

**JOB DESCRIPTION:**

**JOB DETAILS:**

Job Title:	Forensic / Clinical Psychologist
Band:	Band 8a
Service Group	Mental Health and Learning Disability
Department:	Specialist Community Forensic Team (SCFT)
Base:	Bridgwater.
Responsible for:	Delivery of SCFT psychology provision.
Responsible to:	Lead Psychologist.
JD updated:	June 2023

**Department Core Purpose:**

The Specialist Community Forensic Team is a newly developing service for Somerset FT which went live in April 2021.

The service is part of the Southwest Provider Collaborative (SWPC) ([www.southwestpc.nhs.uk](http://www.southwestpc.nhs.uk)) and is specially commissioned to improve pathways and clinical outcomes for patients currently admitted or likely to be admitted into secure services.

The SCFT aims to:

- Reduce length of stay for patients within secure hospitals.
- Prevent admissions into secure services, by supporting and offering interventions to prisons / acute wards / PICUS.
- Support patients, families / carers through the discharge planning process by facilitating discharge arrangements and providing Key working and MDT support for up to 12 months post-discharge to improve successful community placements.

As a psychologist within the team, you will be.

- Providing specialist risk assessments and clinical interventions for the SCFT clinical caseload.
- Supporting with the development of the service,
- Providing supervision for the wider MDT,
- Supporting Somerset FT colleagues with a forensically minded psychological approach to care planning and risk management.



**Job Purpose:**

The post holder will be responsible for providing an autonomous clinical psychology service to service users (working age adults) with severe and enduring mental health difficulties and Forensic risk profiles.

The applicant will be a key member of the SCFT multi-disciplinary team, providing high quality forensic psychological assessment, risk assessment, formulation, and treatment planning; and where appropriate, implementing psychological interventions for individuals and groups, to our cohort of patients with complex forensic mental health needs. and training to colleagues within the Mental Health and Learning Disability directorate.

This may require advising on admission avoidance and/ or crisis management consultations, providing enhanced community support to facilitate, support and maintain the discharge process, and encourage proactive discussions for longer stay patients who may have faced barriers to the discharge process.

Applicants would also benefit from skills in teaching/ training and in clinical and management supervision.

This post will be involved in designing training that may be required by the team, and to equip our key community stakeholders in working with individuals on our caseload.

As well as working for Somerset FT, both Ash Ward and the SCFT are members of the South-West Provider Collaborative, the post holder will benefit from access to shared learning, skills, training and networking opportunities across the South West Forensic Campus.



## **Duties and Responsibilities**

### **Communication and Key Working Relationships**

To maintain professional, courteous, and clear communication with patients, colleagues, internal and external stakeholders via all modalities (email, Teams meetings, professional's meetings).

#### Clients, family and carers:

To communicate in a highly skilled and sensitive manner with clients who may have specific difficulties in understanding and/or communicating and who may be hostile, antagonistic or highly emotionally disturbed.

#### Multidisciplinary team colleagues:

To work closely with colleagues in the multi-professional integrated mental health and wellbeing service on a day to day basis.

#### Health & social care staff:

To communicate with a wide range of health & social care staff in hospital and in community settings in a highly skilled and sensitive manner, complex and sensitive information concerning the assessment, formulation and treatment plans of clients under the service's care. To provide support & guidance in the application of psychological principles and techniques, and to foster reflective practice.

#### Senior managers & professional staff:

To maintain and build good working relationships with senior professional staff and managers across Somerset Foundation Trust, South West Provider Collaborative, external stakeholders, etc. to foster a positive approach to the integrated mental health and wellbeing service and to enable effective negotiation.

To attend identified SWPC workstreams, SCFT team meetings and Somerset FT professionals' meetings as appropriate

#### **Key Relationships:**

- SCFT Lead Psychologist
- Somerset Specialist Community Forensic Team
- Head of Forensic Service
- SCFT Operational Service Manager
- Ash Ward MDT
- Community Psychology colleagues
- Inpatient psychology colleagues
- Other MDT's within the Forensic Service
- Somerset FT Forensic Locality Leads
- Criminal Justice agencies, including police and court staff
- South West Provider Collaborative colleagues
- Trust staff across professions



- Trust audit department
- Service users and their families
- SWPC commissioners.

