



Careers in the psychological therapies

Caring, compassionate, committed

Make a difference with a career in health

Welcome

A career for you

There are more than 350 roles in health, and many of them are part of a wider team which works alongside other health professionals for the benefit of patients and the public. As well as the NHS itself, a great many large and smaller organisations provide healthcare and work to prevent ill health in the UK. These include public and private sector organisations, community interest companies, social enterprises and charities, and you could work for the NHS or any one of these other organisations in a health role.

Some roles give you direct contact with patients, while in others you are part of a vast support network vital to delivering healthcare and preventing ill health, and good team-working is essential. Some jobs are in hospitals, others are based in the community: increasingly, health and social care services are integrated or co-ordinated in order to provide a seamless service for people with a range of needs.

We actively recruit people of all ages, backgrounds and levels of experience, including people who have worked in other sectors or who bring life experience from outside the world of work. This helps us to understand the different needs of patients, families and carers, and to provide the best possible service every day.

NHS values and the 6Cs of compassionate care

To apply for any job in the NHS or in an organisation that provides NHS services, or for a course with clinical placements in the NHS, you'll need to show how you think the values of the NHS Constitution would apply in your everyday work.

The NHS Constitution values are:

- > Working together for patients
- > Respect and dignity
- > Commitment to quality of care
- > Compassion
- > Improving lives
- > Everyone counts

These values may also be promoted as the 6Cs of compassionate care, which are:

- > Care
- > Compassion
- > Competence
- > Communication
- > Courage
- > Commitment

Find out more about the NHS Constitution and the 6Cs at:

 www.healthcareers.nhs.uk/nhsconstitution

 www.healthcareers.nhs.uk/6Cs

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What are the psychological therapies?

If you have an interest in how people think and behave and want to use the study of psychology to help people with mental ill health, a career in the psychological therapies could be for you.



One in four people will suffer from a mental illness at some point in their lives. This can range from mild conditions, such as anxiety, to severe depression or more rare and complex conditions such as bipolar disorder. You could be helping people cope with problems as diverse as drug or alcohol addiction, eating disorders, family breakdown or bereavement.

Helping individuals to understand their condition and develop ways to cope with or overcome their problems and lead a normal life can offer real job satisfaction.

The psychological therapies include branches of psychology related to healthcare, such as clinical or health psychology, counselling and psychotherapy roles and jobs within Improving Access to Psychological Therapies (IAPT) services.

Increases in funding to tackle mental ill health mean job opportunities are increasing, especially through the IAPT initiative.

For more information about roles in the psychological therapies, see www.healthcareers.nhs.uk/psychtherapies

For an explanation of the differences between psychology, psychiatry and psychotherapy, take a look www.healthcareers.nhs.uk/psychtherapiesdifferences



FAQs

Do I need A-level psychology to do a psychology degree?

No, but you may find it a useful introduction to the subject. More important is that you can handle scientific concepts (many psychology courses ask for at least one science A-level), are numerate and have good writing skills.

My degree isn't in psychology. Can I still become a clinical psychologist?

If your degree isn't in psychology you can study for an approved conversion course which will give you eligibility for Graduate Basis for Chartered Membership of the British Psychological Society (BPS). This membership then allows you to apply for postgraduate courses in clinical psychology. This is also the case for health, forensic and counselling psychology.

Can I work as an assistant in the psychological therapies?

Yes, it is possible to work as an assistant clinical psychologist under the supervision of a qualified psychologist. You would normally need a British Psychological Society (BPS) accredited degree in psychology. You could also consider working as a mental health support worker or a trainee post as a psychological wellbeing practitioner. You would need a degree or relevant life experience with evidence of ability to study at degree level.

What is psychiatry?

Psychiatrists are doctors who have trained in medicine and then qualified in psychiatry. They diagnose and help manage mental health conditions. Psychiatry is not covered in this booklet but you can find out more at www.healthcareers.nhs.uk/psychiatry

Are there any other health careers where I can work with people with mental ill health?

In addition to the roles mentioned in this booklet, there are other roles related to working in mental ill health. These include some of the allied health professions (such as occupational therapist, art therapist, dramatherapist and music therapist), psychiatrist and mental health nurse.

Find out more about the allied health professions at www.healthcareers.nhs.uk/AHP

For information about psychiatry as a career, visit www.healthcareers.nhs.uk/psychiatry

You could also consider mental health nursing. You can find out more at www.healthcareers.nhs.uk/mentalhealthnurse

Which role is right for you?

All roles in the psychological therapies involve helping people with mental health issues, but differ in the people or types of conditions you may deal with and the amount of training you need.

Training may range from a practical counselling qualification to the three-year Doctorate required to practise as a clinical psychologist where you will learn a range of psychological theories and also undertake your own research project.

In all cases, you need to be able to relate to a wide range of people, have a patient and sympathetic nature and be resilient enough to deal with emotionally charged situations. You may also work with couples, families or groups.

Most roles involve seeing an individual patient over a number of sessions and building up a relationship of trust. You'll need patience and resilience, but the job can be satisfying in helping a client manage their condition.

Some roles involve working independently with responsibility for a caseload of clients. However, being able to work as one of a team of professionals is also important.

If you have any questions, you can call our helpline on **0345 60 60 655** or email advice@healthcareers.nhs.uk



Some roles to consider

If you are interested in working with people with anxiety or depression you may wish to consider roles in Improving Access to Psychological Therapies (IAPT) services.

- **Psychological wellbeing practitioners** see a large number of people for short sessions. They identify areas where an individual wishes to change how they feel, and promote self-help.
- **High intensity therapists** help smaller numbers of clients with more complex problems and provide therapy programmes over a longer period of time.
- **Forensic psychologists** use psychology to understand criminal behaviour. They work with offenders on ways to reduce the risk of re-offending.
- If you are interested in health, diet and exercise you could consider the role of **health psychologist**. They promote positive changes in thinking and behaviour to tackle problems such as smoking, drug and alcohol abuse and poor diet.
- **Counsellors** work in a variety of settings such as hospitals and GP surgeries, advice centres, colleges and universities, and for charities.
- Many roles need a degree or postgraduate qualification. This means you need good grades at A-level or equivalent qualifications at level 3 to gain a place on a university course, or relevant work experience combined with evidence of academic ability.
- You don't necessarily need a degree to get into counselling but employers prefer a recognised counselling qualification at least to diploma level.



