

# NATIONAL PROFILES FOR CLINICAL PSYCHOLOGISTS, COUNSELLORS & PSYCHOTHERAPISTS

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**Note 1: Clinical psychologists profiles reviewed March 2005. These profiles are intended to apply to all Psychologist jobs in the Health Service, to Counsellor jobs (other than Genetic Counsellor jobs, for which separate profiles are in preparation) and to Psychotherapy jobs. These are considered to be a single occupational grouping for matching purposes.**

**REVIEWED PROFILES FOR CLINICAL PSYCHOLOGY WITH PREVIOUS LABELS AND PUBLICATION DATE**

<b>NEW PROFILE LABEL</b>	<b>FORMER PROFILE TITLE</b>	<b>BAND</b>
<b>Clinical Psychology, Assistant Practitioner</b>	<b>Assistant Psychologist</b>	<b>4</b>
<b>Clinical Psychology Assistant Practitioner Higher Level</b>	<b>Assistant Clinical Psychologist (Higher Level)</b>	<b>5</b>
<b>Clinical Psychology Trainee</b>	<b>Trainee Clinical Psychologist</b>	<b>6</b>
<b>Clinical Psychologist</b>	<b>Specialist Clinical Psychologist</b>	<b>7</b>
<b>Clinical Psychologist Principal</b>	<b>Highly Specialist Clinical Psychologist</b>	<b>8A – B</b>
<b>Clinical Psychologist Consultant</b>	<b>Consultant Clinical Psychologist, Head of Speciality/Consultant Lead Clinician</b>	<b>8C – D</b>
<b>Clinical Psychologist Consultant, Professional Lead/Head of Psychology Services</b>	<b>New Profile</b>	<b>8D – 9</b>

**PROFILE LABEL: CLINICAL PSYCHOLOGY, ASSISTANT PRACTITIONER**

**JOB STATEMENT:**

- (1) Undertakes clinically supervised work with clients on a one to one basis
- (2) Under supervision, plans, organises and teaches on a variety of psycho-educational courses e.g stress, anger management
- (3) Undertakes R&D activities under the supervision of responsible Psychologist or other professional

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE level</b>
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Communicates condition related information to clients, relatives; undertakes group sessions with clients	4 (a)
<b>2.Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Knowledge acquired through degree, supplemented by short specialist courses, clinical supervision of practice	5
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Range of facts, situations, requiring analysis</b> Skills for assessing clients in one to one sessions, group dynamics, research methodology	3
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans & prioritises own workload, research programme & activities, group sessions	2
<b>5.Physical Skills</b>	<b>Physical skills obtained through practice</b> Keyboard skills, driving skills when working in the community, use of basic psychometric test equipment	2
<b>6.Responsibility for Patient/Client Care</b>	<b>Implements clinical care/ care packages/ provide advice in relation to care</b> Delivers group sessions e.g. stress management, implements therapy or other aspects of care programme under clinical supervision; provides advice within competence	4 (a) (c)
<b>7.Responsibility for Policy/Service Development</b>	<b>Follows policies in own role, may be required to comment</b> Follows departmental policies, comments on proposals	1
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources</b> Careful use of equipment	1
<b>9.Responsibility for Human Resources</b>	<b>Demonstrates own activities to new or less experienced employees/ provide practical training</b> May be required to demonstrate own duties; trains other health care staff	1 -2 (c)
<b>10.Responsibility for Information Resources</b>	<b>Record personally generated information</b> Updates client/research records	1
<b>11.Responsibility for Research &amp; Development</b>	<b>Regularly undertake R&amp;D activity, R&amp;D activity as major job requirement</b> Undertakes R&D activities	2 (a) – 3
<b>12.Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Works within guidelines, receives regular clinical supervision	2
<b>13.Physical Effort</b>	<b>Combination of sitting, standing, walking</b> Light physical effort for short periods	1
<b>14.Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration for client sessions	2 (a)
<b>15.Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Provides therapy service to emotionally demanding clients	3 (a)
<b>16.Working Conditions</b>	<b>Occasional unpleasant conditions</b> Verbal abuse, hostility	2(a)
<b>JE Score/Band</b>	<b>JE Score: 309-325</b>	<b>Band 4</b>

