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| **FACTORS** |  | **CRITERIA**  **(examples)** | **STAGE OF ASSESSMENT** | | |
|  |  |  | **Application** | **Interview** | **Other test** |
| **Education and Professional Qualifications** | Essential | * A 2:1 or better Honours Degree in Psychology from a **BPS accredited** programme or      * The successful completion of a BPS accredited MSc Psychology conversion programme and where the applicant achieved an average mark of 60% or above. (This reflects BPS guidance). * Graduate Basis for Chartership of the BPS | ✓  ✓ |  |  |
|  | *Desirable* |  |  |  |  |
| **Experience/Training (including research if appropriate)** | Essential | * Evidence of reflection on experience, either clinical or non-clinical, in relation to the role of Trainee Clinical Associate | ✓ | ✓ |  |
|  | *Desirable* | * Relevant paid or voluntary work in area of care giving or supervised psychological work * Relevant research experience as undergraduate or postgraduate | ✓  ✓ | ✓  ✓ |  |
| **Knowledge and Skills** | Essential | * Graduate level knowledge of psychological theory and research in relation to, for example, normal development; cognition; social psychology; learning theory; psychological disorder; and the application of theory to practice particularly in the mental health field * Some evidence of knowledge and awareness of applied psychology and awareness of Primary Care issues within the NHS * Some preliminary knowledge and understanding of common mental health disorders likely to present in Primary Care settings, such as anxiety and mood disorders * Preliminary knowledge and understanding of the role of the Clinical Associate the range of activities and professionals with whom they would be working * Knowledge and understanding of statistical analysis/research methodology | ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓ |
|  | *Desirable* | * Good analytical skills in judging and formulating an interpersonal situation, and in imparting or reporting to key people (eg clients, or senior personnel) |  | ✓ |  |
| **Interpersonal skills** | Essential | * Evidence of ability to communicate appropriately in writing * Good communication and interpersonal skills; ability to form a rapport in all means of communication * Awareness of need for professionalism at all times, in behaviour, maintaining confidentiality, appropriate dress, punctuality and reliability * Ability to communicate empathically and sensitively when required, particularly in emotive situations * Awareness of need to recognise own competency limitations and of the need to seek advice at an early stage | ✓  ✓ | ✓  ✓  ✓  ✓ | ✓ |
|  | *Desirable* |  |  |  |  |
| **Other factors** | Essential | * An understanding of Course guidelines and recommendations, and of professional guidelines as defined by BPS and HcPC, and agreed by the Course and the NHS |  | ✓ |  |
|  | *Desirable* | * Clear commitment to working within the NHS board area * Driving licence (may be essential in some areas) | ✓ | ✓ |  |