### Planning and Organisation

- To be able to effectively manage own diary and demands upon time: to plan and prioritise own workload, balancing the demands of patient care, support and guidance of carers and professionals and service research and development activities.
- To contribute to the planning and organising of the forensic psychology pathway within the locality area.
- To contribute to the development and improvement of the provision of psychological services within to best meet the service's priorities.
- To be able support the MDT to organise and prioritise clinical work according to need and risk.
- To receive regular clinical and management supervision in an agreed and appropriate format.
- To maintain and further develop high standards of Forensic Clinical Psychology Practice through co-operative work with members of the ward team and other Psychologists through audit and supervision.
- To keep abreast of developments in the practice of clinical psychology, as agreed with the Consultant Clinical Psychologist.

### Analytics

- To provide specialist forensic clinical psychology expertise and advice.
- To provide psychological therapies/group therapies, assessing service users, developing specialist psychological formulations, agreeing therapeutic treatment plans for service users and supporting the SCFT to best support clients.
- To support the Lead Psychologist, and SCFT and others by undertaking service development and redesign projects and coordinating the resulting work within the team.
- To work in collaboration with the Lead psychologist and team manager to ensure the service achieves all required activity targets and Key Performance Indicators as required by both the directorate and the SWPC.
- To work with the team in auditing and evaluating specific areas of work including standard outcome measures.
- Provide specialist diagnostic and psychological assessments and psychological treatments for clients with long term mental health problems and provide specialist clinical advice to members of the community mental health teams, in-patient staff and other healthcare professionals, staff in primary care, voluntary agencies, families and carers.



- Provide specialist training and clinical supervision to trainee clinical/ forensic psychologists and other mental health professionals.

### **Responsibility for Patient / Client Care, Treatment & Therapy**

- To formulate and deliver plans for agreed psychological treatment and/or management of a client's mental health problems. This may be for inpatients due to commence a discharge pathway and/ or for patients who had moved into community settings.
- To make skilled evaluations and decisions about treatment options
- To provide expertise and psychological advice, guidance and consultation to other professionals contributing directly to clients' assessments (including the management of risk), formulation, diagnosis, treatment plan and their legal status under the Mental Health Act.
- To ensure that all members of the team have access to a psychologically based framework for the understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.
- To undertake risk assessment and risk management for all individual clients and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management.
- To feedback to the MDT in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care
- To monitor and evaluate progress of interventions.
- To provide advice, guidance and consultation on psychological aspects of patient care to colleagues, other service providers, patients, supporters and families.
- To fully observe the HCPC (2008) Standards of Conduct, Performance and Ethics, BPS (2021) Code of Ethics and Conduct and DCP (2017 ) Professional Practice Guidelines.

### **Policy, Service, Research & Development Responsibility**

- The post holder is accountable for their own professional actions, acting within SFT policies and procedures and professional practice guidelines.
- To support service audit as requested by the SWPC and Trust
- To collate, present and disseminate research findings via oral and written reports.
- Attendance and contribution to a range of meetings as agreed with the Operational Manager and Trust Service Manager in order to represent the service.
- Feedback identified training needs to Operational Manager and to support training strategy for the service.



- To be aware of, and adhere to, Trust and ward policies and procedures, including supervision and performance appraisal procedures.

#### **Responsibility for Finance, Equipment & Other Resources**

- This post requires no budget holding responsibility.
- The post holder is accountable for their own professional actions, acting within Somerset Foundation NHS Trust policies and procedures and Professional Practice Guidelines.
- Work alongside other clinicians in the team and within other appropriate agencies, as well as with service users, families and carers, to initiate and implement service developments.
- Responsible for maintaining workplace equipment including a laptop and mobile phone.

#### **Responsibility for Supervision, Leadership & Management**

- To participate regularly in the agreed systems for supervision.
- To supervise assistant psychology staff, trainees, and volunteers.
- To participate annually in the agreed system of appraisal.
- To provide reflective practice for staff within the SCFT as required and wider forensic service as agreed.
- To support identified needs in the staff team for training and teaching in psychological/specialist skills as agreed within the job plan.
- To utilise theory, evidence-based literature, and research to support evidence-based practice in service delivery, individual work, and work with other clinicians.
- To undertake appropriate research and provide research advice to other staff undertaking research.

#### **Information Resources & Administrative Duties**

- To ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing.
- Responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society and Trust policies and procedures.

#### **Any Other Specific Tasks Required**

- To work within the Code of Ethics and the relevant professional guidelines of the HCPC/ BPS and the professional guidance framework of the Trust.
- To work within the framework of the policies and procedures of the Trust and SWPC.