**PROFILE LABEL: CLINICAL PSYCHOLOGY ASSISTANT PRACTITIONER HIGHER LEVEL**

**JOB STATEMENT:**

- (1) Undertakes clinically supervised work with clients on a one to one basis
- (2) Plans, organises and teaches on a variety of psycho-educational courses e.g stress, anger management
- (3) Undertakes R&D activities under the guidance of responsible Psychologist or other professional

Factor	Relevant Job Information	JE level
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere</b> Communicates condition related information to clients, relatives, undertakes group sessions with clients, atmosphere may be highly emotive	5 (c)
<b>2.Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Knowledge acquired through degree, supplemented by short specialist courses, clinical supervision of practice	5
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring analysis</b> Skills for assessing clients in 1-1sessions, group dynamics, research methodology	3
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans & prioritises own workload, research programme & activities, group sessions	2
<b>5.Physical Skills</b>	<b>Physical skills obtained through practice/ developed physical skills, manipulation of objects, people, narrow margins for error</b> Keyboard, driving skills when working in the community, use of basic psychometric test equipment/ formal restraint training	2-3
<b>6.Responsibility for Patient/Client Care</b>	<b>Implement clinical care/ care packages/ provide advice in relation to care</b> Delivers group sessions e.g. stress management, implements therapy or care programme on clinical supervised basis; provides advice within competence	4 (a) (c)
<b>7.Responsibility for Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Follows departmental policies, comments on proposals	1
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources/ maintain stock control</b> Careful use of equipment/ orders supplies	1- 2(c)
<b>9.Responsibility for Human Resources</b>	<b>Demonstrates own activities to new or less experienced employees/ provide practical training</b> May be required to demonstrate own duties; train other health care staff	1 - 2 (c)
<b>10.Responsibility for Information Resources</b>	<b>Record personally generated information</b> Updates client/research records	1
<b>11.Responsibility for Research &amp; Development</b>	<b>Regularly undertake R&amp;D activity/ R&amp;D activity as major job requirement</b> Undertakes R&D activities	2 (a) – 3
<b>12.Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed, rather than supervised</b> Works within departmental, occupational guidelines; work is managed rather than supervised	3
<b>13.Physical Effort</b>	<b>Combination of sitting, standing, walking/ frequent sitting or standing in a restricted position</b> Light physical effort for short periods/ sits in constrained position for client therapy, interview sessions	1 - 2 (a)
<b>14.Mental Effort</b>	<b>Frequent concentration; work pattern predictable / occasional prolonged concentration</b> Concentration for client sessions/ prolonged concentration for psychometric testing, patient interventions	2 (a) - 3 (b)
<b>15.Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Provides therapy service to emotionally demanding clients	3 (a)
<b>16.Working Conditions</b>	<b>Occasional/frequent unpleasant conditions/ some exposure to hazards</b> Verbal abuse, hostility/ risk of physical aggression	2(a)- 3(a)- 4(a)
<b>JE Score/Band</b>	<b>JE Score: 331-386</b>	<b>Band 5</b>

Job Title:

**Counsellor, Entry Level**

Job Statement:

1. Provides counselling directly to patients/clients
2. Manages a caseload and maintains patient/client records
3. Working towards registration with relevant professional body

