

**Report of the
Psychology Review Implementation
Group**

**to implement the decisions outlined in
*Section 8.2 (8.2.1 to 8.2.4) of the
Report of the Psychology Review Group***

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1.0 Introduction and History

Psychology Services play an important role in supporting vulnerable service users and their families within the Health Service.

The effective Recruitment and Retention of Psychologists in the HSE is a function of Human Resources, Psychology Services Management and Health Business Systems (Recruit). The HSE recruits professional trained Psychologists directly from the market. The HSE also recruits Trainee Clinical Psychologists and sponsors their training. This adds to the market from which the HSE recruits.

The purpose of all review and development activity in this field is to make sure there is a good supply of candidates to compete for Psychology posts in the HSE. It is essential that sufficient Psychologists with the appropriate skills and experience are available to meet the needs of service users.

Given that the HSE is a State Employer of these professionals, posts and careers in the HSE are attractive. Bearing this in mind, it is important that access to these desirable posts and careers is fair, and that all of the provisions of Employment and Equality legislation, EU Directives and the requirements of the CPSA codes are met fully.

To reflect the up-to-date position on a number of aspects, a Review was commissioned by the National Director of Human Resources to recommend revised criteria for access to competitions, which better reflect the needs of the service. The work of that Review Group was completed in May 2016.

The 2016 Review Group produced ***“Report of the Review Group - Eligibility Criteria for Recruitment of Psychologists to the Health Service Executive”***. This Report – to the National Director for Human Resources of the HSE – recommended revised eligibility requirements for entry into competitions for Psychology posts. Specific requirements were set out for eligibility to enter competitions up to October 2018. These criteria have been implemented and applied to staff grade and senior psychology competitions run in 2016 and 2017. Requirements of eligibility for competitions after October 2018 were also outlined.

The 2016 Review Group recommended the establishment of a group (the Implementation Group) to look at the practical steps necessary to implement the revised eligibility standards, due to come into effect in October 2018, for staff grade and senior psychology posts. **This is the Report of the Implementation Group.**

Nominations to the Group were made by National Directorates of Primary Care, Social Care, Mental Health and National Human Resources.

The Implementation Group comprised of the following membership:

Ms. Carmel Breden, Chartered Psychol., Ps.S.I., Principal Psychology Manager, HSE Longford Westmeath and Laois Offaly.

Dr. Mary Davis, Chartered Psychol., Ps.S.I., Head of Psychology Department & Coordinator of Community Children's Services, Brothers of Charity Services, Galway.

Ms. Adrienne Doherty, Workforce Planner, HSE Mental Health Services - St. Loman's Hospital, Dublin.

Mr. Paddy Duggan, General Manager, Workforce Planning, Analytics & Informatics, National HR Directorate, Naas.

Mr. Daniel Flynn, Chartered Psychol. Ps.S.I., Principal Psychology Manager, Cork Mental Health Services, CHO 4.

Ms. Sile Mc Manus, HR Manager, Primary Care.

Ms. Penny O'Connell, Children's Disability Services Coordinator, Meath.

Ms. Caroline Smith, Office of the National Director HR.

Mr. Jim Melly, Independent Chairperson.

An outside independent Chairman was appointed to provide the group with assistance in reaching consensus decisions.

The group followed this Terms of Reference:

1. Establish practical steps required to implement the decisions outlined in *Section 8.2 of "Revised Eligibility Requirements for Psychology Posts in the HSE"*
"The following sections outline revised eligibility criteria for recruitment to Staff and Senior Grade Psychology posts to the above care group areas in the HSE. These eligibility criteria require applicants to have completed supervised clinical placements and post qualification supervised work experience in appropriate health care setting, details of which are outlined in Appendix 1 of this document" (8.2.1 to 8.2.4) of the Report of the Psychology Review Group.
2. Timetable initial practical work required to collect data needed to fulfil this task.
3. Consult with appropriate service delivery sections in the HSE and funded agencies to establish the operational capacity needed to implement *Section 8.2 (8.2.1 to 8.2.4) of the Report of the Psychology Review Group the Project Group.*
4. Consult with other interested parties as appropriate.
5. Develop a work plan for the group leading to the delivery of timely recommendations bearing in mind the reporting dates already specified.
6. To decide upon any definitional issues which need to be clarified.

The group worked collaboratively and reached consensus on the decisions and recommendations.

The Implementation Group did not consider any change in the Eligibility Criteria set out by the Review Group – this principle was respected throughout. The Implementation Group commented and expanded where appropriate on some practical matters (e.g. description of an appropriate health care setting, feasibility and timing) and new information arising.

