



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

Introduction

Health Boards in Scotland are recruiting to a number of Assistant Psychologist and similar posts. Successful applicants will undertake an Enhanced Psychological Practice (EPP) educational programme within their Assistant Psychologist or similar role. The education programme is provided by NHS Education for Scotland (NES). These are 18-month fixed term posts commencing at Agenda for Change Band 4 with possibility to progress to Agenda for Change Band 5, at point of successful completion of the EPP educational programme (anticipated to be undertaken within 6 months). You will be employed by the same NHS Scotland Health Board for the duration of the 18 months.

Assistant Psychologists undertake clinically supervised work with individuals or groups, as well as undertaking research and development activities under supervision.

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 mild to moderate difficulties 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 programme for adults responds to recent developments in mental health and primary care. It provides education in evidence-based interventions for working with adults presenting with common mental health problems such as depression and anxiety. The programme:

- Equips staff to provide a comprehensive and efficient assessment of their common 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 (EPI) including Behavioural Activation, graded exposure, cognitive restructuring, panic management, interventions for insomnia, problem solving, worry management & medication support. EPIs are CBT-informed, high-volume approaches suitable for people presenting in primary care settings. They enable staff to help more people, who are seen for a shorter duration and time (generally 6-8 30min sessions)
- 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

Practitioners on the EPP-CYP course will be trained to deliver psychological interventions with children, young people and their families for common mental health problems (anxiety, depression and behavioural and self-regulatory difficulties).

Practitioners (CYP) 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 and primary care settings.

Drawing upon the work of the National Implementation Research Network (NIRN), the development of the Enhanced Psychological Practitioner Programme incorporates an implementation science framework, and drivers of best practice, in relation to the organisational and staff competency drivers that support implementation success.

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. Learners will receive both 'case management supervision' and 'clinical skills supervision' on a regular basis. Learners will attend teaching on a weekly basis for the duration of the programme. 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.

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 Assistant Psychologist or similar roles. You will undertake this educational training programme whilst in post. Local NHS representatives and members of the NES EPP programme team will select applicants for the interview stage of the selection process; and finally, a joint interview panel (of NHS 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.

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 (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 aforementioned training programmes for candidates who apply to these programmes within 18 months from date of enrolment on the EPP Programme. This restriction is also applies from date of acceptance of offer, to date of enrolment. This means, if you accept a place on the EPP programme, you would not be eligible to apply to other NES funded training programmes until November 2025. If you choose to accept a place on the EPP Programme, you will be required to withdraw any active application from the aforementioned programmes.

