

1. JOB IDENTIFICATION

Job Title: CLINICAL PSYCHOLOGIST – BAND 8b ; Forensic Mental Health Service

Department(s): Dept. Of Psychological Services and Research

Job Holder Reference:

No. of Job Holders : 1

2. JOB PURPOSE

To have responsibility for managing the day-to-day Psychological therapies service to Forensic Mental Health service users, carers, referral agencies Forensic Mental Health Service staff and others with a broad range of often complex mental health needs in a geographic area. To assess service needs within this context and to formulate and deliver responsive, psychological interventions at individual and systemic levels.

To supervise psychological therapy staff in the specified area and to manage aspects of their work (e.g. paperwork, audit and annual appraisal) as directed by the Head of Adult Mental Health and in consultation with management staff in Forensic Mental Health Service. To plan, facilitate and evaluate service and policy developments within the area as well as within the wider department.

3. ORGANISATIONAL POSITION

Organisational chart attached

4. SCOPE AND RANGE

- To lead and manage a Psychological Service to Forensic Mental Health Services users Mental Health problems across the region of Dumfries & Galloway including line management of the staff within the Psychology Department
- To identify service priorities in line with guidance from the Scottish Government, Dumfries & Galloway Health and Social Care Partnership and Health Board, Scottish Prison Service, the Director of Psychological Services and Research and the Head of Adult Mental Health.
- To ensure that services are deployed in line with best contemporary standards and ethical frameworks, principles of equity and reflecting evidence based practice.
- To provide clinical supervision to Forensic Mental Health Service staff offering psychological therapies within their job plan and management to junior staff
- To 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
- Provision of expert consultancy and advice to colleagues, NHS organisations and other bodies such as Social Services, 3rd and independent sector agencies as required.
- To have sole responsibility for organising the weekly allocation of Forensic psychological therapies referrals and for co-ordinating the administration of referrals and communication with clients and with referral agents and other parties at the time of referral
- To be responsible for specialist psychological provision for Forensic Mental Health Service, to assess needs, formulate response (i.e. input to weekly case allocation, policy)
- To manage the caseload of Forensic Psychological Therapies referrals which require specialist, clinical psychological assessment and intervention (e.g. cases with complexity entailing chronicity, co-morbid major psychiatric illness and forensic issues
- Research and development is a job responsibility and the postholder must undertake clinical audit and research as appropriate.
- To provide specialist teaching and training to professional trainees, colleagues and organisations as required.

5. MAIN DUTIES/RESPONSIBILITIES

The postholder is responsible for the following key outcomes:

- The policies of the Board and Department are carried out efficiently and to the best possible standard.
- To keep Management well informed about the needs and developments of the service and all psychological matters concerning Forensic Mental Health Service.
- To communicate in terms that are readily comprehended, whether in written reports or verbally, the formulation and psychological understanding of a patient's difficulties or disorder to referrers, both medical and paramedical and to patients.
- To ensure the specialty service to all stakeholders is co-ordinated in a coherent and efficient fashion
- To ensure other team members are supervised, managed and supported in line with departmental and other professional requirements.
- Provide representation of clinical psychology on committees and working groups as directed by the Head of AMH, Forensic Mental Health team leader and by the Director within Dumfries & Galloway and elsewhere in the wider NHS where appropriate.
- Provision of an efficient, equitable, expert clinical psychologist service to individuals and groups in the specified area.
- The day to day management of junior psychology staff allocated to the specified area and specialty
- To manage aspects of the work of other professionals and junior staff as directed by the Head of Adult Mental Health, such as monitoring caseload, audit of written work.
- To supervise staff from other disciplines (eg CBT therapists) as well as Clinical Psychologists in Training and Assistant Psychologists.
- To ensure that the best professional standards of assessment, formulation, communication and treatment are applied and maintained.
- To maintain a good record keeping system and to comply with requirements for reports and returns as part of departmental policy
- Monitor monthly figures relating to the specialty for accuracy and to audit trends (e.g. growing waiting times) which indicate a need for service developments (e.g. waiting list initiatives).
- Provision of impromptu supervision , support and advice (e.g. on risk assessment) for colleagues and junior staff
- Fulfilment of the aims and objectives in the PDP agreed with the Line Manager at annual appraisal,
- To provide expert advisory and consultancy services to colleagues and organisations within Dumfries & Galloway and elsewhere in the wider healthcare system as appropriate.
- To conduct appropriate and advise on clinical research and audit.
- To maintain and contribute to CPD in the Department and elsewhere in the healthcare system.
- **To develop and maintain good links with colleagues, service users, carers and relevant community and voluntary organisations.**

