



the british
psychological society
promoting excellence in psychology

The appointment of consultant psychologists:

Guidance on using National
Assessors for the quality
assurance of appointments
and clinical governance of
psychological practice

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1. Executive summary

Psychological practice is an important dimension of contemporary provision of mental health, physical health and care services (HM Government/Department of Health, 2011; Department of Health/NHS England, 2014; Department of Health, 2015). At the same time, a key priority for every provider is the efficient and effective utilisation of resources.

Psychological leadership has a key function in achieving this combination of efficiency and effectiveness, including safety and innovation. The British Psychological Society (BPS) advises provider organisations of health and social care services, through the provision of National Assessors, supporting effective and safe appointments of consultant psychologists. This is essential for the governance of psychological practice.

This document collates key guidance for those who are accountable and responsible within each health and social care provider organisation for the appointment of consultant psychologists and the most senior posts regarding psychological practice. Adherence to these guidelines is a key foundation of the clinical governance of psychological practice.

The BPS selects and trains National Assessors who bring a wealth of psychological and leadership expertise across organisations and geographical areas to support the recruitment process. This function was established by the Department of Health and is now resourced by the BPS, which is the UK's leading organisation for psychological knowledge and practice. The BPS was founded by a Royal Charter in 1901. In 2019, the Association of Clinical Psychologists UK (ACP-UK) joined the BPS to support this process for their members.

The role of the National Assessor is to facilitate the appointment of the most effective and appropriate candidates and reduce the risk of inappropriate appointments within the recruitment and selection of consultant psychologists in health and social care, including those in academic positions. This

quality assurance process ensures that a competent consultant with the professional oversight, accountability, governance, specialist skills and leadership is recruited for the role.

Those responsible or accountable for the appointment of consultant psychologists and senior psychological practice posts should contact National Assessors at the earliest possible stage. This ensures that they are able to advise where appropriate on all aspects – including the need to appoint to such posts.

The National Assessors Database is overseen by the Chief National Assessor and is divided into speciality and nation sections led by a Lead National Assessor. The database is available via the British Psychological Society's website (www.bps.org.uk/assessors).

There are currently 13 specialty sections. These include adult mental health (general), adult mental health (psychosis and complex mental health), children and young people, older people, clinical health psychology, forensic, learning disabilities, management posts, counselling psychology, health psychology, neuropsychology and neurorehabilitation, substance misuse and addictive behaviour, teaching training and research. There are additional designations for Northern Ireland, Scotland and Wales. (To search for Northern Ireland, Scottish or Welsh assessor, select 'Northern Ireland', 'Scotland' or 'Wales' as the branch).

The Lead National Assessor may be contacted for specific advice on a recruitment issue relating to the speciality concerned.

Alternatively, the Chief National Assessor may be approached. Current contact details are provided on the website, and directly from the Chief National Assessor.

Further advice can be obtained from the British Psychological Society's National Assessors Team (email: nationalassessors@bps.org.uk; tel: 0116 252 9927) or, where applicable, the Association of Clinical Psychologists UK (ACP-UK)

2. Recruitment

It is important to involve National Assessors as early as possible in the process of recruitment. This is to ensure that subsequent recruitment steps are based on the best possible foundations for the organisation, for service users and for professional colleagues.

In the case of the recruitment to the most senior psychology post within an organisation, contacting a National Assessor from the 'Management' work area of the National Assessors Database, or the Chief National

Assessor, may be particularly helpful at the outset.

This is to ensure that a new appointment will have the appropriate professional knowledge and skills, accountability, governance responsibilities, specialist skills and leadership required for the role. National Assessors may also be able to advise, from their awareness of the state of the market for consultant candidates, on effective recruitment strategies and expectations.

2.1 SUMMARY OF RECRUITMENT PROCESS

2.1.1 USE OF NATIONAL ASSESSORS IN RECRUITMENT AND SELECTION

The National Assessor's role is to provide advice to the employing NHS Trusts and Health Boards, or other employer (e.g. local authority, higher education institution, voluntary or private sector organisation) as to whether applicants have the necessary skills and competencies to fulfil the requirements of a consultant post.

