# Job Description

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| **Job role** | **Clinical/Forensic/Counselling Psychologist** |
| **Job Title** | **Preceptorship - to Senior Psychologist (Developmental role)** |
| **Department** | **Integrated Mental Health Team** |
| **Accountable to** | **Head of Healthcare** |
| **Professionally accountable to** | **National Head of Psychological Therapies** |

Practice Plus Group's mission is **Access to Excellence**. Our core values are;

- We treat patients and each other as they would like to be treated
- We act with integrity
- We embrace diversity
- We strive to do things better together
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Patients can only access excellence if we commit to living our values in everything we do when we're at work.

We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and marginalised patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

## The Role

This role will include conducting comprehensive psychological assessments, providing therapeutic interventions, developing individualized treatment plans to address the mental health needs of remanded individuals and supporting the embedding of a Trauma Informed approach to patient care. By collaborating with multidisciplinary teams including healthcare and prison colleagues, this role will contribute to the overall wellbeing of men in prison, support their emotional resilience during this transitional period, and facilitate access to necessary resources and support systems to promote better outcomes both during incarceration and post-release.

## MAIN DUTIES/RESPONSIBILITIES

**Clinical -**

• Identify patients who may benefit from psychological intervention, following mental health triages and in discussion with the multi-disciplinary team and, where demand exceeds capacity, prioritise according to clinical need, risk presentation and release planning in line with agreed service policy;

• Provide comprehensive psychological assessment, including risk assessment, and develop psychological formulations to support patients and other members of the MDT in making sense of their difficulties; contribute, where appropriate, to Mother & Baby board reviews;

• Identify and deliver appropriate individual and group interventions to patients in line with the Psychological Therapies Service (PTS) pathways;

• To monitor and evaluate psychological interventions using appropriate measures;

• To maintain accurate clinical records and keep the PTS dashboard up to date with outcomes data for patient/service and staff outcomes;

• To communicate both verbally and written, highly complex information concerning assessment, formulation and intervention plans to patients, professional colleagues and external agencies, as appropriate;
• Manage resources appropriately.
• Identify and provide opportunities for other members of the multi-disciplinary team to gain understanding of how psychological knowledge can support their work with patients, through developing psychological formulations with team members, participating in multi-disciplinary meetings and decision making or other opportunities for providing consultancy and advice;
• To attend ACCT reviews and segregation reviews in the prison as appropriate and to offer psychological opinion about management and appropriate referrals in that context and, offer psychological understanding into CSIP plans to support management of patients within the wing by prison staff;
• In liaison with the Mental Leads and/or Heads of Healthcare, identify and deliver opportunities for staff learning and reflection, through reflective practice, debrief and training sessions.
• In liaison with Mental Leads and/or Heads of Healthcare and the National head of Psychological Therapies, identify opportunities for and conduct service development projects in collaboration with other members of the multidisciplinary team;
• Participate in and contribute to CPD and peer supervision within the wider healthcare team;
• Active engagement in appropriate practice supervision and keep a log of evidence of core competencies in line with agreed preceptorship plan.

**Teaching, training and supervision –**

• To provide regular reflective practice sessions to the mental health team and other ad-hoc opportunities for reflection on practice, including individual or group debriefing following incidents;
• To provide training to other members of the multidisciplinary team in the delivery of trauma and psychologically informed care and treatment;
• To contribute to CPD and peer supervision sessions within the wider PTS team;
• To receive regular clinical supervision from an appropriately qualified and experienced supervisor, in accordance with the BPS and the HCPC guidelines and, where appropriate, from other senior professional colleagues;

**Management, recruitment, policy and service development –**

• To participate in multi-disciplinary meetings concerned with the delivery and development of clinical services and contribute a psychological perspective as appropriate;
• To advise the Mental Health lead and/or Heads of Healthcare on those aspects of the service where psychological matters need addressing in line with best practice and service objectives;
• To contribute to proposals for and implementation of policy and service development changes in relation to psychology and psychological therapies within the service;

**Research, service evaluation & audit –**

• To utilise theory, evidence based literature and research to support evidence based practice in individual/ group work and work with other team members;
• To contribute to project management, including complex audit, research and service evaluation projects, with colleagues within the service, to help develop service provision;

**Professional -**

• To attend regional and national Psychological Therapies meetings, service development and other relevant meetings regularly;
•To adhere to professional/accrediting body codes of conduct, policies and procedures (e.g. HCPC, BABCP, BPS);
• To be aware of, adhere to, and where appropriate, contribute to the formulation and review of Practice Plus Group policies and procedures;
• To maintain and develop high standards of psychology/psychological therapy practice by engaging in continuing professional development and co-operative working/networking with therapists, clinical, counselling and forensic psychologist colleagues;
• To receive regular line management supervision by the Head of Healthcare
• To participate in the organisation's annual performance review and personal development planning process with the clinical supervisor and line manager;
• To keep up to date with legislation, national directives, policies and NICE guidelines in relation to the work delivered.

**Other –**

This Job Description is not exhaustive and may change as the post develops, but such change will not take place without consultation between the post holder and their manager. Job descriptions should be reviewed at least annually at the appraisal meeting.

## About you

| Criteria | Essential (minimum standard required) | Assessment |
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| **Qualifications** | • Accredited postgraduate qualification in clinical, counselling or forensic psychology conferring eligibility for HCPC registration as a practitioner psychologist;<br>• or anticipating becoming registered at the end of an approved programme of study. | -Application form<br>- Interview<br>- Certificates |
| **Knowledge** | • Knowledge of evidenced based psychological therapies relevant to the clinical needs of people in prison; and,<br>• understanding of complex mental health<br>• issues and presentations and the role of trauma on offending behaviour;<br>• Knowledge of safeguarding concerns,<br>• Understanding of the Mental Health & Mental Capacity Act and other relevant legislation;<br>• Working knowledge of clinical governance, including relevant approaches and tools. | -Application form<br>- Interview |
| **Experience** | • Experience of providing evidence based psychological interventions to adults with a range of mental health problems;<br>• Experience of working with mental health forensic populations;<br>• Experience of working in multidisciplinary teams;<br>• Experience with routine outcome monitoring, audit and clinically related research;<br>• Evidence of engaging in continuing professional development. | -Application form<br>- Interview |

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| **Specific Skills** | • Ability to work autonomously and as part of an MDT;<br>• High level of spoken and written communication and presentation skills;<br>• Ability to develop good therapeutic relationships with clients with complex mental health needs and presentations;<br>• Ability to communicate and liaise Effectively with practitioners, secondary mental health services, HMPPs and other agencies;<br>• Ability to respond effectively to patients who may be distressed angry, intimidating or violent;<br>• Ability to use clinical supervision and personal development positively and effectively;<br>• Ability to manage own caseload and time, to work under pressure and set priorities;<br>• Ability to maintain resilience while experiencing frequent exposure to high distressing and emotional situations;<br>• Ability to provide effective support to other professionals in managing the emotional demands of their work;<br>• Ability to reflect on and critically appraise own performance;<br>• Computer literacy.<br>• Ability to travel to site and access regional and national events. | -Application form<br>- Interview |

## Additional information

- Applicants must have current UK professional registration.
- **Disclosure and Barring Service** - a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.
- **Prison Vetting** - a HMPPS (Her Majesty's Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.
- Education and Training - continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.