- Required to spend periods of a working day sitting in front of a VDU.
- To be responsible for using an email account to generate, monitor, and respond to the e-mail traffic by which the Trust conducts much of its internal communication.
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- Travel across the South West region with a base in Bridgwater.
- Frequent exposure to highly distressing, emotional, complex presentations.
- **To be of the understanding that this post is within a new and evolving service and appreciate that this role will develop as the service progresses.**



## **Review of this Job Description**

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

## **General Information**

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

## **Confidentiality**

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (2018), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

## **Equality & Diversity**

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

## **Safeguarding**

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

## **Risk Management / Health and Safety**

Employees must be aware of the responsibilities placed on them for ensuring the safety of our patients, service users, visitors and colleagues under the Trust's Risk Management Strategy and policy and under the Health & Safety at Work Act 1974. All employees are expected to be familiar with and comply with the Trust's risk and health and safety policies and procedures and all other policies and procedures relevant to their role

## **Records Management**

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

## **Clinical Governance**

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.





## **Prevention and Control of Healthcare Associated Infection**

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

## **Policies & Procedures**

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

## **Sustainability Clause**

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

## **Review of Job Description**

This job description is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken within this new role. Work will vary in detail in the light of changing demands and priorities, and therefore the duties identified will be subject to periodic change/review, in consultation with the post holder. All employees have a responsibility to abide by all Trust Policies.



## Person Specification

Requirement	Essential / Desirable	How Assessed
<p><b><u>QUALIFICATIONS &amp; TRAINING</u></b>  <b>Evidence of Qualifications required</b></p>		
Doctoral Clinical or Forensic Psychology or equivalent	E	<p><b>Interview &amp; Application form.</b></p> <p><b>Qualification Certificates</b></p>
Registered with HCPC as a Practitioner Psychologist	E	
Eligible for Chartered Clinical Psychologist Status	D	
Significant experience of working with people with long term mental health problems	E	
Accreditation in NICE approved therapy e.g., CBT or CAT	D	
Relevant specialist CPD training in psychological therapy with long term mental health problems	D	
Clinical Supervision training	D	
<p><b><u>EXPERIENCE</u></b>            Significant postdoctoral experience as follows:</p>		
Clinical work with people with long term mental health problems	E	
Competence in core psychological assessment formulation and skills intervention skills	E	
Experience of working with a forensic population	E	
Experience of working with people with a diagnosis of personality disorder	E	
Competence in neuro-psychological assessment	D	
Experience of teaching and training psychology to staff and other professionals	E	
Supervision experience with a range of staff Consultancy experience in a range of settings	D	
Knowledge of legislation and its implications for clinical practise	E	
Experience of working in a multi-professional/ multi- agency setting	D	
	D	



<p>Research and development work in area relevant to people with long term mental health problems</p> <p>Experience of providing a psychological service to inpatient services</p>		
<p><b><u>SKILLS &amp; ABILITIES</u></b></p> <p>Knowledge of the role and functions of other agencies and departments</p> <p>Compassionate – exceptional interpersonal skills with the ability to communicate effectively with staff, patients, carers and relatives (as appropriate) remaining sensitive and empathetic</p> <p>Listen to others views respecting and valuing individual needs</p> <p>Professional and patient focused approach with inspirational skills. Acting as a role model to colleagues and junior staff members</p> <p>Excellent organisational skills, ability to manage own time and plan timed activities</p> <p>Ability to recognise and manage challenging situations in a calm and professional manner</p> <p>Able to take instruction and direction and work effectively as part of a team</p> <p>Ability to record and retrieve information on paper/electronic records as appropriate</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><b>COMMUNICATION SKILLS</b></p> <p>Able to demonstrate a good standard of English language.</p> <p>Able to sensitively communicate potentially distressing and upsetting information to patients, carers and Colleagues</p>	<p>E</p> <p>E</p>	
<p><b>PLANNING &amp; ORGANISING SKILLS</b></p> <p>Experience of autonomous working and diary management</p>	<p>E</p>	
<p><b>PHYSICAL SKILLS.</b></p> <p>Ability to undertake appropriate PMVA training.</p>	<p>E</p> <p>E</p>	



