



Information for applicants to NHS Scotland Psychological Interventions Assistant Trainee posts, enabling participation on the Enhanced Psychological Practice (EPP) Programme

Introduction

Health Boards in Scotland are recruiting to a number of Psychological Interventions Assistant Trainee (PIAT) posts. Successful applicants will undertake the NES Enhanced Psychological Practice (EPP) educational programme within their PIAT role. The education programme is provided by NHS Education for Scotland (NES). These are 18-month fixed term posts consisting of a trainee phase and consolidation phase. Postholders will commence at Agenda for Change Band 4 with possibility to progress to Agenda for Change Band 5, at point of successful completion of the trainee phase of the EPP educational programme. It is anticipated trainees will complete the education programme in a minimum of 6 months of the 18-month period. You will be employed by the same NHS Scotland Health Board for the duration of the 18 months.

PIATs undertake clinically supervised work with individuals or groups.

The EPP programme - a post-graduate certificate level education programme - has been developed to enable staff to deliver high-quality, evidence-based psychological interventions for mental health problems in a way that can be efficiently brought to scale. This approach aims to make effective use of the large cohorts of graduates in Psychology to deliver and support, under supervision, brief, outcome-focused, evidence-based interventions at the Enhanced level of practice.

Within the EPP Programme there are two pathways; Adult (EPP-A), and Children, Young People and their Families (EPP-CYP), with each course having modules related to their specific target population. See below for further detail:

EPP-A

The EPP-A course provides education in evidence-based interventions for working with adults presenting with mental health problems such as depression and anxiety. The programme:

- Equips staff to provide a comprehensive and efficient assessment of their mental health problems within 45 minutes
- Addresses learning needs including core competences around recordkeeping, risk assessment and working inclusively
- Equips staff with the competences to deliver a set of Enhanced Psychological Interventions (EPIs) including Behavioural Activation, graded exposure, cognitive restructuring, panic management, interventions for insomnia, problem solving, worry management, building confidence, recognising & regulating emotions, & medication support. EPIs are CBT-informed, high-volume approaches suitable for people presenting in mental health settings. They enable staff to help more people, who are seen for a shorter duration and time (generally 6-8 sessions of 35 mins duration or less)
- Supports best-practice implementation structures; including supervision, regular outcome monitoring and clear risk management protocols to ensure safe and effective patient care
- Offers blended and remote learning.

EPP-CYP

The EPP-CYP course provides education in evidence based psychological interventions for working with children, young people and their families. Through a blended approach of e learning modules, online and face to face workshops, trainees on the EPP-CYP course will be trained to deliver psychological interventions with children, young people and their families for common mental health problems.

Specifically, they will be trained to work with:

- Adolescents (secondary school age) with mild to moderate low mood/depression using Brief Behavioural Activation
- Primary and secondary school aged children with anxiety using “Let’s Introduce Anxiety Management.”
- Parents of primary aged children with anxiety using for parent led interventions.
- Parents of primary school age children, with behavioural and self-regulatory difficulties, using guided self-help based on social learning theory.

PIATs will provide a defined clinical service, working under supervision, within wider children’s services delivering mental health and wellbeing interventions. There are likely to be multiple service settings including CAMHS, schools, paediatric services and primary care settings.

Further Information

Orientation

You will be employed by an NHS Scotland Health Board, where all clinical placements involving supervised direct patient contact will be undertaken. Trainees will receive both 'case management supervision' and 'clinical skills supervision' on a regular basis. Trainees will attend teaching (primarily delivered online via MS Teams) as set out in the programme schedule. Each of the modules on the programme will require an assessment of competence, for example: role-play scenario(s); academic assignments, such as reflective logs or case studies; video or audio recordings of practice and successful completion of practice outcomes portfolios demonstrating competence in the assessment of mental health problems and psychological interventions to facilitate recovery.

Thereafter it is expected that you will continue in supervised clinical practice in order to consolidate and develop further your clinical skills knowledge and there will be additional learning requirements during this phase.

Recruitment and Selection

You will be employed by NHS Scotland Health Boards and managed within services locally. There is a single national selection process for NHS Boards to appoint to the PIAT roles. You will undertake the EPP educational training programme whilst in post. The NES EPP programme team will select applicants for the interview stage of the selection process and a joint interview panel of local NHS Board representatives and NES representatives will select the preferred candidates for these posts. If you are successful at interview stage, pending satisfactory pre-employment checks (e.g. evidence of right to work in the UK without restriction, satisfactory references, PVG/disclosure checks etc), you will receive an offer of employment from an NHS Scotland Health Board.

Applicants will be notified of participating Health Boards as part of the final recruitment phase.

Funding Information

Please note that the Enhanced Psychological Practice (EPP) programme has been designed as an innovation in training for psychology and aims to provide suitably qualified professionals within NHS Scotland. NES funds these places in addition to places on the following training programmes:

- Doctorate in Clinical Psychology (University of Edinburgh/NHS Scotland and University of Glasgow/NHS Scotland)
- MSc in Psychological Therapies in Primary Care (Universities of Dundee & Stirling/NHS Scotland),
- MSc in Applied Psychology for Children and Young People (University of Edinburgh/NHS Scotland)
- Stage 2 Health Psychology Training* (BPS/NHS Scotland)
- Child and Adolescent Psychotherapy Training (Human Development Scotland/NHS Scotland)
- NES funded certificates and diplomas in Cognitive Behavioural Therapy (CBT), Interpersonal Therapy (IPT), Family Based Treatment (FBT), and Family Therapy (FT).

NES will not fund places on the above training programmes for candidates who would commence these programmes within 18 months from date of award on the EPP Programme. If you choose to accept a place on the EPP Programme, you will also be required to withdraw any active application from the aforementioned programmes.

**For Stage 2 Health Psychology Training the date of award is taken as end of the 2 year NES funded contract, rather than award of the qualification by the BPS.*

Contact Details

Specific enquiries about the posts and programme can be made to the NES EPP Programme Team at nes.epp@nhs.scot.

If you require this document in an alternative format, such as large print or on a coloured background, please contact nes.epp@nhs.scot.