

Mental health careers

Abi Changer, NHS Health Careers team



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Content

- Background and context
- Roles in mental health
- Routes in
- Financial support
- Resources
- Q&A



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Background and context

- NHS healthcare is delivered by many organisations
- Each responsible for
 - vacancies,
 - work experience,
 - university/school liaison activity,
 - apprenticeships etc



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The need



NHS Longterm Workforce Plan,
June 2023.

Psychological professions to grow
by 24,000 – 26,000 posts by 2037.

15,000 more psychological
therapists and practitioners trained
over next three years.



Expansion of psychologists, psychological therapists and
psychological practitioners.

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What are the psychological professions?

A career in the psychological professions is ideal for people interested in the workings of the mind and helping people with mental health and wellbeing.

- One in four adults and one in ten children experience mental illness
- The different roles help people to overcome a variety of different mental health problems from depression to bi-polar disorder
- **NHS Talking Therapies - for anxiety and depression** (previously Improving Access to Psychological Therapies [IAPT]) initiative provides greater access to the talking therapies for the public.
- In some parts of the country, the NHS contracts with charities, such as Mind, Turning Point and Re-think to deliver these services.

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Things to consider

Client group

- Children and young people
- Adults

Setting

- Hospital
- Education system
- CAMHS
- Community
- Prison service

Qualification level

- Lived experience
- Doctorate

Employer

- NHS
- Third sector
- Education system

Groupings of the psychological professions



Psychological practitioners	Psychological therapists	Psychologists	Other
Psychological wellbeing practitioner	Counsellor	Clinical psychologist	Assistant psychologist
Education mental health practitioner	Adult psychotherapist	Health psychologist	Peer (support) worker
Children's wellbeing practitioner	Child and adolescent psychotherapist	Forensic psychologist	Clinical associate psychologist
Mental health and wellbeing practitioner	Family and systemic psychotherapist	Counselling psychologist	
	Cognitive behavioural therapist* High intensity therapist		

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Psychology

the study of people:
how they think, how
they act, react and
interact

concerned with all
aspects of behaviour
and the thoughts,
feelings and motivation
underlying such
behaviour

Psychotherapy

conducted in several
different ways such
as individual, group,
couple and family
psychotherapy

can help people to
overcome stress,
emotional
and relationship
problems or
troublesome habits