Able to travel to locations around the SWPC region as required.		
<p><b>OTHER:</b></p> <p>Willingness to use technology to improve standards of care and support to our patients. <b>E</b></p> <p>Ability to work alongside and distressing information. <b>E</b></p> <p>Ability to make clinical decisions around complex and emotive issues relating to personal with severe and enduring mental health needs <b>E</b></p> <p>Ability to maintain intense concentration for complex interaction with patients. <b>E</b></p> <p>Ability to sit in constrained positions for extended periods <b>E</b></p> <p>Compassionate - open minded, treats colleagues, patients, carers and relatives with dignity and respect <b>E</b></p> <p>Intuitive and caring nature <b>E</b></p> <p>Act in a way that support equality and diversity <b>E</b></p> <p>To maintain an awareness and recognise when frequent exposure to distressing circumstances has an impact on care and compassion <b>E</b></p> <p>Flexible and adaptable to meet the needs of the patients. <b>E</b></p> <p>Driving licence and access to a vehicle <b>E</b></p>		
<p><b>SUPPORTING BEHAVIOURS</b></p> <p>To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values.</p> <ul style="list-style-type: none"> <li>• Kindness</li> <li>• Respect</li> <li>• Teamwork</li> </ul>		



### SUPPLEMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions		X	
Working in physically cramped conditions		X	
Lifting weights, equipment or patients with mechanical aids		X	
Lifting or weights / equipment without mechanical aids		X	
Moving patients without mechanical aids		X	
Making repetitive movements		X	
Climbing or crawling		X	
Manipulating objects		X	
Manual digging		X	
Running		X	
Standing / sitting with limited scope for movements for long periods of time		X	
Kneeling, crouching, twisting, bending or stretching		X	
Standing / walking for substantial periods of time		X	
Heavy duty cleaning		X	
Pushing / pulling trolleys or similar		X	
Working at heights		X	
Restraint ie: jobs requiring training / certification in physical interventions	X		PMVA 2 (breakaway technique)
Mental Effort	Yes	No	If yes - Specify details here - including duration and frequency
Interruptions and the requirement to change from one task to another ( give examples)		X	
Carry out formal student / trainee assessments	X		Maybe required to support learners.



Carry out clinical / social care interventions	X		Will be using a range of clinical social interventions.
Analyse statistics	X		Being able to interpret research and data.
Operate equipment / machinery		X	
Give evidence in a court / tribunal / formal hearings	X		Not a planned requirement
Attend meetings (describe role)	X		The ward has a range of professional/clinical meetings
Carry out screening tests / microscope work		X	
Prepare detailed reports	X		Expectation to prepare formulation and individual reports
Check documents		X	
Drive a vehicle	X		May be required to attend meetings in other venues
Carry out calculations	X		Part of research methods
Carry out clinical diagnosis	X		As part of the Multidisciplinary Team
Carry out non-clinical fault finding		X	
<b>Emotional Effort</b>	<b>Yes</b>	<b>No</b>	<b>If yes - Specify details here - including duration and frequency</b>
Processing (eg: typing / transmitting) news of highly distressing events	X		Working with risk assessments, patient history and traumatic events
Giving unwelcome news to patients / clients / carers / staff	X		Unplanned/infrequent
Caring for the terminally ill		X	
Dealing with difficult situations / circumstances	X		Unplanned/infrequent
Designated to provide emotional support to front line staff	X		Regular supervision of junior staff
Communicating life changing events	X		Unplanned/infrequent
Dealing with people with challenging behaviour	X		Patients on the wards may present with challenging behavior although not a regular aspect of the work
Arriving at the scene of a serious incident		X	
<b>Working conditions – does this post involve working in any of the following:</b>	<b>Yes</b>	<b>No</b>	<b>If yes - Specify details here - including duration and frequency</b>
Inclement weather		X	
Excessive temperatures		X	
Unpleasant smells or odours		X	
Noxious fumes		X	
Excessive noise &/or vibration		X	



Use of VDU more or less continuously		X	
Unpleasant substances / non household waste		X	
Infectious Material / Foul linen		X	
Body fluids, faeces, vomit		X	
Dust / Dirt		X	
Humidity		X	
Contaminated equipment or work areas		X	
Driving / being driven in <b>Normal</b> situations	X		Maybe asked to attend meetings in the Trust
Driving / being driven in <b>Emergency</b> situations		X	
Fleas or Lice		X	
Exposure to dangerous chemicals / substances in / not in containers		X	
Exposure to Aggressive Verbal behaviour	X		Patients with a known risk history, may show signs of aggression although not on a regular basis
Exposure to Aggressive Physical behaviour	X		Patients with a known risk history, may show signs of aggression although not on a regular basis

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

### Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			

