



Job overview

We are looking for an enthusiastic, innovative adaptable clinical psychologist keen to use and develop experience, knowledge and skills in working with children with health needs, primarily contributing to the care provided by a range of paediatric surgical specialities and offering short term advice to other teams.

Psychological Health Services is an award-winning department, recognised for a commitment to leadership and the development of Trustwide psychological services. As a university teaching trust research and quality improvement forms part of UHBW's mission to support excellence in delivery of patient care, alongside education and applied research of the highest quality.

We are engaged in high profile national professional networks at a senior level across BPS, NHS and charitable sector organisations. We have strong links to local and regional universities providing access to support research and clinical training with honorary appointment up to professorial level. Psychological Health Services has an expanding research portfolio and provide and support opportunities to develop this further.

As a way to support individual development, growth of expertise and service priorities, successful applicants may benefit from opportunities to work into other clinical areas through discussion and planning with their line manager and head of service.

Main duties of the job

Psychological Health Services take pride in their commitment to providing high quality and accessible CPD and access to skilled clinical and peer supervision. Examples of current CPD opportunities include monthly Trustwide departmental CPD meetings, journal clubs and an ACT supervision group. Our commitment to clinical excellence is reflected in our annual cycle of quality outcomes related to a wide portfolio of activity.

We work together to grow and shape the department; we have a notice board style central point of communication to keep you up to date communicating via regular surveys about what matters to us all. Membership of departmental Service Delivery Groups (SDGs) give the opportunity to broaden skills and experiences and be involved in wider psychology initiatives.

As a large department Psychological Health Services provides clinical psychology services to a wide range of specialist multidisciplinary teams. Although the current recruitment is for a specific post, we welcome applications and enquiries from those who are interested in wider opportunities within our portfolio. We have a commitment in Paediatrics to collaborate with our colleagues as much as we can. This means we regularly offer advice and guidance to patients outside of our core patient group. This rewarding work is highly appreciated by the Trust.



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Working for your organisation

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) is one of the largest acute Trusts in the country, bringing together a combined workforce of over 13,000 staff and over 100 different clinical services across 10 different sites, serving a core population of more than 500,000 people across South West England. UHBW has been rated by the CQC as 'Good' overall and our staff are proud to deliver excellent care to the people of Bristol, Weston and beyond. As a forward-thinking multi-award winning Trust and a digital exemplar committed to improving patient care, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer. UHBW is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. As an equal opportunities employer actively working towards a diverse workforce we aim to recruit and retain a workforce which represents the rich diversity of the local population at all levels and are committed to designing our services around the needs of individual patients and those around them. Anonymous information will be used from your application in order to ensure we're meeting our pledge.



Detailed job description and main responsibilities

CLINICAL

1.1 To provide needs-led, evidence based, targeted and specialist psychological assessments and interventions for children, young people and families cared for by surgical specialities and within Medicine and Long-Term Conditions. Please note this includes elective and emergency surgery but there are other established clinical psychology posts in Burns, Cardiac, Hearing Implant and Cleft Lip and Palate pathways.

1.2 To provide applied psychological consultation, staff support and training for multi-disciplinary professionals working in these care pathways in collaboration with the senior clinical psychologists working in Medicine and Long Term Conditions .

1.3 To liaise with Community Mental Health Services and other clinical health psychology services throughout the geographical areas covered by the teams to enable continuous and coordinated psychological support, as appropriate.

1.4 To liaise and engage with multi-agency statutory and third sector services to support smooth transitions for the patient and their carers from acute to community care, where appropriate.

ORGANISATIONAL

To advise the Lead for Medicine and Long-Term Conditions or Head of Psychological Health Services on the need for service developments, policy, protocol or guideline developments across these care pathways, as appropriate

CONSULTATION AND TRAINING

3.1 To provide consultation and reflection for members of the multi-professional teams via multidisciplinary meetings, integrated care meetings and other sessions, as appropriate.

