child and adolescent mental health services, a local voluntary sector partner, gastroenterology, and specialist inpatient units. You will have the opportunity to develop skills and specialist approaches to your practice.

**Become the next great addition to our team and join us in making a positive difference to the people of Derbyshire.**

To find out more about the role, locations, and joining Team Derbyshire Healthcare, please read the full job description.

**Dr Louise Braham**

Head of Psychology and Specialist Psychological therapies

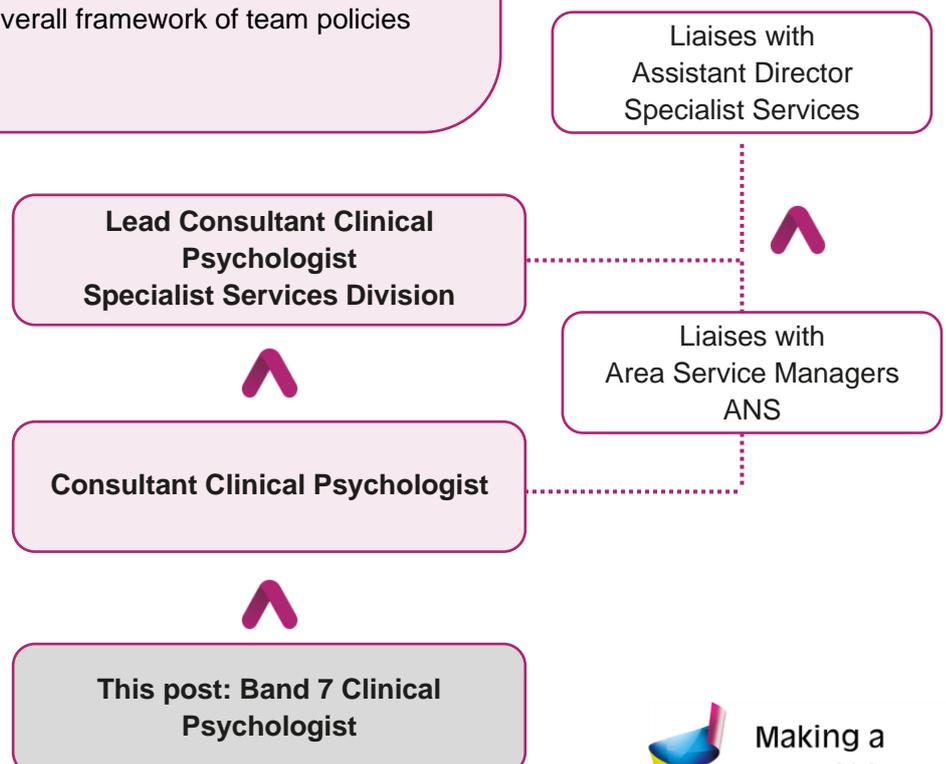


## Job Description

- JOB TITLE:** Specialist Clinical Psychologist Eating Disorders Service
- ACCOUNTABLE TO:** Lead Consultant Clinical Psychologist
- REPORTS TO:** Consultant Clinical Psychologist
- RESPONSIBLE FOR:** Assistant Psychologists as required
- GRADE:** Band 7 (Agenda for change)
- BASE:** Unity Mill, Belper
- HOURS:** Up to 37.5 hours per week (1 wte)
- LIAISES WITH:** Staff and managers of the wider Trust including in-patient staff, specialist services and teams, Primary Care Teams, Social Services staff, Voluntary and Service User organisations, Clinical Psychology managers and colleagues.

## Job Summary and Organisational Chart

You will be responsible for the provision of community-based specialist clinical psychology services, in collaboration with a multi-disciplinary team, for adults with eating disorders including complex and severe needs. You will undertake an assessment of need to develop and implement individual treatment plans with clients. You will be required to work autonomously within professional guidelines and the overall framework of team policies and procedures.



