

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Principal Psychologist for the Sexual Violence and Trauma pathfinder |
| **Reports to** | SARC General Manager and Pathfinder Programme Lead |
| **Band** | Band 8A (Subject to formal matching) |
| **Department/Directorate** | Specialist Services |

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| **JOB PURPOSE** |
| The Sexual Violence and Trauma Pathfinder Programme for Devon and Cornwall is funded by NHS England to improve care for *adult* victims and survivors of sexual assault and abuse (that occurred in childhood and / or adulthood) with *complex trauma-related mental health needs* so that they can recover, heal and rebuild their lives.  A key deliverable within the Sexual Violence and Trauma Pathfinder is the multi-agency Trauma Resilience Hub that will bring together relevant stakeholders from across mental health and specialist sexual violence providers to:   * Develop and deliver a trauma stabilisation workforce development package. This will provide the knowledge, skills and tools to practitioners to work with people to recognise, understand and manage trauma symptoms and be able to cope in the “here and now”; * Provide a clear pathway and cohesive trauma offer (trauma stabilisation and trauma processing interventions) for sexual violence and abuse across Devon and Cornwall; * Provide highly specialist advice, consultation and support to professionals from across the system working with victims / survivors of sexual violence and abuse with complex, trauma-related mental health needs; * Develop and share learning about what works for people who have experienced trauma as a result of sexual violence, to influence policy and systemic developments.   The purpose of the Principal Clinical Psychologist role is to provide a leadership role in clinical elements of the development and delivery of the ‘Hub’ model. The postholder will provide clinical expertise and experience in assessment and delivery of trauma-based and shame-sensitive interventions. The post holder will take a key role in protoyping approaches to creatively meet needs of people with complex, trauma-related mental health needs who have experienced sexual violence, in partnership with people with lived experience and the community and voluntary sector.  **K** |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| The principal purpose of the job is to support the development of the Trauma Resilience Hub. This will be achieved through undertaking the following areas of responsibility:   1. To lead on the clinical elements in the development of the Trauma Resilience Hub. 2. To work collaboratively with specialist sexual violence providers and people with lived experience to co-design and develop systematic, trauma-informed provision of high quality “trauma processing” interventions across Devon and Cornwall and clear pathways into them. 3. To work collaboratively with colleagues and people with lived experience to create a learning environment which identifies gaps in service provision, and supports the development and delivery of creative, effective offers to fill these gaps. 4. As a member of the Trauma Resilience Hub, provide clinical leadership and supervision, advice and consultancy to professionals in how to support victims/survivors of sexual violence and abuse with complex, trauma related mental health needs, contributing to an environment characterised by safety (physical and psychological), trust, empowerment, control, choice and cultural consideration for all. 5. Advocate for people and navigate for professionals the right pathways within the three Mental Health Trusts and other allied organisations in the wider system. 6. Carry a small specialist caseload of clients with complex, trauma-related mental health needs who are referred via the Trauma Resilience Hub. 7. Co-develop trauma-informed and shame-sensitive protocols and procedures in support of the Hub’s aims, including information sharing protocols, clinical interfaces and guidelines. 8. Work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within professional andTrust guidelines as lead specialist. 9. The post holder will receive regular professional and clinical supervision via the Mental Health Trusts in accordance with Trust policy and Professional Practice Guidelines set out by the British Psychological Society or appropriate designated Professional Body. 10. Observe, and abide by all relevant Professional Codes of Conduct and Practice including the British Psychological Society. The postholder will be fully registered with the Health Professions Council as a condition of employment. |
| **KEY WORKING RELATIONSHIPS** |
| The post holder will be skilled at developing collaborative working relationships with other staff and volunteers in the Trust and other partners, including other statutory and community and voluntary sector organisations, and with people seeking support to manage and address the effects of trauma, in addition to the wider community and public. This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | |  |  | | * SARC Clinical Leads * SARC Management Team * Trust Safeguarding Leads * Sexual Violence and Trauma Pathfinder Therapist * Admin and Clerical staff | * Sexual Violence and Trauma Pathfinder Programme Team (Programme Lead and Project Officer) Three mental health providers (Devon Partnership Trust, Cornwall Partnership Trust and Livewell) * Specialist sexual violence services within the VCSE * Local authority adult safeguarding teams * VCSE services working with people with people with complex trauma related mental health needs * GPs * Acute hospital services * Other community and voluntary sector providers | |  |  |   No. of Staff reporting to this role: (If applicable)  1 therapist (Band 7) |

