**JOB DESCRIPTION**

**JOB TITLE** Clinical Psychologist in Specialist Obesity and Bariatrics

**GRADE/BAND** 7 0.8 wte

**LOCATION** MY Psychological Services, Staincliffe Wing, Dewsbury and District Hospital

**ACCOUNTABLE TO** Consultant Clinical Psychologist in Specialist Obesity and Bariatrics

Head of MY Psychological Services

**JOB SUMMARY**

Mid Yorkshire NHS Teaching Trust has been awarded new funding to develop a specialist obesity service and extend the existing bariatric service to provide an improved, evidence-based service across Wakefield and North Kirklees. It will also reduce inequalities by targeting priority groups in line with NICE guidelines. The new Specialist Obesity and Bariatric Service will replace previous T3 and T4 services to provide a patient-centred, needs based service, which will allow seamless and more timely care for patients who require specialist interventions like bariatric surgery, injectable drugs and non-surgical weight-management programmes. Non-surgical and surgical pathways will include clinical psychology, dietetic and physiotherapy interventions. Patients will be able to access all parts of the service that are appropriate for them, following multidisciplinary team (MDT) assessment and recommendations.

The service has been commissioned on a permanent basis, so we are looking to expand capacity in all areas of the service. The Specialist Obesity and Bariatric Service has been commissioned to process 310 referrals annually with the aims of contributing to a long-term healthy weight strategy, reducing obesity in the Mid Yorkshire Region, and to improve health outcomes by lowering obesity-related disease risks and support increased life expectancy in Wakefield and North Kirklees.

This post is to support the development of the clinical psychology aspect of the service. With support and supervision from the Consultant Clinical Psychologist in the Specialist Obesity and Bariatric Service, the post-holder will work as part of the wider MDT, provide a specialist psychology service for patients with complex obesity needs through detailed assessment, formulation, and interventions, on a one-to-one and group basis, in both surgical and non-surgical parts of the pathway. The post-holder will be based at Dewsbury and District Hospital but may be required to run group sessions and attend meetings at one of the other sites in Wakefield. The post-holder may also work remotely for part of the week.

**Communications and Working Relationships**

The post-holder will be:

* Accountable to the Consultant Clinical Psychologist Service Lead for Specialist Weight Management and Bariatric Services and the Head of MY Psychological Services
* An extended member of the Specialist Obesity and Bariatric Service Multi-Disciplinary Team

**DUTIES AND RESPONSIBILITIES (Determined via yearly job planning process)**

**Clinical**

1. To provide specialist psychological assessment of patients based on the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests self-report measures, direct and indirect observation and semi-structured interviews with patients, family members/carers and/others involved in the patient’s care.
2. To draw upon a range of conceptual models and therapeutic frameworks to formulate, develop and implement specialised programmes of care for individuals, couples and groups.
3. To make skilled evaluations and 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 and are relevant to the presenting problems. To refine psychological formulations by drawing upon different explanatory models of proven efficacy and maintaining a number of provisional hypotheses.
4. To manage situations where there may be a difference of opinion over decisions made in the patient’s best interests, taking the psychological impact on the patient into account.
5. To communicate in a sensitive and skilled manner the information concerning the assessment, formulation and treatment plan to the patient themselves, their carers, referral agents and where appropriate other involved professionals. This will involve providing sensitive information where there are significant barriers to acceptance, which need to be overcome using the highest level of interpersonal and communication skills. It may necessitate great tact and sensitivity when patients, or their relatives are highly distressed.
6. To carry individual accountability for all clinical decisions and exercise responsibility and autonomy for the assessment, treatment and discharge of patients, ensuring appropriate assessment, formulation and intervention, communicating with the referral agent, members of the multidisciplinary team and others involved in the patient’s care.
7. To respect diversity. To treat everyone with dignity and respect and act in ways that acknowledge and recognise people’s expressed beliefs, preferences and choices.
8. To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to the patient’s treatment plan.
9. To undertake risk assessment and risk management for individual patients and to provide advice to other professions on psychological aspects of risk assessment and risk management.