Contact Details

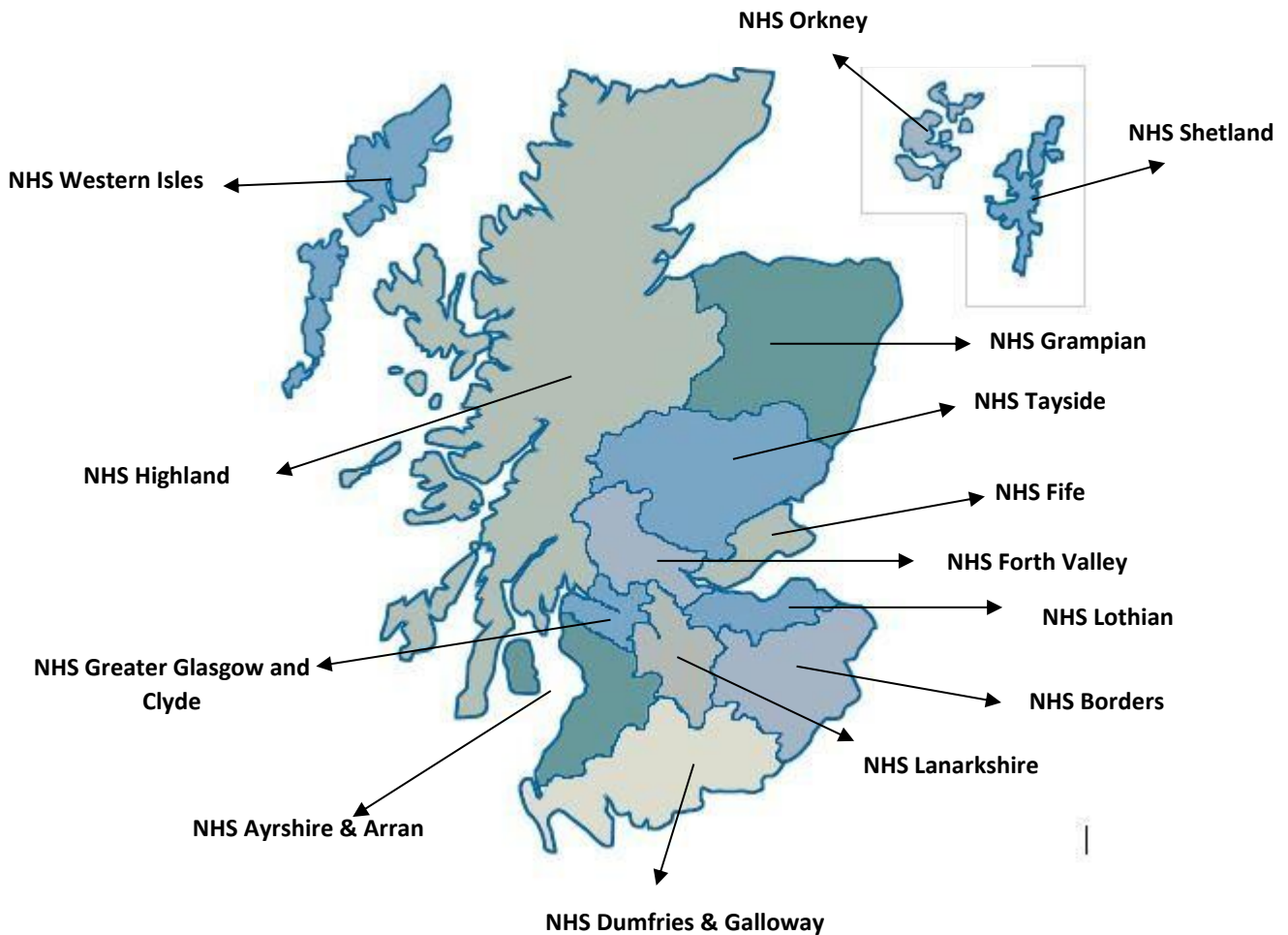
Specific enquiries about the programme can be made to the NES EPP Programme Team at nes.epp@nhs.scot. Specific enquiries about the Assistant Psychologist or similar posts advertised across NHS Scotland should be directed to the relevant local contacts as detailed in the following Health Board descriptors. Where a contact isn't listed, please get in touch with NES at the above email address who can direct your query to the appropriate person.

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

Participating Health Boards – EPP programme for Children and Young People

You will be a salaried employee of an NHS Health Board in Scotland. The employing Health Board is responsible for paying salaries and expenses (if applicable) and for providing supervised clinical placements. Health Boards will have a formal agreement about these responsibilities with NHS Education Scotland (NES), who provide the educational programme. Below the map you will find a list of Health Boards looking to recruit Assistant Psychologists or similar to undertake the EPP programme for children and young people (EPP-CYP) from April 2024 – please click on a Health Board to read the relevant local descriptor.

NHS Boards in Scotland



Please note: additional NHS Scotland Health Boards may join this national recruitment process whilst the advert is live – in this instance Health Board descriptors and relevant job descriptions will be made available before the interview stage. You will be asked to rank each Health Board area in order of preference at a later stage in this process (this will include letting us know which Health Board areas you would not consider working in).

