

JOB DETAILS:

Job Title:	Forensic Link Worker (formally Forensic Locality Lead)
Band:	Band 7
Directorate:	Mental Health & Learning Disabilities Directorate
Department:	Forensic Service
Base:	Yeovil – Holly Court, Yeovil
Responsible for:	Forensic Mental Health Clinical Leadership across the East of the county
Responsible to:	Specialist Community Forensic Team Service Manager

Job Purpose:

The post-holder will take responsibility within the South Somerset locality for the provision of a high-quality service for patients presenting with a forensic mental health concern.

The post holder will work closely with their local CMHT, AOT, Complex care team and inpatient wards, providing structured guidance, supervision and advice to other mental health professionals working alongside this service user group.

The post holder will promote awareness and best practice across community and inpatient teams, actively supporting positive attitudes and a consistent approach towards assessment and treatment of this patient group using evidence based interventions and treatment frameworks.

As well as working within secondary mental health services, the post holder will build links with external stakeholders who may be supporting patients with significant offending histories and co-morbid mental health difficulties, for example probation services and accommodation providers who provide support post release from prison.

There will be an emphasis on championing inclusive treatment pathways, that are closely balanced with safeguarding, public protection and MAPPA policy.

The Forensic Link Worker (FLW) will be closely linked with and well supported by Somerset FT's Specialist Community Forensic Team, who (inline with the South West Provider Collaborative) will be working with patients currently admitted to a secure hospital setting.

The FLW will act as a single point of access for referrals into SCFT for patients outside of a secure care pathway, but who may require enhanced support in the community.

Duties and Responsibilities

Communication and Key Working Relationships

Key Relationships:

- Specialist Community Forensic Team Service Manager
 - Specialist Community Forensic Team
 - CMHTs
 - Inpatient wards
 - Probation Services
 - Accommodation Providers
 - Somerset Drug and Alcohol Service (SDAS)
 - GP's
 - Psychological Therapies Service staff
 - Medical Staff
 - MAPPA Lead
 - Police
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- To follow the policies of the Somerset Partnership NHS Foundation Trust.
 - To promote the Service by displaying the highest professional standards at all times.
 - To enable staff to implement and monitor the highest professional standards of mental health care
 - To ensure high quality and effective communication between colleagues to ensure best practice and a high standard of care is achieved
 - To participate in and promote clinical governance as required.
 - To liaise with other disciplines and agencies, as appropriate, to ensure best practice is shared.

Planning and Organisation

- To participate actively in team meetings and other forums as appropriate in order to secure best possible clinical outcomes for people presenting with a forensic mental health concern.
- To ensure that there is adherence to local policies and good clinical practice when any legal responsibilities are held.
- To be actively aware of current and new legislation and government guidance which impacts on everyday mental health practice.
- To champion robust risk management and public protection, closely working with MAPPA procedure.



- To take all necessary action to safeguard the welfare and safety of others when visiting health and social care premises in accordance with the Health and Safety at Work Act.
- To be flexible and dynamic to the needs of this role, in particular as the newly commissioned SCFT continues to expand and evolve.

Analytics

- Carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.
- To support and participate in multidisciplinary clinical audit in the CMHS.

Responsibility for Patient / Client Care, Treatment & Therapy

- To guide assessment, formulation and treatment pathways for people presenting with a forensic concern, in conjunction with local community and inpatient teams. This will include taking a lead in developing formulations for service users and to empower local clinicians working collaboratively with a forensic mental health cohort.
- To be available for joint working within the designated CMHT to allow for education and support to CMHT procedures.
- To work collaboratively and flexibly with the multi-professional teams in the community and inpatients wards to co-ordinate a coherent psychological approach towards forensic mental health in the Trust, actively promoting continuity of care and approach between Wards and Community Teams
- To co-ordinate working practices amongst other relevant professionals in the designated locality, including psychologists and psychological therapists.
- To become a local expert and an approachable point of contact for complex case discussion.
- To build good links with the local SCFT to ensure adequate preventative options are available for people with significant mental illness who may pose a risk to others.