The National Assessors will assist the potential employer by commenting on whether candidates meet the person specification and are capable of effectively and efficiently carrying out the responsibilities of the role (as specified in the job description). This process

will assist the appointing officer in also identifying those applicants who are eligible for shortlisting.

National Assessors may also be asked to contribute to the design of the selection process. This can include assisting with formulating presentation titles and questions prior to assessing candidates' appointability.

The National Assessors' role is to advise on the appointability of applicants. The appointing officer may request that the National Assessor also contribute to selecting the preferred candidate.

2.1.2 DECIDING WHICH NATIONAL ASSESSORS TO USE

The use of National Assessors is part of the mechanism to ensure protection of the public and the maintenance of professional standards. It is best practice for two National Assessors to be used, including one from the section of the list for which the post is advertised. There are advantages if the other National Assessor is external to this section, especially for posts with mixed responsibilities. Assessors should be selected to reflect the range of duties of the post. Both National Assessors should be external to the employing Trusts, Health Boards or organisation. In very large Trusts

and Health Boards, it is recognised that it may be appropriate for a second National Assessor to be drawn from an unconnected part of the organisation.

If for any reason a second National Assessor cannot be found or a National Assessor is not able to attend the interview nearer the date, then the lead National Assessor for that section (or in their absence, the Chief National Assessor) should be contacted. They will be able to assist in advising whether the interview should take place, as may be necessary on

some occasions, or be rescheduled. They will also be able to advise on whether there are any extra steps to be taken or whether the assessment might progress with only one National Assessor present. Assessors have been advised that they may continue with the interview should only one assessor be present, but they should have agreed to this prior to the interview taking place.

Recruiters are advised to approach National Assessors at the earliest possible stage. Two National Assessors can most easily be sourced when National Assessors are approached at the beginning of the selection process.

2.1.3 FEES AND EXPENSES

National Assessors do not charge fees for their role in the recruitment process. For those in employment their employer is expected to allow them the time to undertake the task and in return the employer is able to use National Assessors from other organisations free of charge. This reciprocal arrangement is to the mutual benefit of employers and

Their availability for interview may then inform the interview date prior to the post being advertised.

National Assessors may be asked for advice about job advertisements, job descriptions and person specifications. This advice will be particularly useful when a new post is being considered – when National Assessors may also advise on responsibilities and positioning of the role or, when the post may be difficult to recruit to. National Assessors should be involved in the shortlisting process, to assist in calling the best candidates for interview and avoid unsuitable candidates being called.

avoids administrative costs associated with the payment of fees.

Any expenses incurred by the National Assessors should be agreed prior to the process commencing and reimbursed by the recruiting organisation. These will normally be paid according to the rates that the recruiting organisation uses (e.g. Agenda for Change).

2.1.4 INTERNAL RECRUITMENT, INCLUDING APPOINTMENT TO A NEW POST AS PART OF ORGANISATIONAL RESTRUCTURING, 'REGRADING IN POST' AND TEMPORARY OR 'ACTING UP' ROLES

National Assessors should always be used in the appointment of psychologists to a post which is substantially new to the post-holder – including when this is an internal recruitment. The National Assessor may contribute to ensuring that the right banding is in place for the skill level required and they will also contribute to job descriptions and person specification documents being up to date and comprehensive. A National Assessor from that speciality will contribute to assessing the match between the new role and the candidate's competencies and will contribute both to the objectivity of the process and to the perception of this, and to a sense of fairness and validation.

National Assessors should also be used to support recruitment into temporary and 'acting-

up' roles. This may become more significant for the employer if, in some circumstances, temporary arrangements become longer term or permanent.

On rare occasions it may not be appropriate to use National Assessors, when a psychologist has been 'slotted in' as a result of organisational restructuring to a revised Consultant role which the local Human Resources team have advised is substantially the same as that already held by the post holder. If in doubt, the use of National Assessors is recommended to ensure safe and effective psychological practice and leadership – having particular regard for the responsibility of a Consultant in relation to the psychological practice of others.

