

National profiles for Clinical Psychologists, Counsellors & Psychotherapists



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Version history and amendments

	Date	Notes
Rebranding	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
New profile	Oct 2006	Primary Care Mental Health Worker (Graduate)
Reviewed profile	Mar 2005	Clinical psychologists' Note 1: These profiles are intended to apply to all psychologists jobs in the Health Service, to counsellor



		<p>jobs other than genetic counsellor jobs, for which separate profiles are in published HSS.GC and to psychotherapy jobs. These are considered to be a single occupational grouping for matching purposes.</p> <p>Note 2: Although training routes are different for clinical psychologists and psychotherapists, the levels of knowledge required are equivalent so psychotherapist jobs can be matched to clinical psychology profiles on an equivalence basis for the KTE factor</p>
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Reviewed Profiles for Clinical Psychology with Previous Labels

New profile label	Former profile title	Band
Clinical Psychology, Assistant Practitioner	Assistant Psychologist	4
Clinical Psychology Assistant Practitioner Higher Level	Assistant Clinical Psychologist (Higher Level)	5
Clinical Psychology Trainee	Trainee Clinical Psychologist	6
Clinical Psychologist	Specialist Clinical Psychologist	7
Clinical Psychologist Principal	Highly Specialist Clinical Psychologist	8A – B
Clinical Psychologist Consultant	Consultant Clinical Psychologist, Head of Speciality/Consultant Lead Clinician	8C – D
Clinical Psychologist Consultant, Professional Lead/Head of Psychology Services	New Profile	8D – 9

Profile Suite and Label	Clinical Psychology, Assistant Practitioner
Job Statement	<ol style="list-style-type: none"> Undertakes clinically supervised work with clients on a one-to-one basis. Under supervision, plans, organises and teaches on a variety of psycho-educational courses e.g stress, anger management. Undertakes R&D activities under the supervision of responsible psychologist or other professional



Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding. Communicates condition related information to clients, relatives; undertakes group sessions with clients	4 (a)	32
2.	Knowledge, Training & Experience	Expertise within specialism, underpinned by theory. Knowledge acquired through degree, supplemented by short specialist courses, clinical supervision of practice	5	120
3.	Analytical & Judgemental Skills	Range of facts, situations, requiring analysis Skills for assessing clients in one-to-one sessions, group dynamics, research methodology	3	27
4.	Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans & prioritises own workload, research programme & activities, group sessions	2	15
5.	Physical Skills	Physical skills obtained through practice. Keyboard skills, driving skills when working in the community, use of basic psychometric test equipment	2	15
6.	Patient/Client Care	Implements clinical care/care packages/provide advice in relation to care Delivers group sessions e.g. stress management, implements therapy or other aspects of care programme under clinical supervision; provides advice within competence	4 (a) (c)	22
7.	Policy/Service Development	Follows policies in own role, may be required to comment. Follows departmental policies, comments on proposals	1	5
8.	Financial & Physical Resources	Personal duty of care in relation to equipment, resources Careful use of equipment	1	5
9.	Human Resources	Demonstrates own activities to new or less experienced employees/provide practical training. May be required to demonstrate own duties; trains other health care staff	1 -2 (c)	5-12
10.	Information Resources	Record personally generated information. Updates client/research records	1	4
11.	Research & Development	Regularly undertake R&D activity, R&D activity as major job requirement Undertakes R&D activities	2 (a) – 3	12-21
12.	Freedom to Act	Standard operating procedures, someone available for reference Works within guidelines, receives regular clinical supervision	2	12
13.	Physical Effort	Combination of sitting, standing, walking Light physical effort for short periods	1	3
14.	Mental Effort	Frequent concentration; work pattern predictable Concentration for client sessions	2 (a)	7



15.	Emotional Effort	Frequent distressing or emotional circumstances Provides therapy service to emotionally demanding clients	3 (a)	18
16.	Working Conditions	Occasional unpleasant conditions Verbal abuse, hostility	2(a)	7
JE Score 309 - 325			Band 4	



Profile Suite and Label	Clinical Psychology Assistant Practitioner Higher Level
Job Statement	<ol style="list-style-type: none"> 1. Undertakes clinically supervised work with clients on a one-to-one basis. 2. Plans, organises, and teaches on a variety of psycho-educational courses e.g stress, anger management. 3. Undertakes R&D activities under the guidance of responsible psychologist or other professional.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere.</p> <p>Communicates condition related information to clients, relatives, undertakes group sessions with clients, atmosphere may be highly emotive</p>	5 (c)	45
2.	Knowledge, Training & Experience	<p>Expertise within specialism, underpinned by theory.</p> <p>Knowledge acquired through degree, supplemented by short specialist courses, clinical supervision of practice</p>	5	120
3.	Analytical & Judgemental Skills	<p>Range of facts or situations requiring analysis</p> <p>Skills for assessing clients in 1-1 sessions, group dynamics, research methodology</p>	3	27
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Plans & prioritises own workload, research programme & activities, group sessions</p>	2	15
5.	Physical Skills	<p>Physical skills obtained through practice/developed physical skills, manipulation of objects, people, narrow margins for error.</p> <p>Keyboard, driving skills when working in the community, use of basic psychometric test equipment/formal restraint training</p>	2-3	15-27
6.	Patient/Client Care	<p>Implement clinical care/care packages/provide advice in relation to care.</p> <p>Delivers group sessions e.g. stress management, implements therapy or care programme on clinical supervised basis; provides advice within competence</p>	4 (a) (c)	22
7.	Policy/Service Development	<p>Follow policies in own role, may be required to comment.</p> <p>Follows departmental policies, comments on proposals</p>	1	5
8.	Financial & Physical Resources	<p>Personal duty of care in relation to equipment, resources/maintain stock control.</p> <p>Careful use of equipment/orders supplies</p>	1- 2(c)	5-12
9.	Human Resources	<p>Demonstrates own activities to new or less experienced employees/provide practical training.</p> <p>May be required to demonstrate own duties; train other health care staff</p>	1 - 2 (c)	5-12
10.	Information Resources	<p>Record personally generated information.</p> <p>Updates client/research records</p>	1	4
11.	Research & Development	<p>Regularly undertake R&D activity/R&D activity as major job requirement</p> <p>Undertakes R&D activities</p>	2 (a) – 3	12-21