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; provide and receive complex, sensitive information hostile, antagonistic or highly emotive atmosphere Eliciting highly sensitive information relating to e.g. behaviour, state of mind, attitude from clients during assessments where there is a need to reassure and empathise with the patient/client and a need to gain agreement from the patient/client to a therapeutic regime from the client for the direction and aims of the therapeutic regime; communicates sensitive information where patients/clients may be hostile	5 (a) (c)
2.Knowledge, Training & Experience	Expertise within specialism, underpinned by practical theory Knowledge to degree or equivalent level acquired through previous experience and Diploma in Counselling plus ongoing clinical supervision in working towards registration with the relevant professional body	5
3.Analytical & Judgemental Skills	Range of facts or situations requiring analysis Initial assessment of clients against medical diagnosis and analysis of suitability for treatment, ongoing monitoring and assessment over agreed period of counselling	3
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Manages ongoing caseload of patients/clients	2
5.Physical Skills	Physical skill obtained practice Listening, driving, keyboard skills	2
6.Responsibility for Patient/Client Care	Develops programmes of care/ care packages Sets and delivers therapeutic packages to meet the needs of individual patients/clients	5a
7.Responsibility for Policy/Service Development	Follows policies in own role, may be required to comment Follows national and organisational policies applicable to role including those implemented as a result of legislative changes, may comment on changes in administrative procedures	1
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources Careful use of counselling facilities	1
9.Responsibility for Human Resources	Demonstrates own duties Demonstrates own duties	1
10.Responsibility for Information Resources	Records personally generated information Writes up patient/client case notes following therapy sessions	1
11.Responsibility for Research & Development	Undertake surveys and audits, as necessary to own work Completes regular waiting list audits and case load statistics	1
12.Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Works with clients independently within policies and codes of conduct	3
13.Physical Effort	Combination of sitting, standing, walking Walks between clinics, sits during assessments, accompany clients to and from reception	1
14.Mental Effort	Frequent intense concentration In-depth proactive mental attention on patient/client assessment and treatment during therapy sessions	5
15.Emotional Effort	Frequent distressing or emotional circumstances; occasional/ frequent highly distressing Counselling the terminally ill; providing therapy to difficult individuals/ dealing with challenging family situations e.g. child abuse; therapy to individuals with multiple presenting problems/co-morbidity; includes the bereaved, depressed and anxious	3(a) (b) – 4 (b)
16.Working Conditions	Occasional/ frequent to unpleasant conditions Verbal abuse, aggression	2(a)- 3(a)
JE Score/Band	JE Score: 350-362	Band 5

**PROFILE LABEL: CLINICAL PSYCHOLOGY TRAINEE**

**JOB STATEMENT:**

- (1) Undertakes clinically supervised assessment and treatment interventions with clients
- (2) Undertakes research towards doctorate

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE level</b>
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide and receive highly complex, sensitive or contentious information; barriers to understanding/ hostile, antagonistic or highly emotive atmosphere</b> Communicates highly complex condition related information to clients, relatives; undertakes group sessions, communicates complex information where atmosphere may be highly emotive	5 (a) (c)
<b>2.Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory/ specialist knowledge across range of procedures underpinned by theory</b> Professional knowledge acquired through degree, clinical placements, supplemented by formal teaching, clinical supervision of practice	5 – 6
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation	4
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans & prioritises own patient workload, research programme & activities, group sessions	2
<b>5.Physical Skills</b>	<b>Physical skills obtained through practice/ developed physical skills, manipulation of objects, people, narrow margins for error</b> Keyboard skills, driving skills when working in the community, use of basic psychometric testing equipment/ formal restraint training	2-3
<b>6.Responsibility for Patient/Client Care</b>	<b>Develop programmes of care/ care packages/ provide specialist advice in relation to care</b> Assesses, develops & implements psychological interventions; provides specialised advice to clients & relatives	5 (a) (c)
<b>7.Responsibility for Policy/Service Development</b>	<b>Follows policies in own role, may be required to comment</b> Follows departmental policies, comments on proposals	1
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Authorised signatory, small payments</b> Authorises spending from small research budget	2 (d)
<b>9.Responsibility for Human Resources</b>	<b>Professional/ clinical supervision, provide practical training</b> Trains other health care staff	2 (b) (c)
<b>10.Responsibility for Information Resources</b>	<b>Records personally generated information</b> Updates client, research records, writes reports	1
<b>11.Responsibility for Research &amp; Development</b>	<b>R&amp;D activity as major job requirement</b> Undertakes personal R&D programme	3
<b>12.Freedom to Act</b>	<b>Clearly defined occupational procedures, someone available for reference</b> Works within guidelines, works independently, refers problems of formulation and intervention to clinical supervisor	3
<b>13.Physical Effort</b>	<b>Combination of sitting, standing, walking/ frequent sitting or standing in a restricted position/ occasional moderate effort for several short periods</b> Light physical effort for short periods/ sitting in constrained position for assessment and therapy sessions; possible controlled restraint of patient	1 – 2 (a) (d)
<b>14.Mental Effort</b>	<b>Frequent intense concentration</b> Intense concentration for patient interaction	5
<b>15.Emotional Effort</b>	<b>Frequent highly distressing or emotional circumstances</b> Deals with family breakdown, serious mental illness, child/sexual abuse	4 (b)
<b>16.Working Conditions</b>	<b>Occasional/frequent unpleasant conditions/ some exposure to hazards</b> Verbal abuse, hostility/ risk of physical aggression	2(a) -3 (a)-4(a)
<b>JE Score/Band</b>	<b>JE Score: 402-465</b>	<b>Band 6</b>