The group remained conscious that their work, following that of the Review Group, also has as its core objective the maintenance of professional standards of psychology services in order to

ensure the highest quality care for service users, and the protection of fairness in access to posts and careers in the HSE.

2.0 Principles

The Group's work was guided by the overarching requirement to provide the highest standard of care for our service users. The creation of a strong appropriately qualified pool of psychologists is the major consideration.

- 2.1 Our work was informed throughout by the guiding principles as set out in the HSE Corporate Plan (2015-2017), the Health Services People Strategy (2015-2018) and HIQA's National Standards for Safer Better Healthcare.

HSE Corporate Plan (2015-2017) Goal 4:

Engage, develop and value our workforce to deliver the best possible care and services to the people who depend on them

Build a sustainable and responsive workforce that has the capacity, ability, flexibility and adaptability to meet the changing needs of patients and service users

Health Services People Strategy (2015-2018):

WORKFORCE PLANNING *Outcome Focus: Comprehensive workforce plan in place based on current and predicted service needs, evidence informed clinical care pathways and staff deployment*

EVIDENCE & KNOWLEDGE *Outcome Focus: Decision making based on real time and reliable data*

LEARNING & DEVELOPMENT *Outcome Focus: A learning culture that prioritises development to ensure staff are equipped to confidently deliver, problem solve and innovate safer better healthcare.*

National Standards for Safer Better Healthcare:

Theme 6 - Standards for Workforce

6.1 Service providers plan, organise and manage their workforce to achieve the service objectives for high quality, safe and reliable healthcare.

6.2 Service providers recruit people with the required competencies to provide high quality, safe and reliable healthcare.

6.3 Service providers ensure their workforce have the competencies required to deliver high quality, safe and reliable healthcare.

Theme 7 - Standards for Use of Resources

Standard 7.1 Service providers plan and manage the use of resources to deliver high quality, safe and reliable healthcare efficiently and sustainably

- 2.2 Our approach to developing the implementation plan for the recommended criteria was guided by the need to comply with the recruitment principles contained in the CPSA's CODE

OF PRACTICE Appointment to Positions in the Civil Service and Public Service. These are Probity, Merit, Best Practice, Fairness and Transparency.

- 2.3 The Group relied on PSI Accreditation standards in respect of supervised placements as part of professional training as regards placements.
- 2.4 The Group was cognisant of EU Directives on the recognition of professional qualifications and transposition of such Directive into Irish legislation. It noted the need for compliance with Directive 2005/36/EC as amended by Directive 2013/55/EU and Implementation Regulation (EU) 2015//983 transposed by S.I. No. 8 of 2017.

3.0 Methodology

3.1 Consultations took place with the following stakeholders:

24th January – Trinity College, University College Dublin, University of Limerick, NUI Galway, University College Cork, Mary Immaculate College Limerick.

28th February - HPSI and PSI

25th April - IMPACT and Department of Health

Correspondence from interested bodies was also received and considered.

3.2 Meetings of Implementation Group were held on the following dates:

19th December, 2016, 24th January, 2017, 28th February, 2017, 16th March, 2017, 25th April, 2017, 25th May, 2017, 30th May, 2017 and 8th June, 2017.

Sub group work / meetings continued throughout the period.

4.0 Challenges identified

The following items were identified as challenges to the successful implementation of the Review Group's criteria recommended for implementation on 1 October 2018:

- 4.1 Clarity required in the description of "Appropriate Health Care Setting"
- 4.2 Capacity of system to provide placements
- 4.3 Availability of Supervisors
- 4.4 EU Directive on the recognition of professional qualifications
- 4.5 Impact of criteria on Educators
- 4.6 Access to Supervised work experience for existing employees
- 4.7 Lack of Placement Co-ordination (National)
- 4.8 "May never meet eligibility criteria" anomaly
- 4.9 Factors affecting timing and flow e.g. Garda Vetting, timing / availability issues between Institutions, Accommodation, Physical resources, etc.

4.1 Clarity required in the description of "Appropriate Health Care Setting"

The Eligibility Review Group in 2016 was not expected to provide detailed definitions of appropriate health care settings. Some Educators have reported to the Implementation Group during the consultation process that clarity is required to allow them to identify appropriate placements for their students. The existing description does not contain the specificity required to enable applicants to determine if their placements are appropriate thereby raising uncertainty at application stage on their eligibility.

4.2 The capacity of system to provide placements

The 2016 eligibility criteria already constrain the number of placements in appropriate health care settings. In addition any increase in training numbers enrolled by the educators has further potential to increase demand.

Due to existing contractual arrangements the availability of placements is prioritised for clinical psychology trainees thereby limiting the health systems ability to provide placement opportunities to other trainees.

