

Job Description

Job Details

Job Title:	Registered (HCPC) Clinical/Counselling/Forensic Psychologist
Grade:	Band 7
Hours:	37.5
Department:	Forensic Services
Location:	Probation Sites in SW London and Lambeth Hospital
Reports to:	Team Leader, FIPTS Community Team
Responsible for:	Head of Psychology, Behavioural And Developmental Psychiatry CAG
Prof Accountable To:	Head of Psychology, Behavioural And Developmental Psychiatry CAG

Job Purpose:

To provide, develop and ensure the systematic provision of a highly specialist psychology service to the FIPTS community team and the London Pathway Partnership (LPP) including specialist assessment, treatment, planning, implementation and monitoring of outcomes focused on personality disorder (PD).

To provide clinical supervision and consultation as appropriate. To contribute to service evaluation, research and policy development.

To ensure that systems are in place and working effectively for the clinical and professional supervision and support of junior members within the service area as appropriate (or responsibility for a specific area of clinical expertise).

To provide expert clinical input in the FIPTS community team and the London Pathway Partnership. Specifically, to take delegated responsibility for the delivery of a specialist service to high risk/high harm personality disordered offenders across SW London, on behalf of the Trust and the London Pathway Partnership (LPP).

Areas of responsibility and leadership include training of staff and/or personality disorder case identification, case formulation and case consultation in line with the Offender PD Strategy Specification, the LPP Community PD Pathway model, and in close working relationship with our partners in the London Probation Trust and the prison service.

Communications and Working Relationships:

London Pathway Partnership
FIPTS Community Team
National Probation Service (London Division)

Facts and Figures:

The FIPTS Community team was set up in 2004 as part of the Dangerous and Severe Personality Disorder (DSPD) programme, funded by the Department of Health and the Home Office. The service comprises inpatient, residential and community teams and provides a complete pathway, specifically designed for personality disordered offenders, from medium security, via supported accommodation, to independent living in the community. The FIPTS team is co-commissioned by NHS England and The National

Offender Management Service. In December 2015 the team was re-structured and launched as an Intensive Intervention and Risk Management Service (IIRMS).

The London Pathways Partnership (LPP) is a consortium formed in 2012 by SLaM, Oxleas, East London and Barnet, Enfield and Haringey Trusts.

The aim of the LPP is to provide forensic psychological therapists to support the criminal justice system in the identification and management of personality disordered offenders, in a consistent manner across London.

The LPP was successful in bidding to provide the Community Personality Disorder Pathway London-wide and the London Pathways Progression Unit (LPPU) in HMP Brixton. Both services have been running successfully since April 2013. More recently, the LPP has been successful in bidding for Offender PD services in HMP Swaleside and HMYOI Aylesbury. For each service, the contract is managed by the lead Trust, which is accountable to the Commissioners for the delivery of the service, with the other Trusts acting as subcontractors. LPP staff, both in the community and in the prison services, are employed by one of the partner Trusts, in this case SLaM, and receive their primary supervision from their Trust line manager.

Key Responsibilities:

- 1)** To provide expertise in a highly specialist clinical area which will contribute to the Forensic Intensive Psychological Treatment Service (FIPTS), which is a specialist personality disorder service, LPP and National Probation Service.
- 2)** To provide highly specialist assessment and clinical formulation to clients with complex mental health needs, particularly related to personality disorder. Management of case identification of Personality Disordered offenders. The delivery of training to probation staff.
- 3)** To select, administer and interpret psychometric and neuropsychological tests, requiring skilled manipulation of test materials, and interpretation and integration of complex data. To assess and monitor risk and draw up appropriate risk management plans. To advise other members of the service on specialist psychological care of clients.
- 4)** To provide psychological reports, including relevant formulation, opinion and interventions, in order to inform referrers and, where appropriate, service users. To assess, monitor and consult around risk and formulate risk management plans. To work in a new innovative and evolving service that is developing new ways of managing risk with high harm personality disordered individuals. To act as care co-ordinator, keyworker taking responsibility for initiating planning and reviewing care plans under enhanced CPA or role as appropriate.
- 5)** To select and deliver highly specialist evidence based psychological treatments, monitoring outcome and modifying and adapting interventions, drawing on a range of theoretical models. To respond appropriately and professionally to emotionally distressing situations such as challenging behaviour related to personality disorder and working with individuals who have a history of sexual, physical and/emotional abuse and to support others in such situations.
- 6)** To work as an autonomous professional within BPS and Health Professions Council (HCPC) guidelines and the policies and procedures of the service, taking full responsibility for own work including treatment and discharge decisions.
- 7)** To be responsible for psychological interventions with carers (or families as appropriate) of referred clients whose family members are involved in the criminal

justice system.