Policy, Service, Research & Development Responsibility

- To support regular audit and review of the service.
- To undertake research in topic areas relevant to the work of the service as agreed and appropriate
- To work with the line management team in developing and implementing this service



Responsibility for Finance, Equipment & Other Resources

- You will be responsible for keeping IT and mobile equipment safe secure

Responsibility for Supervision, Leadership & Management

- To receive regular management supervision in accordance with the Trust's Staff Development and Review Policy.
- To have an annual appraisal and associated personal development plan.
- To assist with the development and provision of forensic mental health training to staff in the designated locality and to other teams in the Trust, in conjunction with, and at the request of the management team.
- To receive ongoing and regular clinical supervision.
- To provide and develop highly specialised clinical supervision in both individual and group formats to other staff who may be of a different professional discipline, to ensure the best possible clinical outcomes for service users and to facilitate, teach and guide other professionals in offering a consistent and evidence-based treatment approach with this client group.
- To support colleagues in their own personal development and CPD pathways.

Information Resources & Administrative Duties

- To ensure appropriate and effective use of IT systems and complete all administrative duties in line with NMC or HCP code of conduct expectations.
- Ensure patient recording and management of patient information is in line with GDPR and trust practices.

Any Other Specific Tasks Required

- To undertake such other tasks and duties as reasonably required by the Service. This is an evolving area of work and the post-holder will need to be actively flexible in their approach.



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 General 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 under the Health & Safety at Work Act 1974, ensure that agreed safety procedures are carried out and maintain a safe environment for employees, patients and visitors.

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 General 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.

Smoking

The Trust operates a 'non-smoking' policy. Employees are not permitted to smoke anywhere within the premises of the Trust or when outside on official business.

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.



Person Specification

This is a specification of the Qualifications, Skills, Experience, Knowledge, Personal Attributes and Other Requirements which are required to effectively carry out the duties and responsibilities of the post (as outlined in the Job Description).

Requirement	Essential / Desirable	How Assessed
<u>QUALIFICATIONS & TRAINING</u> <ul style="list-style-type: none"> • RMN OR Diploma/Degree in Occupational Therapy OR Social Work; OR other relevant health or social care professional qualification. • Qualification in a relevant psychological therapy • Commitment to Continuing Professional Development in the field of forensic mental health – Or willingness to pursue • HCR -20 Training • Evidence of recent relevant training 	<p>E</p> <p>D</p> <p>E</p> <p>D</p> <p>E</p>	<p>Evidence of qualification</p> <p>Professional Development Portfolio and/or career profile</p>
<u>KNOWLEDGE</u> <ul style="list-style-type: none"> • Expertise within mental health services across a range of procedures underpinned by relevant psychological /psychosocial theory. • Good understanding of national guidance and changes to secure care pathways. • Understanding of MAPPA process • Understanding the thresholds of secure mental health service provision and the relationship required with local mental health services 	<p>E</p> <p>E</p> <p>E</p> <p>D</p>	<p>Application form</p> <p>Supporting Information</p>



<p><u>EXPERIENCE</u></p> <ul style="list-style-type: none"> • Minimum of 2 year band 6 experience, working with people with complex mental health needs, including those with forensic histories. • Experience of working within a secure mental health setting • Experience of offering clinical supervision to other professionals • Experience of working with clients in the community and inpatient settings • Ability to safely manage complex risk 	<p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>E</p>	<p>Application form</p> <p>Supporting Information</p>
<p><u>SKILLS & ABILITIES</u></p> <ul style="list-style-type: none"> • Ability to build collaborative therapeutic relationships with service users who may be difficult to engage. • Comprehensive bio-psycho-social assessment skills. • Ability to work within and between multi-disciplinary teams and the wider Somerset Partnership Trust and voluntary sector providers with the ability to develop and maintain communication on complex matters, issues and ideas and/or in complex situations where the atmosphere may be highly emotive. • Communicates highly complex condition related information to service users & carers. • Ability to offer highly specialised clinical supervision to other staff who may be of a different professional discipline. • Assess, develops and implements psychosocial interventions; provides specialist advice to service users, carers, individual team members and teams. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Application form</p> <p>Supporting Information</p>