## Key Result Areas

### Clinical

#### Responsible for:

- a. Provision of specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
- b. Formulating and implementing plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing evidence-based approaches across the full range of care settings.
- c. Implementing a range of psychological interventions for individuals, carers, families, and groups, adjusting, and refining psychological formulations as required.
- d. Evaluating and making decisions about treatment options considering both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, or group.
- e. Exercising autonomous professional responsibility, within the context of multidisciplinary team working, for the assessment, treatment, and discharge of clients.
- f. Consulting, advising, and/or supervising colleagues, within psychology services and from other disciplines, on the psychological management of clients with mental health problems. These activities may be provided in a variety of formats according to identified needs.
- g. Contributing 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.
- h. Implementing case management within the framework of the Care Programme Approach, including fulfilling the role of care co-ordinator for people on CPA, or Lead Clinician, as appropriate; initiating planning and review of care plans involving clients, carers, and others involved in the care package, in this process.
- i. Assessing, monitoring, and managing clinical risk in order to minimise this risk to clients, other people, and oneself, and providing advice on psychological aspects of risk assessment and management.
- j. Communicating to clients, referrers and others involved in the client's care - on a need-to-know basis – orally, and in writing, in a skilled and sensitive manner. Information might concern the assessment, formulation and treatment plans of clients.
- k. Developing and maintaining links and liaison with officers and staff of Social Services, General Practitioners and other Health Care Workers.
- l. Attending clinical meetings, case reviews, and case conferences as appropriate.
- m. Carrying out other clinical duties as may be agreed with the Head of Specialty.

## Policy and Service Department

### Responsible for:

- a. Implementing policies and procedures relevant to the delivery of the Trust's mental health services.
- b. Contributing to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- c. Identifying and advising the Head of Speciality on potential improvements to working practices and procedures within own area of work.

## Human Resources

### Responsible for:

- a. Receiving regular clinical and management supervision in accordance with good practice guidelines.
- b. Planning, organising and providing teaching and training sessions on topics related to adult eating disorders for colleagues and/or staff from other disciplines, voluntary organisations, and self-help groups.
- c. Continuing to gain wider post-qualification experience of clinical psychology over and above that provided within the principal service area where the post holder is employed.
- d. Developing skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other multi-disciplinary team staff's psychological work, as appropriate.
- e. Observing a personal duty of care in relation to equipment and resources used in the course of one's own work.

- f. Attending service and business meetings within the Department of Clinical Psychology and locality services as required and appropriate.
- g. Providing, as required, professional and clinical supervision of assistant psychologists including workload management.

## Research and Service Evaluation

### Responsible for:

- a. Conducting and supervising research, particularly, in areas of clinical relevance.
- b. Utilising theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members.
- c. Undertaking clinical project management, including complex audit and service evaluation, together with colleagues within the service to help develop service provision.

## Information Technology

### Responsible for:

- a. Collecting, recording, maintaining, and providing data and statistics, including clinical information, in accordance with Trust and national requirements and policy, and comply with appropriate monitoring and review processes as required.
- b. Completing data entry forms and, occasionally, creating and inputting to spreadsheets and databases as required.
- c. Using computer software to record and create reports, documents and visual aids and charts for clinical, research or training purposes as required.

- d. Using a variety of secure video services employed by the Trust for meetings with professionals, service users, families, and carers in line with Trust policy and information governance.

## General

### Responsible for:

- a. Contributing 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 post holder's manager/professional lead and service manager(s), to fulfil registration by the Health and Care Professions Council (HCPC).
- b. Contributing to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
- c. Maintaining 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, ACP, HCPC and Trust policies and procedures.
- d. Maintaining up to date knowledge of legislation, national and local policies and issues in relation to adults with eating disorders and mental health problems.

### To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties that fall within the grade of the job, in discussion with their manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant Trust policies, procedures, and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

## Information Governance

- a. The Derbyshire Healthcare Foundation NHS Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.
- b. All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.
- c. Post holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.
- d. All Information obtained or held during the post holder's period of employment that relates to

the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

- e. Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post holder's employment has ended could result in the Trust taking legal action against them.
- f. Post holders must ensure that they are aware of their responsibilities by attending the Trust's mandatory training and induction programme.

## Infection Control

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control and ensure that they comply with them in fulfilling their role.

## Values

Our vision is underpinned by four key values, which have been developed in partnership with our patients, carers, staff and wider partners.