**Teaching, Training and Support**

1. To provide education on aspects of good psychological care as outlined in relevant NICE Guidance. To disseminate knowledge and skills on good practice in the psychological aspects of patient care by setting up teaching opportunities for nursing, medical and other health care staff.
2. To continue to develop psychological expertise through Continuing Professional Development and service specific professional development.
3. To continue to develop expertise in professional pre- and post- graduate supervision.
4. To provide teaching on the Doctoral Clinical Psychology course, as required.
5. To co-facilitate advanced level communication skills courses to multi-professional groups, as required.

**Service Development & Managerial**

1. To advise the Consultant Speciality Lead on those aspects of the service where psychological and/or organisational matters need addressing.
2. To contribute to the development of Psychology and speciality specific operational policies and services. These policies are likely to impact on other health care disciplines and other health care sectors.
3. To assist in the supervision of Clinical Psychology Doctoral trainees on specialist placements and other non-clinical trainees when required.
4. To contribute to the supervision of other health care professionals in the MDT as requested.

**Research and Evaluation**

1. To plan and implement systems for evaluating and monitoring the service, through the deployment of professional skills in research, service evaluation and audit. To participate in keeping and evaluating activity data to help develop service provision and produce appropriate statistics and reports.
2. To utilise theory, evidence-based literature and research to support evidence based practice and work with other members of the multidisciplinary team.
3. To undertake appropriate clinical research and audit. Also to provide research advice to other staff as requested.
4. To act as field supervisor for trainee Clinical Psychology Doctoral dissertations, and others if appropriate, providing expert research knowledge in a clinical area.

**IT Responsibilities and Communication**

1. To apply computer skills for communication, research, presentation and teaching purposes. To be competent in the use of applications including Word, Outlook, Excel, PowerPoint, Psych Lit, Medline and statistical packages.
2. To develop skills in appropriate Mid Yorkshire Clinical IT systems, including SystmOne, in order to contribute to the departmental dataset for recording of clinical and non-clinical activity.
3. To develop good working relationships and communicate effectively with colleagues, referrers and professionals from other agencies.
4. To communicate verbally and in writing highly complex and sensitive formulations and theoretical information, in a manner that is clear, understandable and appropriate to a range of settings and audiences. Using departmental administration processes to carry out the above duties, including digital dictation.
5. To utilise the highest level of interpersonal skills when intervening therapeutically and where patients are physically ill and may find the intervention challenging.
6. To communicate therapeutically with patients who may have particular difficulties e.g. limited verbal skills, impaired memory or antagonistic relational style.
7. To ensure high levels of formal and informal communication with relatives and carers.
8. To manage frequent exposure to highly distressing and emotive disclosures, including highly emotive conflict situations that are presented by patients.

**General**

1. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
2. To ensure the development and articulation of best practice in psychology, especially in service areas where the post-holder has a key role, 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 Clinical Psychology and related disciplines. To address professional development needs and performance targets in accordance with service needs.
3. To maintain the highest standards of clinical record keeping; including timely electronic data entry and report writing.
4. To agree and adhere to the Professional Code of Practice, as drawn up by the Division of Clinical Psychology of the British Psychology Society and the HCPC.
5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific patient group and mental health.
6. To maintain high ethical and legal standards and adhere at all times to Trust policies, procedures and guidelines.
7. To provide regular and timely information on work undertaken and on service activity to allow accurate reporting of the overall service to their manager.
8. The post holder must co-operate with all policies and procedures designed to ensure equality in employment. The post holder must ensure that they (and those whom the post holder supervises and/or has professionally responsibility for) do not discriminate against others on the basis of gender, ethnic or national origin, age, disability, sexual orientation or religion.
9. The post holder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

10. The post holder should support the Trust’s commitment to a healthy Work life balance and the achievement of the IWL Practice (Practice plus standard).