8) To travel to various Probation Offices and Approved Premises in South London. To attend psychology meetings across London as appropriate and across the Trust when required.

9) To contribute to the effective working of the team and to a psychologically informed framework for the service area, taking on specific roles or duties as agreed.

10) To communicate skilfully and sensitively highly complex and sensitive information with personality disordered individuals, carers and colleagues in the National Probation Service (London Division) and FIPTS service taking account of sensory and cultural barriers to communication. To respond appropriately and professionally to emotionally distressing situations and to support others involved in such situations. To be aware of risk relating to aggressive and challenging behaviour amongst the client group and follow trust policies relating to its management.

Person Specification

Verified at interview **(I)**, by application form **(A)** or by a test **(T)**

Essential

Doctoral level qualification in clinical, forensic or counselling psychology or equivalent (A/I/E)

Registered with the HCPC as Practitioner Psychologist (A/I/E)

Evidence of having worked previously as a clinical specialist under supervision (A/I/E)

Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of

a complex nature in relation to high harm personality disorder service users (A/I/E)

Experience of providing teaching and training to psychologists or other professional groups (A/I/E)

Experience of working with, and addressing issues of, diversity, including experience of working within a

multicultural framework (A/I/E)

Experience of carrying out post-doctoral research, audit or service evaluation projects (A/I/E)

Experience of providing supervision to other professional groups, if relevant (A/I/E)

Doctoral level knowledge of psychological research methodology and complex statistical analysis (A/I/R/E)

Evidence of continuing training in a specialised area of psychological practice through formal post doctoral

training (diploma or equivalent), OR a combination of specialist short courses, OR an evidenced portfolio of

supervised practice & V based learning in a specialist area of clinical practice, assessed by an experienced clinical

supervisor to be of equal level to a postgraduate diploma. (A/I/R/E)

Evidence of continuing professional development as recommended by the HCPC (A/I/R/E)

Advanced knowledge of psychological assessment and clinical psychometrics (A/I/R/E)

Theoretical knowledge of psychopathology and the evidence base for the relevant treatment (A/I/R/E)

Knowledge of legislation in relation to the client group and mental health issues and child protection (A/I/R/E)

Awareness of racial and diversity issues through attendance of relevant training (A/I/R/E)

Skills in the use of methods of psychological assessments and intervention in a specialist area (A/I/R/E)

Skills in providing teaching and training to other professional groups (A/I/R/E)

Ability to supervise clinical psychology trainees having completed the relevant training (A/I/R/E)

Highly developed verbal and written communication skills including communicating complex, highly technical and sensitive information to clients, families and colleagues (A/I/R/E)

Consultation skills to work with the multi-professional team or other professional groups within own service

(A/I/R/E)

Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings (A/I/R/E)

Ability to work as an autonomous practitioner with appropriate level of clinical and managerial supervision

(A/I/R/E)

Ability to identify and employ mechanisms of clinical governance as appropriate (A/I/R/E)

Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles (A/I/R/E)

Well developed IT skills including entry and analysis of research data and for teaching purposes (A/I/R/E)

Commitment to continuing professional development, to partnership working and to reflective clinical practice

(A/I/R/E)

Desirable

Knowledge of the theory and practice of specialised psychological therapies for personality disorder, particularly where there is a high risk to the public (A/I/R/D)

Record of publications in either peer reviewed, academic or professional journal/books particularly as it relates to personality disorder (A/I/R/D)

Experience of supervising assistant or trainee psychologists, and having completed the relevant training. (A/I/R/D)

Other Information:

Confidentiality

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.