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| **ORGANISATIONAL CHART** |
| **Trauma Resilience Hub(s)** (SARC, Mental Health, specialist sexual violence providers, VCSE)  **Devon ICB**  Sexual Violence and Trauma Pathfinder Team  Sexual Violence and Trauma Pathfinder Psychologist  SARC Admin  Psychologist/Psychotherapist/Trauma Therapist |
| **FREEDOM TO ACT** |
| * The post holder is accountable for their own professional actions, acting within Trust policies and procedures and Professional Practice Guidelines. * To work autonomously within clinical professional guidelines and exercise responsibility for the governance of psychological practice within the locality/specialty. Interpretation of professional and Trust guidelines, and implementing policies in conjunction with peers, Head of Profession and General Manager. * To provide expert and specialist clinical psychology expertise and advice, guidance and consultation on psychological aspects of care to colleagues, other sexual violence service providers, people seeking support, supporters and families. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * To communicate in a highly skilled and highly sensitive manner with people who may be highly distressed and traumatised, on a day-to-day basis, to provide high levels of empathy, patience, and reassurance. * To consider with each person how they wish their narrative, and any related plans made, to be communicated, and with whom they need to be shared, and to complete any necessary assessments / plans with sensitivity, compassion and transparency, and in line with trauma-informed values. * To recognise that there are differences in communication, language, culture and ways of expressing distress, and to seek and use effective communication strategies to develop a shared understanding with people you are working with. * To build relationships which are characterised by safety, trust, empowerment, choice, collaboration and cultural consideration. * Drawing on clinical expertise, work collaboratively with people seeking support, taking a trauma-informed perspective to consider people’s experiences, how they have affected them, what their priorities and goals are, and develop plans and strategies around how these may be best achieved. * To consider with each person how they wish their narrative, and any related plans made, to be communicated, and who else they need to be shared with, and to complete any necessary assessments / plans with sensitivity, transparency and consideration. * To work collaboratively as part of a multi-disciplinary team with colleagues in the SARC, mental health services, specialist sexual violence services, primary care and other VCSE organisations in the provision of highly specialist psychological therapies / counselling services. * Make a lead contribution to developing a working environment where shared learning is prioritised, where it is safe to ask questions and where multi-disciplinary knowledge and experience are valued, respected and integrated to arrive at more creative, novel and helpful solutions. * To communicate in a highly skilled and sensitive manner, highly complex and sensitive information concerning the assessment, formulation, and support plans of people, in line with their wishes wherever possible. * To provide clinical support & guidance in the application of trauma-related psychological principles and techniques, and to foster reflective practice within the Trauma Resilience Hub and the wider system. * To build and maintain good working relationships with senior professional staff and managers across the specialist sexual violence providers to foster a positive approach and to enable effective collaborative working. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * To provide specialist clinical/counselling psychology expertise and advice. * To develop specialist, trauma-informed psychological formulations and assessments for adults with highly complex trauma related mental health, work collaboratively with and where appropriate, make recommendations to multi-agency partners. * To formulate plans for psychological treatment and implementing specialist psychological interventions for individuals, carers, families and groups and all relevant aspects of care to an agreed and expected professional standard. * To provide trauma-responsive and shame-sensitive psychological therapies for individuals, carers, families and groups. Proficiency in both individual and group therapy approaches is desirable. * To participate and work fully within the Clinical Governance Framework, including risk management, audit and evaluation of interventions. * Assessment of risk and liaison with the Safeguarding Team and other staff in the SARC as appropriate |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * To assess and prioritise own workload on a daily basis according to needs and urgency and link in with Trust safeguarding team when necessary. * To plan and organise work with a small caseload of people with complex, trauma-related mental health needs. * To plan and organise trauma-informed psychology/therapy supervision and guidance to relevant staff within Trauma Resilience Hub. * To plan and organise engagement with multi-agency partners and other key stakeholders, including people with lived experience, to support the co-design of the Trauma Resilience Hub. * To will need to design and deliver training packages to key stakeholders. * To plan and deliver evaluative activities to inform the ongoing development of the Hub. * To contribute to the planning, organising and creative development of trauma-informed psychological therapies / counselling for people who have experienced sexual violence and abuse to ensure appropriate service provision across Devon and Cornwall. * To provide psychology/therapy knowledge to the planning, development and clinical governance of services. * The post holder is required to work autonomously when counselling clients and seek appropriate regular counselling supervision themselves in accordance with recommendations of the British Association for Counselling & Psychotherapy. |
