

|  |  |  |  |
| --- | --- | --- | --- |
| **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)
 | ✓ | ✓ |  |