12.	Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised. Works within departmental, occupational guidelines; work is managed rather than supervised	3	21
13.	Physical Effort	Combination of sitting, standing, walking/frequent sitting or standing in a restricted position Light physical effort for short periods/sits in constrained position for client therapy, interview sessions	1 - 2 (a)	3-7
14.	Mental Effort	Frequent concentration; work pattern predictable/occasional prolonged concentration Concentration for client sessions/prolonged concentration for psychometric testing, patient interventions	2 (a) - 3 (b)	7-12
15.	Emotional Effort	Frequent distressing or emotional circumstances Provides therapy service to emotionally demanding clients	3 (a)	18
16.	Working Conditions	Occasional/frequent unpleasant conditions/some exposure to hazards Verbal abuse, hostility/risk of physical aggression	2(a)- 3(a)- 4(a)	7-12- 18
JE Score 331–386			Band 5	



Profile Suite and Label	Counsellor, Entry Level
Job Statement	<ol style="list-style-type: none"> 1. Provides counselling directly to patients/clients 2. Manages a caseload and maintains patient/client records 3. Working towards registration with relevant professional body

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding; provide and receive complex, sensitive information hostile, antagonistic or highly emotive atmosphere</p> <p>Eliciting highly sensitive information relating to e.g. behaviour; state of mind; attitude from clients during assessments where there is a need to reassure and empathise with the patient/client and a need to gain agreement from the patient/client to a therapeutic regime from the client the direction and aims of the therapeutic regime; communicates sensitive information where patients/clients may be hostile.</p>	5 (a) (c)	45
2.	Knowledge, Training & Experience	<p>Expertise within specialism, underpinned by practical theory</p> <p>Knowledge to degree or equivalent level acquired through previous experience and Diploma in Counselling plus ongoing clinical supervision in working towards registration with the relevant professional body</p>	5	120
3.	Analytical & Judgemental Skills	<p>Range of facts or situations requiring analysis</p> <p>Initial assessment of clients against medical diagnosis and analysis of suitability for treatment, ongoing monitoring and assessment over agreed period of counselling</p>	3	27
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Manages ongoing caseload of patients/clients</p>	2	15
5.	Physical Skills	<p>Physical skill obtained practice</p> <p>Listening, driving, keyboard skills</p>	2	15
6.	Patient/Client Care	<p>Develops programmes of care/care packages</p> <p>Sets and delivers therapeutic packages to meet the needs of individual patients/clients</p>	5a	30
7.	Policy/Service Development	<p>Follows policies in own role, may be required to comment</p> <p>Follows national and organisational policies applicable to role including those implemented as a result of legislative changes, may comment on changes in administrative procedures</p>	1	5
8.	Financial & Physical Resources	<p>Personal duty of care in relation to equipment, resources</p> <p>Careful use of counselling facilities</p>	1	5
9.	Human Resources	<p>Demonstrates own duties</p> <p>Demonstrates own duties</p>	1	5
10.	Information Resources	<p>Records personally generated information</p> <p>Writes up patient/client case notes following therapy sessions</p>	1	4
11.	Research & Development	<p>Undertake surveys and audits., as necessary to own work</p> <p>Completes regular waiting list audits and case load statistics</p>	1	5



12.	Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Works with clients independently within policies and codes of conduct	3	21
13.	Physical Effort	Combination of sitting, standing, walking Walks between clinics, sits during assessments, accompany clients to and from reception	1	3
14.	Mental Effort	Frequent intense concentration In-depth proactive mental attention on patient/client assessment and treatment during therapy sessions	5	25
15.	Emotional Effort	Frequent distressing or emotional circumstances; occasional, frequent highly distressing Counselling the terminally ill; providing therapy to difficult individuals/dealing with challenging family situations e.g. child abuse; therapy to individuals with multiple presenting problems/co-morbidity; includes the bereaved, depressed and anxious	3(a) (b) – 4 (b)	18-25
16.	Working Conditions	Occasional/frequent to unpleasant conditions Verbal abuse, aggression	2(a)- 3(a)	7-12
JE Score 350–362			Band 5	



