

## JOB DESCRIPTION FOR THE POST OF Relational Recovery Lead

### JOB DETAILS:

<b>Job Title:</b>	Relational Recovery Lead
<b>Band:</b>	7
<b>Directorate:</b>	Mental Health & Learning Disabilities Directorate
<b>Department:</b>	Community Mental Health Services
<b>Base:</b>	Glanville House, Bridgwater
<b>Responsible for:</b>	Clinical Implementation of Transformation Strategy for Trauma and Personality Disorder Care Pathway
<b>Responsible to:</b>	CMHS Team Manager

### Department Core Purpose

The Mental Health and Learning Disabilities Directorate provides in-patient and community based support to patients and carers while also supporting the wellbeing of staff.

### Job Purpose:

This post is part of an exciting initiative to transform Community Mental Health Services (CMHS) for people who have had adverse experiences in childhood leading to mental health problems in adult life including those diagnosed with personality disorder.

The transformation includes deconstructing the traditional boundaries between mental health services and providing a single point of access with a philosophy of 'no wrong door' across the full range of severity and services based upon the i-THRIVE principles of:

- Coping – promoting strengths and resilience in communities and neighbourhoods
- Getting some support – improved access to support and treatment in primary care
- Getting more support - closer working relationships between specialist mental health and primary care and neighbourhood services



- Risk assessment and management – for those with more severe problems who need secondary mental health and inpatient services

The overall role of the post will be to provide clinical leadership and implementation of a transformation strategy based upon the new CMHS Framework within a designated locality including the supervision of mental health support workers and guides.

In summary the job will include:

- Providing comprehensive assessment and formulation, and delivery of a number of evidence based individual and group treatments across the care pathway
- Providing structured guidance, supervision and advice to other staff across a range of services
- Delivering training to other staff across a range of services
- Promoting awareness and best practice
- Supporting positive attitudes and a consistent approach
- Developing new ways of working including a trauma pathway and solution focused approaches
- Working collaboratively with service users and other services
- Clinically leading and supervising mental health support workers and guides.

The role will also be part of The Relational Recovery Network is for adults who experience mental health problems as a consequence of adverse relational experiences, often in childhood. Some people may have the diagnosis of, or may be diagnosable with, Personality Disorder and/or Complex Post Traumatic Stress Disorder or a Dissociative Disorder. The Relational Recovery Network provides clinical services as an integrated part of local community mental health services and, has a key role in helping to develop trauma informed care by offering frontline staff training, supervision and support. The staff are trained in a variety of collaborative, practical and psychological approaches. These approaches aim to identify, promote and discover an individual's strengths and resilience to enable them to 'thrive not just survive'.



**Date of Job Description: April 2021**

## **Duties and Responsibilities**

### **A. Clinical Responsibilities**

- (i) To take a lead in the assessment, planning, implementation and evaluation of interventions for people with developmental trauma including those diagnosable with personality disorders within a designated geographical area or as required by the Service, ensuring evidenced- based practice is reflected throughout the process of recovery focused interventions; to work within the principles of the Trust's Personality Disorder Strategy; to help with early identification of people who might benefit from the Service and/or who might be diagnosable with a personality disorder.
- (ii) To act as provider and coordinator (as outlined in the new CMHS Framework) for a caseload of people with mental health problems as a result of developmental trauma including those diagnosable with personality disorder, assessing their needs, and developing their recovery care plan, coordinating and reviewing their care and treatment outlined in the plan, offering direct individual and group interventions to these and other service users where appropriate; to share coordination with other team members as appropriate as part of a treatment package.
- (iii) To provide group interventions such as DBT Skills groups and Emotional Support Courses
- (iv) To guide assessment, formulation and treatment planning for people by other mental health service providers. This will include taking a lead in developing 'Trauma Informed Formulations' for service users, and to assist other teams and services to develop Guided Formulations as appropriate in relation to their caseload. To promote best practice in positive risk management amongst teams working with this service user group.
- (v) To clinically lead and supervise a small number of mental health support workers and guides.
- (vi) 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.