2.1.5 CONFIDENTIALITY AND DATA PROTECTION

National Assessors will take all necessary steps to preserve the confidentiality of information acquired through their work as an Assessor and in line with the British Psychological Society's Code of Ethics and Conduct (2018). The employer should consider where and how personal information is recorded and supplied to assessors and explicitly inform

assessors about the employer's arrangements for capturing and storing information from the interview process. Assessors should assure themselves that the processes they are being asked to follow are in keeping with current data protection legislation and highlight any concerns with regard to this with the employer.

2.1.6 CONFLICTS OF INTEREST

A National Assessor should declare any conflict of interest before accepting an invitation to act as an Assessor, or when they become aware of this. The Assessor should not be involved in an interview where there may be a perception of a conflict of interest (e.g. working in the same Trusts and Health Boards as an applicant and/or having a significant personal or professional relationship with an applicant).

At the same time, it is recognised that senior professionals within a field will often know each other through professional networks. In such instances the potential for a conflict of interest should be made known to the Chair of the Interview Panel who will be responsible for the final decision regarding the Assessor's contribution to the recruitment process.

2.2 DOCUMENTATION REQUIRED PRIOR TO ADVERTISING A VACANCY

The job description and person specification for the post, together with the organisational context for the role are the key documents for

the shortlisting process with which the National Assessors will be working.

2.2.1 JOB DESCRIPTION

The job description should:

Give the job title that is the official description of the role;

Give the overall purpose of the job;

Define key result areas;

Define accountability;

Outline positioning of the role and the service and organisational structures;

Give the base location and any other regular travel or other requirements;

State that the post holder must be registered within the relevant Health and Care Professions Council practitioner psychologist domain; and

State that the appointee will be expected to follow the British Psychological Society's *Code of Ethics and Conduct* (2009).

2.2.2 PERSON SPECIFICATION

The person specification should describe the essential criteria by which candidates will be selected for interview. Where a single specific practitioner qualification is not specified, it may be necessary to ensure the equivalence of qualifications and/or identify specific competencies that would otherwise be accredited by a specific qualification

(e.g. child and developmental psychology, neuropsychological expertise with older people). National Assessors can provide advice about these qualification issues. They can also advise on suitable interview questions that will demonstrate that applicants meet the corresponding person specification criteria.

2.2.3 REGISTRATION AS A CHARTERED PSYCHOLOGIST

In addition to their registration with the HCPC as a 'practitioner psychologist' in the relevant practitioner domain, psychologists may be additionally registered with the British Psychological Society as a chartered psychologist, a legally recognised professional title and/or the Association of Clinical Psychologists-UK. All psychologists who become Chartered have agreed to follow the British Psychological Society's *Code of Ethics and Conduct* (August, 2018) and before admission to the Register of Chartered Psychologists individuals must have:

A recognised first degree in psychology; and

Recognised postgraduate qualifications;

Or have undergone three years approved postgraduate training and supervision and been judged 'fit to practice' independently.

It is not required that an applicant for a consultant psychologist post is a Chartered Psychologist, although this identifies further relevant professional standards and expectations as a practising psychologist. Managers wishing to gain further information may contact the British Psychological Society which holds a list of Chartered Psychologists (a copy of the list can be found on the Society's website at www.bps.org.uk).

2.2.4 NHS KNOWLEDGE AND SKILLS FRAMEWORK OUTLINE

If NHS Knowledge and Skills Framework (KSF) outlines are utilised by the organisation, they should be included in the recruitment documentation. The KSF post outline sets out the dimensions and levels that apply to a particular post in the NHS. The combination of dimensions and levels gives

a broad indication of the knowledge, skills and competencies for a consultant level

appointment. Candidates applying for Consultant posts will be assessed to determine whether they have the skills and competencies associated with such senior psychology posts (e.g. those on grade 8c and above on Agenda for Change).

3. Selection

National Assessors provide governance and quality assurance throughout the selection process.

3.1 THE ROLE OF NATIONAL ASSESSORS IN THE INTERVIEW PROCESS

3.1.1 THE SHORTLISTING PROCESS

It is useful if the following information is provided to the National Assessor when shortlisting:

Departmental and organisational structure;

Job description (final version);

Person specification (final version);

Knowledge and Skills Framework outline (KSF, for NHS posts);

All application forms and supporting documentation;

Any other information given to applicants; and

Contact details of the other assessor involved in the appointment.