Profile Suite and Label	Primary Care Mental Health Worker (Graduate)
Job Statement	<ol style="list-style-type: none"> 1. Provides support to patients experiencing mental health problems in the community. 2. Liaises and promotes links with service users, carers, voluntary organisations, and community groups. 3. Audits and evaluates effectiveness and accessibility of service.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicate complex or sensitive information, barriers to understanding Communicates condition related information to patients and carers: motivates and provides empathy, reassurance, possible communication difficulties	4(a)	32
2.	Knowledge, Training & Experience	Expertise within specialism, underpinned by theory Knowledge of mental health services and procedures gained through training for postgraduate certificate in mental health	5	120
3.	Analytical & Judgemental Skills	Facts or situations requiring analysis, comparison of a range of options Assess patient condition and identify suitable intervention, risk assessment; analyse service provision	3	27
4.	Planning & Organisational Skills	Straightforward activities, some ongoing/plan and organise complex activities or programmes, requiring formulation, adjustment Organises own workload, clinics, meetings/plans events and multi-disciplinary meetings	2-3	15-27
5.	Physical Skills	Physical skills obtained through practice Driving, standard keyboard skills	2	15
6.	Patient/Client Care	Provide advice on care of patients/clients Provides mental health advice within competence to patients, carers	4(c)	22
7.	Policy/Service Development	Implement policies, propose changes to practices, procedures for own area Contributes to development of services	2	12
8.	Financial & Physical Resources	Personal duty of care in relation to resources/maintain stock control Safe use of equipment	1	5
9.	Human Resources	Demonstrate own duties May demonstrate own duties to less experienced staff	1	5
10.	Information Resources	Record personally generated information Maintain patient records and writes reports	1	4
11.	Research & Development	Regularly undertake R&D activity Carries out audits designed to improve mental health service using research methodology	2(a)	12
12.	Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works independently in the community	3	21



13.	Physical Effort	Combination of sitting, standing and walking Light physical effort	1	3
14.	Mental Effort	Frequent concentration, work pattern predictable Concentration on patient treatment, interpreting psychometric data	2(a)	7
15.	Emotional Effort	Frequent distressing or emotional circumstances Patient/carer behaviour and circumstances	3(a)	18
16.	Working Conditions	Frequent unpleasant working conditions Verbal aggression	3(a)	12
JE Score 330 - 342			Band 5	



Profile Suite and Label	Clinical Psychology Trainee
Job Statement	<ol style="list-style-type: none"> 1. Undertakes clinically supervised assessment and treatment interventions with clients. 2. Undertakes research towards doctorate.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding/hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates highly complex condition related information to clients, relatives; undertakes group sessions, communicates complex information where atmosphere may be highly emotive</p>	5 (a) (c)	45
2.	Knowledge, Training & Experience	<p>Expertise within specialism, underpinned by theory/specialist knowledge across range of procedures underpinned by theory</p> <p>Professional knowledge acquired through degree, clinical placements, supplemented by formal teaching, clinical supervision of practice</p>	5 – 6	120-156
3.	Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Plans & prioritises own patient workload, research programme & activities, group sessions</p>	2	15
5.	Physical Skills	<p>Physical skills obtained through practice/developed physical skills, manipulation of objects, people, narrow margins for error</p> <p>Keyboard skills, driving skills when working in the community, use of basic psychometric testing equipment/formal restraint training</p>	2-3	15-27
6.	Patient/Client Care	<p>Develop programmes of care/care packages/provide specialist advice in relation to care</p> <p>Assesses, develops & implements psychological interventions; provides specialised advice to clients & relatives</p>	5 (a) (c)	30
7.	Policy/Service Development	<p>Follows policies in own role, may be required to comment</p> <p>Follows departmental policies, comments on proposals</p>	1	5
8.	Financial & Physical Resources	<p>Authorised signatory, small payments</p> <p>Authorises spending from small research budget</p>	2 (d)	12
9.	Human Resources	<p>Professional/clinical supervision, provide practical training</p> <p>Trains other health care staff</p>	2 (b) (c)	12
10.	Information Resources	<p>Records personally generated information</p> <p>Updates client, research records, writes reports</p>	1	4



11.	Research & Development	R&D activity as major job requirement Undertakes personal R&D programme	3	21
12.	Freedom to Act	Clearly defined occupational procedures, someone available for reference Works within guidelines, works independently, refers problems of formulation and intervention to clinical supervisor	3	21
13.	Physical Effort	Combination of sitting, standing, walking/frequent sitting or standing in a restricted position/occasional moderate effort for several short periods Light physical effort for short periods/sitting in constrained position for assessment and therapy sessions; possible controlled restraint of patient	1 – 2 (a) (d)	3-7
14.	Mental Effort	Frequent intense concentration Intense concentration for patient interaction	5	25
15.	Emotional Effort	Frequent highly distressing or emotional circumstances Deals with family breakdown, serious mental illness, child/sexual abuse	4 (b)	25
16.	Working Conditions	Occasional/frequent unpleasant conditions/some exposure to hazards Verbal abuse, hostility/risk of physical aggression	2(a) - 3(a)-4(a)	7-12- 18
JE Score 402–465			Band 6	



Profile Suite and Label	Counsellor
Job Statement	<ol style="list-style-type: none"> 1. Assesses and provides counselling to patients/clients. 2. Manages a case load and maintains patient/client records. 3. May work in a particular field, e.g. oncology, psychiatry