11. To undertake other duties as required for the effective delivery of the Service.

**Organisational Responsibilities**

All staff at Mid Yorkshire Teaching NHS Trust have the responsibility for safeguarding adults, young people, children and unborn. This includes all employees:

* Having an understanding of relevant safeguarding policies, including the Mental Capacity Act policy.
* Attending all mandatory safeguarding training in accordance with their role.
* Having a responsibility to recognise and act upon any safeguarding/child protection concerns.

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**To be noted:**

1. This is not an exhaustive list of duties and responsibilities, and the post-holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
2. 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.
3. If the post holder feels he/she is not achieving their objective as agreed in the development plan they will bring it to the attention of their supervisor or manager at the earliest opportunity

**Health and Safety**

1. Work in accordance with Health and Safety regulations at all time
2. Report any incidents of breaches of Health and Safety and report any dangerous acts or omissions that are seen in the course of duty that compromise the Health and Safety of staff or patients using the Trust Health and Safety policy
3. Comply with audit recommendations and risk assessment recommendations to make the workplace and work practice safer
4. Assist when required to do so, in any risk assessment activity undertaken.

**TERMS AND CONDITIONS OF SERVICE**

The post holder will be required to work at any location where the Trust provides services.

All professional and managerial staff are required to work in accordance with their particular Code of Conduct. Failure to do so may result in disciplinary action (please refer to disciplinary policy for further information).

In carrying out their duties the post holder must promote equality of opportunity and take every opportunity to eliminate discrimination.

The post holder is required to keep confidential all information and documentation relating to either a patient, a member of staff or Directorate’s business, which he/she comes into contact with.  All staff are expected to respect the requirements of the Data Protection Act 2018, as this incorporates the need for a high standard of data quality, confidentiality and information security.

The Trust adopted a “bare below the elbow policy” in January 2008. The trust expects that all staff adhere to the policy in the clinical areas and settings where health care is provided e.g. the patient’s own home. The policy statement is accessible on the intranet and defines the clinical area. Individuals can expect to be challenged if they are observed not to be adhering to the policy statement.

The post holder is responsible for taking reasonable care with regard to him/her as well as for any colleagues, patients or visitors who might be affected by any act or failure to act by the post holder in accordance with the Trust’s policies or Health and Safety at Work.

These duties and responsibilities are neither exclusive nor exhaustive and management reserve the right to require staff to undertake other duties and responsibilities consistent with the grade of the post in consultation with the post holder.

This job description is an outline of the duties and conditions of the post and may be subject to change in detail or emphasis in the light of future developments.

**Continuing Professional Development**

The post holder will be expected to undertake ongoing personal, professional and management development in line with the responsibilities of the post.

**Smoke Free Policy**

The Mid Yorkshire Hospitals NHS Trust has a Smoke Free Policy

Smoking is not permitted: -

1. Inside any building owned or used by or in areas used by Mid Yorkshire Hospitals NHS Trust staff in buildings shared with other organisations
2. In the grounds and car parks of premises of The Mid Yorkshire Hospitals NHS Trust
3. In the entrances of any The Mid Yorkshire Hospitals NHS Trust buildings
4. In the immediate areas outside The Mid Yorkshire Hospitals NHS Trust
5. In vehicles owned or leased by The Mid Yorkshire Hospitals NHS Trust

Staff are not permitted to smoke whilst in uniform and / or wearing a staff badge in areas where they can be seen by the public.

A copy of the full policy is available.

In the unlikely event of a member of staff not respecting the policy, their line manager will attempt to resolve the situation informally, in the first instance. Repeated breaches of the policy may result in disciplinary procedures being instigated.

Any member of staff wishing to stop smoking can contact the Stop Smoking Service.