Based on existing demand continuing and potential new demand for placements, the forecast demand for placements, based on a set of assumptions, (*see Appendix 2*), is contained in the table below:

Total possible additional demand for placement from Counselling and Educational trainees:

Years	2016/2017	2017/2018	2018/2019	2019/2020
Educational	41	60	72	72
Counselling	120	126	123	126
Total potential additional placements demand	161	186	195	198

The potential overall demand for placements for counselling, clinical and educational trainee placements is as shown in the table below:

Years	2016/2017	2017/2018	2018/2019	2019/2020
New placements for counselling and educational trainees	161	186	195	198
Existing placements for counselling and educational trainees	81	102	113	114
Clinical trainees (4 health care settings)	648	676	704	688
Total placement	890	964	1012	1000

4.3 Availability of Accredited Supervisors

The HSE relies on PSI standards to identify appropriately qualified and trained supervisors. The availability of such supervisors will be affected by the removal of the PSI derogation in respect of supervision.

Based on the number of existing senior psychologists and the educators' projected training intake to 2020 (*see Appendix 4*), the possible demand for supervisors, based on a number of assumptions (*see Appendix 3*) is contained in the table below:

Projected maximum additional placements and supervisory requirements:

Years	2016/2017	2017/2018	2018/2019	2019/2020
New placements for counselling and educational trainees	161	186	195	198
Existing placements for counselling and educational trainees	81	102	113	114
Clinical trainees (4 health care settings)	648	676	704	688
Total placement	890	964	1012	1000
Supervisors required (2:1 ratio, maximum)	445	482	506	500
Total number of seniors (<i>Census April 2017</i>)	388	388	388	388

Projected deficit based on the assumptions, educators' forecasts and April 2017 data. <u>Outcome of analysis will not hold true if any of the assumptions change</u>	57	94	118	112
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4.4 EU Directive¹ on the recognition of professional qualifications

Relevant EU Directives on the recognition of professional qualifications Regulation (S.I. No. 8 of 2017) place obligations on Host and Home Member States in respect of the recognition of professional qualifications. As the HSE is the primary state employer of psychologists, it could find itself dealing with special situations where other Member State citizens apply for psychology posts in Ireland. The impact of these directives could place Irish qualified psychologists at a disadvantage during the application stage in comparison to other member country nationals.

4.5 Impact of criteria on Educators

The current description of “appropriate health care setting” and potential future demand for placements and supervision combined, create uncertainty for educators in terms of the availability and location of appropriate placements. This uncertainty also exists for prospective trainees as they consider career options.

4.6 Access to Supervised work experience for existing employees

The Report of the 2016 Review Group recommends that existing employees are facilitated to undergo supervised work experience in the care groups required to make them eligible to apply for competitions. The challenge for the HSE is to maintain continuity and standard of services, backfilling of posts etc., while the employees move to complete work experience in other care group settings. Other challenges relate to the inclusion of an academic component to support the placement and the organisations capacity to provide supervision.

4.7 Lack of Placement Co-ordination (National)

Currently the educators liaise with managers in individual services directly to secure placements. This means that Psychology Managers may be approached individually by educators seeking placements for trainees. There is no national co-ordination of the placement process in terms of student/placement management or resource allocation. The need for co-ordination will become more critical due to the challenges previously identified.

4.8 “May never meet eligibility criteria” anomaly

The group has identified a “May never meet eligibility criteria” anomaly for Irish qualified counselling and educational psychologists in the 01October 2018 criteria.

¹ Directive 2005/36/EC as amended by Directive 2013/55/EU and Implementation Regulation (EU) 2015/983 transposed by S.I. No. 8 of 2017

Example:

Under the criteria effective to 30 September 2018, eligible applicants are those who have completed a placement or placements in the areas/s they wish to apply for.

Psychologists who qualify after 01 October 2018 must have completed supervised placements in all the care group areas as part of their professional training. A psychologist who completes their professional qualification in 2019 and did not, for whatever reason, have placements as part of their professional training in all the areas specified in the 01 October 2018 criteria will not be eligible to apply for posts in the HSE. The 01 October 2018 criteria do not facilitate this applicant in meeting the requirement through supervised post qualification work experience.

4.9 Factors affecting timing and flow

Other practical issues will affect smooth flow and management of placements e.g. the availability of accommodation, facilities, Garda vetting, etc. Currently there is no formal national system for exchanging vetting outcomes between the educators and placement providers. This means that a trainee could potentially be subject to multiple vetting if placements are in different organisations or service areas.

5.0 Recommendations

5.1 The Implementation Group is conscious that the HSE as the employer has discretion to decide on the date for introduction of the criteria developed by the Eligibility Review Group, now set for 1 October 2018.

