

JOB DESCRIPTION
Clinical/Forensic Psychologist

Job Title:	<u>Clinical/Forensic/ Counselling Psychologist</u>
Band:	7
Department:	North London Forensic Service
Location and mobility:	Your normal place of work will be the Inpatient Forensic Unit, Chase Farm Hospital. However, you may be required to work at any other location of the Trusts interests, including travelling to appropriate meetings, outside of the borough, as required.
Accountable to:	Head of Therapies
Responsible to:	Head of Therapies
Responsible for:	Assistant psychologists, trainees and students.

WORKING RELATIONSHIPS:

Internal:	Multidisciplinary team
External:	Range of external contacts including families, probation, courts, community services etc.

JOB SUMMARY:

To provide a qualified clinical psychology service to detained patients within the inpatient services at the North London Forensic Service (including low and medium secure wards) and service users coming up for discharge from secure inpatient services, as required. The successful candidate will support the provision of psychological interventions as part of a multidisciplinary team including leading on the delivery of psychology within the team. This will include the provision of highly specialist and expert psychological assessment and interventions, in addition to contributing to developing research, offering supervision, consultancy training and reflective practice to psychology staff and other clinicians, working autonomously within professional guidelines and the overall framework of the team's policies and procedures. The use of research skills for audit, policy and service development and research within the area served by the North London Forensic Service will also be required.

This post is part of the Specialist Directorate of Barnet, Enfield and Haringey Mental Health NHS Trust, known as the North London Forensic Service (NLFS). The NLFS provides Forensic Mental Health care for a wide catchment area, namely Camden, Islington, Haringey, Enfield and Barnet. Psychology provision covers a wide spectrum of services including admission and intervention inpatient care in both medium and low secure settings, a medium secure service for women and medium and low secure provision for men with learning disabilities. There is also a Specialist Community Forensic outreach service, as well a range of multi-agency initiatives, including the provision of consultation to probation services, psychological input to specialist prison programmes within the London area, work with Metropolitan Police and British Transport Police units and diversion services from local courts. The department has strong links with London and national psychology training courses, both clinical and forensic, providing regular placements to a number of trainees. The catchment area is exceptionally ethnically diverse with a high level of psychiatric morbidity and social deprivation. The post holder will be working, at least in part, in a locked environment with patients detained under the 1983 Mental Health Act (amended 2007), many of whom suffer from a severe and enduring mental illness, which may present itself at times in episodes of violence to others or the environment. Thus, specialist skills, in particular 'forensic awareness', is required of all staff working in NLFS.

MAIN TASKS AND RESPONSIBILITIES:

Clinical:

1. 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 the client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems or behavioural difficulties based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. 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.
4. 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 the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
6. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

7. 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 settings and agencies serving the client group.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under CPA including clients, their carers, referring agents and others involved the network of care.

Consultation, Teaching, Training, and Supervision

1. To provide consultation and training to other professionals within the unit developing understanding of psychological interventions; which will assist with day to day clinical practice.
2. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
3. To gain additional specialist experience and skills relevant to clinical psychology and/or the service (as agreed with the service manager and professional psychology manager).
4. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
5. To provide professional and clinical supervision of junior members of the psychology department including assistant psychologists and trainees.
6. To contribute to the pre- and post-qualification teaching of clinical and/or forensic psychology, as appropriate.
7. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Communication

- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
- Communicate both verbally and in written format regarding complex and sensitive information.
- Communication with the MDT regarding care and treatment planning
- Communication regarding supervision and consultation with other staff.

Patient/Customer Care (if applicable) (both direct and indirect)

- Much of the day-to-day role will involve direct patient contact and consultation to staff within the unit. Providing direct clinical input as described above and communicating with the wider team regarding the treatment provided.

People (HR) Management

- Supervision of trainee and student psychologists when on placement, and assistant psychologists.
- Providing training and consultation to the wider team as required.

Information Management

- Responsible for keeping good quality clinical records that comply with data protection legislation and Trust policies and protocols.
- Produce reports following each assessment and intervention.

Service Development

- Contributing to the development of the service.
- Contributing to service evaluation and peer review as required using evidence-based literature and research.