The roles being recruited to will be Assistant Psychologist (or similar) at AFC band 4, with a view to progressing to an AFC B5 role upon successful completion of the Enhanced Psychological Practice (EPP) programme.

Click on the relevant Board below for more information

[NHS Fife](#)

[NHS Forth Valley](#)

[NHS Grampian](#)

[NHS Lothian](#)

NHS Fife

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1) Environment/Geography:

Situated between the River Tay in the North and River Forth in the South, the Kingdom of Fife is a large mixed rural/urban area. There are good road links throughout the region and Fife has excellent transport links and is within easy access of the central belt cities. The main population centres are Kirkcaldy, Dunfermline and Glenrothes with the remaining population in smaller towns and many villages in both rural and coastal locations.

2) Service Environment:

The Fife Area Psychology Department consists of nine specialities (100+ posts) and all psychologists meet together quarterly for department meetings. There are also regular meetings within the main specialities, including clinical case discussion opportunities. The Department has continued to expand over recent years, and we maintain a reputation for being a friendly, innovative and supportive place to train and work. The Director of the Psychology Service is Dr Frances Baty. Information about the Department can be found on the NHS Fife website www.nhsfife.org

The current skill mix in the department includes clinical, counselling, forensic psychologists, clinical associate psychologists, assistant psychologists, and trainee clinical and clinical associate psychologists and enhanced psychological practice learners. The main orientation is cognitive-behavioural, but other approaches are also used, including Interpersonal Psychotherapy and various third-wave, relational, and trauma-focused therapies.

3) Support and Supervision:

EPP learners will be assigned to a particular supervisor and will work closely with him/her, mainly or solely within primary care practices or community hospitals where we have clinic sessions. Following the Covid-19 pandemic, much of this work was delivered digitally, and some blended digital and face-to-face work will continue in future. The department has a major commitment to training, and there is a departmental clinical training committee, which includes representatives for each of the courses. Other resources available to support trainees and learners include a local area tutor, a research facilitator, good computer and office facilities and opportunities to meet with the Fife trainees from other clinical courses.

4) Travel Requirements:

Fife is a large geographical area and being able to drive is an advantage. There are good transport links within Fife and it is within easy access of the central belt cities.

5) Key Contacts:

Dr Angela Morrison-Brown (Adult EPP) angela.morrison-brown@nhs.scot

Tel. 01383 565256

Dr Ion Wyness (Child EPP) ion.wyness@nhs.scot **Tel. 01383 565400**

NHS Forth Valley

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1) Environment/Geography:

Forth Valley's population live in a variety of urban and rural settings. The area's southern reaches lie in Scotland's central belt, approximately midway between Glasgow and Edinburgh. The northern limits end in small towns and villages amongst the scenic fringes of the Scottish Highlands. The two main urban centres of the region are Stirling and Falkirk.

Forth Valley is well connected by road and rail to Edinburgh and Glasgow and the cost of living is affordable. As well as many staff living locally, a significant proportion commute (Falkirk is only 20 minutes by train from Glasgow and 30 minutes from Edinburgh) with trains running every fifteen minutes during the day.

2) Service Environment:

Around 90 clinical staff (Nurse Therapists, Clinical Psychologists, Counselling Psychologists, Counsellors, Clinical Associates, Arts Therapists, Psychotherapists, Psychological Therapists and Assistant Psychologists) are employed by NHS Forth Valley to provide a Psychological Therapies Service in the area, although some of these only work part time so the WTE is less. There are 2 main departments, Adult Psychological Services and Child and Adolescent Mental Health. Within Adult Psychological Services, there are 9 specialties: Adult Psychological Therapies, Secondary Care, Forensic, Clinical Health Psychology, Older People, Substance Use, Learning Disability, Psychotherapy and Arts Therapies. Depending on alignment candidates will be placed either within Psychological Services or in GP practices or prisons.