Job Title:

**Counsellor**

Job Statement:

1. Assesses and provides counselling to patients/ clients
2. Manages a case load and maintains patient/ client records
3. May work in a particular field e.g. oncology, psychiatry

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; provide and receive complex, sensitive information hostile, antagonistic or highly emotive atmosphere Communicates information on formulation, risk and treatment to other health professionals; elicits highly sensitive information, sometimes through interpreters or advocates e.g. behaviour, state of mind, where there is a need for reassurance, empathy and to gain agreement from the patient/client to a therapeutic regime; communicates sensitive information where patients/clients may be hostile	5(a) (c)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Knowledge of range of counselling procedures and techniques acquired through professional diploma, advanced diploma/accreditation/registration or further substantial training and accredited clinical supervision plus experience	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring comparison of a range of options Initial assessment of clients presenting with multiple and complex issues; selection of appropriate therapeutic treatment, decisions regarding referrals to specialist services	4
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Manages own caseload	2
5.Physical Skills	Physical skills obtained practice Listening, driving, keyboard skills	2
6.Responsibility for Patient/Client Care	Develop programmes of care/ care packages Sets and delivers therapeutic packages to meet the needs of individual clients	5(a)
7.Responsibility for Policy/Service Development	Follows policies in own; implement policies and propose changes to practices, procedures for own area Follows national and organisational policies, may comment on changes in administrative procedures/ implements policies relating to provision of counselling services, proposes changes to service delivery and working practices	1-2
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources Careful use of counselling facilities	1
9.Responsibility for Human Resources	Provide clinical supervision Induction and in-service training of pre-registration counsellors, trainees	2(b)
10.Responsibility for Information Resources	Records personally generated information Writes up patient/client case notes following therapy sessions	1
11.Responsibility for Research & Development	Undertake surveys and audits, as necessary to own work; Occasionally/regularly undertakes R and D activity Completes regular waiting list audits and case load statistics/Undertakes and contributes to regular audit/evaluation and analysis of clinical activity	1/2 (a)
12.Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ broad occupational policies, defined case load in community Works with clients independently within policies and codes of conduct/ interprets policies in relation to community caseload	3-4
13.Physical Effort	Combination of sitting, standing, walking/ frequent sitting in restricted position Walks between clinics, sits during assessments, accompany clients to and from reception/ constrained position for long periods	1-2(a)
14.Mental Effort	Frequent intense concentration In-depth proactive mental attention on patient/client assessment and treatment during therapy sessions	5
15.Emotional Effort	Frequent distressing or emotional circumstances; occasional/ frequent highly distressing Counselling the terminally ill; providing therapy to difficult individuals/ dealing with challenging family situations e.g. child abuse; therapy to individuals with multiple presenting problems/co-morbidity include the depressed, bereaved and anxious	3(a) (b) – 4 (b)
16.Working Conditions	Occasional /frequent unpleasant conditions Verbal abuse, aggression, hostility	2(a)- 3(a)
JE Score/Band	JE Score: 408-449	Band 6

**PROFILE LABEL: CLINICAL PSYCHOLOGIST**

**JOB STATEMENT:**

- (1) Assesses & treats own specialist caseload of clients & maintains associated records
- (2) Clinically supervises assistant(s)
- (3) Undertakes R&D activities