See **real-life stories** of people working in some of the psychological therapies at the end of this section

The psychological therapies at a glance

You can find more detailed information about all the roles described in the following pages on the Health Careers website at www.healthcareers.nhs.uk/psychtherapies

There are also short videos about some of these roles on our YouTube channel: www.youtube.com/Healthcareers



Assistant clinical psychologist

Assistant clinical psychologists support people with mental health conditions under the direct supervision of a qualified psychologist.

They carry out assessments or observations of individuals or groups and help provide agreed treatment programmes. Writing reports, letters and summaries of assessments is also part of the job.

You need to be able to relate to a wide range of people and be good at gathering information.

A British Psychological Society (BPS) accredited degree in psychology is usually required.

Find out more about being an assistant clinical psychologist at www.healthcareers.nhs.uk/assistantclinpsych



Clinical psychologist

Clinical psychologists use a wide range of psychological theories and practice, such as cognitive behavioural therapy (CBT), to treat people with conditions that could harm their own or other's wellbeing, such as depression, eating disorders and addiction.

Using psychological therapies is only part of their job, they use their in-depth knowledge of psychological theories and models to provide expert advice to multidisciplinary teams to assess reasons for patient behaviour and contribute to management plans. They may also do neuropsychological work.

To practise as a clinical psychologist you'll need a post-graduate Doctorate in clinical psychology, which includes doing an independent research project. Competition for trainee places on these courses is high and relevant work experience is essential. Currently training is funded by the NHS.

Find out more about being a clinical psychologist at www.healthcareers.nhs.uk/clinicalpsych

Counselling psychologist

Key to the job of counselling psychologist is helping an individual through face-to-face meetings over a period of time. They use psychological therapies to help them cope with difficult life events, such as bereavement and relationship difficulties and help people with mental health disorders.

If you enjoy building up a relationship with a person, helping them explore underlying issues and making positive moves forward this could be the career for you. You'll need to be open-minded and sensitive but also emotionally strong and resilient.

To practise as a counselling psychologist you'll need an accredited post-graduate qualification in counselling psychology.

Find out more about being a counselling psychologist at www.healthcareers.nhs.uk/counsellingpsych

Counsellor

Key to the job of counsellor is encouraging people to talk about their feelings and supporting them to make a positive change in their life.

You would work with people with mild to moderate mental health issues. You could work with patients with cancer and their families, families with an unplanned pregnancy or help people understand and deal with genetic disorders.

Skills important for this job are being able to listen carefully, being encouraging and being able to challenge when necessary to help clients see things more clearly or in a different way.

You'll usually need a recognised counselling qualification and for some roles you'll also need a clinical or professional qualification.

Find out more about being a counsellor at www.healthcareers.nhs.uk/counsellor

Forensic psychologist

Forensic psychologists use the study of psychology to understand criminal behaviour. They primarily work with offenders to reduce the risk of re-offending.

It is a varied job and can include undertaking prisoner risk assessments, child protection work with social services, giving expert evidence in court or crime analysis.

As well as offenders, you could work with prison staff to reduce stress, victims of crime or giving advice to parole boards.

Before you can work as a forensic psychologist you'll need a British Psychological Society (BPS) accredited postgraduate qualification in forensic psychology and two years' supervised practice.

Find out more about being a forensic psychologist at www.healthcareers.nhs.uk/forensicpsych





Health psychologist

If you have an interest in using psychology to understand people's attitudes to and awareness of health issues, you could consider the role of health psychologist.

You'll identify behaviours that damage a person's health, such as smoking, drug or alcohol abuse or poor diet, and use psychological methods to support prevention or change behaviour. It can be satisfying to help an individual self-manage an illness, such as cancer or diabetes, or cope with pain. You could also have a public health role, encouraging exercise and healthy eating.

Health psychologists work in a range of settings, including hospitals, universities, academic research units and local authorities. To practise as a health psychologist you'll need an accredited post-graduate qualification in health psychology.

Find out more about being a health psychologist at www.healthcareers.nhs.uk/healthpsych

High intensity therapist

High intensity therapists work in Improving Access to Psychological Therapies (IAPT) services with patients who have complex problems related to depression, such as post-traumatic stress disorder.

The role involves using specific therapeutic models to assess a patient and provide treatment programmes. You may also offer specialist advice to other professionals.

You usually need a registered qualification in either nursing, clinical psychology, social work or occupational therapy to start training as a high intensity therapist.

Find out more about being a high intensity therapist at www.healthcareers.nhs.uk/highintensitytherapist





Psychological wellbeing practitioner

Psychological wellbeing practitioners work for Improving Access to Psychological Therapies (IAPT) services to help people with mild to moderate depression.

This is the job for you if you want to help a wide range of people, including adults, children and young people. It involves short sessions face-to-face, by telephone or through the internet. The aim is to identify what a person wants to change, assessing if they are a risk to themselves or others and promoting self-help.

As well as being good at managing your time, you'll need good team working skills to refer clients who need extra help.

To practise as a psychological wellbeing practitioner you'll usually need a degree in psychology (or relevant community-based experience trained to degree level) followed by approved training which you'll receive as a trainee psychological wellbeing practitioner.

Find out more about being a psychological wellbeing practitioner at www.healthcareers.nhs.uk/psychwellbeingprac



Psychotherapist

Psychotherapists use psychological assessment tools to work with adults or children and their families to tackle problems such as eating disorders, aggressive behaviour, depression or family breakdown. They use structured therapies, such as cognitive behavioural therapy, in individual or group sessions to resolve problems.

