

## **TRAINEE HEALTH PSYCHOLOGIST**

### **APPLICATION AND HEALTH BOARD GUIDE**

This guide should be read before completing the application form.

NHS Education for Scotland (NES) in partnership with Health Boards in Scotland is funding 3 Trainee Health Psychologists to explore the contribution health psychology can make in supporting NHSScotland to meet its health improvement targets.

There are a number of key stages and dates you should be aware of as a potential candidate for the role of Trainee Health Psychologist:

<b>Closing Date for Applications</b>	<b>21<sup>st</sup> March 2025</b>
<b>Interview date</b>	<b>Between 22<sup>nd</sup> April and 1<sup>st</sup> May 2025</b>

#### **Application process**

You should read [all documents](#) before completing the application form. You will be asked to indicate what Health Boards you will consider working for and their information is available in this guide. This will help you decide, and you can express an interest in any/all if you wish. Please note that your application form will only be considered by the Boards you select.

#### **Application form**

Applications for the 2025 intake should be submitted via Jobtrain.

#### **Selection stages**

The selection and appointment procedure reflects the partnership of NHS Scotland employers and NES, in the commitment to attract excellent candidates. Successful candidates will be employees of the individual NHS Health Boards. Your application form will be screened for academic/GBC/Stage 1 requirements and then passed to all of the NHS Health Boards that you opted into for shortlisting. Candidates will be kept informed at each stage.

Applicants will be asked to rank the order of the Health Board areas for which they wish to be considered as part of the application process.

All decisions regarding screening, shortlisting and inviting to interview are made with the applicant's identity concealed from the shortlisting panel. Shortlisted candidates will be invited to interview where the panels will comprise of representatives from the employing NHS Health Boards and NHS Education for Scotland. Interviews will be held remotely via Microsoft Teams.

## **Interviews**

Interviews will take place **23<sup>rd</sup>-25<sup>th</sup> April 2025**.

After interview, candidates will receive a definite offer or reserve listing or will be informed that they have been unsuccessful. Feedback after interviews is not given routinely but is available to unsuccessful applicants on request.

Employment arrangements will be undertaken directly with the employing NHS Board, who will: carry out pre-employment checks such as employer references, verifying qualifications and your right to work in the UK; carry out health assessments and arrange Protection of Vulnerable Groups (criminal records) checks.

## **Health Psychology Supervision**

The NES Health Psychology Tutor will provide accredited Health Psychology Supervision. Therefore, Trainees will have **no** personal responsibility for finding supervision support.

## **Salaries and Fees**

NES will reimburse partner NHS Boards for the salaries for Trainees starting at £39,912 (Agenda for Change Band 6, first spine point).

All BPS Stage 2 fees are provided by NES. Trainees therefore have **no** personal responsibility for these fees.

There are additional information links available on the NES website including a link to the BPS Stage 2 Candidate Handbook.

Should you have any additional enquiries please e-mail  
[psychology@nes.scot.nhs.uk](mailto:psychology@nes.scot.nhs.uk)

## Health Board Descriptions

The following information relates to each of the 3 employing health boards and should be read before completing your application form, as you will be asked to rank order/opt in and out of employing boards.

The employing Boards are:

- NHS Greater Glasgow & Clyde
- NHS Lothian
- NHS Tayside

## Health Board: NHS Greater Glasgow & Clyde

### 1) Environment/Geography

NHS Greater Glasgow and Clyde (NHS GGC) is one of the largest healthcare systems in the UK, employing around 40,000 staff in a wide range of clinical and non-clinical professions and job roles. NHS GGC delivers acute hospital, primary, community and mental health care services to a population of over 1.15 million and a wider population of 2.2 million including regional and national services.

NHS GGC currently employs around 300 Psychologists; the overwhelming majority are Clinical Psychologists although we do have Counselling Psychologists and Health Psychologists in some areas and are keen to expand the future psychology workforce.