The Adult Psychological Therapies Service mainly deals with a wide range of referrals from local GPs and psychiatrists, and clinics are held at Falkirk Community Hospital and Stirling Health and Care Village as well as in local health centres. The Clinical Health Psychology service includes neuropsychology and provides input within Falkirk Community Hospital, Stirling Health and Care Village and Forth Valley Royal Hospital to diabetes, ICU, pain management, oncology, general medicine, maternity / neonatology, stroke and neurology.

The forensic mental health service in NHS FV provides intervention for severe and enduring mental health difficulties and management of risk of serious harm. Psychological interventions are delivered across the inpatient services at Bellsdyke Hospital, the forensic community mental health service and also the three National prisons – HMP Glenochil, HMP Stirling and HMP YOI Polmont,

Clinical interests within the Child Department include child trauma, bereavement, child neuropsychology, children with physical health problems and elimination disorders, neurodevelopmental disorders, challenging behaviours, eating disorders, and other high risk behaviours. Therapeutic models in use include CBT, Family Therapy, Interpersonal Psychotherapy (IPT-A), parenting skills development and neuropsychological assessment. Attachment focused interventions are also widely used and systemic interventions commonplace.

3) Support and Supervision:

Placements will be in services where there are other members of staff ensuring good access to informal support. There are staff wellbeing initiatives within the Psychological Therapies Services and the wider service and identified pathways for more formal support if required. Clinical supervision will be provided by psychological therapists employed within Psychological Services. Other day to day supervision may be offered from other parts of the service, e.g. Primary Care Mental Health nurses.

4) Travel Requirements:

Services are offered across a wide geographical area and placements will require travel to various clinical bases and locations within NHS Forth Valley. There will also be a requirement for community work such as home visits which may be in rural locations. Where candidates have a specific need to minimise travel due to a disability, reasonable adjustments will be made. All other candidates will be expected to meet all the travel requirements of the role, and therefore driving and having access to a car will be of considerable benefit whilst on the Programme. These factors will have no impact on selection.

5) Key Contacts:

Dr Jennifer Borthwick, Director of Psychology
01324 614347

Dr Sally Rankine, Head of Adult Mental Health Psychology
01324 614347

Dr Susie Porteous, Head of Psychological Specialty Services (clinical health, older people, substance use)
01324 614347

Dr Heather Simpson, Local NHS Psychology Tutor
01324 614347

Dr Heather Laithwaite, Head of Forensic Clinical Psychology/ Head of Psychological Specialty Services (forensic, learning disabilities, arts therapies)
01324 574388

Dr Sharon Horne-Jenkins, Head of Child Psychological Therapies
01786 454546

NHS Grampian

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1) Environment/Geography:

Grampian, located in the North East of Scotland, has a population of over half a million. The scenery across the North East is enchanting and inspiring, from beautiful coasts to the Cairngorm Mountain range. The area offers both rural and urban based leisure, cultural and sporting activities to suit a range of interests. There is easy access to airports in both Aberdeen and Inverness. Grampian is a major centre of Education with two Universities, Aberdeen and Robert Gordon's. NHS Grampian covers three Health and Social Care Partnership areas – Aberdeen City, Aberdeenshire and Moray.

2) Service Environment:

Our Applied Psychology, CAMHS, Adult Mental Health, Primary Care and Psychological therapies services are inclusive, values based and set within wider multi-disciplinary teams, including Clinical and Applied Psychology, Psychotherapy Clinicians, Allied Health Professionals, Nursing, Psychiatry, Admin, Business and Support staff. Our service ethos promotes patient-centred care, efficiency and a culture that values, enables and develops our staff. We are looking for warm, reflective, innovative individuals who want to make a difference to join us working with (depending on the placement) children, young people, their families, adults, and wider systems. We are seeking individuals who share values that are important to us – being respectful, kind, curious, collaborative, efficient, forward thinking and trauma informed – and those who embody these values in their day to day work. We host D.Clin.Psych and MSc trainees.