You usually need an honours degree in a relevant subject or to be a qualified experienced healthcare practitioner, such as a psychologist, psychiatrist, mental health nurse or social worker.

Competition for the limited number of training places is very high.

Find more about being a psychotherapist at www.healthcareers.nhs.uk/psychotherapist

In addition to the roles mentioned in this section, there are other roles related to working in mental ill health. These include some of the allied health professions (such as occupational therapist, art therapist, dramatherapist and music therapist), psychiatrist and mental health nurse.

Find out more about the allied health professions at www.healthcareers.nhs.uk/AHP and mental health nursing at www.healthcareers.nhs.uk/mentalhealthnurse



Real-life stories



“Working with young offenders who had parents in prison, I was aware of the devastation prison can cause families.”



Name

Chris Millar

Job title

Assistant psychologist, Central and North West London NHS Foundation Trust (based at HMP Downview)

Entry route

Psychology degree

How I got into the role

I've had a passion for mental health from an early age, having grown up with friends and family members who experienced mental health difficulties and distress. These early experiences inspired me to volunteer in the mental health sector and pursue a psychology degree to learn more about the causes of mental health difficulties.

After I graduated I loved gaining a range of experience, ranging from working with young offenders in children's homes to personality disorder services, acute hospital wards and latterly in the prison service. Working with young offenders who had parents in prison, I was aware of the devastation prison can cause families and the impact on mental health.

What I do

Some days I help facilitate talking therapy groups, carry out one-to-one interventions or attend Assessment, Care in Custody and Teamwork (ACCT) reviews, which seek to reduce the risk of prisoners' suicide or self-harm.

Other days are more admin- and office-based when I contact community teams, plan groups, research interventions, and write clinical notes, summary reports and letters.

My work is always changing but that means I'm always gaining skills in a number of areas.

The best bits

The best part of this job is being able to work with service users with a range of psycho-social needs who might otherwise have difficulty accessing support. It gives me the opportunity for health promotion, education, signposting and equipping individuals with coping skills to reduce distress and rates of reoffending.



Name

Peter Beazley

Job title

Head of secure services, inpatient psychology/consultant clinical psychologist, South Essex Partnership University NHS Foundation Trust

Entry route

Experimental psychology degree

“During therapy sessions, people tell you things they’ve never told anyone else.”



How I got into the role

One of my favourite modules at university was clinical psychology so it seemed an obvious choice for me to pursue a career in this field.

During my clinical training, I was fortunate enough to have a specialist placement in a medium secure unit in London. I’d worked with patients with complex mental health problems before, but this was the first time I’d worked with people with significant histories of violent behaviour. After qualifying as a clinical psychologist, I was delighted to get a job at Brockfield House, a medium secure unit that is a part of South Essex Partnership University NHS Foundation Trust.

What I do

As head of secure services and inpatient psychology, a large part of my role involves managing a team of clinical psychologists to ensure that all the patients have access to appropriate psychological assessments and interventions.

I also conduct individual assessments and therapy with my patients. I work with a range of people,

many of whom have experienced significant trauma and adversity during their development. Some people have had really horrific upbringings and early experiences that nobody should ever go through, and of course this has a huge impact on their lives and mental health as an adult.

I work in a multidisciplinary team so I regularly attend meetings with nurses, social workers, psychiatrists and occupational therapists to help better understand the patient’s history and figure out the best ways we can help them.

The best bits

I wouldn’t want to do any other job in the world! The role is of course challenging at times, but it’s made easier by working with fantastic colleagues - a range of different professionals as well as psychologists.

One of the best things about my role is seeing someone get better. During therapy sessions, people tell you things they’ve never told anyone else. Being the very first person they’ve talked to about their issues is a great honour.



“Knowing I’ve

helped people change their

lives for the better is

the best part of the job.”



Name

Gareth Stephens

Job title

High intensity cognitive behavioural therapist,
South London and Maudsley NHS Foundation Trust

Entry route

Trainee psychological wellbeing practitioner

How I got into the role

I suffered from severe anxiety when I was younger and was unable to work between the ages of 24 and 33. I tried different treatments and medication but my condition only got worse to the point where I was severely depressed.

Eventually I found a specialist in London who diagnosed me and I finally received the life-changing treatment I needed with a 12-week treatment process in the Anxiety Disorders Residential Unit. The world went from being a place filled with threat, to one of possibility and excitement and I realised then that I wanted to make the same difference to other people's lives.

I trained as a psychological wellbeing practitioner for two years at an NHS service with one day at university. I then moved to another training role where I completed a diploma in cognitive behavioural therapy (CBT). I am now a high-intensity CBT therapist at South London and Maudsley NHS Foundation Trust, the trust that treated me!

What I do

My days are always very busy. Each day, I will have four hours of clinical work, which involves either face-to-face sessions with clients or telephone assessments.

The rest of my day is spent completing admin, attending meetings, receiving or providing supervision or attending training. The most important part of my job is making sure that I give clients the best quality treatment possible and I hope that shines in my day-to-day work.

The best bits

To be working in a role where I can help people with similar problems to the ones I had is unbelievably rewarding. Seeing people change their lives for the better, and knowing that I've helped them do that, is the best part of the job.



Name

Valeria Souza

Job title

Psychological wellbeing practitioner,
iCOPE Psychological Therapies,
Camden and Islington NHS Foundation Trust

Entry route

Psychology degree

“My job is incredibly varied so I always have something new to focus on.”



How I got into the role

I have always been interested in how the mind works. I have seen how mental ill health can have an impact on people's lives but how psychological support can make a difference and improve wellbeing.

But it was when I was working in book publishing that I was spurred into some volunteering work with a charity helping people with anxiety and depression. It really opened my eyes to how human interaction can really help people so I undertook a foundation degree in modern psychology and then started working as an assistant psychologist for the NHS. I then broadened my knowledge and skills by undertaking an undergraduate degree in Psychology, a Master's in Mental Health Studies and a post-graduate diploma in low intensity interventions based on Cognitive Behavioural Therapy.

