



Lincolnshire Partnership
NHS Foundation Trust

JOB DESCRIPTION

Specialised Practitioner Psychologist (8A)

Reviewed
March 2024

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

1. Job Details
<p>Job Title: Specialised Practitioner Psychologist</p> <p>Pay Band: Band 8a</p> <p>Reports to (Title): Team Manager</p> <p>Accountable to (Title): Team Manager</p> <p>Location/Site/Base: Lincolnshire – various bases</p>
2. Job Purpose
<p>To provide psychological knowledge and skills within a multi-professional team in the Adult Community Division. This will enable those with secondary mental health difficulties in Lincolnshire to live well in their communities, by alleviating distress, promoting change, and enhancing psychological wellbeing. This will be achieved directly by delivering high quality psychological assessment, formulation and interventions to team clients, and indirectly through team and professional meetings and consultations; through clinical and professional supervision; through professional training and teaching; and through research and CPD.</p>
3. Nature of the Service
<p>LPFT's Adult Community Division offers a psychology resource to Service Users within Community Mental Health Teams and Specialist Services. The psychologists within these services offer assessment, formulation, and a range of interventions to adults who have secondary mental health and/or psychological needs. The multidisciplinary teams include Practitioner Psychologists, Community Psychiatric Nurses, Occupational Therapists, Social Workers, Psychiatrists, Support Workers, Peer Support Workers, Cognitive Behavioural Psychotherapists, Mental Health and Wellbeing Practitioners, Assistant Psychologists, and Psychological Intervention Facilitators.</p>
4. Organisation Chart
<p>The Specialised Practitioner Psychologist will be line managed by the Team Manager and will receive both clinical supervision and professional supervision from a Highly Specialised Practitioner Psychologist or Consultant Psychologist.</p>
5. Duties
<p>To be a team psychologist and integrated member of a multi-professional mental health service.</p> <p>To work as an autonomous psychologist responsible for their own work and carry a personal caseload of team clients.</p> <p>To complete secondary mental health care psychological assessments, formulations, interventions, and evaluations, both independently and alongside the team.</p> <p>To provide formal clinical supervision to trainee psychologists and assistant psychologists and to provide a consultation space for the psychology resource within the team.</p>

To support the clinical work of other professions within the team as required.

To provide psychological expertise and consultation to other agencies and professions regarding team clients.

To provide clinical leadership in respect of psychological aspects of service planning and co-ordination alongside the team manager.

To engage in psychological research activities, using research design, execution, and analysis relevant to the team and service development.

To take part in CPD and training, adhere to professional and Trust guidelines, and be compliant with Trust mandatory training.

To place an emphasis on co-production and demonstrate an attitude which respects and values clients' and their carers and the core values of the Trust.

You may occasionally be asked to undertake such other duties that are deemed necessary in order to support business continuity within the Trust. This will only include tasks where you are appropriately trained.

6. Skills Required for the Post

Communication and relationship skills

Within the Trust

- As the Team Psychologist within a community team/service to actively communicate and develop effective working relationships with other clinicians and non-clinicians from the team
- Similarly, to initiate and responsively communicate and develop effective working relationships with other psychologists and psychotherapists within the Adult Community Division and other LPFT divisions.
- To be able to effectively communicate and build impactive therapeutic relationships with team clients were there could be significant barriers to therapeutic change

Outside the Trust

As the Team Psychologist within a community team/service, to communicate with NHS and non-NHS professionals and organisations actively and effectively when relevant and required.

To communicate effectively, orally and in writing, highly complex, psychological and/or highly clinically sensitive information to team clients and their families, carers, and other professional colleagues both within and outside the NHS.

To use the highest level of interpersonal and communication skills when providing clinical interventions with clients in which there may be significant therapeutic barriers and severely challenging behaviour and or in a highly emotive setting.

To provide psychologically informed consultation, teaching, training, supervision, and research skills and knowledge to other professional and non-professional groups.

Analytical and judgment skills

To use complex methods of psychological assessment, formulation, intervention, evaluation, and management frequently requiring sustained and intense concentration and focus, whilst adapting to the changing working hypothesis, and emerging change within both direct team client work and indirect consultation and reflective practice.

Planning and Organisational skills

To plan, organise a number of complex activities which may require the review and adjustment of plans.

To prioritise time, balancing both ongoing clinical and non-clinical work requirements and to meet requirements of CPD and clinical and professional supervision.
Ability to meet management and clinical deadlines.

Physical skills

To be able to work within the limitations of a clinic room with a patient. To be able to move between clinic rooms, offices, meeting rooms and sometimes different work bases within the working day, without the use of public transport. To be able to use IT equipment effectively for both direct and indirect communication and clinical storage of information directed by LPFT policy.

Please refer to person specification for further details of required skills.