6. SYSTEMS AND EQUIPMENT

The postholder should:

- Maintain a good level of expertise in the use of psychological assessment tools and protocols and to apply these appropriately and relevantly in clinical case management.
- Have a working knowledge of computer-based technology including word processing, e-mail and internet.
- Conform to the Department's systems of information management for patient records, activity data, and mileage and expenses information.
- To be actively participating in the specialty services on-going audit processes for clinical

effectiveness of interventions.

7. DECISIONS AND JUDGEMENTS

The postholder must:

- Be capable of taking the lead clinical role and responsibility within a defined area
- Be capable of making judgements and clinical diagnoses involving highly complex facts and situations, which require the analysis, interpretation and comparison of a range of options.
- Be accountable for own professional actions.
- 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.
- Make judgements and decisions with regard to formulation and treatment or management interventions, involving complex information and situations that require analysis, interpretation and integration with theoretical understanding
- Monitor the clinician's own effectiveness with each patient and/or the presenting problem, to determine whether consultation, or ongoing supervision with a colleague and further CPD is required to maintain high standards of clinical work
- Identify gaps in service provision and inform service management of such gaps and suggest ways in which these deficiencies can be met,
- Be capable of monitoring a situation or intervention by some formal means of evaluation, and be able to modify the plan, treatment or intervention to obtain a better outcome.
- Be capable of monitoring training and supervision requirements of supervisees.
- Be capable of balancing the welfare rights of the individual against the duty of care to the wider community where the behaviour of a patient is likely to pose a significant risk to themselves and others.
- Be capable of acting within the terms of reference of legislation pertaining to mental health and Capacity to protect the rights and health of individuals and the community (e.g. mental health acts).
- Participate in formulating Departmental policies by attending Departmental meetings, specialty groups and have an active role in clinical governance aspects of the Department of Psychological Services and Research.
- Anticipate future trends and developments pertinent to healthcare delivery and suggest methods of modernising service delivery

8. COMMUNICATIONS AND RELATIONSHIPS

The postholder must:

- Communicate clearly, professionally and empathetically with patients, their relatives and carers in a wide range of sometimes very distressing, emotive and hostile circumstances, which may involve imparting sensitive clinical information relating to the development and prognosis of an individual's psychopathology
- Communicate promptly, clearly and sensitively with referral agents and colleagues providing a written history of the presenting complaint, the clinical findings on examination, a clinical formulation, diagnosis, and a recommended course of action; ensuring that these observations are sent to all those with a significant role in the management of the patient, and that an appropriate record is stored in the records system.
- The requirement of excellent interview skills to assess complex and frequently poly-morbid clinical presentations. The need to use these skills flexibly applies both directly to clients and indirectly to colleagues under supervision.
- Ensure a presence or written report at important decision-making meetings concerning clients with whom the postholder is involved to ensure the passage of relevant information to colleagues and participation in the process (e.g. FORENSIC meetings, care package reviews, ward rounds, etc.).
- Be experienced and skilled in developing a therapeutic alliance with patients whilst maintaining a professional and ethical standing.
- To ensure adequate supervisory arrangements are in place and that the post-holder is using these appropriately.
- To be involved with the provision of post-graduate and post-registration training in Clinical Psychology in Scotland by participating in relevant NHS Education
- Ensure that contemporary standards of confidentiality are observed in the communication and storage of clinical information.
- Develop and maintain good relationships with sector and carer organisations supporting adults with mental health difficulties and drugs and alcohol issues in the community
- Ensure that the requirements for informed consent are observed when communicating about a patient with a third party or when soliciting their participation in research.
- Provide a clinical consultancy service to colleagues, other professionals and organisations pertaining to psychological aspects of health care.
- To maintain professional accreditation and CPD as per current BPS guidelines.
- Responsibility to ensure the training and supervision of clinical psychology professional trainees in clinical and research matters.
- Contribute to the training of doctors, nurses and other health and social services professionals as appropriate.
- The postholder is expected to conduct appropriate research and audit, and to communicate the findings to shape clinical practice and to enhance the perceived stature of NHS Dumfries & Galloway by, where possible, publishing in professional, peer-reviewed journals.

