

**HARINGEY COMPLEX EMOTIONAL NEEDS TEAM- PERSONALITY DISORDER  
PATHWAY**

**JOB DESCRIPTION & PERSON SPECIFICATION**

**Job Title:** Senior Clinician – Personality Disorders, fixed term, maternity cover

**Band:** 7 (Full time)

**Department :** **COMPLEX EMOTIONAL NEEDS TEAM/ PERSONALITY DISORDER PATHWAY**

**Location and mobility:** Your normal place of work will be Halliwick Unit at St. Ann's 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:** Haringey PD Pathway Lead

**Responsible to:** Personality Disorder Pathway Lead &  
Personality Disorder Pathway Deputy Lead

**Responsible for:** **Band 6 clinicians and below in PD Pathway**

**WORKING RELATIONSHIPS:**

**Internal:** The Personality Disorder Pathway team/ Core Community Mental Health Teams MDT; service users and carers and Trust directorates

**External:** Statutory and regulatory agencies, voluntary and charitable organizations

**JOB SUMMARY:**

To provide a specialist service to clients in assessment & treatment within the Personality Disorder Pathway

To provide specialist Mentalisation Based Treatment (MBT) and Structured Clinical Management (SCM) to individuals and groups of people with Emotionally Unstable Personality Disorder within the Personality Disorder Pathway

Liaising with other professionals to contribute to the establishment of continuity of care across the Core Teams and PD Pathway

Formulate and implement appropriate treatment plans and provide where appropriate Structured Clinical Management / Mentalisation-based therapy

Act as care coordinator to those patients working closely with the multi-disciplinary team in the Personality Disorder Pathway

## **MAIN TASKS AND RESPONSIBILITIES:**

The Personality Disorder Pathway provides an integrated psychiatric and psychologically based outpatient treatment service for individuals with personality disorders.

The treatments within the Personality Disorder Personality Disorder Pathway are evidence-based and tailored to patients with Cluster B disorders although others are also offered treatment. Cluster B personality disorder include anti-social, borderline, narcissist and histrionic personality disorders. Paranoid personality disorder (Cluster A) is also treated within the Personality Disorder Pathway. Cluster B and A patients frequently have forensic histories, have been held under section of the Mental Health Act and had frequent and long periods on acute in-patient psychiatric wards. This patient group can present problems of management within psychiatric services

- Act as CPA case coordinator and work autonomously within professional guidelines and the overall framework of the team's policies and procedures
- To be responsible for the provision of Specialist Personality Disorder interventions for people with a primary diagnosis of Emotionally Unstable Personality Disorder both in group and individual therapy using a Mentalization Based Treatment model.
- To demonstrate, through case supervision and clinical meetings, the explicit implementation of a Mentalization Based Treatment model to all clinical work and reflective practice groups.
- To be able to demonstrate the quality of your MBT work through completion of the documentation of the care pathway interventions at all stages of a patients journey through the service.
- In conjunction with senior colleagues facilitate regular clinical reviews of the implementation of the treatment plan, involving the client, other professionals involved and their family/ any other relevant person.
- To provide leadership to the Personality Disorder Pathway Liaison team, role modeling the Trust's values •Compassion •Respect •Being Positive •Working together at all times and ensuring that your actions help junior colleagues work to the best of their ability.
- To manage a caseload of patients, in close collaboration with other members of the multi-disciplinary team, within the CPA framework and to agreed local and national standards.
- To ensure that continuity of care is maintained and that appropriate and timely plans are made for the discharge of patients from the inpatient facilities ensuring Section 117 and CPA responsibilities are discharged.
- To carry out assessments and assign patients to care clusters within the framework of the Health of the Nation Outcome Scales Payment by Results (HoNOS PbR) at first assessment, CPA review, at times of significant change in presentation and at the end of treatment.
- To support the Personality Disorder Pathway Lead who is responsible for the day to day leadership of the Personality Disorder Pathway.
- To assist in the effective delivery of the Personality Disorder Pathway core functions and to supervise staff within the Personality Disorder Pathway, and lead on the development of protocols, procedures and systems to integrate practice across the borough wide service. Deputise for the Personality Disorder Personality Disorder Pathway lead as requested.
- To contribute to, and where requested hold delegated responsibility, for, maintaining and developing the operational management structure in the Personality Disorder Pathway, compliant with Trust policies and key performance indicators.

