**NHS TAYSIDE – AGENDA FOR CHANGE**

**JOB DESCRIPTION**

|  |  |  |
| --- | --- | --- |
| **1. JOB IDENTIFICATION** | **JOB TITLE** | **CHARTERED FORENSIC or CLINICAL PSYCHOLOGIST BAND 8B** |
| **SC06-1793** | **DEPARTMENT(S)/LOCATION**  | **Base:** Rohallion Secure Care Clinic, Murray Royal Hospital, Muirhall Road, Perth.**Headquarters:** Tayside Psychological Therapies Service 15 Dudhope Terrace, Dundee.  |
| **2. JOB PURPOSE** |
| **The post holder will be expected to operate in line with our workplace values which are:*** Care and compassion
* Dignity and respect
* Openness, honesty and responsibility
* Quality and teamwork

Embedding these values in everything we do will make our vision a reality. In practice we need to:* Demonstrate our values in the way we work and treat each other
* Use our values to guide the decisions we take
* Indentify and deal with behaviours that don’t live up to our expectations
* Be responsible for the way we work and not just the work we do.

Our service is using the principles described within the NHS Scotland values Based Recruitment Framework. In this regard candidates for this post should anticipate questions at interview relating to the core values mentioned above.**The specific purpose of this post is:**To have responsibility for delivering expert, comprehensive, specialist psychological services to Mentally Disordered Offenders by working as an integral part of a Regional wide Forensic Mental Health Service.To provide highly specialist Psychological assessment and therapy at the same time as offering advice and consultation on client psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously within professional guidelines and overall framework of the teams, policies and procedure. To contribute to existing systems which allow expert, comprehensive risk assessment and management procedures to be established and continually updated within the community, low and medium secure settings within NHS Tayside.To utilise research skills for audit, policy and service development and research within the area serviced by the team/service. To provide clinical and professional supervision to trainees undertaking doctoral training. To contribute to developing a psychological influence within the regional wide Forensic Mental Health Service by having knowledge of clinical and offending behaviour policy and strategy at a National and Regional level. To undertake service development within own area of practice. |
| **3. ORGANISATIONAL POSITION** |
| **NHS TAYSIDE PSYCHOLOGICAL THERAPIES SERVICE****SECURE CARE ORGANISATIONAL POSITION**SERVICE MANAGER FOR SECURE CAREDIRECTOR PSYCHOLOGICAL THERAPIES SERVICELEAD CONSULTANT CLINICAL PSYCHOLOGISTCLINICAL/FORENSIC PSYCHOLOGISTProfessional Line ManagementJoint Line Management Operational Line Management  |
| **4. SCOPE & RANGE** |
| The population of Tayside is approximately 385,000. The North of Scotland Regional Secure Service is built on the Murray Royal Hospital, Perth site. It provides regional access and input to a Medium Secure in-patient unit, comprising of 3 wards and a total of 32 male beds. The medium secure service provides regional inpatient medium secure beds for male patients from the North of Scotland Health Boards excluding Western Isles (Grampian, Highland, Orkney, Shetland and Tayside). The service also has a NHS Tayside Low Secure provision of two wards (24 beds) with enhanced community support. The integrated Community, Low and Medium secure services provide a comprehensive and integrated service for mentally disordered offenders referred by the Courts, Prisons, State Hospital and other Psychiatry services in Tayside.**The scope and range of this post:*** To provide a clear psychological presence within the North of Scotland regional Secure Service and NHS Tayside Mentally Disordered Offender Service (i.e. Low & Medium Secure & Community Services).
* To undertake and contribute to assessment and risk management for individual clients and to provide advice to other professionals on other psychological aspects of risk assessment and risk management.
* To participate in local management groups and be responsible for service development for aspect of psychological care.
* Within the speciality, contribute to the service in keeping with national, regional and local policy requirements.
* To attend, when required, clinical team meetings, CPA and enhanced CPA meetings.
* To initiate and coordinate new developments for psychological care and treatment e.g. introducing new protocols for inpatient work, community work and in-service training.
* To provide expert reports and evidence to Mental Health Tribunals and MAPPA for patients referred to, or receiving treatment from the North of Scotland Regional Secure Service and NHS Tayside Mentally Disordered Offenders Service,.
* To manage a caseload of highly complex referrals from the North of Scotland Regional Secure Service and NHS Tayside Mentally Disordered Offenders Service which require highly specialist Psychological assessment and intervention. This assessment and intervention will encompass both severe and enduring mental illness and psychological disorder and offending behaviour.
* To contribute to and take a lead role in training staff within the service to deliver psychologically based intervention.
* To deliver family interventions and train experienced members of the multidisciplinary team to deliver these.
* To encourage all members of the multidisciplinary team, to utilise psychological interventions as part of routine service delivery, commensurate with their level of expertise and training.
* To provide clinical supervision to other professionals engaged in delivering psychological interventions such as cognitive behavioural therapy or low intensity psychological therapy.
* Ensure that services are deployed in line with best practice, contemporary standards and ethical frameworks, principals of equity and reflecting evidence based practice.
* Undertake clinical audit to ensure maintenance of professional standards and research as appropriate with particular regard to clinical governance.
* To provide specialist teaching and training to professional trainees, colleagues and organisations as required.
* To attend multidisciplinary meetings.
* To provide staff support.
* To initiate developments within specialities.