### 2) Service Environment

The Occupational Health Psychological Wellbeing Team features a diverse group, including 1 Consultant Clinical Psychologist, 2 Principal Clinical Psychologists, 1 Principal Health Psychologist, and a dedicated team of clinical and counselling psychologists, as well as assistant psychologists and Clinical Associates in Applied Psychology (CAAPs). This team operates within a broader Occupational Health Service, collaborating with various multidisciplinary colleagues, such as counsellors, Cognitive Behavioural Therapists, and physiotherapists.

The Acute Psychology Service comprises clinical health psychology and neuropsychology services, providing a specialist psychology service to patients in designated services who have psychological problems associated with physical

illness, disability and brain injury. The service also contributes to improving the healthcare system and influencing policy through consultation and advice about psychological aspects of health, illness and related dysfunction.

The Health Improvement Team within Public Health aims to improve the health and wellbeing of individuals or communities through enabling and encouraging healthy choices as well as addressing underlying determinants of health such as poverty and lack of educational opportunities. We work with a wide range of partners to influence policy, service provision and wider environmental factors that help support positive health outcomes for our population, especially those in greatest need.

### **3) Placement information**

The placement will be 2.5 days based at the West Glasgow AHP (Yorkhill site) within the Occupational Health Psychological Wellbeing Service, focusing on the Peer Support Programme and broader staff wellbeing initiatives. This program is designed to enhance staff mental health and wellbeing through organisation-wide interventions, training for Peer Supporters, and the development of the Peer Support role. For the Trainee Health Psychologist, this offers a unique opportunity to drive organisation-level change by applying Health Psychology and Implementation Science to design behaviour change strategies and interventions to support staff wellbeing. The Trainee Health Psychologist will also have the opportunity to work with staff presenting to Occupational Health MDT, both individually and in groups, focusing on psychological wellbeing, the management of long term conditions and behaviour change.

Additionally the trainee will work 2.5 days at West House Gartnavel Royal Hospital, within the Health Improvement Team in Public Health, supporting the “Waiting Well” initiative. Here, they will lead workshops on health living topics like physical activity, nutrition, and sleep hygiene, and create resource materials focused on procedures. These resources would aim to empower patients to adopt healthier habits while awaiting medical procedures, ultimately contributing to improved health outcomes and reduced complications. This placement will also allow the trainee to participate in delivering the national behaviour change training “MAP of Health Behaviour Change” across different public health initiatives.

**Please note, the Occupational Health Psychological Wellbeing Service is currently located at the Yorkhill site, a relocation will be taking place in 2025 to the Old Woodside Health Centre, Barr Street, Glasgow, G20 7LR.**

### **4) Support and supervision**

Support will be provided from the Occupational Health Psychological Wellbeing Service and Acute Clinical Psychology Dept.

Supervision and line management will be provided by a qualified Principal Health Psychologist working within the Occupational Health Psychological Wellbeing Team. This Health Psychologist will also provide supervision when working within Health Improvement services. The Health Psychologist also works within the Health Improvement Team within NHS Education for Scotland, a former coordinating supervisor for the Stage 2 NES Programme and the current Chair of the Division of Health Psychology for Scotland.

### **5) Travel requirements**

Post will be partly based within West ACH (with an upcoming move to Barr Street, Glasgow) and also at West House, Gartnavel Royal Hospital. Occasional travel to other clinical sites across NHS GGC will be required.

### **6) Key contacts**

Dr Esther Murray, Professional Lead for Acute Psychology

Tel- 0141 201 0123

[Esther.murray@ggc.scot.nhs.uk](mailto:Esther.murray@ggc.scot.nhs.uk)

## **Health Board: NHS Lothian**

### **1) Environment/Geography**

Edinburgh and the Lothians are on the eastern side of Scotland's central belt in the heart of the country. The geographical area known as Lothian region covers 700 square miles, comprising the City of Edinburgh, Midlothian, East Lothian and West Lothian. It is a region of exceptional beauty and contrast, from the splendor of Edinburgh to the beauty and variety of the hills, countryside and coastline. The nearest major town outside of Edinburgh is Livingston, a thriving location in the heart of West Lothian. As well as many sites of historic interest, the region boasts a host of recreational activities for all ages.

