

Band 7-8a Developmental Post Applied Psychologist- Community Learning Disabilities Team: Dudley (LD Psychology)

Job Description

Post Title: Applied/Senior Applied Psychologist
Department: Community Learning Disabilities Team: Dudley (LD Psychology)
Location: Ridge Hill Centre, Stourbridge
Directorate: Learning Disabilities
Band: 7 to 8a (Developmental Post)
Hours: 37.5
Contract Type: Permanent
Responsible to: Principal Clinical Psychologist – Team Clinical Lead
Responsible for: None

Job Description For Band 7 Applied Psychologist

Post Title: Applied Psychologist
Department: Learning Disability Psychology Team
Location: The Ridge Hill Centre
Directorate: Learning Disabilities
Band: 7
Hours: 37.5/week
Contract Type: Permanent
Responsible to: Principal Clinical Psychologist – Team Clinical Lead
Responsible for: None



Job Description – Applied Psychologist- Community LD Team

Job Purpose

- Accountable for own professional practice in the delivery of specialist psychological care to clients with complex mental health conditions and/or learning disabilities which may include challenging behaviours.
- To be compassionate in meeting the needs of clients, their carers and families.
- To promote at all times a positive image of people with mental ill health or learning disabilities.
- To promote at all times a positive image of the service and the wider Trust.
- In line with the banding of the post and its service context to:
 - Exercise supervisory/professional responsibility for other psychological therapists
 - Provide leadership in multi-disciplinary training and development
 - Provide leadership in service audit and development
 - provide leadership in service evaluation and research
 - Ensure that a psychological perspective is brought to service redesign and cultural change

Main Duties/Responsibilities

1.0. Clinical Responsibilities, Patient Contact

- 1.1. Provide specialist psychological assessment of clients with complex conditions based on the appropriate use, interpretation and integration of data from a variety of sources, which may include neuropsychological testing.
- 1.2. Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.



Job Description – Applied Psychologist- Community LD Team

- 1.3. Undertake risk assessment and risk management for individual clients and provides specialist advice to other professionals on psychological aspects of risk assessment and risk management.
- 1.4. Formulate plans for specialist psychological therapy and/or management of clients' mental health conditions based upon an appropriate conceptual framework and evidence-based practice. Negotiates the implementation of such plans with clients and/or their carers.
- 1.5. Implements a range of specialist psychological therapies for individual clients, carers, families and groups, adjusting and refining psychological formulations as required.
- 1.6. Evaluates therapy options and makes decisions about treatment.
- 1.7. To liaise with other professionals working within the NHS, Social Inclusion and Health and the voluntary sector on matters relating to client care that have implications for the service

2.0. Supervisory/Professional Responsibility

- 2.1. Clinical supervision of Assistant Psychologists under the guidance of their Applied Psychologist line manager.
- 2.2. Will hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.
- 2.3. To keep abreast of current developments in this field through reading, attendance at appropriate training courses, and a range of other CPD activities, and to ensure that a log is kept of this in line with Psychology and Counselling service and HPC requirements.

3.0. Multi-Disciplinary Training and Development

- 3.1. Provides psychological advice, guidance and consultation to other direct care staff in MDT.



Job Description – Applied Psychologist- Community LD Team

3.2. Provides clinical supervision to other direct care staff in MDT.

3.3. Provides training to other staff in MDT under the guidance of a more senior Applied Psychologist.

4.0. Service and Organisational Development

4.1. Participate in CQUIN and QIP projects, NICE benchmarking and compliance requirements as required within MDT

5.0. Service Redesign and Cultural Change

5.1. Bring an understanding of psychological change processes to own role within MDT

6.0. Service Evaluation and Research

6.1. Participate in clinical audits as required within MDT

6.2. Undertake service evaluation and research in MDT

7.0. Confidentiality

7.1. Patient and/or staff information is confidential. It is a condition of NHS employment that you will not use or disclose any confidential information obtained unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard confidential data will be regarded as a disciplinary offence and will be dealt with in accordance with the Trust's Disciplinary Policy.



Job Description – Applied Psychologist- Community LD Team

8.0. Data Quality

8.1. The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

9.0. No Smoking

9.1. The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

10.0. Health and Safety

10.1. The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

11.0. Infection Prevention & Control

11.1. Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

11.2. All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.

11.3. All staff must adhere to the Trust's Hand Decontamination Policy

11.4. All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.



Job Description – Applied Psychologist- Community LD Team

11.5. All staff should have infection control training at induction and annual infection control updates as required.

11.6. All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

12.0. Safeguarding Adults

12.1. All members of staff have a responsibility to ensure that vulnerable adults are safe from abuse or harm. Employees must follow the Vulnerable Adult Protection Procedures and the Trust's Safeguarding Vulnerable Adults Guidance. A vulnerable adult is a person who is, or may be, by reason of mental or other disability, age or illness, unable to take care of himself or herself, or unable to protect himself or herself against significant harm or exploitation. All instances of concern should be reported using the latest relevant form. It is an employee's responsibility to comply with all current legislation, breaches of which may lead to an employee being subject to disciplinary action.