  |
| **5**. **MAIN DUTIES/RESPONSIBILITIES** |
| Clinical: as a Practitioner specialising in advanced psychological practice.* To provide specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self report measures, rating scales, direct and indirect structured observations and semi structured interviews with clients, family members and others involved in a clients care.
* To formulate and implement plans for the formal psychological treatment and/or management of client mental health problems based upon an appropriate conceptual framework of the clients problems and employing methods based upon evidence of efficacy, across the full range of care settings.
* To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups within and across teams employed individually and in synthesis, adjusting and refining psychological formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses.
* To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped individual, family or group.
* To exercise autonomous professional responsibility for their assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
* To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to client’s formulation, diagnosis and treatment plans.
* To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all setting and agencies serving the client group.
* Undertake risk assessment and risk management of individual clients and to provide advice to other professional and psychological aspects of risk assessment and risk management.
* To act as a coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including clients, their carers, referring agents and others involved in the network of care.
* To communicate in a skilled and sensitive manner, information concerning their assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni and multidisciplinary care.
* To develop and implement group treatments for both clinical problems and offending behaviour.

**TEACHING, TRAINING AND SUPERVISION*** To receive regular clinical supervision from a Senior Clinical psychologist and if appropriate other senior professional colleagues.
* To develop skills in the area of professional post graduate teaching, training and supervision and to provide supervision to other multidisciplinary team staffs psychological work as appropriate.
* To provide professional and clinical supervision of trainee and Assistant Clinical Psychologist or Forensic Psychologist.
* To contribute to the pre and post qualification teaching of clinical psychology and or forensic psychology as appropriate.
* To provide advice, consultation and training to staff working with the client group across a range of agencies and settings where appropriate.
* To provide staff training within the North of Scotland Regional Secure Service and NHS Tayside Mentally Disordered Offender Service to deliver low intensity psychological interventions.

**MANAGEMENT, RECRUITMENT, POLICY AND SERVICE DEVELOPMENT*** To contribute to the development, evaluation and monitoring of the teams operational policies and services, through the deployment of professional skills and research, service evaluation and audit.
* To advise both service and professional management on those aspects of the service for psychological and/or organisational matters need addressing.
* To undertake service development tasks within own area.
* To manage the workloads of Assistant and Trainee Clinical/Forensic Psychologist, within the framework of the team/services, policies and procedures.
* To be involved as appropriate, in the short listing and interviewing of Assistant/Graduate Psychologist and 8a Clinical Psychologist.
* To comply with safety and security policies of the Secure Care Clinic (SCC).

**RESEARCH ANDSERVICE EVALUATION*** To utilise theory, evidence based literature and research to support evidence based practice in individual work and work with other team members.
* To undertake appropriate research and provide research advice to other staff undertaking research.
* To undertake project management including complex audit and service evaluation with colleagues within the service to help develop service provision.