3.2 INTERVIEW PROCESS

The primary role of National Assessors is to advise employers whether candidates have demonstrated they have the skills and competencies to undertake a Consultant level post. This is often referred to as a candidate 'being appointable at Consultant level.' The British Psychological Society is clear that the role of the National Assessors is an advisory one and Assessors have no automatic right to be voting members of appointment panels. It is expected that they will play a full part in questioning candidates and reflect to the panel why they consider certain candidates to be appointable at Consultant level and others not. If invited to do so by the panel, Assessors may contribute to the selection of the preferred candidate.

It is the experience of National Assessors that the following areas may be helpful to explore during the interview:

Management and leadership training and experience, including knowledge of personnel issues;

Knowledge and experience of the management and leadership of other professional groups;

Highly specialist clinical skills and experience;

Skills and experience in service planning and development;

Skills and experience in service evaluation, audit and improvement;

Resource management, including budgeting;

Skills and knowledge in implementing clinical and research governance initiatives;

Knowledge of current policies and strategies relevant to the delivery of health and social care;

Extended involvement in teaching and supervision;

Involvement in strategic development of services with commissioners, providers and other agencies;

Other project work;

Values and ethical issues;

Research achievement;

Teaching skills; and

Provision of consultation for and supervision of other health and social care disciplines.

Technology can help ensure the presence of National Assessors at interviews and is a practice that can be adopted effectively. Where technology is used to allow National Assessors to participate remotely, time should be factored in to check this is working as expected prior to the arrival of the first candidate.

3.3 PART-TIME CONSULTANT APPOINTMENTS

When recruiting and selecting employees for part-time Consultant posts, employers will need to consider whether the role requirements can be satisfied under reduced hours at this level. As for all posts, whether full-time or part-time, previous experience should be demonstrated by the candidate at interview using the key

skills and competencies required for the role. These should be consistent with what is in the Job Description and Person Specification. Appointing to all levels, including the Consultant band on a part-time basis and/or by means of a job share arrangement should be fully considered by employers when requested.

4. Post interview

4.1 CONTINUING PROFESSIONAL DEVELOPMENT

National Assessors may recommend development plans to successful (and unsuccessful) applicants. In particular,

management and leadership training courses are advised and should form part of individual's continuing professional development plans.

4.2 FEEDBACK TO APPLICANTS

Whilst it is the responsibility of the appointing officer and prospective employer to communicate the outcome of the selection process, giving professional development feedback to candidates can be a role for an assessor. There will be situations when an external National Assessor might be identified as the most suitable person to give post interview feedback in relation to appropriate future professional development. All applicants

should be given the opportunity to obtain feedback on their interview. Any feedback that is given should be in agreement with the interview panel and authorised by the employer at the post interview discussion. This feedback could include advice about interview technique as well as what continuing professional development the applicant may need before applying for another consultant post.

4.3 TRAINING PROGRAMME FOR THE SUCCESSFUL APPLICANT

National Assessors may also contribute to identifying some aspects of the continuing professional development expectations for the successful applicant. This might include, for example, specialist training or leadership

and management development. National Assessors may assist with the identification of an appropriate training programme, mentors or other support.

4.4 DATA PROTECTION

Each employer will have guidance concerning the recording of information obtained during the recruitment process, especially that noted during interview. National Assessors should comply with this as outlined in Section 2.1.5. above. Where Assessors retain information