9. PHYSICAL DEMANDS OF THE JOB

The postholder must:

- Maintain fitness and eligibility to drive frequent lengthy car journeys to isolated locations throughout the year to ensure equity of access to health care.
- Be able to cope with unpleasant behaviour including physical and verbal aggression and occasionally to work in conditions sub-optimal for clinical activity (e.g. in home visits where physical conditions may fall far below recognised standards of cleanliness, etc).
- Be able to sit in confined spaces and to concentrate for long periods. This involves multi-tasking observational skills and concurrent intellectual analysis under pressure of time.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Dealing with clients exhibiting high levels of distress and describing in detail harrowing and traumatic life events (e.g. severe sexual and physical abuse, involvement in raids, fatal accidents).
- Responsibility for managing risk of harm to self and others.
- Managing a diversity of needs and balancing the demands of the referring agents, maintaining reasonable waiting times and providing a high quality psychological service.
- Maintaining up-to-date clinical awareness and knowledge of treatment strategies across the very broad spectrum of diverse mental health problems and disorders
- Managing a wide diversity of needs in the population and balancing the demands of referrers with available resources

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

The postholder must:

- Have a post-graduate Doctoral level (or equivalent) degree in Clinical Psychology.
- Be eligible for Chartered status with the British Psychological Society.
- Be eligible for a Practising Certificate by maintaining CPD.
- Undertake clinical supervision as required by all grades of clinical psychology staff to meet their professional guidelines as per the British Psychological Society code of conduct.
- Completion of further courses of additional learning as relevant to the clinical skills required for the post and as identified as significant in the Personal Development Plan., ie trauma specific therapy such as EMDR. Attend in-house and external courses pertaining to computer training, moving and handling, management of aggression and violence, lone worker guidelines etc.
- Possess a current U K driving licence.
- Have university accreditation for training and supervision of the postgraduate trainees.
- Have knowledge of the Health Board's policies and procedures.
- Have knowledge of national and professional guidelines for optimal standards of clinical care. (eg Child Protection guidelines)
- Have knowledge of Psychiatry and other related professions in order to understand complex clinical presentations.
- Respond appropriately to suicidal patients or where harm to another is indicated.
- Work in a sensitive manner with respect for diversity in gender, ethnic, culture and philosophical issues with a wide range of individuals and organisations.
- Be aware of the limits of one's competence and expertise.
- Be aware of the need to deploy valuable health service resources in an effective and rational manner according to contemporary evidence-based practice.
- Possess interview skills for the selection of new staff, and be aware of the Board's employment legislation and recruitment and retention policies.

12. JOB DESCRIPTION AGREEMENT

Job Holder's Signature

Date

Head of Department Signature

Date

PERSON SPECIFICATION:**Band 8b Clinical/Registered Psychologist – Adult Mental Health**

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A BPS-approved post-graduate qualification in Clinical Psychology (or equivalent accreditation) • A post-graduate Doctoral level (or equivalent) degree in Clinical Psychology. • Eligibility for Chartered Clinical status • Possess current HCPC Psychologist Practitioner Registration 	<ul style="list-style-type: none"> • Chartered Clinical status
Experience	<ul style="list-style-type: none"> • At least 2 years post-qualification experience • Experience in assessment, formulation and intervention in a wide range of clinical (often complex) problems • Experience with management including line management, management of referrals and waiting lists, staff resources. • Experience of working in multi disciplinary settings in particular with other professions in Mental Health settings • Eligibility to provide training placements for trainee clinical psychologist and CBT trainees from different professions 	<ul style="list-style-type: none"> • Experience in clinical consultancy activity • Skills and experience in providing group work • Experience of working in forensic services
Knowledge/Skills	<ul style="list-style-type: none"> • Competence in a range of assessment and treatment approaches (eg CBT, EMDR or other trauma focussed therapies) • Willingness to pursue further training • Research and audit skills • Teaching and training ability • Full UK driving licence 	<p>Awareness of and interest in different and creative ways of offering psychologically based mental health services</p> <p>Knowledge of Mental Health Law</p>
Personal Characteristics	<ul style="list-style-type: none"> • Good communicator • Self motivating • Practical • Tact and diplomacy 	<ul style="list-style-type: none"> • Sense of humour • Outside interests which sustain