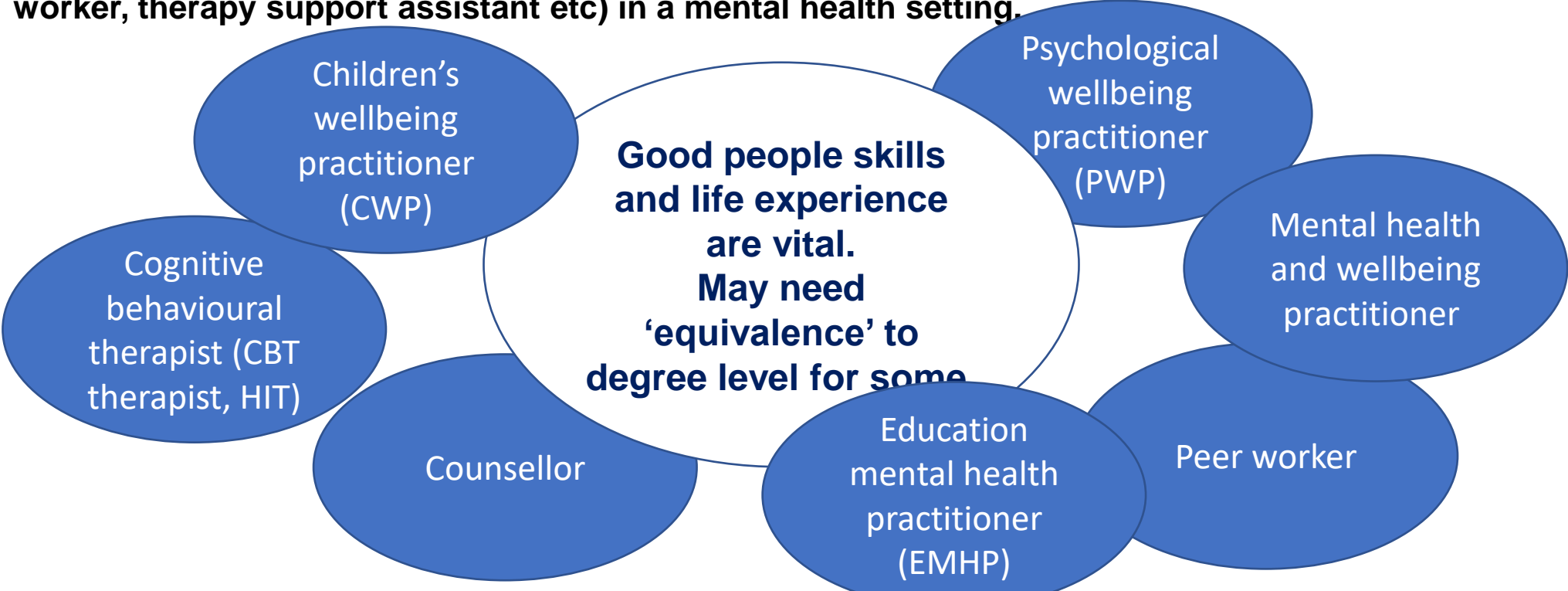
Psychiatry

the study of mental
disorders and their
diagnosis, management
and prevention

psychiatrists are
medical **doctors** who
have qualified in
psychiatry (see session
on doctors)

What might I be able to do if I haven't got a degree?

NB - also possibility of working as a healthcare support worker (health care assistant, clinical support worker, therapy support assistant etc) in a mental health setting.



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Role	Degree required	Other requirements	Training	Setting and client group
Psychological wellbeing practitioner (PWP)	Not necessarily	Courses available at both undergraduate (UG) (level 6) and postgraduate (PG) certificate (level 7). PG most common. Relevant experience required.	1 year paid training post at B4 or apprenticeship at L6 (degree level)	NHS Talking Therapies (formally IAPT) Adults – low intensity cognitive behavioural therapy. Primary care and community settings.
High intensity therapist	Core profession usually required (e.g. mental health nurse, social worker, psychotherapist etc). Equivalence route available.	Training can be accessed by PWPs with experience. Relevant experience required.	1 year paid training post at B6. Postgraduate diploma	NHS Talking Therapies (formally IAPT) Adults – CBT and high-intensity psychological interventions (e.g. interpersonal psychotherapy, couples therapy). Primary care and community settings.
Education mental health practitioner	Not necessarily. Course available at graduate or postgraduate diploma level.	Training places are open to either people from the local community, with a wide range of life experience who have maths and English skills; or graduates or those who can demonstrate that they can meet the academic requirements of the post graduate level qualification.	1 year paid training post at B4. Graduate or postgraduate diploma.	Children and young people in educational settings. Usually assigned to four schools/colleges as part of a mental health support team. Low intensity interventions based on CBT and self-help.
Children's wellbeing practitioner	Not necessarily. Course available at undergraduate or postgraduate certificate level.	Experience working with children and young people desirable.	1 year paid training post at B4	Children and young people. Based in settings such as CAMHS Assess and support CYP with common mental health difficulties.
Mental health and wellbeing practitioner	Not necessarily. Course available at undergraduate or postgraduate certificate level.	You do not need previous experience of working in mental health, but you will need to demonstrate your ability to study at degree level or above.	1 year paid training post at B4	Adults in the community. Role does not provide psychological therapy, but to deliver effective evidence-based wellbeing interventions to help people recover and live fulfilling lives (e.g. improving sleep, confidence building, recognising and managing emotions).

Role	Degree required	Other requirements	Training	Setting and client group
Adult psychotherapist	Usually yes	Typically need an undergraduate degree or equivalent in a relevant subject and/or a relevant professional qualification and relevant experience of working with people in a responsible role	Training usually part time over 4 years (study plus clinical training under supervision). Usually intro to counselling, certificate in counselling and then core practitioner training. Self-funded.	Adults
Child and adolescent psychotherapist	Yes	Pre-clinical studies (self-funded) and experience	Clinical training which is funded by NHS, includes teaching, supervision, personal psychoanalysis and a <u>4 year</u> salaried training post.	Children and young people up to age 25. seek to get to the core of difficulties which lie underneath worrying, confusing or even dangerous behaviours.
Clinical psychologist	Yes	Undergraduate psychology degree or conversion course (Graduate Basis for Chartered membership of the BPS), substantial experience.	Postgraduate professional doctorate course (NHS funded)	Will work with a specific group such as children or young people, adults, or people with learning disabilities. Health and care system.
Assistant psychologist	Yes	Undergraduate psychology degree or conversion course (Graduate Basis for Chartered membership of the BPS).	n/a	Varied. Assist the qualified psychologist.
Clinical associate psychologist	Yes	Undergraduate psychology degree or conversion course (Graduate Basis for Chartered membership of the BPS). Paid or voluntary experience relevant to working in mental health and/or psychological service setting.	<u>1 year</u> paid training post at B5 or apprenticeship at L7	Primary or secondary care.
Peer support worker	No	Lived experience of mental health difficulties or of caring for others with mental health difficulties/lived experience of the criminal justice system (depending on setting). L2 qualifications sometimes required.	Apprenticeship option (L3). And in-house training.	Range of settings.