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE level</b>
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide and receive highly complex, sensitive or contentious information; significant barriers to acceptance; hostile, antagonistic or highly emotive atmosphere</b> Communicates highly complex condition related information to patients, who may be manipulative, hostile	6
<b>2.Knowledge, Training &amp; Experience</b>	<b>Highly developed specialist knowledge, underpinned by theory and experience</b> Professional knowledge acquired through degree, postgraduate doctoral degree supplemented by short specialist courses, clinical supervision	7
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation	4
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans & prioritises own patient workload, research programmes & activities, group sessions	2
<b>5. Physical Skills</b>	<b>Physical skills obtained through practice/ developed physical skills; manipulation of objects, people, narrow margins for error</b> Keyboard skills, driving skills when working in the community, use of psychometric test equipment/ formal restraint training	2-3
<b>6.Responsibility for Patient/Client Care</b>	<b>Develops specialised programmes of care/ care packages/ provide highly specialised advice concerning care</b> Assesses, develops & implements specialist psychological interventions; provides advice in specialist area	6 (a) (c)
<b>7.Responsibility for Policy/Service Development</b>	<b>Implement policies and propose changes to practices, procedures for own area</b> Proposes changes for policy, service development	2
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources</b> Careful use of equipment	1
<b>9.Responsibility for Human Resources</b>	<b>Day to day co-ordination of staff/ professional/ clinical supervision</b> Supervises work of assistant(s); trains other staff	2 (a) (b)
<b>10.Responsibility for Information Resources</b>	<b>Records personally generated information</b> Updates client records	1
<b>11.Responsibility for Research &amp; Development</b>	<b>Regularly undertakes R&amp;D</b> Undertakes personal R&D programme, organises R&D activities of assistant(s)	2 (a)
<b>12. Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed, rather than supervised/ broad occupational policies</b> Accountable for own professional actions, work is managed rather than supervised/ works within professional ethics & trust policies, lead specialist	3 - 4
<b>13. Physical Effort</b>	<b>Combination of sitting, standing, Walking/ Frequent sitting or standing in a restricted position</b> Light physical effort for several short periods/ sitting in constrained position for extended periods	1 -2 (a)
<b>14. Mental Effort</b>	<b>Frequent intense concentration</b> Intense concentration for patient interaction	5
<b>15. Emotional Effort</b>	<b>Frequent highly distressing or emotional circumstances</b> Deals with family breakdown, serious mental illness, child, sexual abuse	4 (b)
<b>16. Working Conditions</b>	<b>Occasional/ frequent unpleasant conditions/ some exposure to hazards</b> Verbal aggression/ risk of physical aggression	2(a)- 3 (a) - 4 (a)
<b>JE Score/Band</b>	<b>JE Score: 493-531</b>	<b>Band 7</b>



**Job Title: Counsellor Specialist**

- Job Statement:**
1. Provides specialist counselling to patients/ clients e.g. post traumatic stress, conflict resolution
  2. Manages a specialist case load and maintains patient/ client records
  3. Provides professional/ clinical supervision to, acts as professional lead for, pre-registration counsellors, trainees, students; may coordinate team of counsellors; may co-ordinate training; may undertake research

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; provide and receive complex, sensitive information hostile, antagonistic or highly emotive atmosphere Elicits highly sensitive information, sometimes working through interpreters or advocates e.g. behaviour, state of mind, where there is a need for reassurance, empathy and to gain agreement from the patient/client to a therapeutic regime, conflict resolution, mediation; communicates sensitive information where patients/clients may hostile	5(a) (c)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Knowledge of range of counselling procedures and techniques plus knowledge of specialist therapeutic techniques acquired through professional diploma, advanced diploma/accreditation/registration or further substantial training and accredited clinical supervision plus experience plus further specialist courses to master's or equivalent level	7
3.Analytical & Judgemental Skills	Complex facts or situations requiring comparison of a range of options Initial assessment of clients presenting with multiple and complex issues; selection of appropriate therapeutic treatment, decisions regarding referrals to specialist services	4
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own or team workload, organises training programmes	2
5.Physical Skills	Physical skill obtained practice Listening, driving, keyboard skills	2
6.Responsibility for Patient/Client Care	Develop specialist programmes of care/ care packages; provide highly specialised advice concerning care Assesses patients/clients and develops and delivers specialist therapeutic treatment to meet the needs of individual clients e.g. treatment of phobias, critical incident de-briefing, post trauma counselling, therapeutic group work; provides specialist advice to other disciplines/services	6(a) (c)
7.Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area/ impact outside own area Implements policies relating to provision of counselling services, proposes changes to service delivery/ contributes to policy discussions at wider organisational level	2-3
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources Careful use of counselling facilities	1
9.Responsibility for Human Resources	Day to day supervision; professional, clinical supervision/ provides specialist training Provides clinical supervision to a range of counsellors; supports and monitors pre-registration counsellors, trainees, students undertaking placements/ provides specialist training to other disciplines	2(a)(b) - 3(c)
10.Responsibility for Information Resources	Records personally generated information Writes up patient/client case notes following therapy sessions	1
11.Responsibility for Research & Development	Undertake surveys and audits, as necessary to own work; occasionally/ regularly undertakes R&D/R & D activities as major job requirements Completes regular waiting list audits and case load statistics/ undertakes complex audits, participates in research activities/carries out research projects in own specialist area	1/2(a)/ 3
12.Freedom to Act	Broad occupational policies Works with clients independently within policies and codes of conduct, lead specialist	4
13.Physical Effort	Combination of sitting, standing, walking/ frequent sitting in restricted position Walks between clinics, sits during assessments, accompany clients to and from reception/ sitting in constrained position for long periods	1-2(a)
14.Mental Effort	Frequent intense concentration In-depth proactive mental attention on patient/client assessment and treatment during therapy sessions	5
15.Emotional Effort	Frequent distressing or emotional circumstances; occasional/ frequent highly distressing Counselling the terminally ill; providing therapy to difficult individuals, front line staff/ dealing with challenging family situations e.g. child abuse; therapy to individuals with multiple presenting problems/co-morbidity include the depressed, bereaved and anxious	3(a) (b) – 4 (b)
16.Working Conditions	Occasional/ frequent unpleasant conditions Verbal abuse, aggression, hostility	2(a)- 3(a)
JE Score/Band	JE Score 475-525	Band 7

