



HM Prison & Probation Service

Job Description (JD)

Band 8

Group Profile: Senior Registered Practitioner (SRP)

Job Description: SRP: Senior Registered Psychologist

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Job Description

Job Title	SRP: Senior Registered Psychologist
Group Profile	Senior Registered Practitioner
Organisation Level	Functional Specialist
Band	8

Overview of the job	This is a non-operational offender facing job.
Summary	<p>The job holders covered by this job description are usually categorised as specialists in their field or those whose role requires significant additional experience, training and personal development.</p> <p>The job holder will largely excel in the area of risk assessment or be a specialist in a specific area such as working with those convicted of sexual offending. At this level the jobholder may have responsibility for the key specialist tasks involved in the delivery of a programme or related individual case management which would also entail overseeing the quality of delivery and supervision. They will also provide direction and support for other supervisors. This is a non-operational and non-rotational job.</p> <p>The job holder will be working with complex individuals and staff and applying their experience and competence in the area of psychology to reduce the risk of harm and re-offending by undertaking complex risk assessments , conducting research, providing consultancy and delivering training for staff and interventions (individual and group).</p>
Responsibilities, Activities and Duties	<p>The job holder will be required to carry out the following responsibilities, activities and duties:</p> <ul style="list-style-type: none"> • Conducts full case reviews on difficult cases and offers authoritative advice on next steps relating to sentence plan • Specialises in delivery of psychology services in settings such as therapeutic community wings or PIPEs • Lead and supervise and facilitate group sessions • Offers professional opinion to multi-functional teams conducting offender reports e.g. risk reports, parole reports on high risk or vulnerable offenders • Develops and/or strategies such as sexual offending or indeterminate sentence assessment and intervention strategy • Delivers and supervises (treatment management) the delivery of more complex programmes e.g. healthy sex programme • Provides consultancy support to colleagues such as Senior Management Team (SMT) in relation to psychology services and outcomes • Conducts relevant research including data gathering and analysis • Act as a “professional witness” in parole board hearings, multi-agency meetings, and other formal settings where psychology input is required. May also act as expert witness in respect of court proceedings for Ministry of Justice • Responsible for managing and providing professional supervision to trainee forensic psychology staff • Provides supervision, training, mentoring and support to trainee psychologists and where relevant other staff such as interventions staff • Assist in national specialist tasks such as training on courses related to their specialist discipline

	<ul style="list-style-type: none"> • Provides professional supervision to support a trainee in developing through the key steps towards chartered and registered status. This may be as a coordinating or designated supervisor • Ensures staff are developed in accordance with key competencies and gateways and ensuring consistency across the team in the application of policies and procedures affecting staff and offenders • Leads on risk assessment and resulting risk management of complex, vulnerable or high risk offenders. Will be competent to undertake the full range of risk assessments including the more complex risk assessments. Gives feedback of the assessment to the individual and other stakeholders • Contributes to other offender management processes (usually with more complex cases in work such as Assessment, Care in Custody and Teamwork (ACCT) assessments and self-harm or personality disorder assessments) • Provides consultancy role to wider team on their specialist activity. Visit a range of sites/forums to advise on complex cases • Act as a negotiation adviser where suitable and competence has been demonstrated • Manage own Continued Professional Development (CPD) requirements and maintains professional standards • Ensure they maintain their professional Health and Care Professions Council (HCPC) registration • Provide a psychological contribution to the work of areas of the wider service provision (such as a therapeutic community or regime activity) • Provide psychological reports when requested for those convicted of a life sentence and to submit within the appropriate time framework • Responsible for relevant accreditation audit baselines as detailed in the audit document • Line management of trainee psychologists <p>The duties/responsibilities listed above describe the post as it is at present and is not intended to be exhaustive. The job holder is expected to accept reasonable alterations and additional tasks of a similar level that may be necessary. Significant adjustments may require re-examination under the Job Evaluation Scheme and shall be discussed in the first instance with the job holder.</p> <p>An ability to fulfil all spoken aspects of the role with confidence through the medium of English or (where specified in Wales) Welsh.</p>
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Behaviours	<ul style="list-style-type: none"> • Making Effective Decisions • Leadership • Communicating and Influencing • Working Together • Developing Self and Others • Managing a Quality Service • Delivering at Pace
Strengths	It is advised strengths are chosen locally, recommended 4-8.
Experience	<p>Possess a professional background in Psychology</p> <p>Experience in providing clinical supervision</p> <p>Completed relevant training in effective models of treatment and best practise</p> <p>They are likely to also be a Chartered Psychologist and Full member of the appropriate division of the BPS if the post requires it.</p>
Technical requirements	The job holder will be a Registered Practitioner Psychologist with the Health and Care Professions Council and eligible to use a protected title.

Ability	
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Minimum Eligibility	<p><i>Please do not alter this box</i></p> <ul style="list-style-type: none"> • All candidates are subject to security and identity checks prior to taking up post. • All external candidates are subject to 6 months' probation. Internal candidates are subject to probation if they have not already served a probationary period within HMPPS. • All staff are required to declare whether they are a member of a group or organisation which HMPPS consider to be racist.
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Hours of Work (Unsocial Hours) Allowances	
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Success Profile

Behaviours	Strengths It is advised strengths are chosen locally, recommended 4-8	Ability	Experience	Technical
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Making Effective Decisions			Possess a professional background in Psychology	The job holder will be a Registered Practitioner Psychologist with the Health and Care Professions Council and eligible to use a protected title.
Leadership			Experience in providing clinical supervision	
Communicating and Influencing			Completed relevant training in effective models of treatment and best practise	
Working Together			They are likely to also be a Chartered Psychologist and Full member of the appropriate division of the BPS if the post requires it.	
Developing Self and Others				
Managing a Quality Service				
Delivering at Pace				