## NHS LOTHIAN

## Lead Specialist

## Principal Psychologist

## JOB DESCRIPTION

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| JOB IDENTIFICATION |
|  **Job Title:** Applied Psychologist **Responsible to:** Consultant Applied Psychologist**Department:** Applied Psychology Orchard Clinic/Forensic Clinical Psychology Services**Operating Division:** REAS**Job Reference:** 209899**No of Job Holders:** 2 |

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| 2. JOB PURPOSE |
| To take a lead responsibility for psychological interventions within the MDT teams and be accountable for own professional practice in the delivery of highly specialist psychological care to clients and to work autonomously to provide Psychological Services to patients with complex forensic and co-morbid mental health disorders.To work to ensure the systematic delivery of a comprehensive, high quality psychological therapies and interventions within a highly specialised field, as part of several MDTs, to a patient population with a range of complex mental health problems for which forensic service provision is required under Mental Health Law. To be responsible for the systematic provision, clinical governance and quality of psychological interventions within delegated area of service (but within professional guidelines in conjunction with Professional Lead and Head of Forensic Psychology Service).To undertake high quality direct (assessment and therapeutic) and indirect (consultative, advisory and evaluative) specialist psychological interventions taking substantial professional responsibility and exercising autonomous judgement in own professional practice, and exercising responsibility for the governance of psychological practice within the team. To provide clinical supervision and support in relation to the psychological assessment, therapy and management provided by trainee clinical psychologists, and clinicians for other professions within the forensic service. To be responsible for managing and providing psychology teaching, training, consultancy and supervision activities management within a governance structure.To undertake audit and research relevant to the service area.  |

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| **3. DIMENSIONS** |
| **Population and demographic indicators of the service area are:**The postholder will work within this Forensic Clinical Psychology Specialty and in particular provide psychology input to the Medium Secure Unit at the Orchard Clinic. The Orchard Clinic is a 40 bedded inpatient unit for male and female patients who have complex mental health needs and forensic needs. The psychology specialty interacts with other forensic mental health professionals in the inpatient and community teams in addition to direct contact with mentally disordered offenders. It also involves significant contact with criminal justice, carers, both paid and unpaid, day service staff, social workers and social work management, and other agencies including housing, employment, and education, etc. The Orchard Clinic is one of three regional Medium Secure Units in Scotland and has close links with the State Hospital, the other two regional Medium secure units and other forensic low secure and forensic community mental health teams across Scotland due to the regional aspect of the work.**Staffing responsibilities of the service:**The Forensic Clinical Psychology Department comprises of Consultant, Highly Specialist, and Specialist Clinical Psychologists and an Assistant Psychologist. Additionally clinical psychology trainees attached to the department on placement from the South East of Scotland Clinical Psychology Training Course.The post-holder will work with offenders with multiple and complex needs including complex substance misuse problems and /or mental health problems such impairment and other disorders. There is also a requirement to implement violence risk assessment and to address offending behaviour. The post holder will be expected to take a lead on depression, anxiety disorders (e.g., panic, social anxiety), obsessive compulsive disorder, eating disorders, trauma related disorders, personality disorders, assessments for cognitive on service development projects within the service as required.**Budgetary Responsibility:**Personal duty of care in relation to use of equipment and resources. Advise on new and appropriate resources used in course of work e.g. psychometric tests.The post is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands. |

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| **4. ORGANISATIONAL CHART**  |
| **Please see attached** |

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| 5. ROLE OF DEPARTMENT |
| **Applied Psychology in NHS Lothian**Working in partnership with local authorities, NHS Lothian provides a comprehensive range of community outpatient, day and inpatient services. The department also provides an important training resource for career development across professional disciplines. In addition, the department has an ongoing commitment to research, both internally and externally funded.Further teaching, training and supervision of assistant, trainee and qualified staff from psychology and other disciplines, in relation to appropriate psychological knowledge and skills, including Continuing Professional Development (CPD) is provided. The applied psychology input to all services involves direct clinical work as well as responsibility for developing multi-disciplinary interventions training and supervision. Being specialist services, the applied psychologists will also be expected to provide consultancy, liaison with acute and primary care as well as expert opinion on psychological aspects of patient management.The Orchard Clinic Clinical Psychology Department is part of the NHS Lothian Forensic Clinical Psychology Service and provides a comprehensive, specialised Clinical Psychology Service to adults with forensic mental health needs. The service covers the 40-bedded inpatient unit at the Orchard Clinic which is for adults who have complex mental health needs and forensic needs and who are detained under the Mental Health Act. There is a requirement to work at a Regional and National levels as appropriate to meet the commitments of the serviceServices will be based on the strategic objectives of NHS Lothian and in accordance with the policies and priorities of the Board. The department is actively involved in teaching and training Psychologists and offers core and specialist placements; providing consultancy, supervision and training of other professionals from within the clinic and across the health board and multi-agency partners. It is also involved in clinical research at local and national levels and in strategic planning for psychological health care, particularly in forensic mental health |