It is the view of the Implementation Group that this date, given the challenges identified and delays to date, is not achievable.

We recommend that HSE HR now changes that date to 1 October 2019 and plans a review of progress within 12 months.

5.2 Create as a matter of urgency a National Psychology Placement Office which could assist with:

- Placement identification
- Placement allocation
- Maintaining a single education and placement record for all trainees
- Garda Vetting
- Deeper examination of any potential implications stemming from cited EU Directives and Implementation Regulations etc.

5.3 The Implementation Group is conscious that applications will now come from a broad range of Psychologists – Counselling, Education and Clinical Psychology backgrounds will all feature.

Eligibility to enter competitions is to be determined now by the Eligibility Criteria as outlined by the Eligibility Review Group, in the context of the Definitions of Appropriate Health Care Setting as recommended in this report by the Implementation Group.

Health Business Service Recruit (HBS Recruit) manages the selection protocol. This involves Psychology Managers working with professional Recruitment Specialists, and this process is of course governed by the CPSA Code.

Eligibility is an early stage, and the decision involved is one about access to a subsequent competition process. Ideally, eligibility should be very clear, and it should be possible for applicants to know with certainty in advance whether they meet the Eligibility Criteria. The Implementation Group has worked towards that ideal and it has tried to make things as clear as possible. However, in the early days of new criteria it is possible that some new or unforeseen questions or combinations of circumstances might arise.

With this in mind, the Implementation Group suggests that HBS Recruit Managers and Principal Psychology Managers form a group to consider the new definitions in advance of competitions. Some advance consideration of likely circumstances that will present for eligibility decision-making might be appropriate. This might help streamline the emergence

of clear advance, standard, fair and consistent eligibility decisions in the circumstances of this new eligibility regimen.

Also, in the early days of these new eligibility criteria it might be helpful if the Senior HBS Recruit /Principal Psychology Management group involved remains available, during the eligibility decision-making phase of competitions, to deal quickly with unforeseen or difficult decisions that arise, so that fairness and consistency can be protected.

5.4 We recommend a HR/Psychology Management review within 12 months covering implementation of the main recommendations of this Report.

5.5 We recommend that the descriptions (below) of “appropriate health care settings” be adopted immediately.

The Report of the Review Group (May 2016) Section 8 recommended a revision of the care group areas. It also sets out the experience required in the appropriate health care settings to be deemed eligible to apply for each care group. The purpose of this recommendation was to broaden the base of candidates eligible to apply to work in various care groups. (The Implementation Group has set out a detailed overview of the requirements of the appropriate health care setting by care group below).

In brief, applicants for Clinical and Counselling Psychologists posts will be required, from October 2018 to have experience in all 4 health care settings to be deemed eligible .

Panels	Care Group Areas	Professional Psychology Qualifications
Panel 1	Disability – Child Disability	Clinical, Counselling, Educational
Panel 2	Disability – Adult Disability	Clinical, Counselling
Panel 3	Adult Psychology Services	Clinical, Counselling
Panel 4	Child Psychology Services	Clinical, Counselling, Educational
Panel 5	Lifespan Primary Care	To be included on Panel 5, applicants must be successful at interview and panelled for both Panels 3 and 4

With regard to Clinical and Counselling Psychologists, experience totalling 60 days (150 hours) must be gained across the lifespan, working with clients in both adult and child disability health care settings, to be considered eligible to apply for Panels 1 Child Disability and/or Panel 2 – Adult Disability.

For Educational Psychologists experience totalling at least 60 days (150 hours) must be gained in the child disability health care setting to be considered eligible to apply for Panel 1 Child Disability.

Descriptions of Appropriate Health Care Settings follow:

<h3>Adult Psychology</h3>

Candidates must demonstrate that they have gained at least 60 days (150 hours) supervised experience in the area of Adult Psychology.

Appropriate Health Care Setting:

The experience needs to be in health care settings which provide access to a broad range of experience with people aged 18 years and over. The candidate will need to have gained experience with or in the following:

- Working with clients as part of a wider multidisciplinary team involving a range of professionals including Consultants Psychiatrists, Nurses, Social workers, Occupational therapists, and other health care professionals.
- Working in both community (e.g. community clinic or home based intervention) and inpatient settings (e.g. Mental Health Commission Approved Mental Health Centre or equivalent).

Client groups within the Health Care Setting:

Within the HSE, Adult Psychology services encompass clients aged 18+ years with mild to severe mental health issues and co morbidities. Candidates:

- Must have gained experience of engaging with clients in direct therapeutic work individually, in group settings and indirectly through consultation with other professionals or liaising with family members as appropriate.
- Must have gained experience of working with a range of severity of psychological presentations from mild problems requiring early intervention (e.g. adjustment issues and mild depression and anxiety) to more severe and enduring mental health issues such as Psychosis and Eating disorders.
- Must have gained experience in working with adults under 65years, adults over the age of 65yrs and people with co-morbid mental health and intellectual disability.
- Must have gained exposure and experience of working with clients from minority groups.