<ul style="list-style-type: none"> • Ability to undertake and communicate complex risk assessments. • Ability to regularly update service user records, audit/evaluation records and completes reports as requested. • Ability to assist in developing and delivering high quality training to a variety of disciplines and agencies. • Ability to contribute to the improvement of services offered as part of the Forensic Service. • Psychosocial skills training and/or psychological therapies training. 	E E E E D	
COMMUNICATION SKILLS <ul style="list-style-type: none"> • Evidence of a good standard of Literacy / English language skills 	E	
PLANNING & ORGANISING SKILLS <ul style="list-style-type: none"> • Ability to contain and work with stress potentially upsetting clinical / risk information • Ability to make clinical decisions around complex and emotive issues relating to people with severe and enduring mental health needs • Understanding thresholds to determine appropriate levels of workload • Ability to understand the wider implications of service needs. • Ability to maintain and manage own diary • Ability to prioritise and schedule own workload, ensuring quality in own work • Proactive in being able to seek additional, training /supervision or support as required. 	E E E E E E	



PHYSICAL SKILLS <ul style="list-style-type: none"> To be able to complete PMVA level 2. 	E	
OTHER <ul style="list-style-type: none"> Willingness to use technology to improve standards of care and support to our patients 	E	
SUPPORTING BEHAVIOURS <p>To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values/standards and reflect these as their behaviours:</p> <ul style="list-style-type: none"> Kindness Respect Teamwork 		

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		On occasion, if with a client



Kneeling, crouching, twisting, bending or stretching		X	
Standing / walking for substantial periods of time	X		On occasion, if with a client
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 level 2
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		Will need to be able to respond to any urgent calls or enquiries.
Carry out formal student / trainee assessments	X		May be asked to act as a mentor for students
Carry out clinical / social care interventions	X		Acting as a care co-ordinator for a range of clients
Analyse statistics		X	
Operate equipment / machinery		X	
Give evidence in a court / tribunal / formal hearings	X		May on occasion be asked to attend court,
Attend meetings (describe role)	X		Acting as a care co-ordinator for a range of clients
Carry out screening tests / microscope work		X	
Prepare detailed reports	X		Acting as a care co-ordinator for a range of clients
Check documents	X		May be asked to check patient related documentations
Drive a vehicle	X		Will be required to undertake travel across the county and south west region
Carry out calculations	X		May be required for medication oversight
Carry out clinical diagnosis		X	
Carry out non-clinical fault finding		X	
Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (eg: typing / transmitting) news of highly distressing events	X		Due to nature of clinical area, this may occur