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Caroline Hiscox is the Chief Executive, John Connaghan is the Chair and Tracey Gillies is the Executive Medical Director. NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 26,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation. Over the next year across Scotland there will be significant changes in the way health and social care services are provided. In April 2015, integration came into effect in local areas led by four Health and Social Care Partnerships in East Lothian, Edinburgh, Midlothian and West Lothian. Working together will help us provide even better services for our communities and, where

appropriate, people will receive high quality care closer to home. There is work underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

## **2) Service environment**

The Department of Public Health and Health Policy aims to improve and protect the health of the people of a whole system approach to public health in Scotland.

The department is organised around Population Health and Health Protection. The post-holder will join the Population Health Team. All activity takes into account the recovery and renewal demands of COVID-19.

There is a strong commitment to multi-disciplinary public health reflected in the range of staff within the department. The Population Health aspect is place-based working focusing on partnership, prevention and inequalities:

- Deliver a health in all policies approach in health and social care partnerships and community planning partnerships with a focus on prevention and tackling inequalities.
- Deliver a public health intelligence function for Lothian that supports epidemiology, planning, quality improvement and health promotion work within partnerships and hospital settings.
- Support screening programmes across Lothian.

## **3) Placement information**

The trainee will be based within the Public Health Directorate and will link closely with psychology services. The post holder will also work closely with a range of professionals across the board area including Maternity, Health Visiting and Family Nurses, Nutrition and Dietetics services as well as third sector services and colleagues within the field of maternal and infant nutrition services.

## **4) Support and supervision**

Line management and operational supervision will be provided by Tracy McGillivray, Directorate of Public Health and Health Policy.

Psychology supervision and support will be provided jointly by Claire Findlay.

## **5) Travel requirements**

NHS Lothian covers the City of Edinburgh, Midlothian, East Lothian and West Lothian, although primarily based within Astley Ainslie Hospital there will be a requirement to travel across the board area, therefore a driver and car owner would be preferred.

## 6) Key contacts

Tracy McGillivray, Directorate of Public Health and Health Policy

[Tracy.mcgillivray@nhs.scot](mailto:Tracy.mcgillivray@nhs.scot)

## Health Board: NHS Tayside (Angus Drug & Alcohol Recovery Service)

### 1) Environment/Geography

This post offers the opportunity to live and work in the Tayside region of Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life.

NHS Tayside is the 4th largest health board in Scotland wide area and covers three local councils (Perth & Kinross, Angus and Dundee City).

The approximate populations are:

- Tayside Population 410,000
  - Angus 116,000
  - Dundee 149,000
  - Perth and Kinross 148,000

### 2) Service Environment:

NHS Tayside is pleased to be able to offer a very supportive and educational environment for trainee Health Psychologists. As a health board we have provided training to a number of health psychologists over many years. There are now seven Health Psychologists employed within NHS Tayside (5.7 WTE) and two full time Trainee Health Psychologist: this represents the largest Health Psychology provision available within one health board in Scotland.

Five of these Health Psychologists and one of the trainees are employed within the Tayside Drug and Alcohol Recovery Psychology Service, as well as a Consultant Clinical Psychologist and a Consultant Counselling Psychologist, allowing the successful candidate the opportunity to become embedded in an established multi-specialty psychology team and work with a variety of different disciplines within the Drug and Alcohol Recovery Services.

The Directorate of Public Health has recently appointed a Senior Health Psychologist on a permanent basis within the service. There is an existing trainee supported within the department; these colleagues will offer be able to offer supportive links within Public Health specifically. These posts demonstrate Tayside's commitment to continue to develop and embed the role of practitioner health psychologists across multiple settings and services.