Experience of Assessment and Intervention in the Health Care Setting:

Within the HSE, Adult Psychology services are required to offer a broad range of assessments which inform their own and others practice. Adult Psychologists need to have clear formulations that lead to evidence based interventions with outcome evaluation. As such candidate must have worked in health care settings where:

- They have gained experience in completing intake clinical assessments and used a range of psychometric assessments to assist in formulating and understanding of the client's presentation.

- They have gained experience of using psychometric instruments to assist with treatment planning and to review client progress overtime. These include assessments of personality, cognitive functional and neuropsychological assessments and more broad based inventories to measure mood, anxiety etc.
- They have gained experience of using these psychometric tools to guide MDT colleagues in their work or to refer on to specialist services as appropriate.
- They have gained experience in conducting risk assessments with particular reference to self harm and suicide and child protection and vulnerable adult issues and have a clear understanding of policies managing these issues.
- They have had supervised experience in the applications of evidence based models (at least 2) of therapy to assist clients in working towards recovery.
- They will have experience in writing correspondence and reports to document their clients work and inform MDT colleagues of the outcome of their work.

Child and Adolescent Psychology

Candidates must demonstrate that they have gained at least 60 days (150 hours) supervised experience in the area of Child and Adolescent Psychology.

Appropriate Health Care Setting:

The experience needs to be in health care settings which provide access to a broad range and complexity of experience with both children and adolescents aged from birth to 18 years. The candidate will need to have gained experience with or in the following:

- Working with child and adolescent clients as part of a wider multidisciplinary team involving a range of professionals including Consultants Psychiatrists, Nurses, Social workers, Occupational therapists, Speech and Language Therapists and other health care professionals.
- Working in a community setting (e.g. Primary Care or Child and Adolescent Mental Health Service (CAMHS) and liaising with residential care or inpatient settings (e.g. TUSLA or Mental Health Commission Approved Mental Health Centre) as required.

Client groups within the Health Care Setting:

Within the HSE, Child and Adolescent psychology services encompass clients aged from birth to 18 years with mild to severe mental health issues and co morbidities. Candidates:

- Must have gained experience of engaging with clients in direct therapeutic work individually, in group settings and indirectly through consultation with other professionals and liaising and intervening with and through family members or guardians as appropriate.
- Must have gained experience of working with a range of severity and complexity of psychological presentations from mild problems requiring early intervention (e.g. adjustment issues and mild depression and anxiety) to more severe and enduring

mental health issues such as childhood severe emotional dysregulation and eating disorders.

- Must have gained experience in working with children and adolescents under 18 years with co-morbid mental health and intellectual disability.
- Must have gained exposure and experience of working with clients from minority groups.

Experience of Assessment and Intervention in the Health Care Setting:

Within the HSE, Child and Adolescent Psychology services are required to offer a broad range of assessments which inform their own practice and the practice of others. Psychologists need to have clear formulations that lead to evidence based interventions with outcome evaluation, it is essential that candidates must demonstrate that they have worked in health care settings where:

- They have gained experience in completing psychological intake clinical assessments and used a range of psychometric assessments to assist in formulating and understanding of the client's presentation.
- They have gained experience of using psychometric instruments to assist with treatment planning and to review client progress overtime. These include assessments of personality, cognitive functional and neuropsychological assessments and more broad based inventories to measure mood, anxiety etc.
- They have gained experience of using these psychometric tools to guide/advise MDT colleagues in their work or to refer on to specialist services as appropriate.
- They have gained experience in conducting risk assessments with particular reference to self harm and suicide and child protection issues and have a clear understanding of policies managing these issues.
- They have had supervised experience in the applications of evidence based models (at least 2) of therapy to assist clients in working towards recovery.
- They will have experience in writing correspondence and reports to document their client work and inform MDT colleagues of the outcome of their work.

Adult Disability

Appropriate Health Care Setting:

The experience needs to be in health care settings which provide access to a broad range of experience with people with complex disabilities aged 18 years and over. The candidate will need to have gained experience with, or in, the following:

- Working with service users as part of a multidisciplinary team involving a range of professionals which include disciplines such as, Social workers, Occupational Therapists, Speech and Language Therapists, Psychiatrists, Physiotherapists, and other health care professionals.

- Working in a variety of settings such as residential settings, family homes, respite centres, day services, cross agency experiences, so that skills are developed in the multiplicity of settings requiring input to support Adults with complex disabilities.