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding; provide and receive complex, sensitive information hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates information on formulation, risk and treatment to other health professionals; elicits highly sensitive information, sometimes through interpreters or advocates e.g. behaviour, state of mind, where there is a need for reassurance, empathy and to gain agreement from the patient/client to a therapeutic regime; communicates sensitive information where patients/clients may be hostile</p>	5(a) (c)	45
2.	Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures underpinned by theory.</p> <p>Knowledge of range of counselling procedures and techniques acquired through professional diploma, advanced diploma/accreditation/registration or further substantial training and accredited clinical supervision plus experience</p>	6	156
3.	Analytical & Judgemental Skills	<p>Complex facts or situations requiring comparison of a range of options</p> <p>Initial assessment of clients presenting with multiple and complex issues; selection of appropriate therapeutic treatment, decisions regarding referrals to specialist services</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Manages own caseload</p>	2	15
5.	Physical Skills	<p>Physical skills obtained practice</p> <p>Listening, driving, keyboard skills</p>	2	15
6.	Patient/Client Care	<p>Develop programmes of care/care packages</p> <p>Sets and delivers therapeutic packages to meet the needs of individual clients</p>	5(a)	30
7.	Policy/Service Development	<p>Follows policies in own; implement policies and propose changes to practices, procedures for own area</p> <p>Follows national and organ rational policies; may comment on changes in administrative procedures/implements policies relating to provision of counselling services, proposes changes to service delivery and working practices</p>	1-2	5-12
8.	Financial & Physical Resources	<p>Personal duty of care in relation to equipment, resources</p> <p>Careful use of counselling facilities</p>	1	5
9.	Human Resources	<p>Provide clinical supervision</p> <p>Induction and in-service training of pre-registration counsellors, trainees</p>	2(b)	12



10.	Information Resources	Records personally generated information Writes up patient/client case notes following therapy sessions	1	4
11.	Research & Development	Undertake surveys and audits, as necessary to own work; Occasionally/ regularly undertakes R and D activity Completes regular waiting list audits and case load statistics/Undertakes and contributes to regular audit/evaluation and analysis of clinical activity	1/2 (a)	5-12
12.	Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised, broad occupational policies, defined case load in community Works with clients independently within policies and codes of conduct, interprets policies in relation to community caseload	3-4	21-32
13.	Physical Effort	Combination of sitting, standing, walking/frequent sitting in restricted position Walks between clinics, sits during assessments: accompany clients to and from reception/constrained position for long periods	1-2(a)	3-7
14.	Mental Effort	Frequent intense concentration In-depth proactive mental attention on patient/client assessment and treatment during therapy sessions	5	25
15.	Emotional Effort	Frequent distressing or emotional circumstances; occasional/frequent highly distressing Counselling the terminally ill; providing therapy to difficult individuals/dealing with challenging family situations e.g. child abuse; therapy to individuals with multiple presenting problems/co-morbidity include the depressed, bereaved and anxious	3(a) (b)–4 (b)	18-25
16.	Working Conditions	Occasional/frequent unpleasant conditions Verbal abuse, aggression, hostility	2(a)- 3(a)	7-12
JE Score 406–449			Band 6	



Profile Suite and Label	Clinical Psychologist
Job Statement	<ol style="list-style-type: none"> 1. Assesses & treats own specialist caseload of clients & maintains associated records. 2. Clinically supervises assistant(s). 3. Undertakes R&D activities.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; significant barriers to acceptance; hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates highly complex condition related information to patients, who may be manipulative, hostile</p>	6	60
2.	Knowledge, Training & Experience	<p>Highly developed specialist knowledge, underpinned by theory and experience</p> <p>Professional knowledge acquired through degree, postgraduate doctoral degree supplemented by short specialist courses, clinical supervision</p>	7	196
3.	Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Plans & prioritises own patient workload, research programmes & activities, group sessions</p>	2	15
5.	Physical Skills	<p>Physical skills obtained through practice/developed physical skills; manipulation of objects, people, narrow margins for error</p> <p>Keyboard skills, driving skills when working in the community, use of psychometric test equipment/formal restraint training</p>	2-3	15-27
6.	Patient/Client Care	<p>Develops specialised programmes of care/care packages/provide highly specialised advice concerning care</p> <p>Assesses, develops & implements specialist psychological interventions; provides advice in specialist area</p>	6 (a)(c)	39
7.	Policy/Service Development	<p>Implement policies and propose changes to practices, procedures for own area</p> <p>Proposes changes for policy, service development</p>	2	12
8.	Financial & Physical Resources	<p>Personal duty of care in relation to equipment, resources</p> <p>Careful use of equipment</p>	1	5
9.	Human Resources	<p>Day to day co-ordination of staff/professional/clinical supervision</p> <p>Supervises work of assistant(s); trains other staff</p>	2 (a)(b)	12
10.	Information Resources	<p>Records personally generated information</p> <p>Updates client records</p>	1	4



11.	Research & Development	Regularly undertakes R&D Undertakes personal R&D programme, organises R&D activities of assistant(s)	2 (a)	12
12.	Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/broad occupational policies Accountable for own professional actions, work is managed rather than supervised/works within professional ethics & trust policies, lead specialist	3 - 4	21-32
13.	Physical Effort	Combination of sitting, standing. Walking/Frequent sitting or standing in a restricted position Light physical effort for several short periods/sitting in constrained position for extended periods	1 -2 (a)	3-7
14.	Mental Effort	Frequent intense concentration Intense concentration for patient interaction	5	25
15.	Emotional Effort	Frequent highly distressing or emotional circumstances Deals with family breakdown, serious mental illness, child, sexual abuse	4 (b)	25
16.	Working Conditions	Occasional/frequent unpleasant conditions/some exposure to hazards Verbal aggression/risk of physical aggression	2(a)- 3 (a) - 4 (a)	7-12- 18
JE Score 493–531			Band 7	



