



Lincolnshire Partnership
NHS Foundation Trust

JOB DESCRIPTION

Psychological Intervention Facilitator

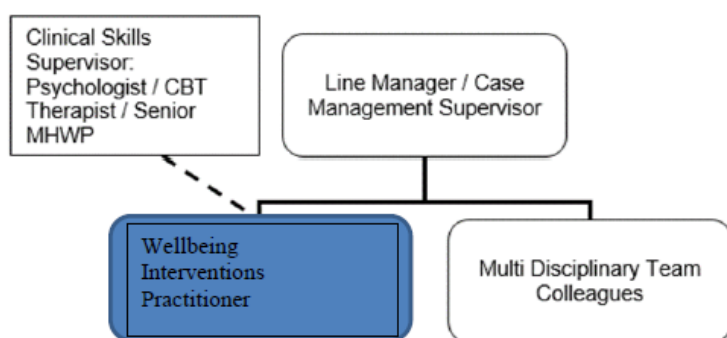
Reviewed
March 2022

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

1. Job Details
<p>Job Title: Psychological Intervention Facilitator</p> <p>Pay Band: 4</p> <p>Reports to (Title): Case Management Supervisor: Identified member of Multi-disciplinary team</p> <p>Accountable to (Title): Clinical Skills Supervisor: Clinical Psychologist or Accredited CBT Therapist</p> <p>Location/Site/Base: TBC</p>
2. Job Purpose
<p>The Psychological Intervention Facilitator (PIF) role aims to deliver defined wellbeing-focused psychologically-informed interventions, aligned to cognitive-behavioural principles. Increasing the psychological mindedness of the workforce this role will be located in various teams across the adult community mental health and older people and frailty services.</p> <p>The post-holder will engage in a trust led vocational training programme for the delivery of specified wellbeing interventions and deliver these interventions to patients on their caseload under the close supervision of a nominated psychological practitioner in their team. Attendance at weekly case management supervision and fortnightly clinical skills is an essential part of the role.</p>
3. Nature of the Service
<p>This role is part of a new mental health workforce that is co-located within the adult community mental health and older people and frailty services.</p> <p>Teams will build integrated ways of working and provide a collaborative approach to delivering local services and joined up support for people locally. This includes involvement from health, social care, local authority, third sector and voluntary and community organisations; everyone working together to find solutions to the health and wellbeing challenges in Lincolnshire.</p> <p>Service philosophy is about working together with each individual person, to identify who and what matters to them, and recognising in partnership what could be done to help keep local people safe, well and happy in their own homes.</p>

4. Organisation Chart



5. Duties

- Carry out relevant risk assessments and risk management with the multi-disciplinary team
- Engage calmly and with sensitivity and empathy to support service users in highly distressing or emotional circumstances.
- Engage with and gather information from service users, relatives and patient records to develop a formulation.
- To be a named professional for a caseload of service users supporting and monitoring their progress in treatment.
- To set collaborative goals for intervention with service users
- To deliver specified wellbeing-focused psychologically-informed interventions, in line with best available evidence, under close supervision from a wellbeing practitioner, clinical psychologist or CBT therapist including:
 - Behavioural activation
 - Graded exposure
 - Teaching problem-solving skills
 - Improving sleep
 - Recognising and managing emotions
 - Guided self-help for bulimia and binge-eating
 - Building confidence
 - Medication support
 - Relapse Prevention
- To be responsive to service users' needs and choices; and uphold their right to be treated with dignity and respect.
- To include carers and families in line with the service user's wishes.
- To liaise with other health and care providers, including third sector agencies and primary care, to ensure continuity of care for service users.
- To communicate information concerning the assessment, formulation and care plans of service users in a skilled and sensitive manner in order to promote effective multi-disciplinary working and therapeutic outcomes for clients.
- To develop collaborative plans for relapse prevention
- To deal with endings appropriately and safely with service users, families and carers.
- To form professional relationships with service users and communicate with them in a way that respects their views, autonomy and culture.
- To monitor and record progression, highlight concerns and report any perceived changes in service users' wellbeing to the team
- To provide relevant information, written and oral, for records and reviews relating to service users' progress under supervision from a suitably qualified member of the team.
- Report regularly and in detail to the clinical skills supervisor and case management supervisor.