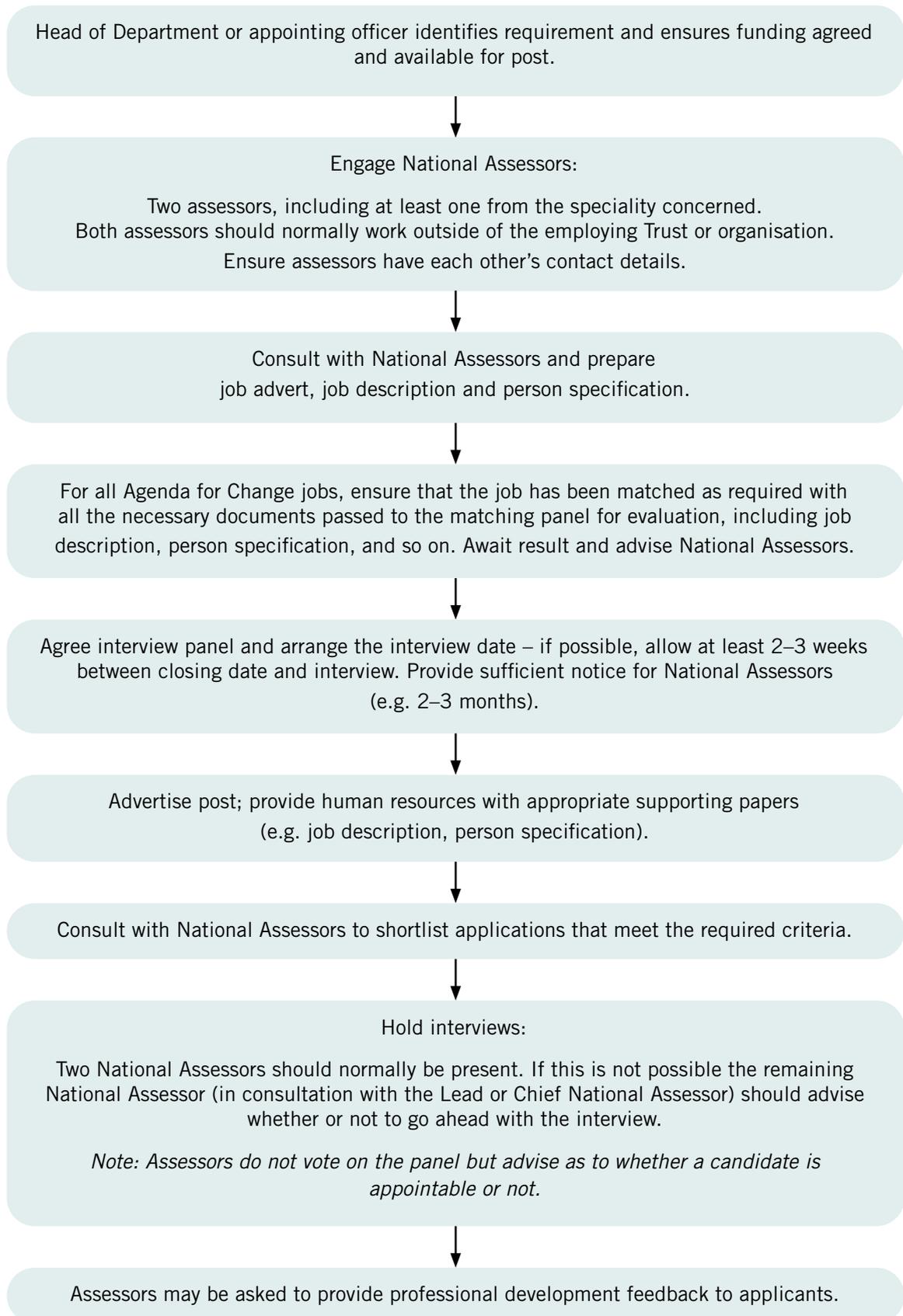
in order to provide candidates with detailed feedback, all relevant notes should be returned to the employer or if copies were used, destroyed timeously.

5. Complaints procedure

If you have a complaints regarding a National Assessor, please first attempt to discuss the matter with the relevant Lead National Assessor. Should this not be possible or the matter not resolved, complaints should be raised with the Chief National Assessor who

can be contacted through the National Assessor Team (0116 252 9918). Where a matter needs to be addressed formally, complaints must be put in writing to the Chief National Assessor and will be considered by a panel of the Chief National assessor and other relevant Assessors.