My studies and clinical work have given me an appreciation of the interaction between human genetic makeup, the environment and life experiences. In particular, what drives individuals' thoughts, emotions and behaviours, and how they are

expressed in different mental health disorders. As you can tell, I am very passionate about what I do and love to study! This led to me applying for my current post.

What I do

My job is really fast paced. Most weeks I speak to 30 clients either on the telephone, in workshops or face to face. I have a high workload so I have to make sure I am organised to meet targets while delivering high-quality care.

I use a range of methods and approaches with clients, depending on the condition and severity. There are a variety of ways to help people and each can be different.

The best bits

Facilitating a positive change in someone's well-being is definitely the best part of my job. Knowing that I am making a difference to people's lives is rewarding and inspiring. My job is also incredibly varied so I always have something new to focus on.



**“My role can be difficult
as I hear about the
traumatic and distressing
parts of people’s lives.”**

Name

Carolyn Nield

Job title

Psychotherapist – cognitive analytic therapy,
Oxford Health NHS Foundation Trust

Entry route

Sociology degree/
mental health nursing diploma*



How I got into the role

Growing up, I saw some of my family members battling with mental health problems so from a young age I knew I wanted to work as a psychotherapist to help people with similar illnesses.

Initially, I expected to go to university to study psychology before getting into my dream job, but life didn’t work out that way. I didn’t get the grades I needed for the psychology degree so I ended up going through clearing to study sociology and later becoming a mental health nurse. Though my route into psychotherapy was not what I’d planned, I ended up in the exact job I’d always wanted to do. My degree and nursing experience, in hindsight, proved to be a useful first step towards my career today.

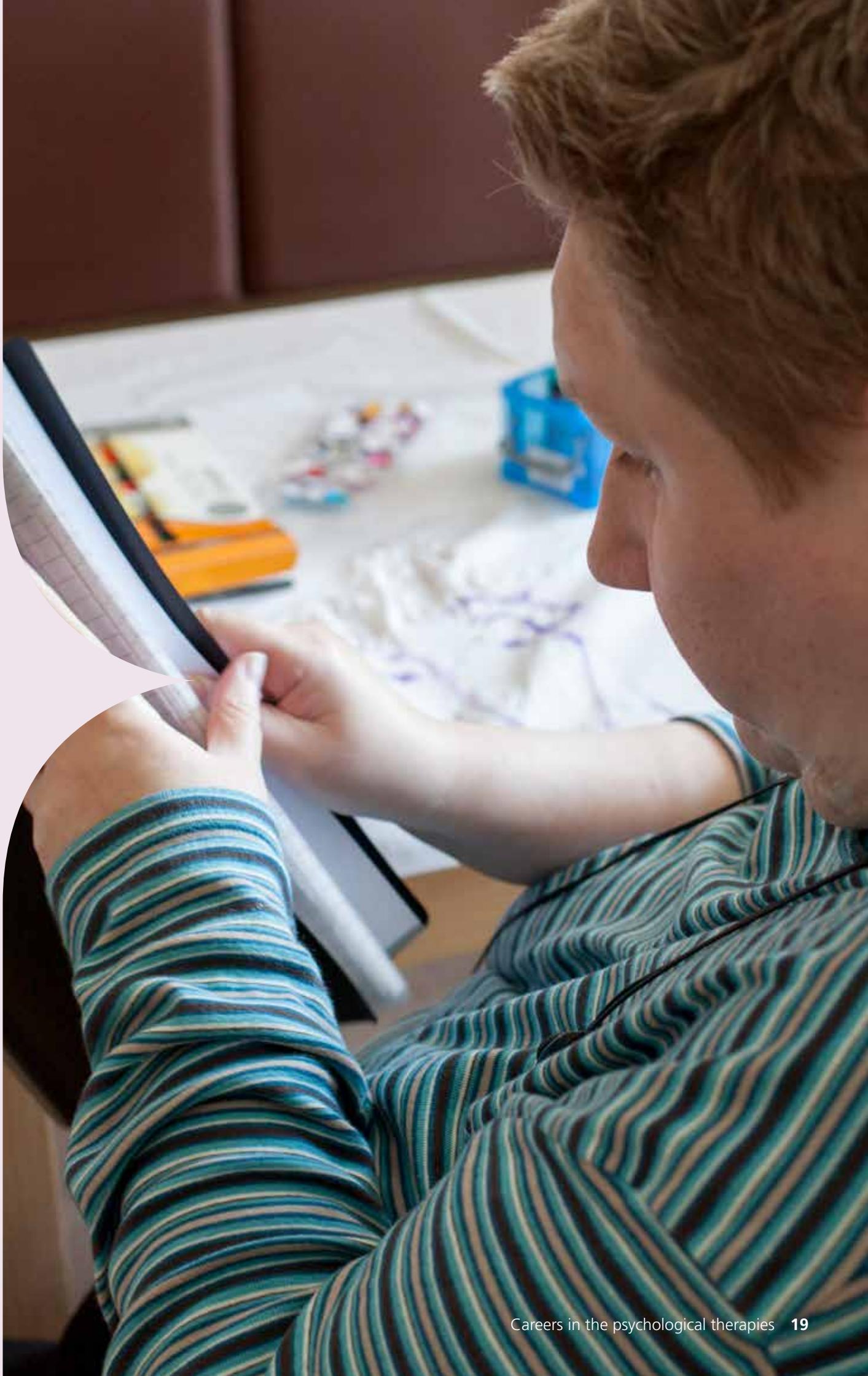
** Nursing diplomas are no longer available.
You now need to take an approved
degree in nursing.*

What I do

On a typical day, I see patients for their therapy and carry out some psychotherapy assessments to figure out which therapy will be most helpful for them. Other aspects of my role involve supervising trainees and consulting colleagues from other teams. I also attend different types of meetings including clinical discussions and business meetings.

The best bits

The best bit about my role is seeing the patients get better. My role can be difficult as I hear about the traumatic and distressing parts of people’s lives. But it’s also very helpful that I work as part of an experienced team and we work together to help the patient.