- **Management Responsibilities**

- Support the Pathway Lead to ensure the efficient use of human resources ensuring safe levels of staffing, which reflect the necessary and appropriate skill mix across the team as identified by senior managers
- Deputise for the Personality Disorder pathway lead
- Participate in recruitment, selection and interviewing staff and undertake the induction of new staff
- Contribute towards the development of effective training plans and lead on team building, when requested, as part of the change management process, to promote an open, honest, supportive, forward and outward looking working environment, facilitating new ideas, suggestions or debate in relation to the service requirements
- Provide formal, ongoing clinical supervision and caseload management supervision to the pathway staff.
- Carry out delegated appraisals (Individual Performance Review)
- Participate in the formulation and implementation of protocols and procedures for the delivery of borough and Trust services.
- Carry out a range of clinical audits within the PD pathway and necessary reporting back to managers on key performance indicators for the Mental Health Trust and the Local Authority.
- Facilitate service user and carer involvement in the ongoing development and evaluation of the service.
- Administrative responsibilities

### **Communication**

- Contribute towards the development of effective training plans and lead on team building, when requested, as part of the change management process, to promote an open, honest, supportive, forward and outward looking working environment, facilitating new ideas, suggestions or debate in relation to the service requirements
- Dealing with sensitive or contentious information
- Dealing with complex staff issues or work planning/scheduling
- Assessment of problems that require analysis and/or interpretation
- Written and verbal communication with others may be routine, complex or highly complex

### **Patient/Customer Care**

- Remain sensitive to the patient's communication and make highly complex assessment of the nature of communication of patients within individual therapy sessions, therapy groups as well as any other mode of communication.
- Hold in mind several highly disturbed patients having to make highly complex and critical clinical decisions about risk and taking responsibility for therapeutic interventions and their consequences.
- Capacity to tolerate strong emotions and ability to competently assess risk from basic tenets of good practice.

## **People (HR) Management**

- Provide formal, ongoing clinical supervision and caseload management supervision to allocated Personality Disorder Pathway staff.
- To receive regular clinical professional supervision from a designated senior colleague and, where appropriate, other senior professional colleagues
- To participate in teaching and act as mentor/role model to students of various disciplines.
- To assist and provide teaching to health faculties/other multidisciplinary professionals of the specialist treatment methodology developed within the wider Locality Teams/Personality Disorder Pathway
- Supervising practitioners within the Personality Disorder Pathway and carrying out assessment and planning of care when there are complex adult or child safeguarding issues and completing risk assessment and care planning where there is risk to others or to self, for instance where there may be severe and repeated self-injurious behaviour.
- To work as a collaborative member of the multidisciplinary Personality Disorder Pathway actively supporting the maintenance of the therapeutic milieu of the pathway, its therapeutic boundaries and the safety of all within the service. This will include from time to time being the lead contact person for patients requiring additional or crisis support on a day to day basis (or supervising others in this role).
- To undertake, document and share with relevant professionals and carers a risk assessment and risk management plans for your individual clients.
- To provide advice to professional colleagues in the community or on the acute inpatient wards regarding evidenced based care for this client group, establishing and maintaining professional collaborative communication that is experienced by others as helpful, supportive and clear.
- To contribute to, and where requested hold delegated responsibility, for, maintaining and developing the operational management structure in the Personality Disorder Pathway, compliant with Trust policies and key performance indicators.

## **Information Management**

- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing in accordance with professional codes of practice of the West Locality Team/Personality Disorder Pathway.
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- Adhere to West Locality Team/Personality Disorder Pathway and Trust policies and procedures, and provide statistical returns in accordance with service requirements.
- Regular requirement to create reports
- Responsibility for the operation of a computer system

## **Policy Development**

- Carry out a range of clinical audits within the Locality team and necessary reporting back to managers on key performance indicators for the Mental Health Trust and the Local Authority.
- Facilitate service user and carer involvement in the ongoing development and evaluation of the service
- To participate in the on-going research and in audit projects where necessary. To collate data as necessary.
- To utilise theory, evidence-based literature and research to support evidence-based practice in individual and group work with other team members within both the Personality Disorder Pathway and Locality Teams
- To be involved in developing new areas of work and initiatives within the service.

### **Service Development**

Participate in the formulation and implementation of protocols and procedures for the delivery of the Locality teams and Personality Disorder Pathway

### **Resource Management**

- To participate in the investigation of accidents, incidents or complaints in accordance with Trust policy.

### **Systems and Equipment**

Systems and equipment responsibilities to include:

- Use of equipment that could be machinery, highly technical clinical or nonclinical equipment, equipment that relates to information management.
- Maintenance of equipment or information systems.

### **Effort, Mental and Environment**

- The Personality Disorder Pathway treatment programmes comprise both psycho-educational components and more concentrated treatments, delivered within both group and individual settings.
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- The work requires an understanding of both the Structured Clinical Management and mentalisation-based therapy approaches, and a high level of training and experience in developing and maintaining a therapeutic relationship. This requires a very high degree of mental effort and highly developed communication skills, empathy and sensitivity to the patient. It also requires a well-developed ability to maintain boundaries.
- The programmes are progressive and structured so that the goals at the start of the treatment are different to those further into the programmes requiring a high degree of flexibility from staff. The treatment approach is active and addresses obstacles to treatment. This requires the identification of areas of frustration and motivation that may cause patients to want to drop out of treatment. The service is engaged in outreach care to try to maintain a dialogue, and promote reflection on the factors that may have prompted a withdrawal from treatment.