6. Summary of recruitment and selection process



Project Facilitators

2006 AND 2011 (REVISION) GUIDELINES TEAM

Professor Chris Cullen, Chief National Assessor and Lead Assessor, Learning Disabilities

Dr Mike Hopley, Deputy Chief National Assessor and Lead Assessor, Substance Misuse & Addictive Behaviour

Dr Alice Campbell-Reay, Deputy Chief National Assessor and Lead Assessor, Older Adults

CONTRIBUTORS

Carole Allan, Helen Barnett, Sandra Baum, Nigel Beail, Alison Bec, Ian Bennun, Gita Bhutani, Carl Bourton, Gillian Bowden, Richard Bulkeley, Alice Campbell, Katherine Carpenter, Tim Cate, Robin Davidson, Anne Douglas, Simon Eltringham, Colin Espie, Graham Evans, Wendy Geraghty, Fiona Goudie, Linda Graham, Hilary Griggs, Frances Gulliford, Belinda Hacking, Camilla Herbert, Michael Hodgkinson, Derek Indoe, Lindsey Jacobs, Eric Karas, Ann Malkin, Catherine McDonagh, Gail McGregor, Luke Mitcheson, Reg Morris, Theresa Powell, George Ralston, HR Representative, Service user and Carers Representative, Tracey Swaffer, Gary Tanner, Esther Cohen-Tovee, Graham Turpin, Lyndall Wallace, Kathryn Walters, Stephen Weatherhead, Christopher Whiteley, Phil Willmot

2017 REVISION PROJECT FACILITATORS

Pavlo Kanellakis, Eryn Mann and Steve Jones

2020 REVISION REVIEW TEAM

Tony Lavender, Linda Graham, Ruth Stocks (ACP-UK), Sheelagh Rogers, Tori Snell (ACP-UK), Amra Rao, Helen Barnett

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Appendix A:

Frequently asked questions

- 1. Why should we use National Assessors as part of our recruitment and selection procedures?**
Involving assessors in the recruitment, selection and appointment of consultant psychologist posts is an essential element ensuring clinical governance and high professional standards. It is particularly important that there is a rigorous process which provides protection both to the members of the public and to the employing organisation. National Assessors are the best placed to assess psychology competencies.
- 2. How early in the recruitment process should we contact both National Assessors?**
You should contact the National Assessors at the beginning of the process, when you have identified a requirement and agreed funding for the post. Therefore, National Assessors should be engaged before the post is advertised.
- 3. How do we ensure that equal opportunities and legislation is adhered to during the recruitment process?** The employer is responsible for ensuring that equal opportunities are complied with at all times, and that no applicant receives less favourable treatment on the grounds, for example, of ethnic origin, nationality, religion, disability, sexual orientation or age, or is disadvantaged by terms or requirements which cannot be justified. All National Assessors have received appropriate training and will themselves be fully aware of equal opportunities legislation.
- 4. How do we know that National Assessors have received adequate training in recruitment and selection issues?** Potential assessors undergo a rigorous recruitment procedure in order to become a National Assessor. All Assessors have undertaken training in recruitment, selection and interviewing, and will have demonstrated significant experience in recruiting whilst they have been practising on a consultant psychologist grade. Training is also provided by the British Psychological Society at regular intervals.
- 5. What happens if one of the National Assessors is not able to attend the interview?**
You should contact the remaining National Assessor and check whether or not they (in consultation with the Lead National Assessor or Chief National Assessor) are happy to continue without the other assessor being present. The National Assessor who has withdrawn may be included in the interview using the telephone, if possible. Alternatively, another National Assessor may be contacted to attend or support the recruitment at a distance, but they must be provided with all of the necessary paperwork prior to the interview.
- 6. Are there any circumstances in which applicants who are already consultants would not require external National Assessors in a recruitment process?**
No. The only exception is when the organisation's human resources team have advised that, in accordance with the employer's organisational change policies, (or equivalent), the post holder is to be 'slotted in' to a post which is substantially the same as that already held by the post holder.
- 7. Do locum posts require the use of National Assessors?**
Yes, all temporary posts at consultant level should involve two National Assessors to consider the appointment.

