

## Job Description

<b>Job title</b>	Head of Psychology	<b>Job family</b>	Healthcare
<b>Reporting to</b>	Hospital Director	<b>Job code</b>	
<b>Location</b>	Various	<b>Evaluation Date</b>	14/09/2022

### Job Purpose

The Head of Psychology will work closely with the hospital director/director of services/medical director. It will be the responsibility of the Lead Psychologist to ensure both the professional psychological practice and quality of the psychology department, to ensure excellence in patient experience and outcomes. You will be a confident leader who is keen to help develop others. You will understand the dynamics of working in both hospital and other healthcare environments and be able to help offer containment and support to those who need it within a culture of compassion. You will provide leadership to the MDT and contribute to the development of services.

You will work with a dynamic multi-professional team leading development of individual formulations and psychological assessment. With the support of other members of the psychology team, you will support the development and delivery of behavioral and other psychological interventions for patients and service users and provide appropriately developed psychologically informed guidance to reduce risks, aid recovery and independence.

### Knowledge / Education / Skills

- A confident grasp of Cognitive Behavioural Therapy and at least two other therapeutic modalities at least one of which includes training in an intervention suitable for working with e.g. (*equivalent location specific disorders*).
- An understanding and application of therapy principles with a willingness to train in therapies if not already received.
- Experience of working in areas of Complex Clients and at a strategic level. Also in delivering high level interventions for those complex service users.
- Training in Clinical Supervision
- Understanding, experience and training in assessment such as (***make specific to the environment and population***)
- Leadership and management experience.

### Communication

- Hospital/*location specific* Senior Management Team, including Hospital Director and Director of Clinical Services and Medical Director (*or equivalent location specific*)
- Ward Managers (*or equivalent location specific*)
- Registered Practitioner Psychologists, Principal Psychologists, trainee and assistant psychologists
- Multidisciplinary ward staff including psychiatry, nursing, Occupational Therapy, Social Workers, Support staff
- Crisis and Community Mental Health team colleagues
- Service Users, Carers, Advocacy service
- You should attend the Head of Psychology meeting with the Professional Lead for Psychology at regular intervals
- Be aware of and support the specific Priory Service Line related to your patient population and demographic.

## Responsibility

- You will be working with clients with complex needs that are relevant to the population in the service area.
- You will develop and deliver formulation led care and be competent in a range of therapeutic delivery.
- You will be responsible for the delivery of/oversight of supervision and running reflective practice groups and do so with an understanding of the model underpinning your service.
- You will have effective consultancy skills and able to manage clinical/organisational projects; and have competence in line management responsibilities and service-related standards including clinical governance.
- To ensure you are strategic in your leadership and relationships with senior managers and senior clinicians across your site.
- It will be the responsibility of the Head of Psychology to ensure both the professional psychological practice and quality of the psychology department, to ensure excellence in patient experience and outcomes.
- You will be a confident leader who is keen to help develop others.
- You will understand the dynamics of working in both hospital and other healthcare environments and be able to help offer containment and support to those who need it within a culture of compassion.
- You will provide leadership to the MDT and contribute to the development of services.
- You will manage the resources of the Psychology Team across xxxxxx and monitor the workload of and referrals to the Psychology Team.
- To support the Senior Management Team in managing the Psychology provision within established resources.
- To receive regular clinical, professional and managerial supervision in line with good practice guidelines and engage in the appraisal Process with the Hospital Director (***make specific to the environment and population***). To monitor staff performance through use of the appraisal system.
- To exercise responsibility for the systematic governance of psychological practice within the team, including good record keeping and outcomes monitoring.
- To be involved in recruitment, both in the short-listing process and as a member of interview panels for relevant management, Psychology and other multidisciplinary posts where needed.
- To assess the training and development needs of staff in the Psychology team and across the hospital (***make specific to the environment and population***) and recommend appropriate action.
- To establish systems for audit/review of services.
- To be familiar and compliant with the policies and procedures of the organisation and to ensure the same for Psychology Team members.

## Professional Accountability

- To be responsible for ensuring own clinical supervision in accordance with the British Psychological Society's good practice guidelines, and to keep an up-to-date record of supervision received.
- To meet regularly with Line Manager to discuss service issues.
- To be responsible for ensuring own continuing professional development is kept up-to-date in line with recommendations from the Health Care Professions Council and the British Psychological Society and the policies of the Psychology department.
- To meet the requirement to complete an annual appraisal.
- To keep up-to-date with current developments in psychology practice, professional issues, service developments and developments in strategic thinking via own study and through attending short courses and lengthier training programmes as identified in the appraisal process.

- To disseminate knowledge acquired through study and attendance at courses to colleagues within the service.
- All staff are reminded of their duties and responsibilities as employees under the General Data Protection Regulations to ensure that personal data are not negligently nor unlawfully handled nor disclosed to unauthorised persons.
- Every two years you must be suitable to, and formally re-register as a practitioner psychologist with HCPC at the date set by HCPC.

### Safeguarding

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local child and adult protection procedures and who to contact within the Local Authority Safeguarding team for further advice. All colleagues are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

### Working Environment

The problems faced by patients may present challenging situations, which may increase the physical, sensory and emotional demands of the role.

### Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> <li>• Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families</li> <li>• Actively seeks to develop the potential of every service user and staff member</li> </ul>
Being Supportive	<ul style="list-style-type: none"> <li>• Celebrates success and supports colleagues through difficult times</li> <li>• Demonstrates loyalty to colleagues, manager and team</li> </ul>
Acting with Integrity	<ul style="list-style-type: none"> <li>• Is honest and respectful in all interactions with colleagues and customers</li> <li>• Demonstrates emotional control</li> <li>• Ensures accurate recording of any transactions and interactions on all company documentation</li> <li>• Challenges poor performance and behaviours</li> </ul>
Being Positive	<ul style="list-style-type: none"> <li>• Promotes the company in a positive way at all times</li> <li>• Strives for positive outcomes, especially when times are challenging</li> </ul>
Striving for Excellence	<ul style="list-style-type: none"> <li>• Always puts service quality first</li> <li>• Shares and encourages innovation</li> <li>• Keeps on top of new developments in the sector</li> </ul>