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| **6. KEY RESULT AREAS**  |
| **Clinical:**1. Responsible for the assessment, development, planning and implementation of highly specialist psychological interventions for patients with complex, severe and/or enduring conditions based on the appropriate use, interpretation and integration of data from a variety of sources and drawing on a range of psychological theoretical perspectives. This will also involve neuropsychological assessment and interpretation to provide comprehensive assessments to inform the psychological intervention and treatment plan. Within forensic services, staff must incorporate a range of clinical factors such as psychosis, cognitive deficits, brain injury, and developmental disorders; and offending behaviours, such as violence, sexual violence, domestic abuse, stalking and arson, into the psychological formulation of each patient in order to develop responsive and proportionate care plans as well as comprehensive, proportionate and responsive risk assessments and management plans. Psychologists within the service have a responsibility not only for patient care but for public protection. These assessments would be shared at court, tribunals, MAPPA and Scottish Government.
2. To be responsible for implementing a range of highly specialist psychological interventions for individuals, carers, families and groups within and across teams, employed individually and in collaboration with other staff, adjusting and refining psychological formulations and drawing upon different explanatory models from clinical and forensic literature while maintaining a number of professional hypotheses.
3. To provide highly specialist psychological advice, guidance and supervision to other staff contributing to the patient’s formulation and intervention plan. This is to support patient care and risk management within the clinic but also to advise step down services or community agencies on the requirements for future care and risk management
4. To undertake formal risk assessments using Structured Professional Judgement (SPJ) and risk management for relevant patients and provide advice on the psychological aspects of risk to the multi-disciplinary team, service users and their families or carers. The Structured Professional Judgement risk assessments will cover a range of risk factors for violence, sexual violence, domestic violence and stalking.
5. To have responsibility for the clinical governance, management and development of comprehensive psychology service provision as part of the multi-disciplinary team for the patient group incorporating both forensic/criminogenic and clinical needs. There is a need to do this within the legislative framework of the Mental Health Act and other relevant legislation, e.g. Management of Offenders Act and Memorandum of Procedures for Restricted Patients. This includes the training of multidisciplinary staff in issues related to risk, psychological interventions and the therapeutic milieu, i.e. structured clinical care, trauma informed services.

Managerial / Service Development:1. To deliver and coordinate specialist psychology interventions across multi-disciplinary team, identifying appropriate developments in the service provided through monitoring and evaluation of referrals and to make recommendations to the Professional Lead/Line Manager, taking responsibility for designing and implementing such developments while ensuring quality, equality and diversity, as required, for instance, leading the development of the low intensity psychological interventions groups across the Orchard Clinic.
2. To participate in working parties, and as required represent the Professional Lead/Line Manager on relevant groups in relation to the planning and development of services, both local and national through the Forensic Network, and policy changes for the multi-disciplinary team with a view to improving client care.
3. Where applicable, to be responsible for overseeing the workload of other psychological practitioners in theteam and support them in the delivery of a high quality service.
4. To work with senior psychology clinicians in the Service in developing practice guidelines, protocols, care pathways and other means to ensure best use of resources within a context of evidence-based practice, theory, patient centred care and continuing professional development.
5. To participate in staff recruitment, both in short-listing and as a member of interview panels for more junior psychologists and other MDT staff.
6. To undertake specific management projects and tasks negotiated within multi-disciplinary management groups and as agreed with the line manager/head of service.

Education and Training:1. To regularly provide clinical training placements for Trainee Clinical/Applied Psychologists from appropriate courses, undertaking clinical supervision, teaching on placement, organising and monitoring workload and assessing clinical competence.
2. To teach psychology trainees, other professionals and trainees of other professions in collaboration with other professional tutors and teachers.
3. To regularly provide clinical supervision to psychologists and other professionals working within the Service.

**Research and Development:**1. To remain informed of and critically evaluate current research and theory to support evidence-based practice in own professional work and to contribute this perspective in the multi-disciplinary team.
2. To initiate and conduct psychologically based research and audit relevant to the speciality, as agreed with theProfessional Lead/Line Manager.
3. To provide research supervision to doctoral, masters, trainees and PhD students.
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| **7a. EQUIPMENT AND MACHINERY** |
| The following are examples of equipment which will be used when undertaking the role.The postholder is required to observe a personal duty of care in relation to equipment and resources in the course of work and to have responsibility for expensive and/or highly complex departmental equipment used by others (such as portable computers) in order to maintain safety and security of both equipment and users.* Routine use of office equipment (PC, fax, photocopier, shredder etc) e.g.
* Psychometric test instruments.
* Use of multimedia technology for clinical and training purposes.

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided. |
| **7b. SYSTEMS** |
| The following are examples of systems which will be used when undertaking the role1. HR Systems e.g. pay returns, leave forms, travel expenses claims, start and termination forms.
2. To record personally generated information, e.g. details of clinical contacts, clinical observations and test results in patient notes.
3. To follow statutory procedures in relation to the initiation and recording of child protection actions.
4. To be responsible for data entry; i.e. in carrying out regular audits of work in order to determine the efficacy and efficiency of the psychological services provided. To use computer software to produce reports and teaching materials.