Profile Suite and Label	Counsellor Specialist
Job Statement	<ol style="list-style-type: none"> 1. Provides specialist counselling to patients/clients e.g. post-traumatic stress; conflict resolution. 2. Manages a specialist case load and maintains patient/client records. 3. Provides professional/clinical supervision to, acts as professional lead for, pre-registration counsellors, trainees, students; may coordinate team of counsellors; may co-ordinate training; may undertake research.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding; provide and receive complex, sensitive information hostile, antagonistic or highly emotive atmosphere</p> <p>Elicits highly sensitive information, sometimes working through interpreters or advocates e.g. behaviour, state of mind, where there is a need for reassurance, empathy and to gain agreement from the patient/client to a therapeutic regime; conflict resolution, mediation; communicates sensitive information where patients/clients may be hostile</p>	5(a) (c)	45
2.	Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Knowledge of range of counselling procedures and techniques plus knowledge of specialist therapeutic techniques acquired through professional diploma: advanced diploma/ accreditation/registration or further substantial training and accredited clinical supervision plus experience plus further specialist courses to masters or equivalent level</p>	7	196
3.	Analytical & Judgemental Skills	<p>Complex facts or situations requiring comparison of a range of options</p> <p>Initial assessment of clients presenting with multiple and complex issues; selection of appropriate therapeutic treatment, decisions regarding referrals to specialist services</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Organises own or team workload, organises training programmes</p>	2	15
5.	Physical Skills	<p>Physical skill obtained practice</p> <p>Listening, driving: keyboard skills</p>	2	15
6.	Patient/Client Care	<p>Develop specialist programmes of care/care packages; provide highly specialised advice concerning care</p> <p>Assesses patients/clients and develops and delivers specialist therapeutic treatment to meet the needs of individual clients e.g. treatment of phobias, critical incident de-briefing, post trauma counselling, therapeutic group work; provides specialist advice to other disciplines/ services</p>	6(a) (c)	39
7.	Policy/Service Development	<p>Implement policies and propose changes to practices. procedures for own area, impact outside own area</p> <p>Implements policies relating to provision of counselling services, proposes changes to service delivery/contributes to policy discussions at wider organisational level</p>	2-3	12-21
8.	Financial & Physical Resources	<p>Personal duty of care in relation to equipment, resources</p> <p>Careful use of counselling facilities</p>	1	5



9.	Human Resources	Day to day supervision; professional, clinical supervision/provides specialist training Provides clinical supervision to a range of counsellors; supports and monitors pre-registration counsellors, trainees, students undertaking placements/provides specialist training to other disciplines	2(a)(b) - 3(c)	12-21
10.	Information Resources	Records personally generated information Writes up patient/client case notes following therapy sessions	1	4
11.	Research & Development	Undertake surveys and audits, as necessary to own work; occasionally, regularly undertakes R&D/R&D activities as major job requirements. Completes regular waiting list audits and case load statistics/undertakes complex audits, participates in research activities/carries out research projects in own specialist area	1/2(a) 3	5-12-21
12.	Freedom to Act	Broad occupational policies Works with clients independently within policies and codes of conduct. lead specialist	4	32
13.	Physical Effort	Combination of sitting, standing, walking/frequent sitting in restricted position Walks between clinics, sits during assessments: accompany clients to and from reception, sitting in constrained position for long periods	1-2(a)	3-7
14.	Mental Effort	Frequent intense concentration In-depth proactive mental attention on patient/client assessment and treatment during therapy sessions	5	25
15.	Emotional Effort	Frequent distressing or emotional circumstances; occasional/frequent highly distressing Counselling the terminally ill; providing therapy to difficult individuals, front line staff/dealing with challenging family situations e.g. child abuse; therapy to individuals with multiple presenting problems/co-morbidity include the depressed, bereaved and anxious	3(a) (b) — 4 (b)	18-25
16.	Working Conditions	Occasional/frequent unpleasant conditions Verbal abuse, aggression, hostility	2(a) 3(a)	7-12
JE Score 475–525			Band 7	



Profile Suite and Label	Clinical Psychologist Principal
Job Statement	<ol style="list-style-type: none"> 1. Assesses & treats own specialist caseload of clients & maintains associated records. 2. Provides, develops, and manages highly specialist interventions. 3. Clinically supervises less experienced psychologists, counsellors, assistant(s), trainee(s) or other professionals. 4. Co-ordinates provision of specialist service; provides specialist advice to other professions and carers

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information: significant barriers to acceptance; hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates highly complex condition related information to patients, who may be manipulative, hostile</p>	6	60
2.	Knowledge, Training & Experience	<p>Advanced theoretical & practical knowledge</p> <p>Professional knowledge acquired through degree, postgraduate doctoral degree supplemented by short specialist courses, clinical supervision and further specialist training, experience</p>	8(a)	240
3.	Analytical & Judgemental Skills	<p>Complex/highly complex facts or situations, interpretation, comparison of a range of options</p> <p>Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation/expert opinion may differ</p>	4 - 5	42-60
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing/plan and organise broad range of complex activities; formulates, adjusts plans or strategies</p> <p>Plans & prioritises own patient workload/co-ordinates specialist service</p>	2 - 3	15-27
5.	Physical Skills	<p>Physical skills obtained through practice/developed physical skills; manipulation of objects, people; narrow margins for error</p> <p>Keyboard skills, driving skills when working in the community, use of psychometric test equipment/formal training in restraint</p>	2 – 3(a)	15-27
6.	Patient/Client Care	<p>Develop specialised programmes of care/care packages/provide highly specialised advice concerning care</p> <p>Assesses, develops & implements diagnostic specialist interventions, provides advice in specialist area</p>	6 (a) (c)	39
7.	Policy/Service Development	<p>Implement policies and propose changes to practices, procedures for own area/propose policy or service changes, impact beyond own area</p> <p>Proposes changes for policy, service development/may impact on other professions, service areas</p>	2 - 3	12-21
8.	Financial & Physical Resources	<p>Personal duty of care in relation to equipment, resources</p> <p>Careful use of equipment</p>	1	5
9.	Human Resources	<p>Day to day supervision/professional/clinical supervision</p> <p>Supervises work of less experienced psychologists, counsellors, assistant(s), CP trainee(s)</p>	2 (a) (b)	12