**WYAAT**

Mid Yorkshire Teaching NHS Trust is part of the West Yorkshire Association of Acute Trusts (WYAAT), a collaborative of the NHS hospital trusts from across West Yorkshire and Harrogate working together to provide the best possible care for our patients.

By bringing together the wide range of skills and expertise across West Yorkshire and Harrogate we are working differently, innovating and driving forward change to deliver the highest quality care.  By working for Mid Yorkshire Teaching NHS Trust this is your opportunity to be a part of that change.

WYAAT is the acute sector arm of the West Yorkshire and Harrogate Health and Care Partnership, one of the largest integrated care systems in the country. The Partnership’s ambition is for everyone to have the best possible health and wellbeing, and the work of WYAAT, and each individual trust, supports that ambition.

**PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **How tested** |
| **Training and**  **qualifications** | Good Honours Degree (min 2:1) in Psychology  Post-graduate Doctorate in Clinical Psychology  (or equivalent for those trained before 1996)  as accredited by BPS  HCPC registration (or within six months of achieving HCPC registration) as a Clinical Psychologist with Chartered Status. |  | Application form  Certificates |
| **Experience** | Experience of working with patients with physical health conditions and conducting specialist assessments and interventions, across the full range of care settings.  Experience of representing psychology within the context of multi-disciplinary care.  Experience of teaching, training, consultation and or professional and clinical supervision. | Experience of work with people living with obesity  Experience of psychological assessment and therapeutic work across a full range of care settings, including outpatient community, and in-patient/hospital/hospice settings.  Experience of the application of psychology in different social and cultural contexts. | Application form  Interview |
| **Knowledge and**  **Skills** | Skills in the use of complex methods of psychological assessment, intervention and management.  The ability to communicate effectively in both written and oral formats, highly complex and clinically sensitive information to patients, their families, carers and other professional colleagues both within and outside the NHS.  Skills in providing consultation to other professional and non-professional groups.  The ability to plan, organise and flexibly manage own caseload, adapting to the changing priorities of a complex organisational environment and coordinating the work of professional colleagues.  Provide effective teaching, training and clinical supervision for multi-disciplinary teams.  Undertake complex multi-agency working and liaise with multiple systems.  Utilise psychometric tests competently.  Identify, provide and promote appropriate interventions and means of support for carers and staff exposed to highly distressing situations and challenging behaviours.  Utilise appropriate clinical governance mechanisms within own work.  The ability to adapt creatively the evidence-base for interventions in mental health for patients with communication difficulties and or cognitive problems.  Provide consultation to other professionals and non-professional groups. | Up to date knowledge of legislation, national and local policies and issues in relation to both the specific patient group and mental health generally.  To have experience facilitating communication skills training for health care professionals | Application form  Interview |
| **Personal attributes** | The ability to work in accordance with The Mid Yorkshire Hospitals NHS Trust values and behaviours.  The ability to engage with vulnerable people and work effectively in highly distressing and challenging circumstances.  The ability to work flexibly and cooperatively as part of a team.  The ability to use own initiative and make decisions independently.  Ability to cope with continual exposure to distressing and highly emotional clinical material.  Ability to cope with the physical requirements of the job; being resilient to the distressing content of therapy sessions and the physical symptoms patients may be experiencing. | Access to a vehicle with the ability to travel independently in line with requirements | Interview  Reference  Occupational Health  Interview |
| **Other** | Enthusiasm for a broad range of psychological phenomena.  Interest in models of service delivery and an ability to articulate the value added by clinical psychology services within the context of the multi-disciplinary team.  The ability to work flexibly and with clinical autonomy in a multi-professional context and in an acute healthcare context.  The ability to use highly complex multi-media materials for presentations in public, professional and academic settings.  The ability to contain and work with organisational stress and the ability to contain the stress of others.  Keyboard & IT skills for the purpose of writing complex psychological reports and letters, as well as use of clinical programmes. |  | Application form  Interview |