CAMHS in Grampian is part of the North of Scotland regional CAMHS Tier 4 network and alongside out-patient work, we work closely alongside the regional Dudhope Young People's In-patient Unit. We are a test of change / roll out site for several innovative national projects. As well as having strong regional and national links, CAMHS works collaboratively with our local partner agencies across Grampian to continue to develop and foster local Tier 1 and 2 community mental health and wellbeing supports for children, young people and their families. Our Child placements are closely linked with our CAMHS Early Intervention team and include 1:1 work, family work, group work, specialist workstreams and consultation. Treatment approaches are eclectic with multiple psychological modalities offered by different team members including CBT, IPT, DBT, schema focussed work, Systemic Family Therapy, FBT, ACT, EMDR, psychotherapy and play therapy.

3) Support and Supervision:

Tailored and supportive line management alongside one to one, peer group and multi-disciplinary (depending on placement) supervision structures are in place to support professional reflection and growth.

4) Travel Requirements:

As NHS Grampian is a large geographical area, the ability to travel between areas or a driving licence is desirable.

5) Key Contacts:

Clemmie Walker / Rachael Smith

Clemmie.Walker@nhs.scot / Rachael.smith2@nhs.scot

NHS Lothian

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1) Environment/Geography:

Postholders based in the Lothians have the opportunity for a wide range of clinical experiences within a diverse geographical area, well known for its cultural attractions, easy access to sea and countryside and a wide choice of accommodation. The Lothians, with a total population of approximately 850 000, consist of East Lothian, West Lothian, Midlothian and the beautiful City of Edinburgh. In addition to the capital city of Edinburgh, there are a number of attractive smaller towns and many rural communities which make up the wider area.

2) Service Environment:

Health Services in Lothian are organised in one Health Board with approximately 300 psychologists and therapy practitioners. Dr Belinda Hacking is the Director of Psychology, responsible for psychology services across the lifespan with specific oversight over Adult Mental Health, Clinical Health, Older Adults, Forensic, Intellectual Disabilities and Neuropsychology, supported by relevant Professional Leads. Cathy Richards is the head of CAMHS psychology services, again supported by a group of Lead clinicians. Lothian has four Health and Social Care Partnerships (Edinburgh City, Midlothian, East Lothian, West Lothian HSCPs) where core provision of community and primary care mental health and wellbeing services are located. Postholders undertaking Children & Young People's EPP programme could be based in both community (e.g., primary care, schools) and hospital based (e.g., Edinburgh Royal Infirmary) settings. Postholders will have opportunities to work alongside our Digital team directly supporting patients referred to online programmes such as Beating the Blues and Silvercloud.

3) Support and Supervision:

Postholders will have a named supervisor within their service, in addition to line management and case supervision. The role involve contact with other primary care, hospital, and community practitioners and agencies. You will also have contact with other members of the Psychology team. All postholders will be provided with any required IT, administrative and communication supports to enable flexible working.

4) Travel Requirements:

NHS Lothian covers a wide area although there are good transport links within Edinburgh city and, to some extent, between other Council areas/towns. As postholders will be based within one core service travel is routinely likely to be mostly limited to covering your area unless you choose to live elsewhere in the region and commute to your workplace. You may be required to travel across the city. Other key locations such as Herdmanflat Hospital in Haddington (18 miles east of Edinburgh) and St Johns Hospital in Livingston (17 miles west of Edinburgh) can be accessed by bus or train however it is preferable for learners to drive.

5) Key Contacts:

In the first instance you may wish to speak with the Psychology Administrator who may be able to answer any general questions about working within NHS Lothian and can also put you in direct contact with a senior clinician involved with these posts who could advise on the local service, opportunities and service lead contacts:

Jaana Campbell - Psychology Administration - jaana.campbell@nhslothian.scot.nhs.uk