| **PATIENT/CLIENT CARE** |
| * Carry a highly complex clinical caseload and provide specialist psychological/trauma therapies. * Drawing on clinical expertise of psychological therapies, the post holder will work with people seeking support, to develop specialist, trauma-responsive and shame-sensitive psychological formulations and assessments which are co-produced and based on consideration of people’s experiences, how they have affected them and what their priorities and goals are. * From this, co-develop person-centred plans, identifying and implementing agreed specialist interventions and strategies which support the person to meet their goals. This could include working with the person’s wider support network. Proficiency in both individual and group therapy approaches is desirable. * Consider safeguarding issues when engaging with clients and follow Trust child protection, domestic abuse and Vulnerable Adult/Safeguarding policies. * Provide clinically appropriate referrals to other clinical services as necessary and provide timely, written progress information to referrers. * Deliver specialist evidence-based psychological therapies / counselling and clinical care to people attending the service in line with NICE guidance. * Provide advice, guidance, and consultation on psychological aspects of care to those seeking support and their supporters and families where appropriate, and to other colleagues and service providers. * Work highly autonomously to support an individual’s journey from initial psychological therapies / counselling assessment to discharge. * Ensure quality of care is always provided in all clinics in conjunction with senior colleagues. * To provide advice, guidance, and consultation on trauma responsive and shame sensitive psychological aspects of care to colleagues, other service providers, people seeking support, supporters and families. |
| **POLICY/SERVICE DEVELOPMENT** |
| * Working with key stakeholders including specialist sexual violence providers and people with lived experience, the post holder will co-design and deliver a ‘Trauma Resilience Hub’ model, to support practitioners to better meet the needs of people with complex, trauma-related mental health needs. * The post holder will establish a compassionate culture which values and enables shared learning, where multi-disciplinary knowledge and experience can be effectively integrated to deliver creative solutions and improve the system. * Lead on and work with others to design and implement protocols, policies, and guidelines for psychological therapies / counselling in relation to the development of the Trauma Resilience Hub and wider Sexual Violence and Trauma Pathfinder Programme. * The post holder is accountable for their own professional actions, acting within Trust policies and procedures and Professional Practice Guidelines. * Monitor the uptake and quality of psychological therapies / counselling services and ensure they are effective and respond to feedback from service users as appropriate. * Contribute to a learning environment characterised by the development of innovative and collaborative creative solutions in service improvement initiatives for psychological therapies / counselling, inviting and incorporating suggestions from other team members and the wider multi-agency network. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * To be responsible for the safe keeping of equipment under own use. * Monitor and evaluate effective use of psychological therapies / counselling and related RDU Trust resources * Be aware of cost implications associated with the service and ensure effective use of all resources including staff, medical and surgical supplies, and travel. |
| **HUMAN RESOURCES** |
| * Line management and supervision of therapists * Supervision & consultancy to VCSE and mental health colleagues as outlined above. * To support placements for trainee staff in line with professional guidelines. * There is a requirement to support learners on a regular basis which includes the achievement and updating of profession specific training to the required standard to fulfil this role. * Participate in the monitoring and evaluation of psychological therapies / counselling relationships via clinical supervision. * Contribute to recruitment, PDR and supporting CPD of psychological therapies / counselling staff in conjunction with other senior staff. * Ensures own appraisals are completed and timely. * Engage in quarterly professional practice forum, and individual psychological therapies / counselling supervision as per Trust policy. * Develop and maintain a working relationship with the psychological therapies / counselling therapists working in the SARC and VCSE specialist sexual violence services. * Demonstrates good communication skills and has the ability to listen and respond appropriately in managing staff psychological therapies / counselling issues. * Ensure delivery of training for specific areas of highly complex psychological therapies / counselling service. |
| **INFORMATION RESOURCES** |