7. Responsibilities of the Post Holder

Responsibilities for direct/indirect patient care

- To manage a caseload of team clients. To meet appropriate standards of practice in the quality and timeliness of the episode of care provided. The standards of practice will include meeting the standards defined by the HCPC and the Trust.
- To provide specialised psychological assessments for team clients based upon the appropriate use, interpretation, and integration of data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the team client's care.
- To formulate and implement specialist plans for the psychological treatment and/or management of a team client's mental health and the presenting problems, based upon the appropriate theoretical and conceptual framework of the client's narrative, via the employment of methods based upon evidence-based practice and efficacy.
- To provide the psychological components of multidisciplinary work, and to lead such interventions when the major components are psychological.
- To provide consultation and advice to relevant significant others (such as partners and carers) to improve the psychological health of team clients.
- To provide consultation and advice to professionals and agencies that provide services to adults with mental health difficulties.
- To undertake risk assessment and risk management for individual team clients and to provide general advice to other professionals on psychological aspects of risk assessment and management, in line with Trust policies and procedures.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation, and treatment plans of clients under the care of the team and to monitor and evaluate progress during multi-professional care. This will include the writing of clinical reports, letters, and notes in line with Trust operational standards.
- To represent the psychology profession at multi-professional meetings, as required, and provide specialist psychological opinions and recommendations.
- To facilitate reflective practice to support the team in working with complex and challenging cases.
- To receive regular clinical and professional supervision in accordance with good practice guidelines from a more senior psychologist and, where appropriate, other professional colleagues.

Responsibilities for policy and service development and implementation

- To maintain high ethical and legal standards and adhere to Trust policies and procedures.
- To maintain up-to-date knowledge of legislation, national and local policies, and issues in relation to both the specific client group and mental health.

- To support the team manager in delivering a psychologically informed service and take a lead clinical role in the development of clinical service delivery.
- To provide consultation and psychological expertise to the team.
- To support and liaise with other psychologists working within the Adult Community Division.
- To represent the team in relationships with other agencies and care providers when providing advice in respect of psychological aspects of the needs of adults with mental health difficulties.
- To contribute to the management of psychology and psychological therapy staff within the team, including assistant psychologists, trainee psychologists, psychotherapists, and other psychology resource team members within the framework of the service's policies and procedures, as required and if appropriate.
- To be involved in recruitment as appropriate and if required, for example, in the short-listing and interviewing of assistant psychologists.
- To work closely with the Area Lead Psychologist who will provide professional leadership for the psychologist's role in the team.
- To attend Adult Community Psychology meetings, development days and continued professional development events.
- To ensure the development, maintenance and dissemination of the highest professional standards and practice, through the active participation in internal and external CPD training and development programmes.
- To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal, and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.

Responsibilities for financial and physical resources

- To have a personal duty of care for Trust facilities and their contents.
- To recommend psychological assessments and other resources for use in the assessment and intervention of the team's clients.

Responsibilities for human resources

- To take part in regular internal CPD and participate in external CPD linked to appraisal goals and in line with the CPD guidelines set out by the HCPC.
- To support the CPD of the psychology resource within the team.
- To provide clinical placements for Trainee Practitioner Psychologists.
- To provide advice, consultation, teaching and training to all professionals working with the client group across a range of agencies and settings, where appropriate.
- To provide specialist advice, consultation, teaching and training to other members of the team, for their provision of psychologically based interventions to help improve team clients' mental health.
- To implement and maintain the principles of Clinical Governance.
- To complete all required Trust mandatory training and keep up to date with refresher training on a regular basis in accordance with the Trust's policy.
- To provide regular professional supervision to assistant psychologists.
- To provide regular clinical supervision to trainee practitioner psychologists and assistant psychologists.

Responsibilities for information resources

- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with the HCPC code of practice and Trust policies and procedures.

- To provide regular and timely information on work and activities undertaken to allow accurate reporting to the team manager.
- To keep adequate clinical records in accordance with HCPC guidance and Trust policies and procedures.
- Responsible for data entry and storage of data within time limits set out by LPFT, using computer-based entry systems as indicated by LPFT.

Responsibilities for research and development.

- To ensure the development, maintenance and dissemination of the highest professional standards and practice, through the active participation in internal and external CPD training and development programmes.
- To contribute to the development of new areas of expertise and of new practices in the team as required.
- To identify needs to improve psychologically informed care within the team and to plan and initiate such team development if requested from the team manager.
- To utilise theory, evidence-based literature, and research to support evidence-based practice in individual team client work with other team members.
- To undertake appropriate research and provide research advice and support to other staff undertaking research and develop and encourage a research culture within the wider clinical team.
- To occasionally undertake sophisticated in-depth research projects within the team to help develop service and profession provision
- Use reflective scientist-practitioner skills to approach all clinical work as single case research with evidence-based practice.
- Attend such post-qualification training as identified through appraisal processes to ensure adequate knowledge of recent developments in clinical work.
- To assist in the collation and provision of data needed for performance reports, audits etc. as guided by the Adult Community Division and doing this within the time limits set out by LPFT.

8. Freedom to Act

The post holder is a qualified practitioner psychologist and therefore provides psychology assessments and interventions, in all areas of direct and indirect clinical work as detailed within professional guidelines and codes of practice set out by the HCPC and LPFT. The post holder will be expected to work independently on a day-to-day basis.