Client groups within the Health Care Setting:

Within the HSE and HSE funded services, Adult Disability services encompass clients aged 18+ years with mild to high support disability related supports, and co morbidities. Candidates:

- Must have gained experience of engaging with service users with disabilities such as intellectual disability, Autistic Spectrum Disorder, physical, emotional, behavioural, and sensory related disabilities, in direct work, and indirectly through consultation with other professionals, and front line staff teams.
- Must have gained experience of working with a range of severity of psychological presentations from needs requiring early intervention responses to more severe and enduring support needs.
- Must have gained experience in working with adults under 65years, and where feasible adults over the age of 65yrs.
- Will have gained experience in working with adults with communication and positive behavioural support needs and needs related to their level of functional and cognitive skills.
- Must have gained experience of working with service users from minority backgrounds.

Experience of Assessment and Intervention in the Health Care Setting:

Within the HSE and HSE funded services, Adult Disability services are required to offer a broad range of assessments which inform their practice. Psychologists need to have clear formulations that lead to evidence based interventions which are governed and adapted depending on need over the course of ongoing reviews with staff teams and/or families. As such candidate must have worked in health care settings where:

- They have gained experience in using a range of psychometric assessments to assist in formulating and understanding of the service user's presentation.
- They have gained experience of using psychometric instruments to assist with treatment planning and to review client progress overtime. They include assessments of cognitive and adaptive functioning and more broad based inventories to measure mood, anxiety etc.
- They have gained experience in the assessment process regarding dementia screening and assessments which illustrate differential diagnostic issues to consider and associated interventions with front line staff members, and families, post diagnosis.
- They have gained experience in conducting risk assessments with particular reference to vulnerable adult issues, self-harm, behaviours directed against others, and have a clear understanding of policies, procedures, and interventions to support these issues.
- They have had supervised experience in the application of evidence based models including Positive Behaviour Support and the process by which a Multi Element Behaviour Support Plan (MEBS) is formulated and implemented. The have experience in

using least restrictive intervention approaches and how any restrictions can be reduced and eliminated.

- They have experience in the responding to the requirements placed on psychologists in Adult Disability Services via regulations associated with inspections by The Health Information and Quality Authority (HIQA)
- They will have experience in writing reports, protocol, behavioural support assessments and interventions in collaboration with available multidisciplinary and frontline colleagues.

Child Disability

The experience needs to be in health care settings which provide access to a broad range of experience with children with complex disabilities with an age range spanning from Early Intervention (Birth to age 5/6 years) to School Age Services (Age 5/6 to 18 years). The candidate will need to have gained experience with, or in, the following:

- Working with children as a member of a multidisciplinary team involving a range of professionals which include disciplines such as, Speech and Language Therapists, Occupational Therapists, Social Workers, Early Education Specialists, Paediatricians, Physiotherapists, as well as relevant other health care professionals.
- Working in a variety of settings such as preschools, schools, family homes, respite centres, including cross agency experiences, so that skills are developed in meeting needs across the range of settings required of a member of a Children's Disability Team.
- Supervised experience must be gained in services/teams who are, or will be, partners in the HSE's national framework: Progressing Disability Services for Children and Young People.

Client groups within the Health Care Setting:

Within the HSE, Child Disability services encompass children aged from birth to 18 years with complex disabilities. Candidates:

- Must have gained experience of engaging with children with disabilities such as, intellectual disability, Autistic Spectrum Disorder, physical, emotional, and sensory related disabilities, in direct work, and indirectly through consultation with their families, other professionals, and front line staff teams.
- Must have gained experience of working with a range of severity of psychological presentations from needs requiring Early Intervention (birth to aged 5/6 years) to School Age Services (aged 5/6 years to 18 years).
- Must have gained experience in completing a diagnostic workup from start to completion, including being a member of a team who informs parents of the disability experienced by the child.
- Must have gained experience of supports required by parents on learning of their child's life long needs.

- Must have gained experience of working with service users from minority backgrounds.