**IT RESPONSIBILITES*** Use IT systems to record clinical activity, caseload etc.
* To undertake the collection, processing, interpretation, reporting of information using appropriate software, including advanced statistical and presentation packages.
* Use IT systems to access NHS eLibrary for keeping up to date with current developments.
* To comply with all NHS Tayside Information and Governance policies.
 |
| ***6****.* **COMMUNICATIONS AND RELATIONSHIPS** |
| The post holder must:Communicate clearly, professionally and in a sensitive manner with patients, their relatives and carers, in a wide range of sometimes very distressing and emotional circumstances which may involve imparting clinical information relating to diagnosis and prognosis; risk of harm to others or self; likely restriction of personal liberty and; compulsion to attend for treatment.Communicate promptly, clearly and professionally with referral agents and other involved professionals who have a role in the ongoing management of the patient. This may therefore include communication with Sheriffs, Procurator Fiscals, Sheriff Clerk’s, other Psychologists, Forensic and General Adult Psychiatrists, GP’s, Social Workers and other areas of the Criminal Justice System.Communicate with academic staff on trainee’s competencies development.Be able to provide understandable, expert clinical opinion to bodies which have the ability to restrict the liberty and professional freedom on individuals (Mental Health Tribunals, Courts, Scottish Ministers). The information on which this opinion is based is likely to be highly complex, sensitive and emotive. Possess excellent interview skills to assess highly complex problems and gain information from a range of other involved professionals. Be able to cope professionally with individuals who have carried out acts of harm against others. Ensure that the standards of confidentiality are observed in communication and storage of clinical information in line with Tayside Area Clinical Psychology Department, NHS policies and relevant legislation including Child Protection legislation. Conform to appropriate legislation including Freedom of Information Act. Ensure that the requirements are informed consent are observed when communicating with a third person or when soliciting their participation in research. Such consent as requested and used in line with the ability of the patient or his/her guardian. Ensure a presence at case conferences and at multidisciplinary team meetings. Provide a clinical and research consultancy service to colleagues, other professionals and organisations pertaining to affects of health care. Contribute to the training of health care and social services professionals, clinical psychology trainees, forensic psychology trainees and other applied psychologist. Maintain a working knowledge in other specialist areas of psychology and maintain professional standards.Deal with crisis situations involving patients which may include managing unusual/unacceptable behaviour or threats of self-harm and suicide made by patients. |
| **7.** **KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB** |
| The postholder must have an undergraduate degree in Psychology recognised by the British Psychological Society as providing eligibility for graduates basis for registration and a post graduate degree in Forensic Psychology allowing chartering with the British Psychological Society, Division of Forensic Psychology andRecognised diploma or MSc training in Cognitive Behavioural Therapy. ORThe postholder must have an undergraduate degree in Psychology recognised by the British Psychological Society as providing eligibility for graduate basis for registration and a post graduate degree in Clinical Psychology allowing chartering with the British Psychological Society, Division of Clinical Psychology and demonstrable experience in the forensic field. * Has experience of working with a wide variety of client groups presenting with the full range of clinical severity across the full range of career settings, including outpatient, community, primary care, inpatient and residential care settings. This includes maintaining a high degree of professionalism in the face of high emotive and distressing problems, verbal abuse and the threat of physical harm.
* Have knowledge of national and professional guidelines for optimal standards of clinical care.
* Be able to make sound decisions with regards to risk management to inform statutory processes such as MAPPA, Enhanced CPA and Compulsion for the Restriction Orders.
* Be registered with the Health Care Professions Council and maintain standards to allow for continued registration.
* Attend workshops with regard to the supervision of trainees as specified by the supervising university course.
* Have knowledge of Psychiatry and other related professions in order to understand complex clinical presentations.
* Have a broad knowledge base of other specialisms within psychology and other applied professionals in order to re-direct referrals where appropriate.
* Willingness to learn and comply with NHS Tayside policies and risk management and other Health and Safety policies.
 |

**ESSENTIAL ADDITIONAL INFORMATION**

|  |
| --- |
| **8. SYSTEMS AND EQUIPMENT** |
| * Maintain a high level of proficiency in the use of specialist psychological tests and assessment methods, aid to incorporate developments in these as they are introduced to clinical specialist practice.
* Have a working knowledge of computer based technology including word processing, email, internet and eLibrary.
* Collating, encoding, data collection, interpretations and preparing reports relating to waiting list and clinical activity as required.
* Conform to Tayside Area Clinical Psychology Department, NHS Tayside systems on Information Management for patient records including security of records, data protection and activity data.
 |
| **RESPONSIBILITY FOR RECORD MANAGEMENT**  |
| All records created in the course of the business of NHS Tayside are corporate record and are public record under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic messages. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with NHS Tayside Record Management Policy and with any guidance produced by NHS Tayside specific to your employment.  |
| **9. PHYSICAL DEMANDS OF THE JOB** |
| **Physical Skills**:* Maintain fitness and eligibility to travel between settings.
* Manipulation of a range of Psychological test equipment whilst concentrating on subject performance.

**Physical Effort**:* Conducting clinics requiring sitting for significant periods of time with limited opportunity for movement.