10.	Information Resources	Records personally generated information Updates client records	1	4
11.	Research & Development	Regularly undertake R&D/R&D activities as major job requirement Undertakes personal R&D programme, organises R&D activities of assistant(s)	2 (a) - 3	12-21
12.	Freedom to Act	Broad occupational policies Accountable for own professional actions, works within professional ethics & trust policies, lead specialist	4	32
13.	Physical Effort	Combination of sitting, sanding, walking/frequent sitting or standing in a restricted position Light physical effort for several short periods/sitting in constrained position for extended periods	1 - 2 (a)	3-7
14.	Mental Effort	Frequent intense concentration Intense concentration for patient interaction	5	25
15.	Emotional Effort	Frequent highly distressing or emotional circumstances Deals with family breakdown, serious mental illness, child, sexual abuse	4 (b)	25
16.	Working Conditions	Occasional/frequent unpleasant conditions/some exposure to hazards Verbal aggression/risk of physical aggression	2(a) - 3 (a) - 4 (a)	7-12- 18
JE Score 548–623			Band 8(a) (b)	



Profile Suite and Label	Counsellor Professional Manager
Job Statement	<ol style="list-style-type: none"> 1. Provides specialist counselling to patients/clients. 2. Manages part or all of the counselling service for an organisation. 3. Manages staff; including recruitment; appraisal; CPD; performance. 4. May undertake research.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding; agreement, co-operation required; provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere.</p> <p>Elicits highly sensitive information, within an area of expertise e.g. behaviour, state of mind, where there is a need for reassurance, empathy and to gain agreement from the patient/client to a therapeutic regime, conflict resolution, mediation; communicates sensitive information where patients/clients may be hostile; service related information to senior managers</p>	5(a) (c)	45
2.	Knowledge, Training & Experience	<p>Highly developed specialist knowledge, underpinned by theory and experience Knowledge of a range of counselling procedures and techniques plus knowledge of specialist therapeutic techniques acquired through professional diploma, advanced diploma/accreditation/registration or further substantial training and accredited clinical supervision plus experience plus management experience; to master's or equivalent level</p>	7	196
3.	Analytical & Judgemental Skills	<p>Complex/Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options.</p> <p>Complex/Highly complex client assessment and service-related decisions</p>	4-5	42-60
4.	Planning & Organisational Skills	<p>Plan and organise complex activities or programmes, requiring formulation, adjustment/plan and organise broad range of complex activities; formulates, adjusts plans or strategies.</p> <p>Co-ordination of counselling provision with outside agencies/long term planning for e.g. establishment of new areas of activity within the counselling service</p>	3-4	27-42
5.	Physical Skills	<p>Physical skill obtained practice.</p> <p>Listening, driving, keyboard skills</p>	2	15
6.	Patient/Client Care	<p>Accountable for direct delivery of sub-division of clinical service/Accountable for direct delivery of clinical service</p> <p>Responsible for the delivery of a counselling subdivision/service</p>	6 (d)/7	39-49
7.	Policy/Service Development	<p>Responsible for policy implementation and development for service/responsible for policy implementation and development for directorate or equivalent</p> <p>Responsible for policy development and implementation for an area of activity within the counselling service/responsible for policy implementation for the counselling service with impact across other organisations</p>	4-5	32-45
8.	Financial & Physical Resources	<p>Hold delegated budget/Budget holder for department/service.</p> <p>Holds delegated budget for an area of activity within the counselling service/Holds budget for a counselling service</p>	3 (d) - 4(a)	21-32



9.	Human Resources	Line manager for single function or department/line manager for several departments Line manager/manages multiple departments within the counselling service	4(a) - 5 (a)	32-45
10.	Information Resources	Records personally generated information Writes up patient/client case notes following therapy sessions	1	4
11.	Research & Development	Occasionally participate in R & D/Regularly undertakes R&D activity/R & D activities as major job requirement Undertakes surveys as necessary/Undertakes complex audits, participates in research activities/carries out research projects in own specialist area	1/2(a)/3	5-12-21
12.	Freedom to Act	Interprets policies within area of activity/establishes policies for counselling department Establishes, interprets policies for area of activity or location/across the counselling service	5	45
13.	Physical Effort	Combination of sitting, standing, walking/frequent sitting in restricted position Walks between clinics, meetings, sits during assessments, accompanies clients to and from reception/sits in constrained position for long periods during therapy	1-2(a)	3-7
14.	Mental Effort	Occasional/frequent intense concentration In-depth proactive mental attention on patient/client assessment and treatment during therapy sessions	4-5	18-25
15.	Emotional Effort	Frequent distressing or emotional circumstances; occasional/frequent highly distressing Counselling the terminally ill; providing therapy to difficult individuals, front line staff/dealing with challenging family situations e.g. child abuse; therapy to individuals with multiple presenting problems/co-morbidity include the depressed, bereaved and anxious	3(a) (b) - 4 (b)	18-25
16.	Working Conditions	Occasional/frequent unpleasant conditions Verbal abuse, aggression, hostility	2(a)-3(a)	7-12
JE Score 549–668			Band 8a–b–c	