**Other roles that
work in mental
health**

Mental health
nurse

Occupational
therapist

Speech and
language
therapist

Arts therapist

Physiotherapist

Psychiatrist

Social prescriber

Social worker

Nursing associate

Employment
specialist

Healthcare
support worker

Apprenticeships in mental health



Psychological wellbeing practitioner (6)
Clinical associate in psychology (7)
Peer worker (3)
Healthcare support worker (2 and 3)
Registered nurse (6)
Arts therapist (7)
Social worker (6)
Occupational therapist (6)
Physiotherapist (6)
Speech and language therapist (6)
Nursing associate (5)

*As advertised on NHS jobs
www.jobs.nhs.uk

Candidates should also search on the National Apprenticeships website
<https://www.findapprenticeship.service.gov.uk/apprenticeshipsearch>

To explore all apprenticeship career pathways
<https://haso.skillsforhealth.org.uk/pathways/>

Pay for psychological professions



Most psychological professions jobs in the NHS are covered by the Agenda for Change (AfC) pay scales.

Examples:

- Trainee psychologist band 6 (£37,338 - £44,962 per year)
- Assistant psychologist band 4 (£26,530 – £29,114)
- Psychological well being practitioner –band 5 (£29,970 – £36,483 per year)
- Consultant psychologists – Band 8c (£74,290 - £85,601 per year)



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Professional registration

Professional registration with the HCPC relates only to practice as a psychologist in England.

- 9 protected titles include 'practitioner psychologist', 'clinical psychologist'
- In order to work as a practitioner psychologist in the UK, registrants **must** meet set standards and be registered with the HCPC
- For more detailed information, visit www.hcpc-uk.org



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Professional registration



- PWPs, EMHPs and CWPs have to register with either the BABCP or BPS



the british
psychological society



Voluntary registers exist for some psychotherapists and counsellors (eg with the Association of Child Psychotherapists – accredited by the Professional Standards Authority)

And clinical associate psychologists (CAPs) can now register with the BPS

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Financial support for students training in the psychological professions



- There is no NHS funding available for students studying for degrees in psychology – general student finance options apply
- Some of the training for psychological therapies takes place in a **paid trainee role** (eg PWP, HIT, Education Mental Health Practitioner, Children’s Wellbeing Practitioner, Mental health and wellbeing practitioner)
- Local NHS organisations fund **clinical psychology postgraduate** training – applications are through a central clearing house, based in Leeds
- Graduates taking professional training in other areas of psychology or psychotherapy will usually need to fund themselves
- The NHS offers a limited number of **child psychotherapy** training posts which are offered by a small number of NHS trusts, or as a partnership between an NHS trust and one of the training providers.

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Financial support for healthcare students



NHS Learning Support Fund

Training grant of **£5,000 per year** for eligible students studying nursing, midwifery and many allied health profession pre-registration courses.

Other elements of the fund for eligible students include:

- £2,000 parental support
- £1,000 specialist subject payment (students studying mental health nursing, learning disability nursing, radiography, podiatry, prosthetics and orthotics, orthoptics)
- Help towards travel and accommodation costs for placements
- Exceptional support fund



Business Services Authority

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Values based recruitment



Working together for patients
Teamwork across the NHS makes life better for the people we serve.



Respect and dignity
It's a quality not a qualification to be able to treat our patients with respect.



Commitment to quality of care
Whatever NHS career you choose, we want people with high standards.

Compassion
We want people who really care to come and work for us.



Improving lives
You can make patients' lives better, whether you're a secretary or a surgeon.



Everyone counts
Each and every person working and volunteering in the NHS is making a difference and helping people, whatever career they're in.



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Resources from Health Careers



NHS

Want to earn, learn and make a difference?

NHS

In an NHS apprenticeship, you'll be making a difference with the UK's biggest employer

We have many different apprenticeships so you can make a vital contribution wherever you're working and whatever your age. We'll train and develop you and offer great terms and conditions. We're recruiting now.

