

Willen Hospice

Job Description

Job Title: Clinical Psychologist / Service Lead Job Band: E	Department: Therapeutic and Wellbeing Services
Reports To: Associate Director for Therapeutic and Wellbeing Services	Hours: 22.5
Main Purpose of the Job: <i>Basic reason for, and purpose of, the position</i> As an experienced Clinical Psychologist, you will be the Psychological Lead for the Psychological Wellbeing Service, providing expert clinical leadership, direction and support to develop the Service, ensuring high quality psychological provision for the cancer care in the community service.	
Key Accountabilities: <i>Key points that you will use to measure a person's success in this role</i> Lead for Psychological Wellbeing Service: <ol style="list-style-type: none"> 1. Responsible for the development, management and governance of all levels of psychological support and emotional support services for Willen Hospice patients, families and carers, guided by the principles outlined in the NICE guidelines for psychological care for cancer and palliative care patients. 2. Responsible for line management, supervision and development of all team members, including Counsellors, Assistant Psychologist and Students. 3. Responsible for the education, training and supervision of all L2 psychologically trained clinical staff and volunteer base. 4. To oversee the holistic needs assessment of Willen Hospice patients within the Living Well Centre with the aim of developing personalised holistic care plans with appropriate onward referrals. 5. Lead and manage referral pathways - from assessment of psychological wellbeing referrals within the established clinical referral to discharge - carrying a clinical caseload of Willen patients, family and carers. 6. Responsible for the development and measurement of effectiveness of group based interventions into the Living Well Centre 7. Work within the Willen MDT to advocate for patients and carers psychological needs Lead for Psychological Service for Cancer Care in the Community: <ol style="list-style-type: none"> 8. Engage, develop and operationalise the cancer care in the community strategy to deliver the psychological aspects of the service specification. 9. Work alongside CCG, MK health care providers and Willen staff to deliver the CCC service for the Milton Keynes population. 10. Develop psychological services for curative and palliative pathways. 11. Lead and manage the referral pathway – from assessment and management of CCC referrals within the established clinical referral to discharge - carrying a clinical caseload of patients, family and carers working at Level 4 and high Level 3 (as defined by Cancer and Palliative Care NICE guidelines (2004). 	

Code of Conduct for all Employees

1. To operate at all times within the Willen values.
2. To act in a way that promotes the wellbeing of staff, volunteers, patients and families.
3. To work constructively with colleagues and stakeholders at all times.
4. To act as an ambassador for Willen at all times
5. To maintain confidentiality at all times.
6. To participate in annual Appraisal and attend any training identified.
7. To attend all mandatory training, e.g. fire training, moving etc.
8. To abide by the Policies and Procedures of Willen Hospice.

Employee to sign and return a copy of the Job Description to the HR Department in acceptance and understanding of the role requirements.

Employee's Name (Please print) and signature

Date of Issue:

Employee Specification Matching Form

Job Title: Psychological Wellbeing Lead	Department: Therapeutic and Wellbeing Services
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Consider the type of person required to perform in the role overleaf. Please indicate those requirements that are essential and those that are preferred on the form below:

	Factor	Requirement
1	Communication & Relationship Skills	Communicate utilising advance communication skills, both verbally and in writing, in a concise manner, highly contentious, complex and clinically sensitive information, being persuasive and motivating as appropriate. Builds trust and confidence when communicating with other professional colleagues, the wider MDT and external agencies. Act as an advocate.
2	Knowledge, Training & Experience	Experienced Clinical/Health Psychologist with Doctorate (DClinPsych) with extensive specialist knowledge underpinned by theory and experience; current HCPC registration; experience of successful joint working and developing a service within a health setting.
3	Analytical & Judgmental Skills	Decision making in complex and distressing situations; issues requiring analysis, interpretation and comparison of a range of options. Advanced assessment skills.
4	Planning & Organising Skills	Highly developed planning and organisational skills to enable planning of a broad range of complex activities or programmes. Complex case load management and review, working both autonomously and with the wider MDT as appropriate. Organising patient care/support. Responsible and accountable for own time management, with unpredictable demands on time.
5	Physical Skills	Possess competent keyboard skills. Be able to drive on Hospice business.
6	Responsibility for patient or client care	Advise and develop specialise care plans. Assessing, planning, implementing and evaluating patient care and keeping accurate records using SystemOne. High level of accountability. Play a key role in the diagnosis and management of symptoms particular to the specialism.
7	Responsibility for Policy/Service Development	Adhere to all Hospice policies and procedures, proposing policy or service changes which impact beyond own area. Develops policy and protocols for specialist area.
8	Responsibility for Financial & Physical Resources	Authorised signatory to £1000. Must exercise care in the use of Hospice resources. Responsibility for stock control and resources management. Economical use of staff and volunteer resource.
9	Responsibility for Human Resources	Day to day management of a discrete service including recruitment, induction, training, co-ordination and supervision. Design and deliver internal and external training in specialist area as appropriate.
10	Responsibility for Information Resources	Records patient information using SystemOne and reports as appropriate. Maintains patient confidentiality. Effective and appropriate sharing of information with service users.
11	Responsibility for Research & Development	Is proactive in undertaking clinical audit activities, ensuring practice is research based and up to date. Participate in network audit projects as required.
12	Freedom to Act	Works with freedom and autonomy, guided by broad occupational policies for defined area; managed not supervised and accountable for own professional actions. Comply with National professional guidance and internal policies and procedures. High level of responsibility and accountability.
13	Physical Effort	Predominantly seated with significant PC use. Drive on Hospice business on occasion. May be occasional requirement for light physical effort depending on incidental patient need.

14	Mental Effort	Prolonged level of concentration, interpretation and prioritisation in a changing and sometimes unpredictable environment. Exposure to challenging and emotional situations. High level of responsibility and accountability. Workload can be unpredictable.
15	Emotional Effort	Challenging environment, highly complex & demanding situations are common to working environment. Psychological support required by patients, families and team. Daily contact with individuals and families who have been bereaved, frequently in very complex and emotive situations. Ability to manage and contain high levels of emotional distress.
16	Working Conditions	Office environment. Adhere to Lone Worker policy where appropriate.