3.2 To provide teaching and training to health and other professions, as requested by the Lead for Medicine and Long-Term Conditions or Head of Services.

RESEARCH AND QUALITY IMPROVEMENT

4.1 To undertake, supervise and support others undertaking relevant research in the clinical fields covered by the care pathways for specialities within medicine and long-term conditions and wider psychological health services.

4.2 To undertake, supervise or support others undertaking relevant projects.

4.3 To be an active member of one of the Service Delivery Groups (Training & Workforce, Staff Support, Mental Health incorporating Planetary Health, and Research & Quality Improvement)



PROFESSIONAL

- 5.1 To adhere to the Health and Care Professions Council (HCPC) regulations required as a registered Practitioner Psychologist.
- 5.2 To adhere to any professional guidance from the British Psychological Society, Department of Health, and the Trust, with particular reference to informed consent, note-taking, confidentiality, information sharing and safeguarding.
- 5.3 To engage with the appraisal process, continuing professional development, essential training and clinical supervision, as required by the Trust and the HCPC.
- 5.4 To attend professional and clinical speciality meetings, as appropriate, to ensure continuing professional development and governance.
- 5.5 To maintain and regularly update practice within the current evidence base.

For a more detailed job description and main responsibilities, please refer to the job description document attached to this vacancy.



Person specification

Qualifications and Training

Essential criteria

Maximum score 4

- Postgraduate qualification in clinical psychology recognised for registration by the HCPC as Practitioner Psychologist
- Current registration with HCPC

Knowledge and Experience

Essential criteria

Maximum score 16

- Post qualification experience of clinical work within a health care setting, with individuals who have an acute/long-term medical conditions
- Post qualification experience of working with children/young people who have a physical health condition.
- Post qualification experience of working as a clinical psychologist providing psychological consultation, case management supervision and training to multi-professional and multi-agency teams.
- Post qualification experience of working as a clinical psychologist undertaking consultation and service development work within a multi-disciplinary physical health setting
- Formal teaching / presentation sessions to health and other professionals.
- Demonstrable understanding of the implications of acute and long term health conditions for children/young people and their families.
- Demonstrable knowledge of legislation and guidance pertaining to safeguarding of children and vulnerable adults, consent, confidentiality and standards of psychological care within relevant NICE and other guidance.
- Doctoral level knowledge of research design and methodology.

Desirable criteria

Maximum score 8

- Experience of supervising qualified clinical psychologists.
- Accredited supervision training
- Experience of working with children/young people in a paediatric service
- Experience of working with people undergoing surgical procedures



Skills and Abilities

Essential criteria

Maximum score 18

- Able to assess the psychological needs of children, young people, and adults, including the use of cognitive and developmental psychometric tests
- Able to generate systemic and individual formulations and interventions based on applying psychological theory to the complex information generated by the person, family, health and social care systems relating to individuals engaging in care pathways
- Able to demonstrate an understanding of the psychological implications of engagement with these care pathways for individuals and their families
- Able to demonstrate an understanding of the roles of a clinical psychologist in relation to a patient, their family, the staff teams and the wider organisational systems around them
- Able to demonstrate successful use of strategies to prioritise and manage time when there are conflicting demands
- Advanced communication skills with the ability to provide and receive highly complex and sensitive information to and from young people/adults in a culturally appropriate manner in highly emotive situations. This will include the ability to provide complex psychological information to staff in an accessible manner.
- Ability to access, record and manage information and data pertaining to the work undertaken in medical and psychology notes, data bases and electronic records as required.



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- Ability to access, record and manage information and data pertaining to the work undertaken in medical and psychology notes, data bases and electronic records as required.
- Able to demonstrate a realistic awareness of the potential for work related stress and distress in this type of clinical work plus strategies to manage this
- Able to travel to regional clinics, meetings and home visits if required

Aptitudes

Essential criteria

(Maximum score 8)

- Empathic
- Compassionate
- Excellent communication skills at all levels
- Manage competing demands