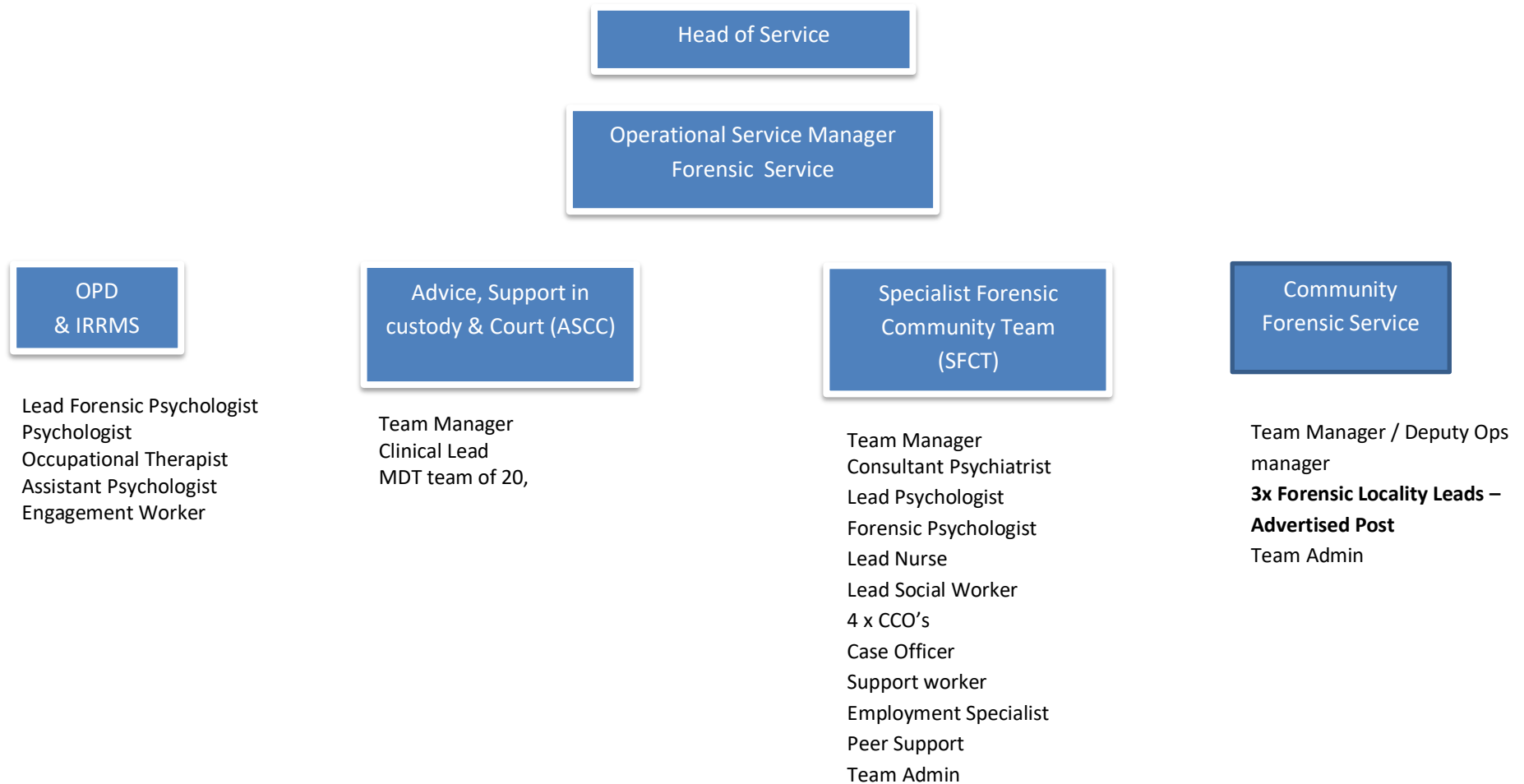
Giving unwelcome news to patients / clients / carers / staff	X		Due to nature of clinical area, this may occur
Caring for the terminally ill		X	
Dealing with difficult situations / circumstances	X		Due to nature of clinical area, this may occur
Designated to provide emotional support to front line staff		X	
Communicating life changing events	X		Due to nature of clinical area, this may occur
Dealing with people with challenging behaviour	X		Due to nature of clinical area, this may occur
Arriving at the scene of a serious incident	X		Due to nature of clinical area, this may occur
Working conditions – does this post involve working in any of the following:	Yes	No	If yes - Specify details here - including duration and frequency
Inclement weather		X	
Excessive temperatures		X	
Unpleasant smells or odours	X		Due to nature of clinical area, this may occur
Noxious fumes		X	
Excessive noise &/or vibration		X	
Use of VDU more or less continuously	X		For admin based duties
Unpleasant substances / non household waste		X	
Infectious Material / Foul linen		X	
Body fluids, faeces, vomit	X		Due to nature of clinical area, this may occur rarely
Dust / Dirt		X	
Humidity		X	
Contaminated equipment or work areas		X	
Driving / being driven in Normal situations	X		
Driving / being driven in Emergency situations		X	
Fleas or Lice	X		Due to nature of clinical area, this may occur rarely
Exposure to dangerous chemicals / substances in / not in containers		X	



Exposure to Aggressive Verbal behaviour	X		Due to nature of clinical area, this may occur
Exposure to Aggressive Physical behaviour			Due to nature of clinical area, this may occur rarely



Department Organisational Chart



Department Core Purpose

The Forensic Service provides support and intervention for service users in Somerset who experience mental health difficulties and are in contact with the criminal justice system, or who present with significant risks to others.

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:			