- (vii) To work collaboratively and flexibly within multi-professional teams to co-ordinate a coherent psychological approach towards developmental trauma and personality disorders in the Trust and other areas, actively promoting continuity of care and approach between different services and teams; to co-ordinate working practices amongst other relevant professionals in the designated locality.
- (viii) To develop and maintain one's own clinical skills and expertise in the area of approaches to, and treatment of people with developmental trauma including those diagnosable with personality disorders; and, to be reflective and responsive to meaningful service user and carer involvement
- (ix) To participate actively in team meetings and other forums as appropriate in order to secure best possible clinical outcomes.
- (x) To ensure that there is adherence to local policies and good clinical practice when any legal responsibilities are held.
- (xi) To be actively aware of current & new legislation and government guidance which impacts on everyday mental health practice.
- (xii) To take all necessary action to safeguard one's own safety and wellbeing whilst visiting patients in the community.
- (xiii) 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.

## **B. Service development responsibilities.**

- (i) To work with the Local and Senior Leadership Teams and in developing and implementing transformative services including: a trauma pathway, a care pathway for those with problematic dependency and solution focused approaches.
- (ii) Working with Recovery Partners, Peer Support Workers, Service Users and Carers in co-developing services
- (iii) Working with Older Peoples Mental Health Services to improve access to appropriate services for people over 65.



- (iv) To work with the Clinical Lead for Personality Disorders in auditing and evaluating specific areas of work including patient outcome measures, Quality Improvement (QI), Impact Analysis and National Guidelines

### **C. Clinical Supervision, Teaching & Training**

- (i) To receive regular management and clinical supervision (including case management in accordance with Trust policies.
- (ii) To have an annual appraisal and associated personal development plan
- (iii) To assist with the development and provision of a range of training to staff in the designated locality and to other teams and services.
- (iv) To provide regular clinical supervision, consultation and advice to other teams and services.

### **D. Professional**

- (i) To follow the policies of the Somerset Partnership NHS Foundation Trust and the philosophy of the Personality Disorder Service in line with the new CMHS Framework.
- (ii) To promote Trust services by displaying the highest professional standards at all times.
- (iii) To enable staff to implement and monitor the highest professional standards of mental health care

### **E. Clinical Governance**

- (i) To promote the use of effective interventions with regard to developmental trauma and personality disorders.
- (ii) To participate in and promote clinical governance.



- (iii) To liaise with other disciplines and agencies, as appropriate, to ensure best practice is shared.

## **F. Research & Development**

- (i) To support and facilitate R&D activities as part of the transformation strategy.
- (ii) To undertake research in topic areas relevant to the work of the service as agreed and appropriate.

## **G. General**

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

DATE OF JOB DESCRIPTION: Sept 2013 revised July 2019



## **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 Data Protection Act (1998), 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 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
<b><u>QUALIFICATIONS &amp; TRAINING</u></b>		
RMN OR Diploma/Degree in Occupational Therapy OR Social Work;	E	Interview and application form
Commitment to Continuing Professional Development in the field of developmental trauma and personality disorder	E	
Psychological Therapy Training i.e. DBT, CAT, MBT or SCM	D	
Evidence of recent relevant training	D	
<b><u>KNOWLEDGE AND EXPERIENCE</u></b>		
Expertise within trauma and personality disorder across a range of procedures underpinned by relevant psychological /psychosocial theory.	E	Interview and application form
Significant experience in working with people with complex clinical and risk presentations, including those diagnosable with personality disorders.	E	
Working with clients in the community and inpatient settings	D	
Experience of offering clinical supervision to other professionals	D	
<b><u>SKILLS AND ABILITIES</u></b>		
Ability to build collaborative therapeutic relationships with service users who are difficult to engage.	E	



Skills for assessing service users and carers and interpreting service user and family situation, and ability to draw together appropriate case formulation.	E	Interview and application form
Ability to work within and between multi-disciplinary teams and the wider Somerset Partnership Trust, primary care 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.	E	
Provide and receive highly complex, sensitive or contentious information with barriers to understanding including hostile antagonistic or highly emotive atmospheres.	E	
Communicates highly complex condition related information to service users & carers.	E	
Ability to offer highly specialised clinical supervision, consultation and advice to other staff who may be of a different professional discipline.	E	
Assess, develops and implements psychosocial interventions; provides specialist advice to service users, carers, individual team members and teams.	E	
Ability to undertake and communicate complex risk assessments	E	
Ability to regularly update service user records, audit/evaluation records and completes reports as requested	E	
Ability to assist in developing and delivering high quality training to a variety of disciplines and agencies	E	
Ability to contribute to the improvement of transformative services in line with Trust strategy and the new CMHS Framework.	E	
Ability to maintain own caseload and prioritise workload, ensuring quality in own work and encouraging others to maintain quality also.	E	