- 8. What financial arrangements are required?**
National Assessors should be paid their expenses by the recruiting employer.
- 9. What should I do if a National Assessor's input has given cause for concern or otherwise been regarded as unprofessional?**
If a National Assessor's behaviour or conduct is unsatisfactory and needs to be reported then this should be communicated by the interview panel to the lead assessor for that section of the National Assessors Database or to the Chief National Assessor – contact details can be found in Section 1 of this document. Section 5 of this document also provides details of the complaints' procedure.
- 10. Where can I find a list of National Assessors?**
The National Assessors Database can be found on the British Psychological Society's website, along with the latest guidance notes for recruitment and selection.

Appendix B: Checklist

Task	Responsibility	Completed
Ensure funding available for post.	Head of Department/ responsible manager or (recruitment of the most senior psychologist in the organisation) the responsible director or head of the organisation	
Ensure Disclosure and Barring Service checks have been made.	Responsible manager	
Contact two National Assessors whenever possible.	Responsible manager	
Prepare job description and person specification and put through Agenda for Change matching process if necessary.	Responsible manager/ matching panel/ National Assessors	
Send job description, person specification and proposed job advert to National Assessors for review/advice.	Responsible manager/ National Assessors	
Contact National Assessors once CVs and applications have been received.	Responsible manager	
Produce shortlist for interviews – National Assessors will help with this process.	Responsible manager/ National Assessors	
Convene interview panel. Give plenty of notice for National Assessors.	Responsible manager	
Conduct interview.	Interview panel with National Assessors	
Provide feedback to unsuccessful applicants	Responsible manager/ National Assessors	

Appendix C: Description of Division Specialities

DIVISION OF CLINICAL PSYCHOLOGY

Adult mental health – General

Assessors in this section should be able to advise on posts which cover services for adults with mental health problems. These would include services to community mental health teams, psychological therapy teams/networks (including family therapy), acute admission units and related day care services. They may also be able to offer guidance in relation to more specialised areas, such as primary care, eating disorders and substance misuse.

Adult mental health – Psychosis and complex mental health

The areas of service covered by assessors on this section of the list include in-patient rehabilitation, community rehabilitation and recovery services, psychosocial interventions, early interventions in psychoses, adult continuing care services and assertive outreach.

Children and young people

Assessors on the list in this section will have expertise within at least one or more child and family specialty areas. They will also have skills and experience in general service development and provision including research and evaluation. Assessors from other sections of this list may usefully contribute to selection in particular highly specialist child or adolescent posts (e.g. neuropsychology, forensic, child learning disability – alongside a Children and Young People Assessor from this section). It is essential to seek advice from the Lead Assessor as to the most appropriate combination of assessor skills and expertise for such posts.

Clinical health psychology

Assessors in this section can offer advice and guidance about psychology posts in a range of adult medical or surgical specialities, e.g. oncology, pain services, plastic surgery, cardiology, respiratory medicine. Some of the assessors will have particular expertise in the management of clinical health psychology services in acute or community settings, others will have expertise in highly specialised clinical services (e.g. spinal injuries, sexual health services including HIV/AIDS sensory or physical disabilities). Where there is any doubt, the Lead Assessor can be approached to advise on the most appropriate assessors for a particular post or service.

Forensic

Assessors on this list are able to advise on all clinical posts in forensic mental health service settings. These include forensic mental health departments, secure mental health services and specialist personality disorder settings. Some also have experience of other forensic settings, including prisons, youth offender institutions and related services for young people. There are also assessors skilled in working with police, probation, local council and Ministry of Justice settings. However, not all assessors are able to provide specialist advice across all these areas and it would be advisable to contact the Lead Forensic Assessor to discuss your needs.

Learning disability

Assessors in the learning/intellectual disability section can be expected to know about a wide range of services for people with intellectual or learning disabilities. These will include behaviours that challenge, autism spectrum disorder, people with additional mental health and services for children with a learning/intellectual disability. Assessors can also be expected to be able to advise on posts in community, inpatient, forensic and secure services. However, it is essential to discuss exact needs with individual assessors since most will not have specialised in all these areas.