**PROFILE LABEL: CLINICAL PSYCHOLOGIST PRINCIPAL**

**JOB STATEMENT:**

- (1) Assesses & treats own specialist caseload of clients & maintains associated records
- (2) Provides, develops and manages highly specialist interventions
- (3) Clinically supervises less experienced psychologists, counsellors, assistant(s), trainee(s) or other professionals
- (4) Co-ordinates provision of specialist service; provides specialist advice to other professions and carers

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE level</b>
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide and receive highly complex, sensitive or contentious information: significant barriers to acceptance; hostile, antagonistic or highly emotive atmosphere</b> Communicates highly complex condition related information to patients, who may be manipulative, hostile	6
<b>2.Knowledge, Training &amp; Experience</b>	<b>Advanced theoretical &amp; practical knowledge</b> Professional knowledge acquired through degree, postgraduate doctoral degree supplemented by short specialist courses, clinical supervision and further specialist training, experience	8(a)
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Complex/highly complex facts or situations, interpretation, comparison of a range of options</b> Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation/ expert opinion may differ	4 - 5
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing/ plan and organise broad range of complex activities; formulates, adjusts plans or strategies</b> Plans & prioritises own patient workload/ co-ordinates specialist service	2 - 3
<b>5. Physical Skills</b>	<b>Physical skills obtained through practice/ developed physical skills; manipulation of objects, people; narrow margins for error</b> Keyboard skills, driving skills when working in the community, use of psychometric test equipment/ formal training in restraint	2 – 3(a)
<b>6.Responsibility for Patient/Client Care</b>	<b>Develop specialised programmes of care/ care packages/ provide highly specialised advice concerning care</b> Assesses, develops & implements diagnostic specialist interventions, provides advice in specialist area	6 (a) (c)
<b>7.Responsibility for Policy/Service Development</b>	<b>Implement policies and propose changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area</b> Proposes changes for policy, service development/ may impact on other professions, service areas	2 - 3
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources</b> Careful use of equipment	1
<b>9.Responsibility for Human Resources</b>	<b>Day to day supervision/ professional/ clinical supervision</b> Supervises work of less experienced psychologists, counsellors, assistant(s), CP trainee(s)	2 (a) (b)
<b>10.Responsibility for Information Resources</b>	<b>Records personally generated information</b> Updates client records	1
<b>11.Responsibility for Research &amp; Development</b>	<b>Regularly undertake R&amp;D/ R&amp;D activities as major job requirement</b> Undertakes personal R&D programme, organises R&D activities of assistant(s)	2 (a) - 3
<b>12. Freedom to Act</b>	<b>Broad occupational policies</b> Accountable for own professional actions, works within professional ethics & trust policies, lead specialist	4
<b>13. Physical Effort</b>	<b>Combination of sitting, standing, walking/ frequent sitting or standing in a restricted position</b> Light physical effort for several short periods/ sitting in constrained position for extended periods	1 - 2 (a)
<b>14. Mental Effort</b>	<b>Frequent intense concentration</b> Intense concentration for patient interaction	5
<b>15. Emotional Effort</b>	<b>Frequent highly distressing or emotional circumstances</b> Deals with family breakdown, serious mental illness, child, sexual abuse	4 (b)
<b>16. Working Conditions</b>	<b>Occasional/ frequent unpleasant conditions/ some exposure to hazards</b> Verbal aggression/ risk of physical aggression	2(a) - 3 (a) - 4 (a)
<b>JE Score/Band</b>	<b>JE Score: 548-623</b>	<b>Band 8 (a) (b)</b>