- The work of the personality disorder Personality Disorder Pathway produces particular pressures and challenges for clinicians. Clinical staff are required to assess and deal with patients with traumatic histories such as sexual abuse and who are highly suspicious and paranoid, actively self-harming, suicidal or other acute states of mind on a daily basis which requires a high degree of emotional effort.
- The physical environment involves a degree of physical risk because of the volatility and dangerousness of Cluster B and A (paranoid) patients.

## **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 policies 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](http://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:** Senior Clinician, Personality Disorders

**Band:** 7 (Full time, fixed term, maternity cover

**Department:** Haringey Complex Emotional Needs Team - Personality Disorder Pathway

A person specification should comprise of a list of attributes required of the role. Essential criteria are those without which, the post holder would be unable to adequately perform the job. Desirable criteria are those that may enable the candidate to perform better or require a shorter orientation period. You should not include any reference to numbers of years' experience unless justified.

REQUIREMENTS	ESSENTIAL	DESIRABLE	Assessment Type Interview (I) /Test (T) /Application (A)
EDUCATION AND QUALIFICATIONS	RMN/ Occupational Therapy/Social work/ Clinical or Counselling Psychology Doctorate BCP, BACP, UKCP registered Psychotherapist	Teaching/ Mentorship qualification          Completion of the 3 day Basic Training in MBT from a trainer accredited by the Anna Freud Centre along with significant group and individual experience of implementing MBT in a treatment setting. Completion of SCM training Advanced training in Mentalisation-Based Therapy	A          A          A/I
SKILLS AND ABILITIES	Demonstrable experience at Band 6 or equivalent.		A/I

	Evidence of ability to effectively manage a team.		A/I
	Ability to demonstrate in depth knowledge of the Mental Health Act 2005, Mental Capacity Act 2005, Care Act 2014, and 1989 Children Act.		A/I
	Training and advanced skills in a specialised approach such as psycho-social interventions, dual diagnosis, personality disorder.		A/I
	Knowledge of the process necessary for effective risk assessment and management		A/I
	Ability to demonstrate a creative and flexible approach to staff managing and in delivering a high standard of care.		A/I
	Ability to assess, plan, implement and evaluate care plans to meet needs of clients.		A/I
	Ability to set, monitor and evaluate standards for quality within the service.		A/I
	Ability undertake evidence based interventions with people suffering from a range of mental health problems		
	Knowledge of and ability to work as part of a multi-professional team as a lead clinician and role model.		A/I
	Ability to work effectively in crisis situations in order to maintain the safety of both staff and client.		A/I
	Ability to teach staff and provide advice and support to		A/I

	other agencies / professionals.		
	Experience of effective communication with other key stakeholders at a variety of levels.		A/I
	Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to patients, their families, carers and other professional colleagues within a highly emotive and unpredictable environment		A/I
	Capacity to work collaboratively in a therapeutic and multi-professional environment within and outside the NHS		A/I
	Comprehensive knowledge and understanding of Mentalisation-Based Therapy and the developmental processes associated with Personality Disorder		A/I
	To be able to assess the mental state and risk for a wide range of patients with mental health problems and specifically for patients with personality disorder		A/I
	Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration		A/I
	Knowledge of the 1983 Mental Health Act and the Care Programme Approach (CPA)		A/I
	Capacity to work calmly and thoughtfully when addressing traumatic psychological issues,		A/I

	<p>demonstrating an awareness of the sensitivity and unpredictability of Personality Disorder patients, and a capacity to tolerate the strong emotions evoked by such work</p> <p>Skills in providing consultation to other professional and non-professional groups</p> <p>Ability to contain and work with organisational stress and ability to 'hold' the stress of others</p> <p>Capacity to manage frequent exposure to highly distressing and emotive situations and disclosures</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p>
<b>PERSONAL QUALITIES</b>	<p>Ability to communicate clearly and effectively both orally and in writing</p> <p>Ability to work within multidisciplinary team autonomously</p> <p>Exhibit a positive “can do” attitude and a positive attitude to change</p>		<p>A/I</p> <p>A/I</p>
<b>OTHER REQUIREMENTS</b>	<p>The post holder must have the ability to understand and implement the Equal Opportunities Policy at a level appropriate to the job</p>	<p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings</p>	<p>A/I</p>

Date:  
08/02/2023