Profile Suite and Label	Counsellor Consultant
Job Statement	<ol style="list-style-type: none"> 1. Provides counselling to patients/clients in an expert area of practice. 2. Acts as clinical lead within an area of expertise; provides expert advice to other counsellors, other professionals. 3. Provides professional/clinical supervision to pre-registration counsellors, trainees, students within an area of expertise. 4. Undertakes research.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding; provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere.</p> <p>Elicits highly sensitive information, within an area of expertise e.g. behaviour, state of mind, where there is a need for reassurance, empathy and to gain agreement from the patient/client to a therapeutic regime, conflict resolution, mediation; communicates sensitive information where patients/clients may hostile</p>	5(a) (c)	45
2.	Knowledge, Training & Experience	<p>Advanced theoretical and practical knowledge</p> <p>Knowledge of range of counselling procedures and techniques plus knowledge of specialist therapeutic techniques acquired through professional diploma, or further substantial training plus experience plus further theoretical learning, training, experience to doctorate level or equivalent</p>	8(a)	240
3.	Analytical & Judgemental Skills	<p>Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options.</p> <p>Assesses clients presenting with multiple and complex issues within expert area of practice; selection of appropriate therapeutic treatment, decisions regarding referrals to specialist services; provides expert interpretation where opinions differ.</p>	5	60
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing/plan and organise complex activities or programmes, requiring formulation, adjustment.</p> <p>Plans own caseload/plans specialist service; co-ordinates multi-disciplinary specialist provision</p>	2-3	15-27
5.	Physical Skills	<p>Physical skill obtained through practice.</p> <p>Listening, driving, keyboard skills</p>	2	15
6.	Patient/Client Care	<p>Develop specialist programmes of care/care packages; provide highly specialised advice concerning care.</p> <p>Provides expert advice relating to the area of practice to patients/clients; other clinicians within and outside the profession; outside agencies</p>	6(a) (c)	39
7.	Policy/Service Development	<p>Propose policy or service changes, impact beyond own area.</p> <p>Proposes and develops procedures in own area of expertise, impact on other disciplines</p>	3	21
8.	Financial & Physical Resources	<p>Authorised signatory, small payments/authorised signatory; holds delegated budget.</p> <p>Authorised signatory for expenses, purchases; holds budget for specialist service or projects</p>	2(d)-3(a) (d)	12-21



9.	Human Resources	Teach, deliver specialist training. Provides specialist training to other disciplines	3(c)	21
10.	Information Resources	Record personally generated information. Writes up patient/client case notes following therapy sessions	1	4
11.	Research & Development	Regularly undertake R&D activity/R & D activities as major job requirements/co- ordinate, implement R & D activity as job requirement. Undertakes complex audits, participates in research activities/carries out research projects in own specialist area at local and national level/major job responsibility	2(a)/3/4	12-21-32
12.	Freedom to Act	General policies, need to establish interpretation. Expert, interpreting policies for specialist area	5	45
13.	Physical Effort	Combination of sitting, standing, walking/frequent sitting or standing in a restricted position. Walks between clinics, sits during assessments, accompany clients to and from reception/sitting in constrained position for long periods during therapy	1-2(a)	3-7
14.	Mental Effort	Occasional/frequent intense concentration. In-depth proactive mental attention on patient/client assessment and treatment during therapy sessions	4b-5	18-25
15.	Emotional Effort	Frequent distressing or emotional circumstances; occasional/frequent highly distressing or emotional circumstances. Counselling the terminally ill; providing therapy to difficult individuals, front line staff/ dealing with challenging family situations e.g. child abuse; therapy to individuals presenting with multiple problems	3(a) (b) - 4 (b)	18-25
16.	Working Conditions	Occasional/frequent unpleasant conditions. Verbal abuse, aggression, hostility	2(a)-3(a)	7-12
JE Score 575–639			Band 8a-b-c	



Profile Suite and Label	Clinical Psychologist Consultant
Job Statement	1) Leads a specialist psychology service. 2) Carries specialist caseload of clients: provides advice & consultancy to patients & professionals. 3) Manages/clinically supervises practitioners, assistant(s), trainee(s) from own and/or other professions. 4) Undertakes R&D activities, teaching, lecturing.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; significant barriers to acceptance; hostile, antagonistic or highly emotive atmosphere. Communicates highly complex condition related information to patients, who may be manipulative, hostile	6	60
2.	Knowledge, Training & Experience	Advanced specialist and practical knowledge Professional knowledge acquired through degree, postgraduate doctoral degree plus short specialist courses, clinical supervision of practice and further advanced specialist training, experience	8 (a)	240
3.	Analytical & Judgemental Skills	Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options. Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation, expert opinion may differ	5	60
4.	Planning & Organisational Skills	Plan and organise broad range of complex activities; formulates, adjusts plans or strategies. Plans delivery of significant specialist service, including long term planning	4	42
5.	Physical Skills	Physical skills obtained through practice/developed physical skills; manipulation of objects, people; narrow margin for error. Keyboard skills, driving skills when working in the community, use of psychometric test equipment/formal training in restraint	2 – 3(a)	15-27
6.	Patient/Client Care	Develop specialised programmes of care/care packages/accountable for direct delivery of sub-division of a clinical, clinical technical or social service. Assesses, develops & implements psychological interventions in specialised area; manages specialist service	6 (a) (d)	39
7.	Policy/Service Development	Propose policy or service changes, impact beyond own area/responsible for policy implementation and development for a service. Proposes changes to policy, service development with impact beyond specialist area/develops policy for specialist service	3 - 4	21-32
8.	Financial & Physical Resources	Authorised signatory/holds delegated budget/budget holder for department/service. Authorised signatory for payments for equipment, travel expenses, training/holds budget for specialist service	2 (d) – 3(a) (d)- 4 (a)	12- 21-32
9.	Human Resources	Professional/clinical supervision/day to day management/allocate, place and supervise staff or students/teach/deliver specialist training.	2 (b) - 3 (a) (b) (c)	12-21