**PROFLE LABEL: CLINICAL PSYCHOLOGIST CONSULTANT**

**JOB STATEMENT:**

- (1) Leads a specialist psychology service
- (2) Carries specialist caseload of clients: provides advice & consultancy to patients & professionals
- (3) Manages/ clinically supervises practitioners, assistant(s), trainee(s) from own and/or other professions
- (4) Undertakes R&D activities, teaching, lecturing

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE level</b>
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide and receive highly complex, sensitive or contentious information; significant barriers to acceptance; hostile, antagonistic or highly emotive atmosphere</b> Communicates highly complex condition related information to patients, who may be manipulative, hostile	6
<b>2.Knowledge, Training &amp; Experience</b>	<b>Advanced specialist and practical knowledge</b> Professional knowledge acquired through degree, postgraduate doctoral degree plus short specialist courses, clinical supervision of practice and further advanced specialist training, experience	8 (a)
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation, expert opinion may differ	5
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise broad range of complex activities; formulates, adjusts plans or strategies</b> Plans delivery of significant specialist service, including long term planning	4
<b>5.Physical Skills</b>	<b>Physical skills obtained through practice/ developed physical skills; manipulation of objects, people; narrow margin for error</b> Keyboard skills, driving skills when working in the community, use of psychometric test equipment/ formal training in restraint	2 – 3(a)
<b>6.Responsibility for Patient/Client Care</b>	<b>Develop specialised programmes of care/ care packages/ accountable for direct delivery of sub-division of a clinical, clinical technical or social service</b> Assesses, develops & implements psychological interventions in specialised area; manages specialist service	6 (a) (d)
<b>7.Responsibility for Policy/Service Development</b>	<b>Propose policy or service changes, impact beyond own area/ responsible for policy implementation and development for a service</b> Proposes changes to policy, service development with impact beyond specialist area/ develops policy for specialist service	3 - 4
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Authorised signatory/ holds delegated budget/ budget holder for department/ service</b> Authorised signatory for payments for equipment, travel expenses, training/ holds budget for specialist service	2 (d) – 3(a) (d)- 4 (a)
<b>9.Responsibility for Human Resources</b>	<b>Professional / clinical supervision/ day to day management/ allocate, place and supervise staff or students/ teach/ deliver specialist training</b> Clinical supervision of other staff/ day to day management of staff of specialist service; allocation & placement of students on doctoral training programmes; lectures, teaches in specialist field	2 (b) - 3 (a) (b) (c)
<b>10.Responsibility for Information Resources</b>	<b>Record personally generated information</b> Updates client records	1
<b>11.Responsibility for Research &amp; Development</b>	<b>R&amp;D activities as major job requirement/ co-ordinate, implement R &amp; D activity as job requirement</b> Undertakes personal R&D programme, organise R&D activities of assistant/ co-ordinates R&D activities for specialist area	3 - 4
<b>12.Freedom to Act</b>	<b>General policies, need to establish interpretation</b> Accountable for own professional actions, interprets policies	5
<b>13.Physical Effort</b>	<b>Combination of sitting, standing, walking/ frequent sitting or standing in a restricted position</b> Light physical effort for short periods/ sitting in constrained position for extended client therapy sessions	1 - 2 (a)
<b>14.Mental Effort</b>	<b>Frequent intense concentration</b> Intense concentration for patient interactions	5
<b>15.Emotional Effort</b>	<b>Frequent highly distressing or emotional circumstances</b> Deals with family breakdown, serious mental illness, child, sexual abuse	4 (b)
<b>16.Working Conditions</b>	<b>Occasional/ frequent unpleasant conditions/ some exposure to hazards</b> Verbal aggression/ risk of physical aggression	2(a)- 3 (a) – 4 (a)
<b>JE Score/Band</b>	<b>JE Score: 631-709</b>	<b>Band 8 (c)-(d)</b>

