

JOB DESCRIPTION

Clinical/Counselling/Practitioner Psychologist

Reviewed
December 2023

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

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| 1. Job Details <p>Job Title: Clinical/Counselling/Practitioner Psychologist– Sleaford Integrated Community Mental Health Team</p> <p>Pay Band: Band 8a</p> <p>Reports to (Title): Lead Clinical Psychologist/CMHT Team Manager Accountable to (Title): Consultant Clinical Psychologist/Service Manager</p> <p>Location/Site/Base: Sleaford Community Mental Health Team, Unit 9, The Point , Lions Way, Sleaford, NG34 8GG</p> |
| 2. Job Purpose <p>Responsible for the autonomous provision of a specialist psychological service for clients referred to the Sleaford Integrated Community Mental Health Team.</p> <p>Following completion of relevant training (e.g. STAR), to provide clinical supervision to psychologists in training, Assistant Psychologists and junior colleagues. Carries a personal caseload and provides expert psychological services to clients, and to other agencies and professions, and clinical leadership in respect of psychological aspects of service planning, co-ordination, and management as agreed with the Lead Clinical Psychologist. Supervises and supports the clinical work of other professions as required.</p> <p>Ensures delivery of a highly specialist psychological resource for adults with severe and enduring mental health problems and ensures service development and required research activities in the Sleaford Integrated Community Mental Health Team. Undertakes audit and research activities, takes part in CPD and training and adheres to professional and Trust guidelines.</p> |
| 3. Nature of the Service <p>LPFT's Sleaford Integrated Community Mental Health Team is a service which offers assessment and a range of interventions to adults who have complex mental health and/or psychological needs. It is a multidisciplinary team with professionals including Clinical Psychologists, Community Psychiatric Nurses, Occupational Therapists, Psychiatrists, Support Workers, Peer Support Workers, Assistant Psychologists.</p> <p>The post holder will be line managed by the Team Manager and have access to clinical and professional supervision from a Senior Clinical Psychologist.</p> |
| 4. Organisation Chart <p style="text-align: center;">Service Manager & Consultant Clinical Psychologist ↓ Lead Psychologist for South & South West CCG & Team Manager CMHT ↓ Clinical/Counselling/Practitioner Psychologist ↓</p> |

Assistant Psychologist

5. Duties

Clinical

- To manage a caseload of patients within the Sleaford Integrated Community Mental Health Team. To meet appropriate standards of practice in the quality and timeliness of the service provided. The standards of practice will include meeting the standards defined by the HCPC British Psychological Society (including the Division of Clinical Psychology or equivalent) and Lincolnshire Partnership Foundation Trust.
- To formulate and implement plans for the psychological treatment and/or management of patient's mental health and the presenting problem(s), based upon the appropriate theoretical and conceptual framework of the patient's problems, via the employment of methods based upon evidence based practice and efficacy.
- To be responsible for implementing a range of psychological interventions for patients, carers, families and groups. Adjusting and refining psychological formulations and drawing upon a range of theoretical perspectives and different explanatory models and maintaining a number of provisional hypotheses.
- 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) in order to improve the psychological health of clients of the service.
- To provide consultation and advice and (where appropriate) clinical supervision to other professionals and agencies that provide services to adults with mental health difficulties.
- To keep adequate clinical records in accordance with the Division of Clinical Psychology guidance or equivalent, and local trust policies and procedures.
- To undertake risk assessment and risk management for individual patient and to provide general advice to other professionals on psychological aspects of risk assessment and management, in line with local 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 and to monitor and evaluate progress during the course of multi-disciplinary care.

Professional leadership

- To provide clinical supervision and support to psychologists working in the service.
- To sit on relevant committees/projects/working groups of the Trust as required.
- To represent the Sleaford Integrated Community Mental Health Team in relationships with other agencies and care providers, and to provide advice and leadership in respect of psychological aspects of the needs of adults with mental health difficulties.