**Mental Effort*** Be able to concentrate for prolonged periods of time. This may involve multitasking observational skills and concurrent intellectual analysis (during assessment); detailed report preparation; test administration, lengthy meetings and the preparation of reports and planning documents (daily requirement of the job).
* Give evidence as required at Mental Health Tribunals.
* Be vigilant for signs of distress or danger from working with patients and their relatives (daily).

**Emotional Effort:*** Be able to cope with individuals who present with a high level of disturbance or significant risk issues (daily requirement). These individuals may be physically and/or verbally aggressive.
* Be able to deal with individuals who have committed offences, including of a violent and/or sexual nature (daily requirement).

**Working Conditions**:* Work in a range of different environments including clinic setting, inpatient wards, different levels of security (i.e. community, low or medium secure), patients home environment and supported accommodation and to adhere to all relevant Health & Safety policies while so doing. The physical environment of some of these settings may be unpleasant.
 |
| **10. DECISIONS AND JUDGEMENTS** |
| **The postholder must**:* Make autonomous clinical diagnosis and formulation involving highly complex facts and situations, which require the analysis, interpretation and comparison of a range of options arising from a broad based theoretical understanding of perception, memory and behaviour.
* Be capable of weighing conflicting components pertaining to a complex problem or situation, forming judgements where information is incomplete or unavailable and in situations where expert opinion may be divided.
* Be capable of selecting an appropriate treatment or intervention to fit a particular situation.
* Be capable of monitoring a situation or intervention by means of evaluation and be able to modify the plan, treatment or intervention to obtain a better outcome.
* Be capable of contributing to comprehensive risk assessment and management plans.
* Be capable of balancing the demands of needing to protect the public without being risk averse.
* Be capable of designing and delivering treatments which adhere to the principles enshrined in the Mental Health (Care & Treatment) (Scotland) Act 2003.
* Be capable of challenging the opinions of other professional disciplines in an appropriate manner and be able to robustly defend one’s own clinical opinion to other professional disciplines.
* Be capable of giving expert evidence to Mental Health Tribunals.
* Be able to assess the psychological skills of the multidisciplinary workforce.
* Monitor the clinicians own effectiveness with each patients and/or the presenting problem to determine whether consultation, or ongoing supervision with a colleague and further CPD is required to maintain a high standard of clinical work.
* Identify gaps in service provision, inform service management of such gaps and aid the development of service provision to meet these needs.
* Be capable of monitoring training and supervisions requirements of supervisees.
* Be capable of balancing the welfare rights of individual against the duty of care to the wider community.
* Participate in formulating departmental policies by attending departmental meetings, speciality groups and have an active role in clinical governance aspects of the department.
* Anticipate future trends and developments pertinent to health care delivery and suggest methods of modernising service delivery.
* Be capable of contributing the Enhanced CPA (Care Programme Approach).
 |
| **11. MOST CHALLANGING/DIFFICULT PARTS OF THE JOB** |
| * Forming lone judgements and offering expert opinions in relation to highly complex and diverse problems/disorders often under emotionally charged circumstances. These opinions may be given in small or large group settings (for example, MAPPA).
* Dealing with potentially volatile individuals who may not wish to be involved with the assessment and treatment process.
* Dealing with individuals referred as a result of alleged offending behaviour (including violence/sexual violence).
* Working with individuals who present significant challenges to those supporting them either through the risk they themselves face or present because of their behaviour through significant mental health difficulties or serious physical health problems. There is a need to respond to these sometimes conflicting needs of patients, referrers and staff and in a manner that maintains high quality service and staff moral.
* Dealing with patients who have severe and enduring mental health problems, who may have shown little response to a range of different treatment approaches.
* Dealing with patients disclosed details of trauma including murder, violent actions and abuse (sexual, physical and emotional).
* Constant and insidious emotional challenge to one’s own psychological wellbeing of interacting with/seeking to resolve psychological distress in others.
* Responsibility for managing/assessing risk of patient harm to self and others (thereby creating pressure with regard to the accuracy of these and potential consequences if wrong).
* Maintaining up to date clinical awareness and knowledge of treatment strategies across the broad spectrum of diverse offending behaviours and mental health problems and disorder.

All of the aforementioned duties to be undertaken with prior agreement of the Lead Clinician for Clinical Psychology to Forensic Services. |
| **12. JOB DESCRIPTION AGREEMENT** |
| The job description will need to be signed off using the attached sheet by each post holder to whom the job description applies. |