Systems and Equipment

- To use and maintain psychological test equipment relevant to the role.

Effort, Mental and Environment

- The role requires significant mental effort in terms of assimilating and analyzing complex data in relation to known and evidence based psychological theory.
- Effort to manage the emotional aspects of the role and distress displayed by clients.

JOB DESCRIPTION – CORE ADDITIONAL INFORMATION FOR ALL EMPLOYEES

MOBILITY

As an employee of this organisation you may be asked to carry out duties at any of its establishments, at any time throughout the duration of your contract.

HEALTH and SAFETY

It is the duty of all employees to ensure that a safe working environment and safe working practices are maintained at all times. It is also the responsibility of management to do so.

INFECTION CONTROL

All staff will be expected at all times to practice in accordance with the infection control standard specified in the policies of the organisation.

RISK MANAGEMENT

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

HEALTH PROMOTION

This organisation is committed to helping people live a healthier life. All staff are encouraged to make healthier choices and to be aware of the range of health promotion information and local polices that support the promotion of health and the prevention of ill health e.g. food and nutrition, stress management etc.

All clinical staff are reminded of their individual professional responsibilities for the promotion of health, by providing up to date and relevant best practice advice, in supporting their patients/clients to live a healthy life.

FLEXIBLE WORKING

This organisation is committed to offering flexible, modern employment practices which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered

SMOKING

Barnet, Enfield & Haringey Mental Health NHS Trust has a smoke free policy. Smoking will not be permitted on any Trust premises (including the grounds that those premises are sited on) or in any Trust-owned vehicle. Applicants should be aware that it will not be possible to smoke throughout working hours.

EQUAL OPPORTUNITIES

In line with the organisation's Equal Opportunities Statement, this organisation is committed to ensuring and promoting the rights of all people to equality of opportunity and all staff are required to abide by and promote this.

POLICIES AND PROCEDURES

All employees, at all times are subject to the policies and procedures of this Organisation.

SAFEGUARDING CHILDREN & VULNERABLE ADULTS

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults.

Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults

DATA PROTECTION

In line with national legislation, and organisational policy, all data will be processed in a fair and lawful way, for the specific registered purpose and not disclosed in any way incompatible with such purpose or to any unauthorised persons or organisations.

CONFIDENTIALITY

This organisation attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, and other data held and processed by the organisation. All data should be treated as confidential and should only be disclosed on a need to know basis. Some data may be especially sensitive and is the subject of a specific organisational policy, including information relating to the diagnosis, treatment and/or care of patients, individual staff records and details of contract prices and terms. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. Due to the importance that the organisation attaches to confidentiality disciplinary action will be taken for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

All employees should be mindful of the six information management Caldicott principles when dealing with data belonging to the organisation and person identifiable information.

1. Justify the purposes of using confidential information.
2. Only use it when absolutely necessary.
3. Use the minimum that is required.
4. Access should be on a strict need to know basis.
5. Everyone must understand his or her responsibilities.
6. Understand and comply with the law.

If there is any doubt whether or not someone has legitimate access to information, always check before you disclose.

STANDARDS OF BUSINESS CONDUCT FOR NHS STAFF & CODES OF CONDUCT

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the Code of Conduct for NHS Managers. All staff are required to act in accordance with the rules and regulations as described in the organisation's Standing Orders and Standing Financial Instructions.

The organisation reserves the right to report any activity, incident or suspicion of behaviour likely to be deemed a breach of a professional code of conduct to the appropriate professional body. This decision as to whether such a report will be made will only be taken by the appropriate service Director after he/she has fully considered the available facts. At all times, the safety of the public, staff and the reputation of the employing organisation and the wider NHS will be key points for consideration before any report is made.

MANDATORY TRAINING

All staff are required to attend any training designated by the organisation and/or service as mandatory (compulsory) for the position held or to provide evidence of previous, recent equivalent training at a level appropriate to the post held.

SATISFACTORY CLEARANCES

For all posts where the appointment is subject to satisfactory clearance via the Criminal Records Bureau or Independent Safeguarding Authority, or any other successor agency, it should be clearly understood that the post holder must maintain satisfactory clearance status throughout his/her employment in the post.