Teaching and training

- To support the Continuing Professional Development of more junior psychologists working in the service.
- To provide educational inputs to other professionals and to the staff of other agencies as required in the interests of adults with mental health difficulties.
- To disseminate clinical expertise within the Sleaford Integrated Community Mental Health Team in working with clients who can present with challenging difficulties and high levels of distress.
- To provide clinical placements for Trainee Clinical/Counselling Psychologists.

Research and service development

- To use published research and information on good practice regularly to keep practice in the Service up-to-date.

- To contribute to the development of new areas of expertise and of new practices in the Sleaford Integrated Community Mental Health Team as required.
- To identify needs for service development in South & South West CCG and to plan and initiate such service development with support from senior colleagues.

Managerial

- To contribute to the development, evaluation and monitoring of the services' operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- To manage the workloads of Assistant, Trainee Clinical/Counselling Psychologists and junior colleagues, within the framework of the service's policies and procedures.
- To be involved, as appropriate, in the short-listing and interviewing of Assistant / graduate psychologists / qualified psychologists / other staff.
- To participate as a senior clinician in the development of the service including advising management on those aspects of the service where psychological or organisational matters need addressing.
- To implement and maintain the Trust's policies and procedures.

Clinical Governance

- To implement and maintain the principles of Clinical Governance.
- To implement and maintain good information governance in respect of HCPC, British Psychological Society's and Department of Health's codes and guidance on the proper management of client information, the Caldicott principles and the Data Protection Act.
- To engage in on-going personal professional development.
- To abide by the British Psychological Society's Code of Professional Conduct and to follow guidance issued by the Division of Clinical Psychology, or equivalent, and by the Department of Health and HCPC.

Administration

- To keep all records up-to-date.
- To collect data on referrals, caseloads and activities and submit these as required by the Trust.
- To take due care of the Trust's equipment and resources.

General

- 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.
- 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 professional codes of practice of the British Psychological Society and 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.

6. Skills Required for the Post

Communication and relationship skills

Within the Trust

- Officers of the Trust
- Psychologists and psychotherapists within the Sleaford Integrated Community Mental Health Team in the Trust, and also those working in other specialties.

- Clinicians within the Adult Community Division, and across Divisions as required.

Outside the Trust

- General Practitioners and officers of all the CCG's.
- Consultants within United Lincolnshire Hospitals Trust
- Voluntary Agencies
- Social Services
- Probation Service
- Emergency Services Personnel
- University Psychology Departments

Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, partners, their families, carers and other professional colleagues both within and outside the NHS.

Skills in providing consultation to other professional and non-professional groups.

Analytical and judgment skills

Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.

Planning and organisational skills

Ability to plan, organise and prioritise time; to balance both clinical and non-clinical work and to meet requirements of CPD.

Physical skills

Good keyboard skills.

IT skills enabling use of e-mail and input of minimum data set.

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 patients within the Sleaford Integrated Community Mental Health Team. The service users referred to the department are usually seen at the base.
- To be responsible for implementing a range of psychological interventions for service users. Adjusting and refining psychological formulations and drawing upon a range of theoretical perspectives and different explanatory models and maintaining a number of provisional hypotheses.
- The personal provision of expert clinical psychological services to adults with severe and enduring mental health problems.
- The personal provision of consultancy, support, professional advice and clinical leadership to more junior psychologists, other professions and other agencies caring for adults with mental health difficulties.
- Effective supervision and continuing professional development of more junior psychologists and Trainee Clinical/Counselling Psychologists working in the Sleaford Integrated Community Mental Health Team.
- Maintenance of professional standards, codes of conduct and good clinical governance in the Sleaford Integrated Community Mental Health Team.
- To maintain appropriate records, as required by the service and Lincolnshire Partnership Trust.
- Provide individual assessment and therapeutic interventions for cognitive, mental health, emotional and/or behavioural difficulties. Therapy may be one to one sessions, lasting approximately one hour, or group based interventions.
- Assist in psychological assessment, utilising psychological and neuropsychological tests, self-report measures, rating scales, and structured observations. Carry out semi-structured interviews as part of the history taking procedure with the client, family members and other agencies involved with the client.

