



The
British
Psychological
Society

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Dear Colleagues

Advertising of Psychology Posts

In September 2010 a guidance letter on the advertising of NHS posts was issued by the BPS Standing Committee for Psychologists in Health and Social Care (SCPHSC), signed by Peter Kinderman, Chair of SCPHSC and Antony Vassalos Chair OAC Unite, the union. Since this time further cross divisional discussions have taken place regarding the recognition of competences of all Applied Psychologists. Psychologist managers and leaders are advised that recognition must be given to the fact that Applied Psychologists' training has been evolving and thus the understanding of current competences associated with adjectival titles also needs updating. Psychologist managers and leaders are specifically advised that advertisements for psychology posts should seek applications from Applied Psychologists who meet the required competences for the post. Where specific essential competences, usually associated with an adjectival title such as clinical, counselling, health, forensic or educational, are needed this must be clearly specified. This specific requirement must be justified and consider issues of equal opportunity and employment laws. Consideration must be given to whether an applicant, through CPD and post qualification experience may have acquired these competences, despite adjectival title, and so be eligible for the post. If you require further information please contact ppbchair@bps.org.uk

Yours sincerely,

Peter Kinderman

For Standing Committee of Psychologists in Health & Social Care
For Division of Clinical Psychology

Susan van Scoyoc

For Division of Counselling Psychology

Antony Vassalos

For Unite's Applied Psychologists' Occupational Advisory Committee

Patrick Roycroft

For Leadership & Management Faculty