One NHS. Your future.

Search NHS careers

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NHSP12 Jan 2020

NHS

350 Careers
One NHS
Your Future

We're not what you think

I thought you need a degree to work in the NHS

Surely all health careers must be for people who do medical or caring roles

I love the NHS, but I wouldn't want to deal with patients directly

NHS

Feel happier in front of a screen than a person?

NHS

You don't have to work in a clinical job to help the NHS save lives

We have more than 350 different careers, so you can make a vital contribution without ever seeing a patient. We'll train and develop you and offer great terms and conditions. We're recruiting now.

One NHS. Your future.

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NHSP7 Jan 2020

NHS

Think hospital dramas tell the full story?

NHS

The NHS has more than 350 careers on offer, there's one that's right for you whatever your age, interests, skills and qualifications.

We'll train and develop you and offer great terms and conditions. We're recruiting now.

One NHS. Your future.

Search NHS careers

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NHSP3 Feb 2020

NHS

Like the idea of helping others but a degree isn't for you?

NHS

The NHS has more than 350 different careers: many of them don't need a degree

You can make a big contribution, whatever your academic background. We'll train and develop you and offer great terms and conditions. We're recruiting now.

One NHS. Your future.

Search NHS careers

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NHSP4 Feb 2020

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Health Careers website



Login / Register



- Working in health
- Take our careers quiz
- Explore roles
- Career planning
- We are the NHS
- Contact us



Working in the NHS
Find out about working in the NHS

Find your career
Try our quiz and find your ideal health career



Compare health roles

Find your health career tool



Answer questions on how you feel about different aspects of work and see which careers might suit you.

The screenshot displays the NHS career tool interface. At the top, there is a navigation bar with the NHS logo, a 'Login / Register' link, and social media icons for Twitter, Facebook, LinkedIn, and Instagram. Below the navigation bar, there are several menu items: 'Working in health', 'Take our careers quiz' (highlighted in red), 'Explore roles', 'Career planning', 'We are the NHS', and 'Contact us'. The main content area shows a quiz with three questions: 'Working outdoors in any weather', 'Working in an office', and 'Using your hands in a skilful way'. Each question has five response options: 'Dislike Very Much', 'Dislike', 'Does Not Matter', 'Like', and 'Like Very Much'. The 'Like' option for the first question is selected. Below the quiz, there are four result cards, each labeled 'GOOD MATCH'. The first card is for 'Library, knowledge and information services', the second for 'Education and training roles', the third for 'Public health practitioner', and the fourth for 'Health trainer'. Each card includes an overview of the role and a 'Watch breakdown' button. To the right of the quiz, there is a promotional banner for 'Let's find your health career' with a 'Get started' button. The banner text reads: 'Let's find your health career', 'About 5 mins', 'There are more than 350 different careers in the NHS. Many work with patients while others work behind the scenes. What they all have in common is that they make a difference to people's lives.', 'To find the NHS careers that best suit you, all you need to do is answer some simple questions.', 'Good luck!', and 'Get started'. The banner also features images of healthcare professionals.

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[\(Open in a new window\)](#)

Course finder

Search university courses leading to a range of clinical careers. Many lead to professional registration with the relevant body such as the Nursing and Midwifery Council ([NMC](#)).

If you are looking for NHS apprenticeships, these are advertised on the NHS Jobs website. [Find out more.](#)

If you are having problems using the course finder, [our FAQs](#) may help.

Leading to a career in	Region	Type of qualification	Full or part time	Search
Nursing (Mental Health) ▾	East of England ▾	Undergraduate ▾	Full-time ▾	

Displaying 1 - 8 of 8 matches

Show: 25 ▾ results

BSc (Hons) Nursing - Mental Health

Anglia Ruskin University

[Opens in a new window](#)

[View course](#)

[Opens in a new window](#)

Study mode
Full-time

Duration of the course
3 years

Leading to a career in
Nursing (Mental Health)

Contact details
answers@aru.ac.uk

01245 68 68 68

Region
East of England

Admissions address
**Bishop Hall Lane
Chelmsford
CM1 1SQ**

BSc (Hons) Nursing (Mental Health)

University of Hertfordshire

[Opens in a new window](#)

[View course](#)

[Opens in a new window](#)

