

Personality Disorder specialist PO role description

This description is supplementary to and compliments the LPT generic PO specification.

This post is designed to support the implementation of the Governments Personality Disorder (PD) Strategy and carries a 50% workload reduction to focus on the requirements of the Strategy. POs will be supported in the role by identified NHS psychology professionals.

Post holder will be required to demonstrate:-

- A knowledge of personality disorder and a willingness to develop this knowledge
- Have completed/willing to complete the KuF Awareness Training and must as a requirement of the post develop this to Training the Trainer level
- Capability of applying an understanding of diversity, difference and rights to interactions with people with personality disorder and supporting other staff in maintaining positive and respectful attitudes
- Capability of reflective practice
- Capability of collaborating with multi-disciplinary, multi-sectoral risk management plans
- Eligibility to have Security Vetting to “Enhanced Level”

Activity:

- Work jointly with the appointed health provider to implement and develop the PD initiative and develop a psychologically informed approach to working with PD service users in each LDU.
- To undertake the screening of all high-risk cases (prison and community), and devise a way, investigate how, to keep this updated as new allocations are made. Devising actions for those cases that have been screened and meet criteria for further input.
- To undertake case consultations at probation offices and Approved Premises – be the point of contact for own LDU. Record summary and follow-up with offender manager/staff member of case formulations.
- Identification and mapping community pathways. Liaison with these services to ensure appropriate offender access. To be mindful that the user group by its nature may be resistant to voluntary attendance and that a referral is not an abdicating of responsibility.
- Identifying and contacting custody pathways (including having ‘on the ground’ knowledge e.g. around bed-spaces or waiting times).
- Making appropriate discretionary decisions to raise a case to a full formulation with LDU psychologist.
- Organising an LDU monthly event to be Personality disorder/formulation oriented. Event may either be part of another LDU meeting (e.g. Learn or team meeting) or arranging a specific session.
- Facilitate staff learning in the LDU around the topic of personality disorder.
- Promote an understanding in LDU about the project, its aims and events.

- Provide peer-to-peer reflective practice and facilitate work-force development.
- Access continuing professional development to develop own skills/competencies and ensure credibility with colleagues.
- Attend MAPPA meetings to pick up cases that warrant input and contribute to discussion.
- To hold a reduced case load commensurate with role and responsibilities with not totally composed of PD cases.
- Record keeping of discussions and consultations.
- Attend monthly Practitioner Group meetings. These meetings will have a business and a clinical dimension.
- Collect, collate and report Project data as required
- Contribute to the successful delivery of the HMP Belmarsh Enhanced Progression Unit (EPU) Service Plan by:-
 - Acting as LDU SPoC for referrals to HMP Belmarsh Progression Unit being developed for LPT service users in the last 18 – 24 months of their incarceration.
 - Working alongside psychological therapists to identify offenders on the caseload who meet the high risk high harm personality disorder criteria and referring them to the EPU.
 - Undertake psychologically informed OM responsibilities for LDU identified cases in HMP Belmarsh Progression Unit
 - In OM role develop working relationships with Offender Supervisors and Progression Unit Prison Staff. In this role regular prison visiting is expected with a minimum of 10 visits per year
 - Providing an input into the unit programme to support effective community supervision

Outcomes for LDUs:

- Improved sentence planning which addresses complex needs, facilitating offenders progress through the sentence
- Effective and proportionate risk management plans in place.
- Reducing recalls or increasing the length of time OMs are able to supervise offenders in the community before resorting to recall.
- Improved knowledge of local referral pathways.
- Increased offender access to community services.
- Increased holistic assessments.
- A more psychologically-informed workforce.
- PD cases better managed by MAPPA.
- Improved service to service users and improved experience for those delivering the service.