- Make good use of clinical skills and case management supervision to discuss casework, make plans for action, reflect on and implement best practice in care planning and interventions.
- To adhere to the employer's expectations of professional behaviour and all relevant policies and procedures.
- To respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs and that actively addresses inequity of access and outcome across protected characteristics.
- Attend and fulfil all of the requirements of the training element of the post, including practical, academic and practice-based assessments
- Apply the learning from the training programme in practice
- Receive supervision from educational provider in relation to course work to meet the required standards
- Prepare and present clinical information for all service users on their caseload to case management supervision within the service on an agreed and scheduled basis,
- Prepare and present clinical information for all service users receiving interventions in clinical skills supervision
- Respond to and implement suggestions by supervisors in clinical practice
- Participate in clinical governance and quality improvement programs as directed by the line manager.
- To review service user progress using a range of tools, including outcome measures
- To contribute to a healthy and safe working environment by adhering to health and safety regulations and the employer's policies.
- As part of a team, incorporate up-to-date evidence-based methods into the intervention programme as directed by the clinical skills supervisor

6. Skills Required for the Post

Communication and relationship skills

- Able to establish and maintain empathic, supportive relationships with people in significant distress or who are cognitively impaired, their families and carers
- To demonstrate effective communication skills in discussing highly sensitive and complex information appropriately with people whose understanding may be temporarily or permanently impaired.
- Able to receive, understand and communicate confidential client information of a highly sensitive and often complex nature, including discussing care with family members within boundaries of confidentiality.
- Provide highly effective written communications as required for service users and other health and care professional
- Able to communicate in a sensitive and reassuring manner, with empathy, and where appropriate reassurance.
- Able to make good use of clinical supervision in a group and/or individual format
- Liaise with other teams and services including external agencies as required for the wellbeing of service users

Analytical and judgment skills

- Able to assist in assessment and observation activities related to individual's health and wellbeing, arriving at judgments about how to respond within the care plan
- Able to contribute to risk assessment drawing on complex and multiple sources of information, under clinical supervision
- Able to analyse and synthesise multiple sources of information to contribute to the team's understanding and formulation of service users' difficulties and development of a multi-disciplinary care plan

Planning and organisational skills

- Able to assist in planning and delivering psychologically-informed interventions to meet people's health and wellbeing needs

- Able to prioritise workload according to peoples' changing needs and the priorities of the team
- Able to plan and deliver interventions with a variety of service users presenting with mental health difficulties, their families and carers and the clinical team, on a daily basis

Physical skills

- Keyboard skills

7. Responsibilities of the Post Holder

Responsibilities for direct/indirect patient care

- To work alongside service users, families, carers and multi-disciplinary team members to co-ordinate care, supporting collaborative decision-making about care and treatment.
- To deliver a set of wellbeing-focused psychologically-informed interventions, aligned to cognitive-behavioural principles, based on the best evidence available, that address problems often experienced by people with severe mental health problems.
- To work in collaboration with the individual service user and their family and carers as appropriate to implement care plans that are focused on strengths and are outcome based.

Responsibilities for policy and service development implementation

- Follows policies in own role and may be required to comment

Responsibilities for financial and physical resources

- To maintain and order stock and advise on resources necessary to carry out the job, including the responsible management of petty cash if required.
- To be responsible for the care and cleaning of any equipment and materials used

Responsibilities for human resources (including training)

- To complete and stay up to date with all statutory and mandatory training.

Responsibilities for information resources

- To ensure that up to date clinical records are maintained in accordance with professional and Trust standards

Responsibilities for research and development

- To participate in complex audit and research projects as applicable

8. Freedom to Act

Organise own time and prioritise service user care under the supervision of a Registered Professional.

Manage a delegated caseload (low and medium complex needs).

Under the supervision of a Registered Professional, working within guidelines making decisions about service user care as appropriate in consultation with the multi-disciplinary team.

9. Effort & Environment

Physical effort

- Keyboard use
- Able to undertake any duties related to the role including physical interventions for the management of violence and aggression

Mental effort

- Able to deal with conflicting demands in an unpredictable work pattern.

- Able to work flexibly and adapt to each person as appropriate to their needs in a variety of settings.

Emotional effort

- Frequently able to deal directly with distressing or emotional circumstances.

Working conditions

- Able to work in a variety of adult community mental health settings which may often include unpleasant working conditions such as verbal aggression or high levels of distress

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

Behaviours

Compassion- Acting with kindness

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.

Pride- Being passionate about what we do

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

Integrity- Leading by example

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

Valuing everybody- Using an inclusive approach

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.

Innovation- Aspiring for excellence in all we do

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

Collaboration- Listening to each other and working together

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 (eg Application Form, Interview Test, Reference etc)
Qualifications	<ul style="list-style-type: none"> Evidence of ability to study successfully at academic Level 5 		Application/Interview
Experience	<ul style="list-style-type: none"> Experience of work interacting with the public Experience working as part of a team Experience of analysing and communicating complex information verbally and in writing 	<ul style="list-style-type: none"> Lived experience of mental health issues/difficulties 	Application/Interview
Skills & Competences	<ul style="list-style-type: none"> Demonstrate support for the values and beliefs of the Trust working in a trauma informed way, promoting social inclusion and challenging stigma. Demonstrate an understanding of the practices of Human Rights in the delivery of this role Commitment to team working and ability to work successfully in a team 		Application/Interview
Special Requirements	<ul style="list-style-type: none"> Ability to travel across sites in good time without the use of public transport Punctual and flexible across hours of work when required 		Application/Interview