Ability to understand the wider implications of service needs.	E	
Psychosocial skills training and/or psychological therapies training	D	
Experience of teaching / training other staff, particularly in the field of trauma and Personality Disorder	D	
Clinical audit skills.	D	
Intermediate IT skills	D	
Awareness of Health and Safety issues, particularly concerning lone working.	D	
<b>COMMUNICATION SKILLS</b> <ul style="list-style-type: none"> <li>Evidence of a good standard of Literacy / English language skills</li> </ul>	E	Interview and application form
<b>OTHER</b> <p>Willingness to use technology to improve standards of care and support to our patients</p> <p>Some exposure to verbal aggression and risk of physical aggression</p> <p>Access to private transport</p>	E   E  E	Interview and application form
<b>SUPPORTING BEHAVIOURS</b> <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"> <li>Kindness</li> <li>Respect</li> <li>Teamwork</li> </ul>		



## 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	
Kneeling, crouching, twisting, bending or stretching		X	
Standing / walking for substantial periods of time		X	
Heavy duty cleaning		X	
Pushing / pulling trolleys or similar		X	
Working at heights		X	
Restraint ie: jobs requiring training / certification in physical interventions		X	
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	
Carry out formal student / trainee assessments		X	
Carry out clinical / social care interventions	X		Deliver high quality assessments, formulation of risk management and treatment plans using



			evidence based clinical interventions on a daily basis.
Analyse statistics		X	
Operate equipment / machinery		X	
Give evidence in a court / tribunal / formal hearings	X		Statutory reviews and comply with appropriate legislation, policy and procedures.
Attend meetings (describe role)	X		You will attend various MDT meetings to enable delivery of safe and effective care to patients.
Carry out screening tests / microscope work		X	
Prepare detailed reports		X	
Check documents		X	
Drive a vehicle		X	
Carry out calculations	X		Drugs calculations required if RMN.
Carry out clinical diagnosis	X		As part of the assessment process and ongoing treatment you will continually assess symptoms which could contribute to clinical diagnosis.
Carry out non-clinical fault finding			
<b>Emotional Effort</b>	<b>Yes</b>	<b>No</b>	<b>If yes - Specify details here - including duration and frequency</b>
Processing (eg: typing / transmitting) news of highly distressing events	X		Daily recording of consultations which may involve highly distressing events.
Giving unwelcome news to patients / clients / carers / staff	X		Working alongside family/carers and at times may have to share unwelcomed news.
Caring for the terminally ill		X	
Dealing with difficult situations / circumstances		X	
Designated to provide emotional support to front line staff		X	
Communicating life changing events		X	
Dealing with people with challenging behaviour	X		May on occasion work with clients whose behaviour can be challenging and who exhibit aggressive behaviour.
Arriving at the scene of a serious incident		X	
<b>Working conditions – does this post involve working in any of the following:</b>	<b>Yes</b>	<b>No</b>	<b>If yes - Specify details here - including duration and frequency</b>
Inclement weather		X	
Excessive temperatures		X	



Unpleasant smells or odours		X	
Noxious fumes		X	
Excessive noise &/or vibration		X	
Use of VDU more or less continuously		X	
Unpleasant substances / non household waste		X	
Infectious Material / Foul linen		X	
Body fluids, faeces, vomit		X	
Dust / Dirt		X	
Humidity		X	
Contaminated equipment or work areas		X	
Driving / being driven in <b>Normal</b> situations	X		Car driver with a valid driving licence or have access to transport with appropriate business insurance in order to travel throughout the Trust, to meet the needs of the service.
Driving / being driven in <b>Emergency</b> situations		X	
Fleas or Lice		X	
Exposure to dangerous chemicals / substances in / not in containers		X	
Exposure to Aggressive Verbal behaviour	X		May on occasion work with clients whose behaviour can be challenging and who exhibit aggressive behaviour.
Exposure to Aggressive Physical behaviour	X		May on occasion work with clients whose behaviour can be challenging and who exhibit aggressive behaviour

### Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			

