

University of East London

Professional Doctorate in Clinical Psychology

Person Specification: Trainee Clinical Psychologist

Version: 01 September 2022

In this *trainee person specification* (TPS) are set out the essential and desirable qualities, capacities and statuses that are required for admission to the UEL Professional Doctorate in Clinical Psychology. Accordingly, the TPS is a statement of the programme *selection criteria* and forms the basis for selection decisions made at shortlisting, test/examination, interview, and pre-employment screening stages.

Essential criteria are those skills, experiences and qualifications which are essential to the post/programme, and which the applicant must have **at the time of application**.

NB: Unless you meet all the essential criteria at the time of applying, you must not apply to the programme.

Desirable criteria are those skills, experiences and qualifications that enhance the person's ability to carry out the role. Where there are many applicants to the programme who meet the essential criteria (as is usually the case) applicants who meet more of the desirable criteria will be in a more competitive position.

In column 1 below are set out the domains of statuses, skills, and experience under which the essential and desirable criteria fall: general, academic/research, clinical and personal-professional. Further guidance is provided in the *notes* below.

In column 2 is given the *source* for each criterion: the professional body, institution or framework that has set out this requirement in respect of trainee clinical psychologists. Please note that for most criteria there is more than one source. The sources are indicated as follows:

- CH = Commissioners' requirement
- ET = Employing Trust requirement
- NP = A4C NHS National Profile indicator
- HC = HCPC requirement
- UR = University PG entry requirement
- PV = Programme values requirement

Domain	Source
1. General	
Essential:	
<ul style="list-style-type: none"> • Applications are only accepted from UK residents^(a), who are entitled to work full-time in the UK for the duration of the programme (3 years) and are eligible for <i>Home Fees</i> status with the university. 	CH, ET, UR
<ul style="list-style-type: none"> • Applications are only accepted from candidates who are able and willing to study full-time on the programme (1.0WTE, 37.5 hours per week). 	CH, ET, UR
<ul style="list-style-type: none"> • Applications are only accepted from candidates who are able and willing to travel to the UEL base/HQ, and across the training region (area covered by <i>Health Education London</i> regions; see map below), in order to arrive for work in time to undertake a full day of academic study, research and/or clinical duties. 	HC, ET, UR
<ul style="list-style-type: none"> • Applications are not accepted from candidates who have completed an NHS funded psychological professions training within the previous two years^(b). 	CH
<ul style="list-style-type: none"> • Candidates who are successfully interviewed will undergo a compulsory <i>Occupational Health</i> (OH) check. If the check proves unsatisfactory, the application will be declined. 	HC, ET, UR

Domain	Source
2. Academic & Research	
Essential:	
<ul style="list-style-type: none"> • First (bachelors honours) degree in psychology or equivalent field that has conferred <i>graduate basis for chartered membership</i> (GBC) of the British Psychological Society, <ul style="list-style-type: none"> ◦ or first (bachelors honours) degree in another subject plus a conversion qualification in psychology (PGDip or MSc) that taken together have conferred GBC. 	BP, UR
<ul style="list-style-type: none"> • ^(c) First degree (as above, or degree in another subject plus conversion qualification in psychology) with either <ul style="list-style-type: none"> ◦ first class honours, or ◦ upper second-class honours (2:1) with overall attainment of 60% or greater. 	UR, PV
<ul style="list-style-type: none"> • First degree and subsequent qualifications relevant to the application (above) either <ul style="list-style-type: none"> ◦ were taught and examined in the English language ◦ or, where any qualification relevant to the application was studied in a language other than English, a demonstrated proficiency in English to <i>International English Language Testing System</i> (IELTS Academic^(d)) level 7 or above, with no subcomponent below 6.5, and undertaken within the last two years. 	UR, HC
<ul style="list-style-type: none"> • Excellent written and verbal communication and presentation skills, suited to both formal and informal settings. 	ET, UR, PV
<ul style="list-style-type: none"> • Research experience addressing clinically relevant topics, client groups or settings, e.g., <ul style="list-style-type: none"> ◦ during postgraduate level training or study; ◦ or/and conducting applied or service-related research in clinical settings. 	UR, PV
<ul style="list-style-type: none"> • Knowledge of data analysis procedures employed within the field of psychology including multivariate statistical and qualitative approaches. 	ET, PV
3. Clinical & Research	
Essential:	
<ul style="list-style-type: none"> • At least 12 months whole time equivalent (1800 hours or more) of paid employment in a post of direct relevance to clinical psychology practice, in the NHS or a related setting^(e), either <ul style="list-style-type: none"> ◦ undertaking direct or indirect clinical work (e.g., assistant psychologist, community psychologist, graduate mental health worker); ◦ or conducting research in the clinical applications of psychology (e.g., as research assistant, research psychologist, PhD studentship). 	ET, PV
<ul style="list-style-type: none"> • Commitment and ability to build and sustain empathic relationships with diverse service users, carers, patient participants and/or stakeholders in relevant contexts. 	ET, PV
<ul style="list-style-type: none"> • Engagement with and commitment to the values of the NHS Constitution which are: Respect & Dignity, Commitment to Quality of Care, Compassion, Improving Lives, Working Together for Patients and Everyone counts. 	CH, PV
<ul style="list-style-type: none"> • Familiarity with current working practices in NHS and related statutory service-settings in the UK and the contexts in which clinical psychology services are delivered. 	ET, PV