13.0. Safeguarding Children

13.1. All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with the Local Safeguarding Board Child Protection Policy and Procedures and Black Country Partnership NHS Foundation Trust Child Protection Policy. In any instance of concern, staff can contact the Trust Named Nurse for Safeguarding Adults & Children or a member of the Safeguarding Children Team for advice and support. It is an employee's responsibility to comply with all current legislation, breaches of which may lead to an employee being subject to disciplinary action.

14.0. Professional / Managerial Codes of Practice

14.1. The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.



Job Description – Applied Psychologist- Community LD Team

15.0. Policies and Procedures

15.1. The post holder is required to abide by all policies and procedures of the Trust.

16.0. Pandemic / Other Emergencies

16.1. In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.



Job Description – Applied Psychologist- Community LD Team

Job Description For Band 8a Senior Applied Psychologist

Post Title: Senior Applied Psychologist
Department: Community Learning Disability Service
Location: The Ridge Hill Centre
Directorate: Learning Disabilities Division
Band: 8a
Hours: 37.5
Contract Type: Permanent
Responsible to: Principal Clinical Psychologist – Team Clinical Lead

Job Purpose – Senior Applied Psychologist

- Accountable for own professional practice in the delivery of highly specialist psychological care to clients with highly complex mental health or learning disabilities which may include challenging behaviours.
- To be compassionate in meeting the needs of clients, their carers and families.
- To promote at all times a positive image of people with mental health or learning disabilities.
- To promote at all times a positive image of the service and the wider Trust.
- In line with the banding of the post and its service context to:
 - Exercise supervisory/professional responsibility for other psychological therapists
 - Provide leadership in multi-disciplinary training and development
 - Provide leadership in service audit and development
 - Provide leadership in service evaluation and research
 - Ensure that a psychological perspective is brought to service redesign and cultural change



Job Description – Applied Psychologist- Community LD Team

Main Duties/Responsibilities

1.0. Clinical Responsibilities, Patient Contact

- 1.1. Provides highly specialist psychological assessment of clients with highly complex conditions based on the appropriate use, interpretation and integration of data from a variety of sources, which may include neuropsychological testing.
- 1.2. Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.
- 1.3. Undertakes risk assessment and risk management for individual clients and provides specialist advice to other professionals on psychological aspects of risk assessment and risk management.
- 1.4. Formulates plans for highly specialist psychological therapy and/or management of clients' mental health conditions based upon an appropriate conceptual framework and evidence-based practice. Negotiates the implementation of such plans with clients and/or their carers.
- 1.5. Implements a range of highly specialist psychological therapies for individual clients, carers, families and groups, adjusting and refining psychological formulations as required.
- 1.6. Undertakes highly skilled evaluations and makes decisions about treatment options.
- 1.7. Provides highly specialist psychological advice, guidance and consultation to other staff contributing directly to client's diagnosis, formulation and intervention plan.
- 1.8. Facilitates decision-making by planning and mapping processes/interventions with members of the team to determine the most appropriate treatment modality or service for clients.
- 1.9. To liaise with other professionals working within NHS, Social Inclusion and Health and the voluntary sector on matters relating to client care that have implications for the service.

2.0 Supervisory/Professional Responsibility

- 2.1. Clinical supervision of Trainee Applied Psychologists and Assistant Psychologists.



Job Description – Applied Psychologist- Community LD Team

- 2.2. Clinical supervision of Band 7 Applied Psychologists working within immediate area, under the guidance of Principal Applied Psychologist
- 2.3. Will hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.
- 2.4. To keep abreast of current developments in this field through reading, attendance at appropriate training courses, and a range of other CPD activities, and to ensure that a log is kept of this in line with HCPC requirements.
- 2.5. To contribute, as appropriate, to the teaching offered on the local Applied Psychology training courses.