NHS Tayside also has one of the largest and most successful teaching hospitals in Scotland. The University of Dundee Medical School was ranked 1st in the UK 2021 Complete University Guide. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

Further information about NHS Tayside can be found at:

[www.nhstayside.scot.nhs.uk](http://www.nhstayside.scot.nhs.uk)

## **2.1 Psychological Therapies Service**

At present there are approx. 160 clinical and applied staff, including Clinical Psychologists, Counselling Psychologists, Health Psychologists, Forensic Psychologists, Cognitive Behavioural Psychotherapists, Clinical Associates in Applied Psychology and Assistant Psychologists. In addition, at any one time, there are approximately 25 Trainees within the department. Clinical staff work in a variety of specialties including:

- Child and Adolescent
- Learning Disabilities
- Primary Care/Adult Mental Health
- Forensic
- Neuropsychology
- Clinical Health Psychology
- Older Adults
- General Adult Psychiatry
- Eating Disorders
- Drug & Alcohol Recovery
- Weight Management
- Perinatal, Maternity & Neonatal
- Infant Mental Health
- EoS Major Trauma Service
- Tayside Adult Autism Consultancy Team
- Personality Disorders

In recent years there has been a number of specialty specific reviews, resulting in phased expansion of services, which is ongoing with planned growth to meet service demand.

The Psychological Therapies department has a strong research tradition with close links with local Universities and access to excellent library and computing facilities. It has a major commitment to teaching clinical and other applied professions, also to post-qualification training for its members, running its own programme of lectures and workshops. Trainees are regarded as full members of the department, the organisation of which enables them to work alongside experienced colleagues in all the main specialties of the profession in many different settings, using a wide range of methods and approaches. The department is influential in developing and expanding the role of Applied Psychology within the NHS. The department has dedicated research support for trainees through our research lead Dr Fhionna Moore.

## **2.2 Department of Public Health**

In Tayside, the Directorate of Public Health is a unified department comprising specialist public health and health improvement. It has access to a wide range of expertise. The Directorate has 93.3 WTE core staff. Consultants in Public Health cover a range of portfolios and are supported by a well-established Health Intelligence team of to enhance capacity and expertise around data analysis, evidence review and evaluation.

Public Health has close working arrangements with NHS Tayside's Strategic Leadership Team, with colleagues in the three IJBs and with all three Community Planning Partnerships and the Universities of Dundee and Abertay.

## **3) Placement Information**

The trainee will be based within the Psychological Therapies Department, with consultancy undertaken within the Directorate of Public Health. They will work closely with a range of professionals across health and social care including drug and alcohol recovery services and with weight management colleagues. Links will be facilitated with Public Health Scotland and honorary contract arrangement for the trainees second work area will be supported as required.

The proposal has the full support of NHS Tayside Public Health. The trainee would be expected to work with professionals drawn from the wide range of agencies involved in the planning, prevention, treatment and support of individuals affected by drug/alcohol use and on consultancy work on the areas of public health priorities identified.

The client group will be people who are using the drug and alcohol recovery services including 3<sup>rd</sup> sector services. In addition, the trainee will be expected to provide training in behaviour change interventions to those professionals working within these services. The second area of work would involve working directly with public health colleagues and psychological colleagues involved obesity management within NHS Tayside. The trainee would be supported to liaise with national colleagues from Public Health Scotland, particularly to provide recommendations for the national roll-out and making a contribution to innovative digital interventions.

#### **4) Support and Supervision:**

##### **Supervision Psychology:**

Dr Alyssa Lee, Principal Health Psychologist, Tayside Psychological Therapies Service, Tayside Drug and Alcohol Recovery Psychology Service (TDARS Psychology)

Dr Katie Heslop, Health Psychologist, Tayside Psychological Therapies Service, Tayside Drug and Alcohol Recovery Psychology Service (TDARS Psychology) will provide clinical and workplace supervision.

##### **Supervision Public Health:**

Suitable workplace supervision from the Directorate of Public Health to support this work will be agreed with Dr Emma Fletcher if the bid is successful.

Dr William Cook, Dietetic Consultant in Public Health, with oversight for obesity/high BMI in NHS Tayside.

Dr Fatim Lahka, Consultant in Public Health Medicine who holds a split post between NHS Tayside and Public Health Scotland have indicated support for the projects.

#### **5) Travel Requirements**

The main base of the trainee health psychologist will be Angus. However, a small amount of travel will be required within the other areas covered by the Tayside Drug & Alcohol Recovery Psychology Service and Public Health in Tayside, namely Perth & Kinross and Dundee and a car might be essential.

#### **6) Key Contact**

Dr Alyssa Lee

[alyssa.lee@nhs.scot](mailto:alyssa.lee@nhs.scot)