- Analyse the results of these assessments and develop an appropriate treatment package. Provide this treatment package as appropriate.
- Communicate complex and sensitive information empathically, using language which is appropriate to the client group and takes into account any learning difficulties, special needs.
- Apply the knowledge acquired through further psychological training on psychological theory to therapy. Independently research syndromes and theories relevant to yours and Sleaford Integrated Community Mental Health Team colleagues' clinical work to supplement knowledge and contribute to clinical assessments, formulations and therapeutic interventions.
- Plan and prioritise work effectively in order to combine a clinical caseload with other commitments.

Responsibilities for policy and service development and implementation

- Attend team meetings and meetings for Sleaford Integrated Community Mental Health Team staff where service provision and developments are discussed and planned.
- Be familiar with LPFT Trust's policies and implement policies as appropriate and relevant to your areas of work.

Responsibilities for financial and physical resources

- Responsible for monitoring stock levels and alerting administrative staff if any materials, questionnaires are running low; are no longer fit for purpose and assisting with making orders as appropriate.

Responsibilities for information resources

- Responsible for data entry, text processing and storage of data within time limits set out by LPFT, using paper or computer based entry systems as indicated by LPFT.
- Responsible for assisting in the collation and provision of data needed for performance reports, audits etc. as guided by Sleaford Integrated Community Mental Health Team staff and doing this within the time limits set out by LPFT.

Responsibilities for research and development.

- Disseminate research and audit findings in appropriate forums including staff meetings.
- Participate in local case discussion and research forums and teaching events.

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 BPS; by HCPC; by LPFT. The post holder will be expected to work independently on a day to day basis.

9. Effort & Environment

Physical effort

- Ability to frequently sit in a restricted position.

Mental effort

- Frequent intense concentration: listening; report writing; meetings – often for several hours.

Emotional effort

- Dealing with emotionally stressful client issues.

Working conditions

- Dealing with emotionally distressed, sometimes difficult and / or aggressive people.
- Ability to deal with and contain organisational stress.
- Ability to meet management and clinical deadlines.
- Able to travel for business purposes

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

Collaboration- Listening to each other and working together

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.
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

| | ESSENTIAL | JOB REQUIREMENTS DESIRABLE | HOW ASSESSED (eg Application Form, Interview Test, Reference etc) |
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| Qualifications | <ul style="list-style-type: none"> Honours degree in Psychology. Post-graduate doctoral level training in clinical, counselling or forensic psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS and giving eligibility for membership of the Health Care Professionals Council (HCPC), including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and life-span developmental psychology, or Post-graduate qualification in Applied Psychology (professional Doctorate, or MSc that has been accepted by the HCPC for purposes of professional registration). This can include Counselling or Forensic/Health Psychology, as accredited by the BPS. Registered with HCPC as a Practitioner Psychologist. | <ul style="list-style-type: none"> Further training in evidence based psychological interventions Completed STAR supervisor training | Application Form Interview |
| Experience | <ul style="list-style-type: none"> Experience working with adults who access a psychological service, including those with trauma histories and those with psychosis. Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings. Experience of working with a wide variety of client groups, across the whole life course and with a range presenting problems from chronic common mental health difficulties to severe mental health problems such as psychosis. | <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-disciplinary team | Application Form Interview |

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| | <ul style="list-style-type: none"> • 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. | <ul style="list-style-type: none"> • Experience of working indirectly/from a consultation model | |
| 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 BPS | <ul style="list-style-type: none"> • Personal experience of mental health problems. • Experience of working within a multicultural framework. | Application Form Interview |