Experience of Assessment and Intervention in the Health Care Setting:

Within the HSE, Child Disability services are required to offer a broad range of assessments, including diagnostic assessments, and short and long term interventions. Psychologists need to have clear formulations that lead to evidence based interventions with outcome evaluations evident. As such, candidates must have worked in health care settings where:

- They have gained experience in using a range of psychometric assessments to assist in formulating and understanding of the child's presentation.
- They have gained experience of using psychometric instruments to assist with treatment planning and to review the child's progress overtime. They include assessments of cognitive and adaptive functioning and more broad based inventories to measure functional needs and goals; and address any social, behavioural, and emotional needs that may be present.
- They are informed of emerging referral needs in the Children's Disability Teams, such as gender identity issues and develop skills in the assessment and intervention of mental health needs, and the associated differential diagnostic issues that arise particularly for children with ASD, syndromes, and comorbid neurological conditionals, such as epilepsy etc.
- They have gained experience in the assessment and intervention needs of children across Early Intervention and School Age referrals working as part of a multidisciplinary team collaborating with key partners including parents, and staff members in preschools, schools, respite locations, etc.
- They have gained experience of using risk assessments to while collaborating with multidisciplinary colleagues, frontline staff, and families in supporting the child.
- They have gained experience in conducting risk assessments with particular reference to child protection, self-harm, self-injurious behaviours, behaviours directed to others, and have a clear understanding of policies, procedures, and best practice interventions to managing these support needs.
- They have had supervised experience in the application of evidence based models including Positive Behaviour Support and the process by which a Multi Element Behaviour Support Plan (MEBS) is formulated and implemented with regard to behavioural challenges that can be self-directed and directed towards others.
- They will have experience in writing correspondence and reports to inform multidisciplinary and frontline colleague of the outcome of their work.

Appendices

Appendix 1

Section 8.2 (8.2.1 to 8.2.4) of the Report of the Psychology Review Group the Project Group

8.2.1 Staff Grade Posts:

Eligibility Requirements for Staff Grade Posts up to 30.09.18

Applicants must have a recognised university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject AND a recognised professional post-graduate qualification in clinical, counselling or educational psychology or an equivalent qualification validated by the Department of Health AND Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate health settings, for the areas for which they wish to apply - Disability (Child and Adult), Child Psychology, Adult Psychology - either at least 60 days or equivalent supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist.

OR

Applicants with an educational psychology qualification must demonstrate that they have acquired in appropriate health settings for the areas for which they wish to apply - Child Disability, Child Psychology - either at least 60 days or equivalent supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist.

The above eligibility criteria apply without prejudice to applicants employed in a post of Basic Grade Psychologist or above in the Irish public health service at October 2002.

Note: Combinations of supervised clinical placement experience as part of the qualification and post qualification supervised work experience within a single care group area to give a total of 60 days are not acceptable.

8.2.2 Staff Grade Posts:

Eligibility Requirements for Staff Grade Posts from 01.10.18

Applicants must have a recognised university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject AND a recognised professional post-graduate qualification in clinical, counselling or educational psychology or an equivalent qualification validated by the Department of Health.

AND

Clinical or Counselling Psychology Qualifications awarded on or before 30.09.2018 Applicants must demonstrate that they have acquired in appropriate health settings in each of the areas of Disability (Child and Adult), Child Psychology, Adult Psychology, at least 60 days or equivalent supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist or a combination of both.

OR

Educational Psychology Qualifications awarded on or before 30.09.2018

Applicants must demonstrate that they have acquired in appropriate health settings in each of the areas of Child Disability and Child Psychology, at least 60 days or equivalent in supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist or a combination of both.

Note: Combinations of supervised clinical placement experience as part of the qualification and post

qualification supervised work experience within a single care group area to give a total of 60 days are not acceptable.

OR

Clinical or Counselling Psychology Qualifications awarded on or after 01.10.2018 Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings in each of the three areas of Disability (Child and Adult), Child Psychology and Adult Psychology as part of the post-graduate professional qualification.

OR

Educational Psychology Qualifications awarded on or after 01.10.2018

Applicants must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings in both areas of Child Disability and Child Psychology as part of the post-graduate professional qualification.

The above eligibility criteria apply without prejudice to applicants employed in a post of Basic Grade Psychologist or above in the Irish public health service at October 2002.

8.2.3 Senior Grade Posts:

Eligibility Requirements for Senior Grade Posts up to 30.09.18

Applicants must have a recognised university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject AND a recognised post-graduate professional qualification in clinical, counselling or educational psychology or an equivalent qualification validated by the Department of Health.

AND

Applicants must have at least five years satisfactory post-graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the post-graduate professional qualification and no less than two years full-time spent in post qualification experience as a professional psychologist. Years in excess of the permitted three years for completion of the post-graduate training or time not worked will not be taken into consideration when assessing the five years experience requirement.

AND

Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired in appropriate health settings, for the areas for which they wish to apply – Disability (Child and Adult), Child Psychology, Adult Psychology either at least 60 days or equivalent supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist.

OR

Applicants with an educational psychology qualification must demonstrate that they have acquired in appropriate health settings for the areas for which they wish to apply - Child Disability, Child Psychology either at least 60 days or equivalent supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist.