We can only provide good quality services through our dedicated colleagues, working together with a common purpose. Our values reflect the reasons why our workforce chooses to work for the NHS and for Derbyshire Healthcare.

- **People first** – We work compassionately and supportively with each other and those who use our services. We recognise a well-supported, engaged, and empowered workforce is vital to good patient care

- **Respect** – We respect and value the diversity of our patients, colleagues, and partners and for them to feel they belong within our respectful and inclusive environment
- **Honesty** – We are open and transparent in all we do
- **Do your best** – We recognise how hard colleagues work and together we want to work smarter, striving to support continuous improvement in all aspects of our work.

## Safeguarding Children & Vulnerable Adults Is Everyone's Responsibility

Safeguarding – the action we take to promote the welfare of children and vulnerable adults and protect them from harm.

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they

understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

## Health and Safety

In addition to the responsibilities of the Trust under Health and Safety legislation you are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices, or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

## **Job Description Agreement**

**Job Holder's signature:** ..... **Date:** .....

**Head of Department's signature:** ..... **Date:** .....

**Title:** .....

## PERSON SPECIFICATION

**JOB TITLE:** Specialist Clinical Psychologist (Eating Disorders Service)

**ACCOUNTABLE TO:** Lead Consultant Clinical Psychologist

**REPORTS TO:** Consultant Clinical Psychologist

**RESPONSIBLE FOR:** Assistant Psychologists as required

**GRADE:** Band 7

**BASE:** Unity Mill, Belper

**HOURS:** Up to 37.5 hours per week (1 wte)

	Essential	Desirable	How Tested
Training & qualifications	Good Honours degree in Psychology giving eligibility for Graduate membership of the British Psychological Society (BPS).		A
	Post-graduate doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer) as accredited by the Health and Care Professions Council (HCPC).		A
	The post holder must be registered as a Practitioner Psychologist with the HCPC.		A, I
	Chartered with the BPS (or for those who have just qualified: to be in the process of acquiring Chartered status).		A, I
	Evidence of continuing professional development as recommended by the HCPC.		I

	Essential	Desirable	How Tested
<b>Experience</b>	Experience of working with clients with a range of mental health problems in a broad range of settings.	Experience of work with adults with complex mental health problems.  Experience of working with people with eating disorders.	A, I

	Essential	Desirable	How Tested
<b>Knowledge &amp; skills</b>	Very high level of interpersonal and communication skills enabling written and oral presentation and receipt of complex and sensitive information, to facilitate acceptance and relate effectively in an emotive and hostile environment.	Ability to process text, set up and use databases and spreadsheets.	I
	Ability to provide consultation to other non-psychology colleagues, and teaching and training skills	Assessment and therapeutic skills related to complex, severe and enduring mental health problems.	I
	Ability to make judgements in complex clinical situations through assessment, analysis and interpretation of information and deciding on appropriate action from a range of options.	Ability to prioritise complex work demands.	I
	Ability to plan and organise tasks, activities or programmes		I
	Ability to identify clinical governance issues and contribute to the improvement of standards and practice		I
	Ability to complete basic work-related records		I

<b>Knowledge &amp; skills (continued)</b>	Specialist assessment and therapeutic skills with a broad range of adult mental health problems.		I
	Awareness of, and ability to assess and manage risk.		I
	Doctoral level knowledge of research design and methodology.		I
	Knowledge of current legislation and guidance for clinical practice and professional management in relation to people with adult mental health problems.		I

	<b>Essential</b>	<b>Desirable</b>	<b>How Tested</b>
<b>Personal</b>	Possess an enthusiasm for psychology in relation to adults with eating disorders including comorbid mental health problems and/or complex needs.		I
	Resilience and an ability to maintain a high degree of professionalism in the face of, distressing or emotional situations and hostile environments.		I

	<b>Essential</b>	<b>Desirable</b>	<b>How Tested</b>
<b>Other</b>	Ability to meet the travel requirements of the post.		A, I
	Must be capable of planning and prioritising own work on a day-to day basis with support of regular supervision and be able to recognise when further advice is required.		I

A = Application, I = Interview, T = Test