**PROFILE LABEL: CLINICAL PSYCHOLOGIST CONSULTANT, PROFESSIONAL LEAD/ HEAD OF PSYCHOLOGY SERVICES**  
**JOB STATEMENT:**

- (1) Responsible for organisation and professional leadership/management, service and policy development of psychology services for one or more organisations
- (2) May carry specialist caseload of clients: provides advice & consultancy to patients & professionals
- (3) Manages, leads, motivates practitioners, assistant(s), trainee(s) from own and/or other professions
- (4) Undertakes research, teaching, lecturing
- (5) May be responsible for psychological aspects of policy development for other services across one or more organisations

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE level</b>
<b>1.Communication &amp; Relationship Skills</b>	<b>Communicate highly complex/sensitive information requiring empathy &amp; reassurance, barriers to understanding; hostile, antagonistic or highly emotive atmosphere</b> Communicates highly complex condition related information to clients, relatives, other clinicians; deals with hostility	6
<b>2.Knowledge, Training &amp; Experience</b>	<b>Advanced specialist knowledge, theory</b> Professional knowledge acquired through degree, postgraduate doctoral degree, short specialist courses, CPD, clinical supervision of practice and in addition further specialist training, experience	8(a)
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Highly complex facts, requiring analysis, interpretation, comparison of range of options</b> Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation; expert opinion may differ	5
<b>4.Planning &amp; Organisational Skills</b>	<b>Plans broad range of complex activities; long term</b> Plans delivery of psychology services, including long term strategic planning within or across organisations	4
<b>5.Physical Skills</b>	<b>Skills acquired through practice/developed physical skills; manipulation of objects, people, narrow margin for error</b> Keyboard skills, driving skills when working in the community, use of test equipment/formal restraint training	2-3
<b>6.Responsibility for Patient/Client Care</b>	<b>Accountable for direct delivery of clinical service</b> Responsible for organisation & management/professional leadership of psychology services for one or more organisations	7
<b>7.Responsibility for Policy/Service Development</b>	<b>Develop &amp; implement policies for service/ directorate or equivalent</b> Proposes and implements policy changes, service development for service/ responsible for psychological aspects of policy development for other services across one or more organisations	4-5
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Hold budget for service</b> Holds budget for psychology service	4(a)
<b>9.Responsibility for Human Resources</b>	<b>Line manager for service or function</b> Line manager for staff of psychology services, including workload allocation, recruitment, development, training of staff, trainees	4(a)
<b>10.Responsibility for Information Resources</b>	<b>Record personally generated information</b> Updates client records	1
<b>11.Responsibility for Research &amp; Development</b>	<b>Regularly undertake research; research as major job feature; co-ordinate research programme; initiate &amp; develop R&amp;D programmes</b> Undertakes personal R&D activities, organise research activities of others; co-ordinates/initiates research for service	2-5
<b>12.Freedom to Act</b>	<b>Interpret broad occupational policies</b> Accountable for own professional actions, interprets policies for service	5
<b>13.Physical Effort</b>	<b>Occasional light effort; restricted position for long periods</b> Sitting in constrained position for extended client therapy sessions; possible controlled restraint of patient	1- 2(a) (d)
<b>14.Mental Effort</b>	<b>Occasional/frequent intense concentration</b> Concentration on client assessment & formulation, group & individual sessions, interviews	4(b)-5
<b>15.Emotional Effort</b>	<b>Frequent highly distressing</b> Deals with family breakdown, serious mental illness, child/ sexual abuse	4(b)
<b>16.Working Conditions</b>	<b>Frequent unpleasant conditions/ some exposure to hazards</b> Verbal aggression; risk of physical aggression	3(a) – 4(a)
<b>JE Score/Band</b>	<b>JE Score: 681-756</b>	<b>Band 8d -9</b>