Desirable:	
<ul style="list-style-type: none"> • Experience of work with a range of client, carer and/or service-user groups. 	ET, PV
<ul style="list-style-type: none"> • Experience of work in range of settings. 	ET, PV
<ul style="list-style-type: none"> • Experience of work using a range of approaches/orientations. 	ET, PV
<ul style="list-style-type: none"> • Voluntary or paid work/experience of relevance to clinical psychology client groups, services, or settings (e.g., Nightline/Saneline/Samaritans peer counselling; Big Sibling or Befriending schemes; employment as HCA or Residential Care Worker). 	ET, PV
4. Personal & Professional	
Essential:	
<ul style="list-style-type: none"> • Ability to learn with, work in, and contribute effectively to, a group and/or as part of a team, and form respectful working relationships with a range of professional colleagues; including respectful communication with the programme staff and admissions team. 	ET, PV
<ul style="list-style-type: none"> • Ability to constructively reflect upon and appraise own strengths and learning needs; respond to feedback (academic direction, clinical supervision) and apply skills and knowledge gained from this feedback to current and subsequent performance. 	ET, PV
<ul style="list-style-type: none"> • Realistic appraisal of demands of clinical psychology training and professional practice. 	ET, PV
<ul style="list-style-type: none"> • Analysis and synthesis skills to formulate and articulate sound judgments based on interpretation and integration of a range of complex and/or partial and/or conflicting information, drawing on observation, research/evidence, and relevant theory. 	ET, NP
<ul style="list-style-type: none"> • Values and attitudes to ensure non-discriminatory practice, at both personal and organisational levels; and to work in accordance with the employer's, programme's and professional bodies' ethical policies and codes of conduct. 	ET, HC, PV
<ul style="list-style-type: none"> • Planning and organisational skills to determine and prioritise own workload (academic, research and clinical), working flexibly under time pressure, and deliver outcomes within the stipulated timeframes of the programme/service. 	ET, NP
<ul style="list-style-type: none"> • Relationship and communication skills to provide and receive highly complex, sensitive, or contentious information, where there may be barriers to understanding, and/or the atmosphere may be highly emotive. 	ET, NP
<ul style="list-style-type: none"> • Emotional capacity to self-manage and maintain clinical practice in the face of frequent exposure to highly distressing or highly emotional circumstances, material and/or challenging behaviour. 	ET, NP
<ul style="list-style-type: none"> • Physical capacity to frequently sit in constrained positions for teaching sessions, examinations, service-user assessments, group, and individual clinical and supervision/consultation sessions. 	ET, NP
<ul style="list-style-type: none"> • Cognitive capacity for frequent extended periods of intense concentration in a range of contexts (academic, research and clinical) requiring proactive engagement with, responding to and/or participation in, the subject/material. 	ET, NP
Desirable:	
<ul style="list-style-type: none"> • Engagement with and commitment to the programmes' key orienting principles (statement of <i>Orientation & Values</i>). 	PV

Notes:

(a) This means that applicants must have full UK residency, EU settled or pre-settled status, and not require a work permit. To be considered for entry in September 2022, they applicants have been normally resident in the UK from 01 September 2019 to 31 August 2022 for a purpose that is not wholly or mainly related to receiving full-time education during any part of this three-year period.

(b) For more information on this, please see: <https://www.hee.nhs.uk/our-work/mental-health/psychological-professions/funding-psychological-professions-training-programmes>

(c) Where it is not clear from the certificate or transcript what is the level of achievement, the application will be deselected. Where a qualification/transcript is from a non-UK institution, the Admissions Tutors will determine whether the qualification is at or exceeds the required standard.

(d) Other *English Language* qualifications and/or testing schemes are not accepted.

(e) Relevant paid experience need not have been attained in 1 year of full-time employment: the required hours may have been gained in several posts and/or via part-time employment. 'Related settings' include UK research clinics/units and any statutory, private or 3rd Sector organisations, which adhere to NHS (national standard) service frameworks and policies.