| * To be responsible for using an email account to generate, monitor, and respond to the e-mail traffic by which the Trust conducts much of its internal communication. * Ensure people’s psychological therapies / counselling records are maintained in accordance with BACP, HCPC, UKCP and professional trust policies. * Psychological therapies / counselling records and notes are kept, stored and maintained in accordance with Northern Devon Healthcare NHS Trust information governance policy and regulatory body standards. * Ensures clear accurate record keeping by self and with team members. * Ensures the cascading of information to other staff members. * Skills for interpreting data and ensures accurate and timely completion of statutory requirements. * Record and maintain performance information with regard to trauma psychological therapies / counselling to include activity information, waiting list and also patient outcome measures. * Provides written reports as service needs require. |
| **RESEARCH AND DEVELOPMENT** |
| * To utilise theory, evidence-based literature and research to support evidence-based practice in individual work in the Trust and as part of wider partnership work with specialist sexual violence providers and local mental health services. * To undertake and conduct research, audits and service evaluations when required, including contributing to the design and delivery of the Pathfinder evaluation programme. * As a clinician to be responsible for collecting clinical practice and outcome data that contributes to building practice-based evidence and service evaluation. To participate in service audits and relevant research projects. * Evaluate services when required if there were to be a review of any clinical procedure or if new developments, in conjunction with lead staff. * Participate with the multi-disciplinary team to review systems to improve the efficiency of the department and psychological therapies / counselling. * To support the research and development activities of the Sexual Violence and Trauma Pathfinder Programme.- |
| **PHYSICAL SKILLS** |
| Standard keyboard skills in order to accurately produce reports |
| **PHYSICAL EFFORT** |
| * Combination of sitting ,standing and walking, some light physical effort to move equipment and store , * Frequent use of display screen. * Working hours according to service need |
| **MENTAL EFFORT** |
| * Dealing with pressures of working effectively in highly complex situations with frequent interruptions. * Daily concentration on assessments, support plans, and on-going care. * Frequent intense concentration required during therapeutic work with people . * Provide professional advice and support for colleagues including outside healthcare professionals. * Ability to respond flexibly to changes in service needs both short and long term. |
| **EMOTIONAL EFFORT** |
| * Work in an environment subject to highly distressing and emotional situations. * Non-judgemental approach if a person’s request is in conflict with personal ethics. * Dealing with people’s fears and distress. * Supporting colleagues psychologically in highly distressing situations. * Frequent assertive and pro-active communication about highly distressing matters on the behalf of other people, where appropriate, with outside agencies. * Ability to evaluate and act upon safeguarding issues with all age groups of those attending clinic and support other staff in these issues. * Provide initial information and support to people who have reported being sexually assaulted and take appropriate actions. |
| **WORKING CONDITIONS** |
| * Work in a potentially highly hostile environment and may be subject to occasional verbal aggression and very occasional physical threat. * Promote a healthy and safe environment, adhering to all relevant health and safety legislation and reporting all incidents/accidents through the appropriate channels |
| **OTHER RESPONSIBILITIES** |
| * Take part in regular performance appraisal. * Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling. * Contribute to and work within a safe working environment. * You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection. * As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.   You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| **APPLICABLE TO MANAGERS ONLY** |
| Leading the team effectively and supporting their wellbeing by:   * Championing health and wellbeing including through promoting and upholding trauma-informed values of safety, trust, empowerment, control, choice and cultural consideration * Encouraging and support staff engagement in delivery of the service. * Encouraging staff to comment on development and delivery of the service. * Ensuring during 1:1’s / supervision with employees you always check how they are. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **GENERAL** |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.  Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E’s track record of excellence in research, teaching and links to the university with NDHT’s innovation and adaptability.  T*his is* |

PERSON SPECIFICATION

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| **Job Title** | Principle Psychologist for the Sexual Violence and Trauma Pathfinder Programme |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING** |  |  |
| Qualified Clinical or Counselling Psychologist (Doc.Clin.Psychol. or equivalent) and eligible for Chartered Clinical or Counselling Psychologist Status in the British Psychological Society. Registered with HCPC. |  |  |
| Further training or experience in trauma and trauma related therapies i.e training in using evidence-based trauma interventions such as EMDR, trauma-focussed CBT, narrative focused therapy. |  |  |
| Specialist training and / or experience in working with people who have experienced domestic or sexual abuse/ trauma. |  |  |
| Further training in at least one (other) psychological therapy |  |  |
| Qualification/experience in management |  |  |
| **KNOWLEDGE/SKILLS** |  |  |
| Knowledge of the impact of trauma particularly for people who have experienced sexual violence and abuse, as adults or historically as children. |  |  |