Leadership and management

Assessors in this section will offer advice and guidance in relation to posts which require significant leadership and management skills or wider organisational responsibilities. This would normally include all heads of service/professional head/adviser roles within the NHS, organisational leadership posts such as clinical directors, together with section/speciality head posts in major service areas. Assessors may also have a useful role to play in relation to the appointment of psychologists to manage/co-ordinate non-psychology service personnel or in advising on wider issues of major service change or organisational restructuring where psychology posts or services are directly involved.

Neuropsychology and neurological rehabilitation

For neuropsychology, the BPS Qualification in Clinical Neuropsychology or its equivalent (e.g. part of the BPS Specialist Register of Clinical Neuropsychologists) is an essential criterion for Consultant posts, as this ensures appropriate training and experience in neuropsychology.

Neuropsychology services for adults include:

1. Specialised diagnostic and treatment services with specific patient subgroups such as people with epilepsy or dementia;
2. More generic acute or community-based services; and
3. Specialised neurorehabilitation services.

Child neuropsychology services fall under the same general headings, but there are important differences in assessment procedures, conditions seen, other specialisms worked with, and service links. Given this difference between child and adult services and possible sub-specialisms within neuropsychology, it will be important to ensure that assessors have sufficient familiarity with the area in which the proposed post will fall.

Older people

Assessors in this section have particular skills and experience in relation to those services which deal predominantly with older people. These include services for all types of dementias (often covering younger onset dementia), depression, anxiety and other functional psychiatric illnesses of later life and those with complex and enduring co-morbid physical problems such as stroke, Parkinson's disease and other severe disabilities more common in later life. They cover both mental health and physical health services. There may be some posts that overlap with such sections, as neuropsychology and neurological rehabilitation and medical/surgical services and assessors from those sections may also be appropriate in such cases.

Substance misuse and addictive behaviour

Assessors in this section will be specialists in their field and will hold senior posts within the organisations in which they work. They will also be aware of the current trends within a rapidly changing speciality and have knowledge of the difficulties that can occur as a result of substance use and associated problems within other populations, including co-morbid conditions. Advice and guidance on service developments, as well as advice on the construction of job descriptions and advertisements, is within the remit of a National Assessor, who can be expected to have an intimate knowledge of the field in general.

Teaching, training and research

The majority of clinical psychology posts related to education and training are university appointments. The university, as provider of training, has the primary responsibility for appointments. Even when appointments incorporate NHS employment contracts for new staff, the university, as the holder of training funds for all staff, has a significant input into appointment procedures. The regulations of the university normally determine procedures for funding of new posts and regrading, constitution of appointment panels and related procedures. The British Psychological Society Committee on Training in Clinical Psychology has agreed in principle that, when making appointments to senior clinical academic posts (senior lecturer and above), training programmes must ensure that external National Assessors are involved. This is irrespective of whether the post relates to a university or an NHS employment contract.

DIVISION OF COUNSELLING PSYCHOLOGY

Counselling psychology

Counselling psychologists work according to national policy and guidance. Their competencies include psychological assessment, the formulation and delivery of evidence-based therapies, the design and evaluation of therapy; management and research and development. They may work in primary, secondary or tertiary care, in Community Mental Health teams and in Psychotherapy Services. They may be found in adult, older adult, and sometimes in children and young people's and learning disabilities services. They often work alongside clinical psychologists and have a complementary skill mix. Assessors on the National Assessors Database will be familiar with the training and competencies of counselling psychologists and able to advise on their suitability for posts in the various specialties.

DIVISION OF HEALTH PSYCHOLOGY

Health psychology

Assessors on this list are health psychologists; some may also have clinical or occupational psychology qualifications. Services where health psychologists are employed include: public health, health promotion, occupational health, general management posts concerned with clinical governance/effectiveness/service quality/modernisation/public and patient involvement, as well as services with some client contact (e.g. facilitation of expert patient programmes, design of behaviour change interventions such as lifestyle change training, or service research roles). The list cannot be comprehensive, as these roles are likely to reflect emerging public health and service policies and initiatives.



the british
psychological society
promoting excellence in psychology

St Andrews House,
48 Princess Road East,
Leicester LE1 7DR, UK

☎ 0116 254 9568 🌐 www.bps.org.uk ✉ info@bps.org.uk