PROFESSIONAL REGISTRATION

With respect to any post for which the appointment is subject to holding a specific professional registration, as set out in the person specification for the post, it should be clearly understood that the post holder must maintain satisfactory registration status throughout his/her employment in the post.

ADDITIONAL CLAUSE FOR ALL MANAGERS

RISK MANAGEMENT

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed and that staff receives appropriate training, that a local risk register is developed and regularly monitored and reviewed. Significant level risk must be reported through the Quality Improvement and Risk Committee (QIRC) network. Risk registers need to be submitted to the Support Services Manager or other nominated officer, on an annual basis.

ADDITIONAL INFORMATION FOR ALL STAFF

Where relevant, further information regarding these core clauses can be found in each employee's written statement of terms and condition of employment (contract documentation).

BEH-MHT VISION AND VALUES

Our vision

Our vision is embedded within our clinical strategy. We want to help people live, love, do.

- Live - A safe and secure place to call home
- Love - Re-building relationships which may have broken down during a period of illness
- Do - Help people to find a meaningful activity - that may be getting back into employment or further education

Our values

The Trust's values are:

- Compassion
- Respect
- Being Positive
- Working together

NHS VALUES

It is recommended that where possible the NHS values below are reflected in job descriptions. Please go to the NHS Confederation website for further information www.nhsconfed.org

RESPECT AND DIGNITY

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

COMMITMENT TO QUALITY OF CARE

We earn the trust that is placed in us by insisting on quality and striving to get the basics right every time – safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our success.

COMPASSION

We find the time to listen and talk when it is needed, make the effort to understand and get on and do the small things that mean so much – not because we are asked to but because we care.

Improving lives

We strive to improve health and well-being and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

WORKING TOGETHER FOR PATIENTS

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

EVERYONE COUNTS

We use our resources for the benefit of the whole community, and make sure that nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that

when we waste resources we waste other's opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

DIGNITY AT WORK STATEMENT

Barnet, Enfield & Haringey Mental Health NHS Trust is committed to treating all of our staff and patients with dignity and respect. You are responsible for behaving in a way that is consistent with these aims. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

PERSON SPECIFICATION

GENERAL INFORMATION

Job Title: Clinical/Forensic/Counselling Psychologist

Band: 7

Department: North London Forensic Service

REQUIREMENTS	ESSENTIAL	DESIRABLE	Assessment Type Interview (I) /Test (T) /Application (A)
EDUCATION AND QUALIFICATIONS	Doctoral level training in clinical psychology. Or Masters or doctoral level training in forensic psychology and completion of competencies. Registration with HCPC.	Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.	A
EXPERIENCE AND KNOWLEDGE	Experience of specialist psychological assessment and treatment of clients across a range of care settings, which can include outpatient, community, primary care and inpatient settings. Experience of working with a wide variety of client groups, across the	Experience of teaching, training and/or supervision. Experience of the application of psychology in different cultural contexts. Knowledge of legislation in relation to the client	A, I

	<p>whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of emotive and distressing problems and where there is a history of violence.</p>	<p>group and mental health.</p> <p>Experience working with service users presenting with psychosis</p> <p>Experience working with service users presenting with personality difficulties</p> <p>Knowledge of the principles of trauma informed care</p> <p>Experience of working in a forensic setting.</p>	
<p>SKILLS AND ABILITIES</p>	<p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p> <p>Skilled in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing</p>	<p>Skill in the theory and practice of specialised psychological therapies in working with long term mental health conditions and/or forensic settings.</p> <p>Formal training in supervision of other psychologists.</p>	<p>A, I</p>

	<p>consultation to other professional and non-professional groups.</p> <p>Able to contain explore and formulate an understanding of high levels of distress both directly with patients and indirectly via supervision or case reviews with other staff.</p>		
PERSONAL QUALITIES	<p>Flexible, engaging and approachable who can work quickly and responsively with both clients and the multidisciplinary team.</p> <p>Creative in approach as well as reflective about their own practice.</p> <p>Able to work autonomously as well as under supervision and with colleagues.</p>		A, I
OTHER REQUIREMENTS	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p>		A, I

	Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.		
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Date:
March 2024