| Knowledge and understanding of sexual violence and abuse and the impact it has on the individual. |  |  |
| Broad knowledge of specialist services and of the services in the NHS where psychology is commonly applied. |  |  |
| Extensive knowledge of the skills, practice and knowledge base of Clinical/Counselling Psychology. |  |  |
| Knowledge of the policy context of specialist psychological services within the organisation and of clinical leadership arrangements in this setting. |  |  |
| Skills in delivering evidence-based trauma assessments and interventions |  |  |
| Skills in developing and delivering workforce development packages |  |  |
| Knowledge and understanding of the use of evidence-based therapies and routine outcome measurement and enthusiasm for implementing them. | **** | **** |
| Knowledge of current issues regarding psychological therapies / counselling and the Criminal Justice System. | **** |  |
| Knowledge of sexual violence provision in Devon and Cornwall |  | **** |
| In depth knowledge and ability to act and respond to safeguarding issues for all age groups. | **** | **** |
| Good numerical, literacy, IT, record keeping and report writing skills. |  |  |
| **EXPERIENCE** |  |  |
| Experience of work in mental health services or agencies and / or sexual violence specific services. |  |  |
| Experience of working with victims / survivors of sexual violence and abuse and people with complex, trauma-related mental health needs. |  |  |
| Experience of teaching, training and supervision. |  |  |
| Experience in undertaking leadership roles within clinical psychology services in the NHS and in contributing to the development, implementation and evaluation of strategies and clinical policies in multi-disciplinary, multi-agency contexts. |  |  |
| Experience in use of specialist psychological therapies / highly specialist counselling skills, in particular evidence-based trauma interventions. |  |  |
| Proficiency in both individual and group therapy approaches. |  |  |
| Experience of specialist psychological assessment and treatment of clients who have complex trauma related, mental health needs. |  | **** |
| Experience of working effectively and collaboratively with a wide range of partner agencies, multi-agency liaison / working, in particular sexual violence services. |  | **** |
| Experience of working autonomously with a highly complex client caseload |  | **** |
| Experience, and/or training in diversity awareness and social inequality. |  | **** |
| **PERSONAL ATTRIBUTES** |  |  |
| A commitment to establishing and contributing to a compassionate environment which values shared learning with colleagues from other disciplines / organisations and people with lived experience. |  |  |
| A commitment and drive to work collaboratively in a multi-agency environment to develop creative approaches and improve services. |  |  |
| A commitment and drive to integrate and promote trauma-informed and shame sensitive practice. |  |  |
| A commitment to trauma-informed values and principles and an interest in how alternative approaches to the medical model, eg Power Threat Meaning Framework, can enhance services. |  |  |
| An enthusiasm for creating a more trauma informed and compassionate system. |  |  |
| Ability to communicate effectively and sensitively with clinic users, in person and on the telephone and e-mail. | **** |  |
| Ability to demonstrate discretion, confidentiality and anti-discriminatory practice in all aspects of work. | **** |  |
| Ability and confidence to use own initiative and work independently. | **** |  |
| Ability to deal with challenging / hostile behaviour. | **** |  |
| Good negotiation skills. | **** |  |
| The ability to work without direct supervision. Manage own workload, good organisational and caseload management skills | **** |  |
| Ability to cope with the emotional demands of the post in terms of communicating with distressed patients. | **** |  |
| **SKILLS AND ABILITIES** |  |  |
| Communication Skills |  |  |
| Excellent verbal, nonverbal and written communication skills. |  |  |
| Strong, compassionate leadership qualities, resilience and ability to handle ambiguity and uncertainty. |  |  |
| Skills in managing conflict, negotiation and achieving consensus in complex situations in the pursuit of agreed strategic aims. |  |  |
| Excellent interpersonal communications skills. |  |  |
| Good communication skills when presenting / facilitating to varying groups of people. |  |  |
| Analytical & Judgement Skills |  |  |
| Ability to integrate complex data; make highly skilled evaluations and decisions; and take a long-term perspective. |  |  |
| Advanced psychological assessment and formulation skills including risk assessment. |  |  |
| Planning & Organising Skills |  |  |
| Proven organisational, planning and time management skills, including development of policies and procedures. |  |  |
| Ability to work under pressure and cope with deadlines. |  |  |
| Project management skills / experience. |  |  |
| **Other Requirements** |  |  |
| Highly skilled in specialist interventions with the client group. |  |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
| Contact with patients | Y |  |  |  |  |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | N |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | N |  |  |  |  |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y/N |  |  |  | X |
| Heavy manual handling (>10kg) | N |  |  |  |  |
| Driving | Y |  |  |  | X |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | N |  |  |  |  |
| Mental Effort | Y |  |  |  | X |
| Emotional Effort | Y |  |  |  | X |
| Working in isolation | Y |  |  | X |  |
| Challenging behaviour | Y |  |  | X |  |