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided. |
| **8. ASSIGNMENT AND REVIEW OF WORK (Freedom to Act)** |
| Workload is generated through a variety of sources including yearly objective setting, service reviews, client needs and local and national policy/directives. The postholder will be expected to participate in regular clinical supervision.The psychologist will lead and co-ordinate structured professional judgement risk assessments and to advise on the risk management process in the context of a psychological formulation, which requires autonomy to act within professional guidelines.The postholder will work within Code of Ethics and the relevant professional practice guidelines of the Health Professions council (HPC), the British Psychological Society (BPS) and the professional guidance framework and policies and procedures of NHS Lothian. |
| **9. DECISIONS AND JUDGEMENTS** |
| Working across a number of MDTs in the Orchard Clinic, the post-holder will have responsibility (in collaboration with the consultant lead psychologist) for making decisions about the best use of time including direct clinical work, staff support/training/supervision, risk assessments, audit and service evaluation to ensure the post brings the greatest added value to Orchard Clinic Regional Forensic Unit staff and patients. Make judgements and clinical assessments involving highly complex facts and situations, which require the analysis, interpretation and comparison of a range of options e.g. in ascertaining the level of risk and associated management plan in the context of a risk assessment. The risk assessment may identify that there is in addition to mental illness, a history of violence and a previous head injury which is impacting behaviour; the clinician would need to make decisions about the applicability of neuropsychological testing and if so, the interpretation of the results to inform the formulation and risk management planning. Monitor situations and interventions by means of evaluation and be able to modify the plan, treatment or intervention to obtain a better outcome. Make judgements and clinical assessments relating to Court Reports for consideration of -mental health disposal |
| **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB** |
| 1. Working in a multi professional environment being sensitive to the contribution of others and developing good and constructive relationships with clinical and managerial colleagues in situations of high demand and constant change.
2. Balancing unpredictable demands for direct clinical services, with roles relating to management, consultancy, supervision, teaching/training, research, Doctoral and other postgraduate research supervision, CPD and other professional activities expected at the level of the post.
3. Ensure staff deliver interventions in line with the published and emerging evidence base all within the context of multi-professional team working.
4. Ensure that the profile of psychology within health/mental health and the contribution it can make across NHS Lothian is fully understood and maximised.
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| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| To maintain effective communication with the Professional Lead/Line Manager and Heads of Applied Psychology Service.To receive and synthesise complex strands of often contentious or sensitive condition-related information and communicate these in an understandable form to clients, relatives, carers and other professionals. Using advanced interpersonal and communication skills to convey this information appropriately often in a hostile, antagonistic or highly emotional atmosphere where there are significant barriers to acceptance. Possess excellent interview skills to assess complex, and frequently co-morbid, clinical presentations. The need to use these skills flexibly applies to both clients and indirectly to colleagues who are being supervised.Communicating with a wide range of internal and external organisations, e.g. staff at all levels, voluntary, education and research colleagues to integrate the service provision and evidence-based care and underpin the training for post-graduate and post-registration trainees in Applied Psychology.To provide formal teaching and education within speciality area(s).To build a productive and constructive working relationship with colleagues, service managers, multi-disciplinary teams, Scottish Government committees and other professional services within NHS Lothian (HR, IT, Occupational Health, Procurement) and wider professional groups such as DCP nationally. |
| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| **Physical Skills:**Physical manipulation and dexterity required when using psychometric test materials.**Physical Effort:**Sitting in a restricted position when undertaking clinical duties.**Mental Effort:**Responding appropriately and timeously to unpredictable events so that clients, carers and staff receive optimal support.Negotiating and steering interagency service initiatives.Intensive concentration required (up to several hours) when carrying out clinical observations or assessments involving technical psychometric tests.**Emotional Effort:**To deal with frequent exposure to highly distressing and emotional circumstances arising from the demanding and challenging nature of the work e.g. listening to and reading graphic descriptions of violent and sexual offences Working closely with the patients, their families and carers, often in highly charged and emotionally distressing situations. Examples include dealing with serious offenses in the context of mental illness.**Working Conditions:**Exposure to unpleasant behaviour including risk of physical and verbal aggression, generally sub-optimal conditions for clinical activity e.g. working with patients who are on enhanced observations due to the risk they pose to themselves and others  |
| **13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB** |
| Clinical Doctorate Qualification in Applied Psychology (or equivalent if graduated before 1996) providing eligibility for membership of the Health Professions Council.Registered with the Health Professions CouncilPost Doctoral clinical training in theoretical models and applied therapeutic techniques relevant to a forensic inpatient setting, e.g. CBT/CAT/MBT/Schema accreditation, further training in personality disorder assessment and treatment, SPJ risk assessment tools, using formulation to support the therapeutic milieu and the formulation of care plansSubstantial experience of working in AMH specialist settingExperience of operating consultancy models including supervision.Experience of professional and clinical supervision.Experience in teaching.Experience in representing psychology professionally and clinically in local policy forums. |
| **14. JOB DESCRIPTION AGREEMENT** |
| A separate job description will need to be signed off by each jobholder to whom the job description applies.Job Holder’s Signature: Head of Service Signature: | Date:Date: |