Getting started in the psychological therapies

If you have an interest in a career in the psychological therapies, there are a number of different ways you can get started.



Work placements and volunteering

Volunteering or arranging a work placement is the best way to find out if a career in health is right for you.

For a career in the psychological therapies getting experience with people with mental ill-health will be most useful. Experience doesn't always need to be gained in the NHS, so think about charities that support mental health and other organisations where you could help or talk to people. If you care for a friend or relative, this can also provide valuable experience. Work shadowing an experienced practitioner is also useful.

You can also find more information on gaining experience at www.healthcareers.nhs.uk/experience

Studying a psychology degree

The starting point for many roles in the psychological therapies is a British Psychological Society (BPS) accredited degree in psychology. This gives you Graduate Basis for Chartered Membership (GBC) and eligibility to apply for postgraduate courses in clinical, health, forensic and counselling psychology.

If your degree isn't in psychology or isn't accredited you can take an accredited conversion course before applying for postgraduate study.

Check universities for specific requirements for psychology degrees. You'll usually need two A-levels (preferably three) or equivalent. Psychology A-level isn't needed but a science A-level is often required or preferred. You'll also need to be numerate. If you have lots of relevant work or life experience entry requirements may be more flexible.

To find out more about studying psychological therapies visit www.healthcareers.nhs.uk/studyingpsychtherapies

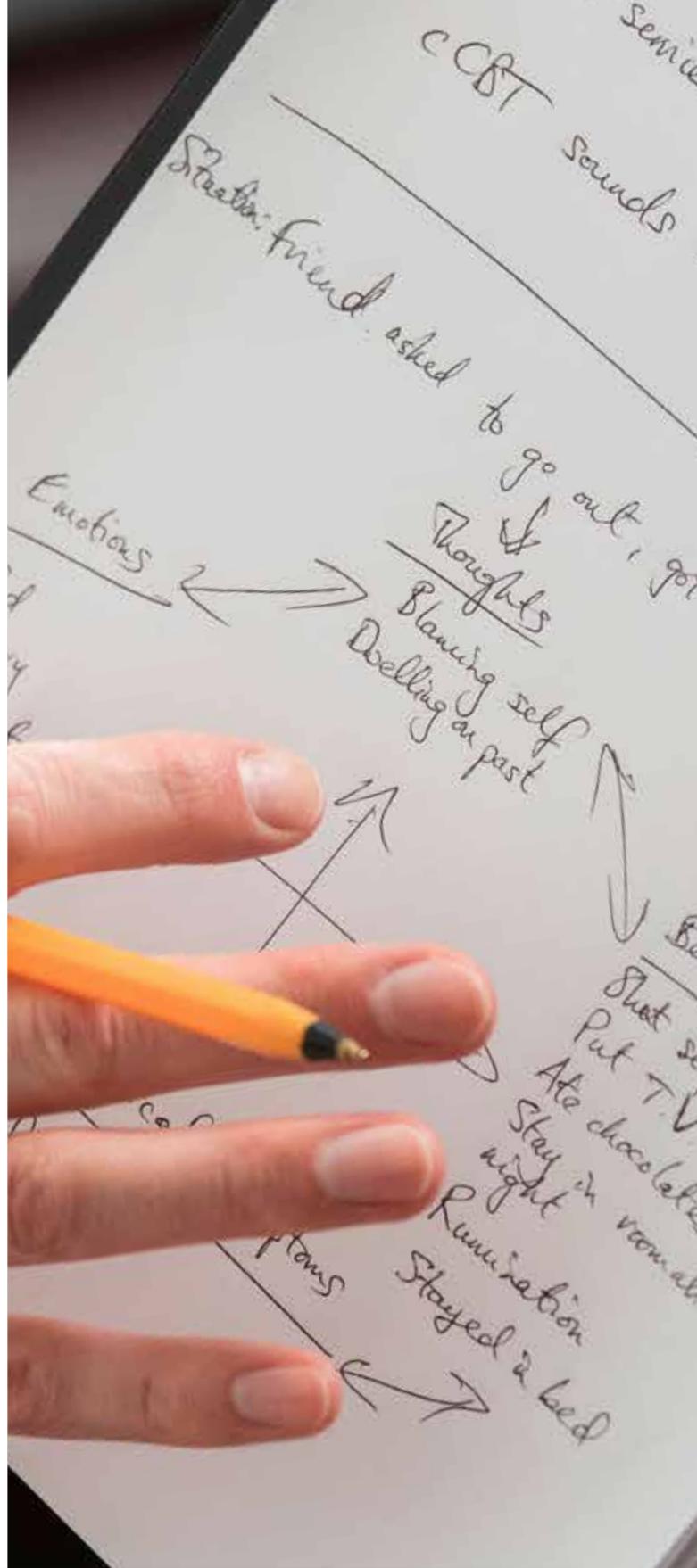
To find courses visit the UCAS website at www.ucas.com

Opportunities for assistants

Getting into postgraduate courses for careers such as clinical psychology can be very competitive and working in an assistant or support role can provide the experience you need to improve your chances of getting a place. Consider jobs such as assistant clinical psychologist, mental health social work assistant, community support worker or research assistant.

Considering a change of career?

Many of the roles in this area can be second careers and maturity and relevant life or work experience is highly valued. For high intensity therapist posts and some counselling or psychotherapy roles you need to be a qualified and experienced professional, such as a mental health nurse, occupational therapist, psychiatrist, psychologist or social worker.