3.0 Multi-Disciplinary Training and Development

- 3.1. Provides highly specialist advice, guidance and consultation to other direct care staff in MDT
- 3.2. Provides clinical supervision to other direct care staff in MDT
- 3.3. Devises and delivers training to other staff in MDT

4.0 Service and Organisational Development

- 4.1. Planning and mapping interventions with members of the MDT to determine best treatments for groups of clients
- 4.2. Takes an active role in MDT delivery of CQUIN and QIP projects, NICE benchmarking and compliance requirements as required within MDT

5.0 Service Redesign and Cultural Change

- 5.1. Bring an understanding of psychological change processes to own role within MDT
- 5.2. Bring an understanding of psychological change processes to help MDT to cope with changes, in consultation with Principal Applied Psychologist

6.0 Service Evaluation and Research

- 6.1. Take an active role in clinical audits as required within MDT



Job Description – Applied Psychologist- Community LD Team

- 6.2. Undertake service evaluation and research in MDT
- 6.3. Develop proposals for research and service evaluation within MDT
- 6.4. Engaging multiple stakeholders in project work including service users and/or carers
- 6.5. Developing and implementing outcome monitoring within MDT
- 6.6. Supervise Applied Psychology trainee service evaluation and/or research
 - To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality Community LD service.

Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.



Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from



Job Description – Applied Psychologist- Community LD Team

abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.

Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.



Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

Date: May 2023





Job Title: Applied Psychologist

Band: 7

Department: Learning Disabilities

All candidates will be considered on their ability to meet the requirements of this person specification.

E = Essential criterion for the role D = Desirable criterion for the role.

Attributes/Skills	Key Requirements	Criteria (E/D)
Education/Qualifications	<ul style="list-style-type: none">• Post-graduate doctoral level training in Applied Psychology (or its equivalent) as accredited by the BPS including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.• HCPC registration as an Applied Psychologist• Evidence of continuing professional development• Post-graduate qualification showing evidence of supervised practice in an evidence-based psychological therapeutic model	E E E D



Job Description – Applied Psychologist- Community LD Team

<p>Experience</p>	<p>Must have experience/interest in:</p> <ul style="list-style-type: none"> • A passion to learn and work with a learning disability population • Specific experience of working with a learning disability population • Multi-disciplinary team working • Experience of a range of evidenced-based therapeutic interventions e.g. CBT, Third Wave models, Systemic therapy • Experience of research and audit 	<p>E D E E</p>
<p>Knowledge</p>	<p>Knowledge of:</p> <ul style="list-style-type: none"> • Evidence- based practice relevant to the role • Risk assessment and risk management • Clinical governance • Knowledge of legislation in relation to the learning disability population and mental health. • Audit and research methodology • Social Inclusion agenda <p>Awareness of:</p> <ul style="list-style-type: none"> • The Trust's Quality Improvement System 	<p>E E E E E E D</p>
<p>Skills/Personal qualities</p>	<p>Must be able to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Communicate complex and highly sensitive information effectively, to a wide range of people <input type="checkbox"/> Adapt creatively the evidence base for interventions relevant to people with learning disabilities <input type="checkbox"/> Work effectively as part of a multidisciplinary team and undertake care co-ordination/lead practitioner responsibilities 	<p>E E E</p>



Job Description – Applied Psychologist- Community LD Team

	<ul style="list-style-type: none"> <input type="checkbox"/> Undertake complex multiagency working and liaise with multiple systems <input type="checkbox"/> Utilise psychometric tests competently <input type="checkbox"/> Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours. <input type="checkbox"/> Utilise appropriate clinical governance mechanisms within own work. <input type="checkbox"/> Demonstrate effective keyboard skills <input type="checkbox"/> Able to work in accordance with the Trust Values and Behaviours. <input type="checkbox"/> Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances <input type="checkbox"/> Respects and has awareness of the advantages of joint working with other experienced professionals in a multidisciplinary setting. <input type="checkbox"/> Able to work flexibly and co-operatively as part of a team <input type="checkbox"/> Able to use own initiative and make decisions independently <input type="checkbox"/> Committed to continual quality and service improvement 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p>Trust Behaviours</p>	<ul style="list-style-type: none"> • Be compassionate, empathetic and caring to everyone • Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone • Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do • Act with transparency and honesty; respect and value others to do the right thing at the right time for everyone. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>



Person Specification

Job Title: Senior Applied Psychologist

Band: 8a

Department:

All candidates will be considered on their ability to meet the requirements of this person specification.

E = Essential criterion for the role D = Desirable criterion for the role.

E = Essential criterion for the role D = Desirable criterion for the role.