		Clinical supervision of other staff/day to day management of staff of specialist service; allocation & placement of students on doctoral training programmes; lectures, teaches in specialist field		
10.	Information Resources	Record personally generated information. Updates client records	1	4
11.	Research & Development	R&D activities as major job requirement/co-ordinate, implement R & D activity as job requirement. Undertakes personal R&D programme, organise R&D activities of assistant/co-ordinates R&D activities for specialist area	3 - 4	21-32
12.	Freedom to Act	General policies, need to establish interpretation Accountable for own professional actions, interprets policies	5	45
13.	Physical Effort	Combination of sitting, standing, walking/frequent sitting or standing in a restricted position Light physical effort for short periods/sitting in constrained position for extended client therapy sessions	1 - 2 (a)	3-7
14.	Mental Effort	Frequent intense concentration Intense concentration for patient interactions	5	25
15.	Emotional Effort	Frequent highly distressing or emotional circumstances Deals with family breakdown, serious mental illness, child, sexual abuse	4 (b)	25
16.	Working Conditions	Occasional/frequent unpleasant conditions/some exposure to hazards Verbal aggression/risk of physical aggression	2(a)- 3 (a) – 4 (a)	7-12- 18
JE Score 631–709			Band 8(c)-(d)	



Profile Suite and Label	Clinical Psychologist Consultant, Professional Lead/Head of Psychology Services
Job Statement	<ol style="list-style-type: none"> 1. Responsible for organisation and professional leadership/management, service and policy development of psychology services for one or more organisations. 2. May carry specialist caseload of clients: provides advice & consultancy to patients & professionals. 3. Manages, leads, motivates practitioners, assistant(s), trainee(s) from own and/or other professions. 4. Undertakes research, teaching, lecturing. 5. May be responsible for psychological aspects of policy development for other services across one or more organisations.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicate highly complex/sensitive information requiring empathy & reassurance, barriers to understanding; hostile, antagonistic or highly emotive atmosphere. Communicates highly complex condition related information to clients, relatives, other clinicians; deals with hostility	6	60
2.	Knowledge, Training & Experience	Advanced specialist knowledge, theory Professional knowledge acquired through degree, postgraduate doctoral degree, short specialist courses, CPD, clinical supervision of practice and in addition further specialist training, experience	8(a)	240
3.	Analytical & Judgemental Skills	Highly complex facts, requiring analysis, interpretation, comparison of range of options. Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation; expert opinion may differ	5	60
4.	Planning & Organisational Skills	Plans broad range of complex activities; long term Plans delivery of psychology services, including long term strategic planning within or across organisations	4	60
5.	Physical Skills	Skills acquired through practice/developed physical skills; manipulation of objects, people, narrow margin for error Keyboard skills, driving skills when working in the community, use of test equipment/formal restraint training	2-3	15-27
6.	Patient/Client Care	Accountable for direct delivery of clinical service Responsible for organisation & management/professional leadership of psychology services for one or more organisations	7	49
7.	Policy/Service Development	Develop & implement policies for service/directorate or equivalent. Proposes and implements policy changes, service development for service/responsible for psychological aspects of policy development for other services across one or more organisations	4-5	32-45
8.	Financial & Physical Resources	Hold budget for service. Holds budget for psychology service	4(a)	32
9.	Human Resources	Line manager for service or function Line manager for staff of psychology services, including workload allocation, recruitment, development, training of staff, trainees	4(a)	32



10.	Information Resources	Record personally generated information. Updates client records	1	4
11.	Research & Development	Regularly undertake research; research as major job feature; co-ordinate research programme; initiate & develop R&D programmes. Undertakes personal R&D activities, organise research activities of others; co-ordinates/initiates research for service	2-5	12-45
12.	Freedom to Act	Interpret broad occupational policies. Accountable for own professional actions, interprets policies for service	5	45
13.	Physical Effort	Occasional light effort; restricted position for long periods Sitting in constrained position for extended client therapy sessions; possible controlled restraint of patient	1-2(a) (d)	3-7
14.	Mental Effort	Occasional/frequent intense concentration Concentration on client assessment & formulation, group & individual sessions, interviews	4(b)-5	18-25
15.	Emotional Effort	Frequent highly distressing Deals with family breakdown, serious mental illness, child/sexual abuse	4(b)	25
16.	Working Conditions	Frequent unpleasant conditions/some exposure to hazards Verbal aggression; risk of physical aggression	3(a) - 4(a)	12-18
JE Score 681–756			Band 8(d)-9	