Remember that if you're applying for a role either directly in the NHS or in an organisation that provides NHS services, you may be asked to show how you think the values of the NHS Constitution apply in your everyday work. Find out more at www.healthcareers.nhs.uk/nhsconstitution and www.healthcareers.nhs.uk/6Cs



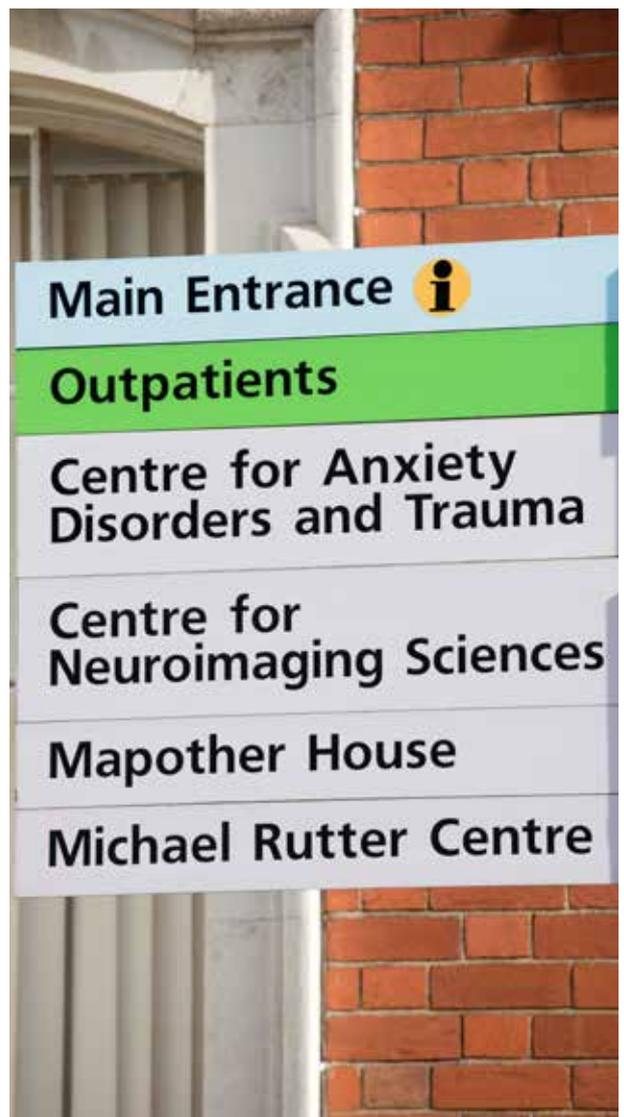
Next steps and progressing your career

If you've decided you want to work in the psychological therapies, it is important to find out as much information as you can about the qualifications you need and the opportunities that are available.

For degree courses you'll usually need to apply through UCAS. For postgraduate courses it is usually the university or a Clearing House, such as the Clearing House for Postgraduate Courses in Clinical Psychology.

Many roles require postgraduate study either to Master's level or a Doctorate. You will often need a 2:1 degree and relevant work experience. For a trainee place on a Doctorate in clinical psychology, check the entry requirements and necessary relevant clinical experience carefully. Use the course finder on the Health Careers website www.healthcareers.nhs.uk/courses to identify professional postgraduate courses in psychology.

For counselling, although no specific qualifications are needed before you can practice, most employers prefer applicants with a recognised counselling qualification, such as those accredited by the British Association of Counselling and Psychotherapy (BACP) or UK Council for Psychotherapy (UKCP).



Jobs and trainee posts

For some of the roles in this booklet, such as psychological wellbeing practitioner and high intensity therapist, you need to apply for a trainee post to access the training required. Trainee posts are salaried and combine study funded by your employer with supervised clinical practice.

To search for jobs and trainee posts, go to www.jobs.nhs.uk/

Jobs can also be found on websites for individual NHS organisation, mental health charities, such as Mind, Rethink and Turning Point, the British Psychological Society (BPS), HM Prison Service and Jobs in Psychology website at www.jobsinpsychology.co.uk/

Use NHS Choices for a list of NHS organisations www.nhs.uk/pages/home.aspx

For job vacancies with other health organisations, visit www.gov.uk/jobsearch

Remember that if you're applying for a role either directly in the NHS or in an organisation that provides NHS services, you may be asked to show how you think the values of the NHS Constitution apply in your everyday work. Find out more at www.healthcareers.nhs.uk/nhsconstitution and www.healthcareers.nhs.uk/6Cs

Funding

For trainee posts your employer will usually pay your course fees. NHS funding is available for trainee places on clinical psychology postgraduate courses. For other roles in this booklet you will usually have to fund your own study. It may be possible to find a post as an assistant psychologist and then arrange part or total funding from your employer for career development.

Registration

To practise as a clinical, counselling, forensic or health psychologist, you must register with the Health and Care Professions Council (HCPC). Although you don't need professional registration to practise as a counsellor, gaining eligibility for British Association for Counselling and Psychotherapy (BACP) or UK Council for Psychotherapy (UKCP) membership means you can join a register. This shows clients and employers that you have reached a certain level of professional practice.

Opportunities for progression

The NHS career progression structure means a clear route to senior positions, management or teaching or training others. You could also specialise in an area that interests you. For example, a clinical psychologist could focus on working with addictive behaviours or offenders, consider management or academic research or train to be a high intensity therapist.

Here are some things you can be doing, depending on where you are right now:

| Where are you now? | What should you do now? | Who can help? |
|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| <p>Studying for your GCSEs</p> | <ul style="list-style-type: none"> ➤ Visit www.stepintothenhs.nhs.uk ➤ Explore routes into your chosen career. Will you need a degree or postgraduate qualification? ➤ Find out if you need specific A-levels or equivalent qualifications at level 3, a science for example ➤ Enquire about relevant volunteering or work experience, such as with mental health charities | <p>Subject teachers A careers adviser Professional bodies Health Careers National Careers Service</p> |
| <p>Studying for A-levels or another course at your school or a local college</p> | <p>As GCSEs, plus:</p> <ul style="list-style-type: none"> ➤ Search www.ucas.com for undergraduate degrees, such as psychology ➤ Investigate other further qualifications you may need, for example counselling courses and entry requirements ➤ Search the NHS Jobs website, at www.jobs.nhs.uk to get an idea of current vacancies and qualifications needed | <p>Subject teachers A careers adviser UCAS Professional bodies Health Careers National Careers Service</p> |
| <p>At university</p> | <p>As A-levels, plus:</p> <ul style="list-style-type: none"> ➤ Search www.healthcareers.nhs.uk/courses for professional postgraduate courses in clinical, counselling, forensic and health psychology ➤ Consider work experience or an assistant post to gain experience needed for postgraduate study ➤ Concentrate on working hard to get a 2:1 degree ➤ If you're studying a degree other than psychology or not accredited by the British Psychological Society (BPS) consider conversion courses ➤ Use NHS Jobs www.jobs.nhs.uk and mental health charity websites to look for trainee positions | <p>University careers service Health Careers Professional bodies NHS Jobs</p> |
| <p>Looking for a new career</p> | <p>As A-levels, plus:</p> <ul style="list-style-type: none"> ➤ If you already have professional registration or are a registered healthcare professional, consider how this qualification may be a starting point for a role in the psychological therapies ➤ Consider work experience or voluntary work, such as in mental health, for entry to the training you need ➤ Use www.jobs.nhs.uk and mental health charity websites to look for assistant or support roles | <p>Careers adviser Health Careers Professional bodies NHS Jobs National Careers Service</p> |



Fulfil your potential

The NHS is committed to offering development and learning opportunities for all full-time and part-time staff. If you work for the NHS, no matter where you start, you'll have access to extra training and be given every chance to progress within the organisation. You'll receive an annual personal review and development plan to support your career progression.

You will also be encouraged to extend your range of skills and knowledge and take on new responsibilities through the Knowledge and Skills

Framework (KSF). The KSF is available on the NHS Employers website: www.nhsemployers.org/SimplifiedKSF

The example career routes table on pages 29 to 31 makes it easy to see at a glance how you can progress within your chosen career.

Other organisations that provide healthcare will offer similar development opportunities. It is a good idea to discuss potential career development with any employer you are considering.



Benefits of working in the NHS

As a psychological therapies professional in the NHS, you will enjoy one of the most competitive and flexible benefits packages offered by any employer in the UK and a wealth of opportunities to develop your career. You will join one of the country's most respected organisations and one which has the values of compassionate care and staff wellbeing at its very heart.

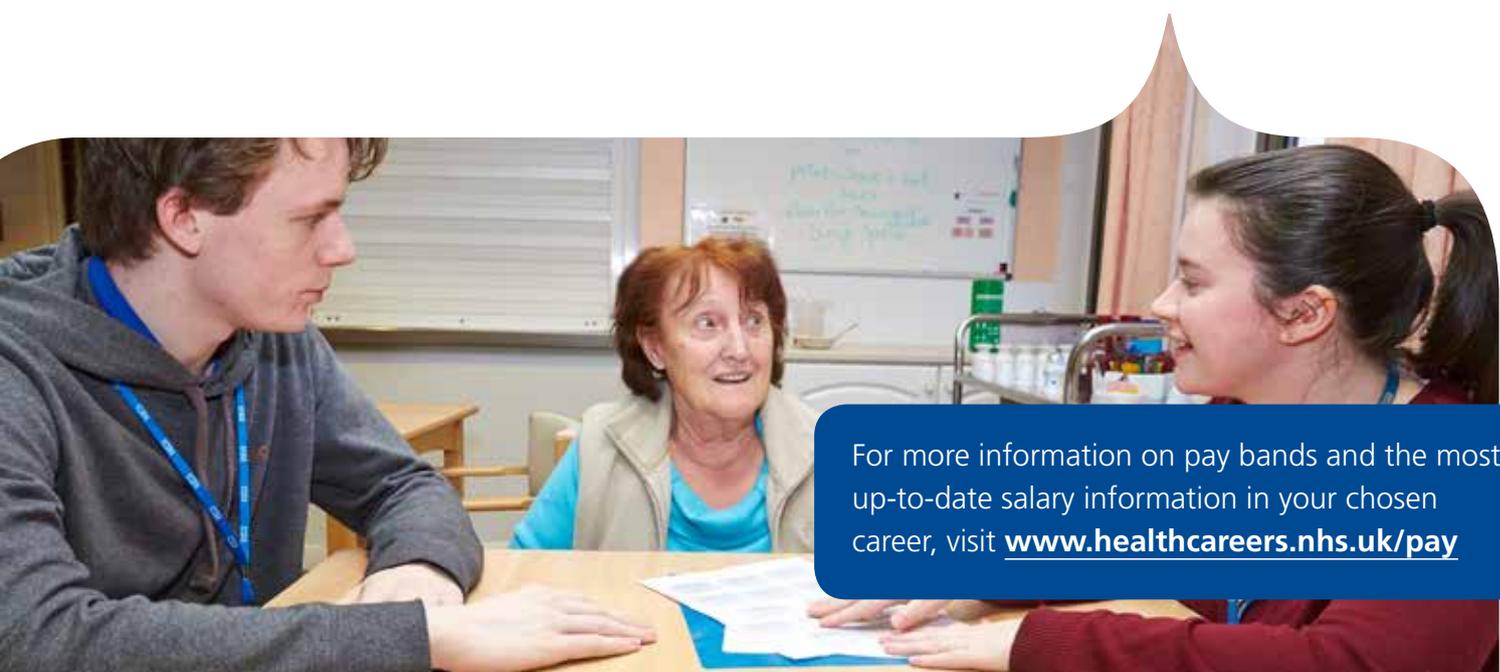
If you work in psychological therapies in the private or voluntary sectors or another public sector organisation, your pay and benefits will vary depending on your employer.



Your pay as a psychological therapies professional in the NHS

NHS roles are covered by the pay system Agenda for Change (AfC) for all NHS staff except doctors, dentists and very senior managers. The NHS job evaluation system determines a points score, which is used to match jobs to pay bands and determine levels of basic salary. Each pay band has a number of pay points. Staff normally progress to the next pay point annually until they reach the top of the pay band. The Prison Service also has nationally agreed pay scales.