9. Effort & Environment

Physical effort

- To be able to comfortably engage with team clients in one-to-one direct work within a clinic room for about an hour, combining both sitting and standing.
- To be able to comfortably move between different clinic rooms, offices, meeting rooms and sometimes different places of work within the working day to engage with a combination of direct team client work, indirect team psychology work, supervisions, teachings, research, and meetings.

Mental effort

- To be able to focus, concentrate, and adapt to team client need during hour-long direct intervention when assessing, hypothesising, formulating, treating, and evaluating.
- To focus, concentrate, actively listen, and contribute knowledge and opinion when indirectly working with team clients, through telephone calls, emails, letter writing, and professionals' meetings within and outside of LPFT.
- To be able to engage, reflect, and hypothesise for a prolonged sustained period of time, on a frequent basis.

Emotional effort

- To actively engage with team clients and directly work with their presenting distress and desire to change and improve their mental wellbeing, whilst navigating potential therapeutic defences, barriers to change, and challenging interactions.
- To be able to stay with and contain significant emotional distress within the clinic room and be able to work towards endings and discharge effectively.
- Frequently working directly with highly emotionally distressed team clients with secondary mental health presentations.

Working conditions

- Occasional exposure to unpleasant working conditions such as verbal abuse, and the threat of physical abuse.

10. Equality and Diversity

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

11. General

You must uphold the Trust's Purpose, Vision, and Values:

Our Vision- To support people to live well in their communities.

Values

Compassion- Acting with kindness

Pride- Being passionate about what we do

Integrity- Leading by example

Valuing everybody- Using an inclusive approach

Innovation- Aspiring for excellence in all we do

Behaviours

Treating people with respect, showing empathy and a desire to be helpful.
Paying attention to others and listening to them.
Responding appropriately, being mindful of the language we use to do this.

Challenging poor practise.
Being a patient and carer advocate.
Recognising and praising good care.

Doing what I say I am going to do.
Being honest.
Taking responsibility for my actions.

Supporting every person however different to me to achieve their best.
Challenging discrimination and supporting others to understand why it is everybody's business to do this.
Recognising and challenging my own assumptions.

Using service improvement methodology.

Collaboration- Listening to each other and working together

Learning with people who use our services, research, best practise, and evidence. Sharing the learning internally and contributing to research where relevant.

Working in partnership to promote recovery, supporting and encouraging independence. Working as one team. Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.
- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.

PERSON SPECIFICATION

		JOB REQUIREMENTS	
	ESSENTIAL	DESIRABLE	HOW ASSESSED (e.g., Application Form, Interview Test, Reference etc)
Qualifications	<ul style="list-style-type: none"> Honours degree in Psychology. Post-graduate (doctoral or masters degree) level training in Clinical, Counselling, or Forensic psychology that confers eligibility for HCPC. Formal training in supervision of other psychologists or equivalent experience. Registered with Health and Care Professions Council as a Practitioner Psychologist. Post-doctoral training in a specialised area of evidence-based psychological therapy. 	<ul style="list-style-type: none"> Completed STAR supervisor training. 	Application Form Interview/Test
Experience	<ul style="list-style-type: none"> Experience of psychological assessment, formulation, treatment, and evaluation of adults in secondary care mental health services. Experience of specialist psychological assessment and treatment of clients across a range of care settings, including outpatient, community, primary care and inpatient settings. Experience of working with a wide variety of client groups with a range of presenting problems from chronic common mental health difficulties to severe mental health problems such as psychosis. Experience of maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse, and the threat of physical abuse. Experience of exercising full clinical responsibility for clients' psychological care and treatment, within the context of a multi-professional care plan. 	<ul style="list-style-type: none"> Experience of delivering teaching and training. Experience of supervising professionals who provide psychological interventions to adults. Experience of working in a community mental health team/other multi-professional team Experience of working indirectly/from a consultation model 	Application Form Interview/Test

Skills & Competences	<ul style="list-style-type: none"> • Ability to teach and train others, using a variety of multi-media materials suitable for presentations within public, professional and academic settings. • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. • Knowledge of professional guidelines set out by the HCPC. • Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to patients, their families, carers, and other professional colleagues both within and outside the NHS. • Knowledge of the theory and practice of working with severe and enduring mental health problems. • High level knowledge of the theory and practice of at least two specialised psychological therapies. • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. • IT skills including email, word processing and basic databases. • Ability to organise own workload effectively, prioritising a complex range of tasks and responsibilities to meet agreed deadlines. • Highly motivated to provide a high-quality service and to work with other team members to constantly strive for improving client experience. • Enthusiasm for working within a mental health team as an integrated team member. • An ability to travel between sites as required, without the use of public transport. 	<ul style="list-style-type: none"> • Experience of working within a multicultural framework. • Skills in providing psychological consultation to other professional and non-professional groups. • Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis. • Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings. 	Application Form Interview/Test
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