Study mode
Full-time

Contact details
ask@herts.ac.uk

Region
East of England

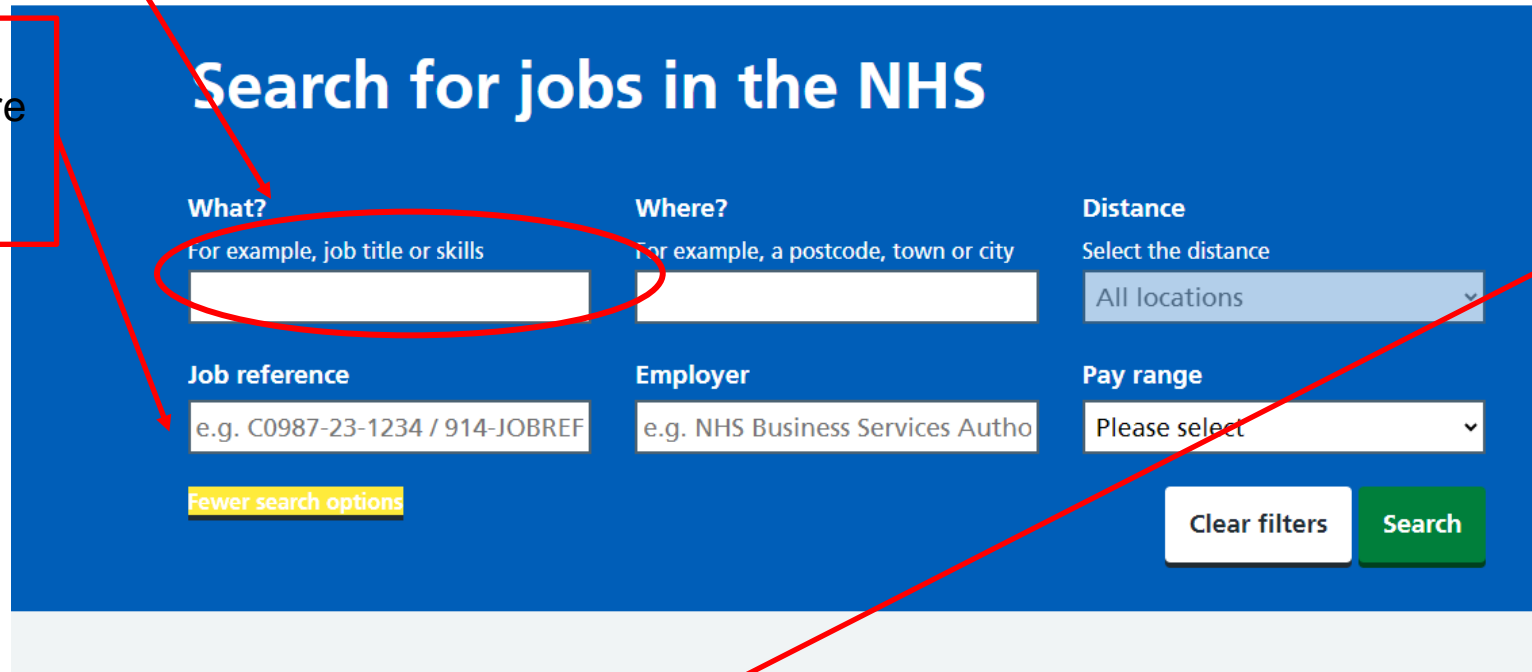
NHS Jobs website — England and Wales



Simple search facility, use **keywords**

Register for email job alerts

BETA Your [feedback](#) will help us to improve this service.



Advanced search feature (salary, job type etc.)

Hints on applications, interviews etc.

Advice for jobseekers

www.jobs.nhs.uk

[Making successful applications](#)

[Applying from overseas](#)

[Searching for the perfect job](#)

[Pre-employment checks](#)

[Managing the interview](#)

[Copied Applications](#)

Want to find out more?

- **Visit** our websites:

www.stepintohenhs.nhs.uk (bite-sized info for school students)

www.healthcareers.nhs.uk (detailed careers info, events planner, course finder, find your health career quiz, download resources etc.)



- **Connect** with us on:

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 @HealthCareersUK @Abigail_Changer

 advice@healthcareers.nhs.uk

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Psychological Professions Network

<https://ppn.nhs.uk/resources/careers-map>

British Association for Counselling and Psychotherapy

<https://www.bacp.co.uk/>

British Association for Behavioural and Cognitive Psychotherapies

<https://babcp.com/>

UK Council for Psychotherapy

<https://www.psychotherapy.org.uk/>

British Psychoanalytic Council

<https://www.bpc.org.uk/training/>