Assistant level posts in this area of work, such as assistant clinical psychologist, require a reasonably high level of qualification, so usually start at band 4. For trainee posts, such as clinical psychologist you will be at band 6 while training, band 7 when qualified. For roles, such as high intensity therapist where you need to be a registered professional before you start training, you would be appointed at band 6 or 7. There are opportunities to progress into posts up to band 9.



For more information on pay bands and the most up-to-date salary information in your chosen career, visit www.healthcareers.nhs.uk/pay



One of the UK's best pension schemes

The NHS Pension Scheme is one of the most generous in the UK. Every new employee automatically becomes a member, unless you choose to opt out.

Other employment benefits for NHS staff

Everyone employed under the NHS Agenda for Change pay system is entitled to:

- a standard working week of 37.5 hours
- holiday entitlements of 27 days per year, plus eight general and public holidays, rising to 33 days after ten years' service
- pay enhancements to reward out-of-hours, shift and overtime working
- career and pay progression based on the application of knowledge and skills
- annual personal development review to support career aspirations occupational health services
- study leave for sponsored courses

Many of these benefits apply across the whole of the NHS, although local organisations may offer additional benefits such as cycle to work schemes and nurseries. Many local shops, restaurants and services offer discounts to health staff too, including most gyms and leisure centres. Health Service Discounts is an employee benefit provider for many NHS organisations and offers discounts and deals for NHS staff on shopping, holidays and financial services from well-known brands: www.healthservicediscounts.com

Health and wellbeing at work and your work-life balance

The NHS is committed to helping staff to stay well, including serving healthier food, promoting physical activity, reducing stress, and providing health checks covering mental health and musculoskeletal problems.

The size and diversity of the NHS means we can offer you a range of flexible working and retirement opportunities. Part-time roles and job-share opportunities are often available, as well as term-time only, evening and weekend positions. Many people take an extended break to look after young children or other dependants who need special care, or to study full time.

As well as advice and support for people looking after sick or elderly relatives, the NHS provides a range of childcare services for employees, including:

- nursery care
- after-school and breakfast clubs
- holiday play schemes
- emergency care

You can find more information on health and well-being at work at www.nhsemployers.org/healthyworkplaces

Get more information about the benefits and opportunities offered by the NHS at www.healthcareers.nhs.uk/payandbenefits





Example career routes

The diagram on pages 30 and 31 has been designed to provide examples of how staff can progress throughout their career in health.

It gives an illustration of a range of health careers and how someone could progress through different levels. It is not exhaustive; details on other careers can be found in the relevant Health Careers booklets and on the Health Careers website.

The real-life story on page 16 describes how Gareth Stephens has progressed within the psychological therapies. You can follow his career path in the white boxes on the diagram, alongside other potential paths in the different areas of health.

| | Initial entry level jobs | Support workers | Senior healthcare assistants/technicians | Assistant practitioners/ Associate practitioners | Practitioner |
|---------------------------|----------------------------|---------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Allied health professions | | Therapy clinical support worker | Occupational therapy rehabilitation assistant | Assistant practitioner in occupational therapy | Occupational therapist giving advice on how the home environment can be changed |
| Ambulance service team | | Patient transport service driver | Emergency medical dispatcher | Control room duty officer | Paramedic |
| Dental care team | | Dental nurse | Student dental technician | Assistant dental technician | Dental technician |
| Health informatics | Health records assistant | Support desk assistant | Medical records clerk | Helpdesk adviser | Web developer |
| Healthcare science | | Phlebotomist | Newborn hearing screener | Critical care technologist | Cardiac physiologist |
| Management | | | | General office manager | Payroll manager |
| Midwifery | | Healthcare assistant (maternity) | Maternity support worker | | Midwife |
| Nursing | Nurse cadet | Healthcare assistant (nursing) | Senior healthcare assistant | Community care assistant | Neonatal nurse |
| Pharmacy | Pharmacy porter | Pharmacy assistant Medicines counter assistant | Senior pharmacy assistant | Pharmacy technician | Pre-registration pharmacist |
| Psychological therapies | | Healthcare assistant (mental health) | Care support worker (mental health) Mental health support worker | Assistant clinical psychologist Trainee psychological wellbeing practitioner | Psychological practitioner Trainee clinical psychologist |
| Public health | Volunteer health champions | Health champion | Health trainer | Stop smoking adviser Health trainer team leader | Health improvement practitioner |
| Wider healthcare team | Porter | Maintenance assistant | Security officer | Medical secretary | Catering manager |

| Professionals | Senior practitioners/ specialist practitioners | Advanced practitioners | Consultant practitioners | More senior staff |
|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------|
| Occupational therapist: focus on how environment affects health | Senior occupational therapist: teaching patients methods to conserve energy for | Advanced occupational therapist (team leader): teaching patients new ways of doing things | Consultant occupational therapist: manage a team of occupational therapists | |
| Paramedic | Specialist paramedic | Advanced paramedic | Consultant paramedic | Clinical director of service |
| Dental technician | Senior dental technologist | | | |
| Information manager | Special projects manager | Head of communications | Access, booking and choice manager | Director of information management and technology |
| Biomedical scientist | Senior biomedical scientist | Specialist respiratory physiologist | Consultant clinical scientist (medical physics) | Director of regional genetics services |
| Human resources manager | Projects manager | Head of accounts | Maxillofacial laboratory manager | Director of human resources |
| Maternity services | Community midwife | Head of midwifery | Consultant midwife | Director of maternity services |
| Nursing | Community psychiatric nurse | District nurse (team manager) | Nurse consultant in stroke | Director of nursing |
| Clinical support services | Pharmacist | | Lead pharmacist for admissions | Director of clinical support services |
| Mental wellbeing and clinical practice | High intensity therapist Psychotherapist | | Consultant clinical psychologist | Assistant director - clinical professional practice |
| Health improvement | Senior health improvement practitioner | Specialty registrar in public health Advanced health improvement practitioner | Public health consultant | Director of public health |
| Facilities manager | Chaplain | Head of estates | | |

**For further copies of this
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