Attributes/Skills	Key Requirements	Criteria E/D
Education/ Qualifications	<ul style="list-style-type: none"> • Post-graduate doctoral level training in applied Psychology (or its equivalent) as accredited by the BPS including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology. • Post-doctoral training in one or more additional specialised areas of psychological practice • HCPC registration as an Applied Psychologist with Chartered Status • Trained in clinical supervision and the supervision of doctoral trainees • Evidence of continuing professional development 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>
Experience	<ul style="list-style-type: none"> • Working as a qualified applied psychologist within the designated service including a wide variety of client groups, across the whole life course and a range of clinical severity across a range of care settings. • Exercising full clinical responsibility for clients' psychological care as a care coordinator within the context of a multidisciplinary team. 	<p>E</p> <p>E</p>



Person specification – SENIOR APPLIED PSYCHOLOGIST

	<ul style="list-style-type: none"> • Teaching, training, consultancy and clinical supervision and field supervisor for doctoral theses. • Research and development • Quality and service improvement and evaluation. • Experience of joint working with statutory, voluntary and private sector agencies 	<p>D</p> <p>E</p> <p>E</p> <p>E</p>
Knowledge	<p>Knowledge of:</p> <ul style="list-style-type: none"> • Evidence-based practice relevant to the role • Risk assessment and risk management • Clinical governance • Knowledge of legislation in relation to the client group and mental health • Audit and research methodology • Social inclusion agenda <p>Knowledge of:</p> <ul style="list-style-type: none"> • The Trust's Quality Improvement System 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Skills/Personal Qualities	<p>Must be able to:</p> <ul style="list-style-type: none"> • Communicate highly complex and highly sensitive information effectively, to a wide range of people • Adapt creatively the evidence base for the interventions relevant to the Learning disabilities client group • Provide effective teaching, training, consultancy and clinical supervision for the multidisciplinary team • Work effectively as part of a multidisciplinary team and undertake care co-ordination/lead practitioner responsibilities • Undertake complex multiagency working and liaise with multiple systems • Utilise psychometric tests competently • Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours • Utilise appropriate clinical governance mechanisms within own work • Demonstrate effective keyboard skills 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>



Person specification – SENIOR APPLIED PSYCHOLOGIST

	<ul style="list-style-type: none"> • Utilise multimedia materials for presentations in professional, academic and public settings • Able to work in accordance with the Trust Values and Behaviours • Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances • Respects and has awareness of the advantages of joint working with other experienced professionals in a multidisciplinary setting • Able to work flexibly and co-operatively as part of a team • Able to use own initiative and make decisions independently • Committed to continual quality and service improvement • Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p>Trust Behaviours</p>	<ul style="list-style-type: none"> • Be compassionate, empathetic and caring to everyone • Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone • Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do • Act with transparency and honesty, respect and value others to do the right thing at the right time for everyone 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>



About Us

Black Country Healthcare NHS Foundation Trust provides specialist mental health, learning disability, and community healthcare services for the population of the Black Country. Across the whole of the region we provide:

- Adult and older adult mental health services
- Specialist learning disability services
- CAMHS

Black Country Healthcare NHS Foundation Trust was formed on 1 April 2020, after NHS England and NHS Improvement approved the merger of Black Country Partnership NHS Foundation Trust and Dudley and Walsall Mental Health Partnership NHS Trust.

Combining resources, strategies and talented workforce enables us to deliver a wider variety of outstanding services that are based on best practice and are continually improving.

As a public body, we are accountable to the people we serve. The Trust Board is responsible for determining the strategy and overall direction of the Trust in an open, honest, and transparent manner.

We're using our position as an NHS Foundation Trust to strengthen our ties with the local community. We have a large and growing membership, and we're always encouraging people to join our Trust as members. Members are kept informed of what is happening in the Trust, and their advice is sought on ways we can improve the effectiveness and responsiveness of our services.

Trust Values and Behaviours

Black Country Healthcare NHS Foundation Trust has a set of Trust Values and Behaviours to improve the experience for our patients and our staff. This means that in undertaking this role the post holder is expected at all times to behave in a way that demonstrates commitment to the delivery of thoughtful patient care and



continuous improvement as detailed in the table below.

Together with you to achieve

healthier, happier lives



Caring

We care for everyone as individuals, being compassionate, empathetic and kind with a willingness to help.

Enabling

We enable ourselves and others to act with confidence and authority in order to achieve the best outcome for everyone.

Working Together

We work together in partnership, being inclusive by understanding and valuing others to achieve the best results for everyone in everything we do.

Integrity

We act with transparency and honesty; respecting and valuing others to do the right thing at the right time for everyone.

Our Trust Values are:

Employment Benefits

- NHS Pension Scheme
- Annual Leave
- Cycle to Work Scheme
- Staff Support
- Lease Car Scheme
- Childcare Vouchers
- Long Service Awards
- Flexible Working & Parental Leave
- Statutory and Occupational Maternity, Paternity and Adoption Leave
- NHS Discounts and shopping vouchers
- Health & Wellbeing
- Annual appraisal
- Support with continuing professional development
- Research and innovative practice
- Partnership work with Unions
- Occupational Health Service