The above eligibility criteria apply without prejudice to applicants employed in a post of Basic Grade Psychologist or above in the Irish public health service at October 2002.

Note: Combinations of supervised clinical placement experience as part of the qualification and post qualification supervised work experience within a single care group area to give a total of 60 days are not acceptable.

8.2.4 Senior Grade Posts:

Eligibility Requirements for Senior Grade Posts from 01.10.2018

Applicants must have a recognised university degree or diploma (QQ1 level 8 equivalent) obtained with 1st or 2nd class honours in which Psychology was taken as a major subject and honours obtained in that subject AND a recognised post-graduate professional qualification in clinical, counselling or educational psychology or an equivalent qualification validated by the Department of Health.

AND

Applicants must have at least five years satisfactory post-graduate experience in the area of professional psychology, no more than three years of which was spent in gaining the post-graduate professional qualification and no less than two years full-time spent in post qualification experience as a professional psychologist. Years in excess of the permitted three years for completion of the post-graduate training or time not worked will not be taken into consideration when assessing the five years experience requirement.

AND

Clinical or Counselling psychology qualifications awarded on or before 30.09.2018 Applicants must demonstrate that they have acquired in appropriate health settings in each of the areas of Disability (Child and Adult), Child Psychology, Adult Psychology; at least 60 days or equivalent supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist or a combination of both.

OR

Educational psychology qualifications awarded on or before 30.09.2018

Applicants must demonstrate that they have acquired in appropriate health settings in each of the areas of Child Disability and Child Psychology; at least 60 days or equivalent in supervised clinical placements as part of the professional qualification or at least 60 days or equivalent post qualification supervised work experience as a psychologist or a combination of both.

Note: Combinations of supervised clinical placement experience as part of the qualification and post qualification supervised work experience within a single care group area to give a total of 60 days are not acceptable.

OR

Clinical or Counselling Psychology Qualifications awarded on or after 01.10.2018 Applicants with a clinical or counselling psychology qualification must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings in each of the three areas of Disability (Child and Adult), Child Psychology and Adult Psychology as part of the post-graduate professional qualification.

OR

Educational Psychology Qualifications awarded on or after 01.10.2018

Applicants must demonstrate that they have acquired at least 60 days or equivalent supervised clinical placements in appropriate health settings in both areas of Child Disability and Child Psychology as part of the post-graduate professional qualification.

The above eligibility criteria apply without prejudice to applicants employed in a post of Basic Grade Psychologist or above in the Irish public health service at October 2002.

Potential demand for placements

Clinical, Counselling and Educational trainees projected intake based on data supplied by the educators

	2016/2017	2017/2018	2018/2019	2019/2020
Educational	41	60	72	72
Counselling	40	42	41	42
Clinical	162	169	176	172
Total	243	271	289	286

Assumptions used:

1. "Appropriate health care setting" has been adequately described and locations fulfilling the requirements have been identified,
2. Trainee clinical psychologists undergo the 4 core placements, adult mental health, child psychology, adult disability and child disability and these form part of their existing programme,
3. Trainee counselling psychologists currently participate in placements in adult psychology only but not necessarily child psychology and disability,
4. Trainee educational psychologists currently take part in child disability placements only but not necessarily child psychology.

Outcome of analysis will not hold true if any of the assumptions change, for example if;

1. Trainee counselling and educational trainees currently undergo placements in more than one Care Group,
2. Some counselling and educational trainees career choice do not require placements in appropriate health care settings,
3. The annual intake of trainees fluctuates,
4. The placement and career choices of trainee fluctuates,
5. The number of accredited supervisors fluctuates.

Potential demand: Counselling Psychologists

Trainee counselling psychologists will potentially need new placements in all three areas of; Child Psychology, Adult Disability Child Disability. Based on table of projected trainees supplied by the

educators the following would be the additional requirement. For each trainee three additional placement are required; Child Psychology, Adult Disability and Child Disability in addition to the standard adult mental health placement. For 2017-2020 this means the potential demand for placements are; (trainee X 4 placements).

Years	2016/2017	2017/2018	2018/2019	2019/2020
Trainees	40	42	41	42
Adult mental health placement	40	42	41	42
New demand based on 01.10.2018 criteria (Trainee X 3)	120	126	123	126
Total projected demand	160	168	164	168

Educational Psychologists; Maximum additional placement requirement

Trainee educational psychologists will potentially need new placements in Child Psychology. Based on table of trainees supplied by the educators the following would be the additional requirement. For each trainee one additional placement in Child Psychology will be required: for 2017-2020 this means the potential additional placements in Child Psychology required are:

Years	2016/2017	2017/2018	2018/2019	2019/2020
Trainees	41	60	72	72
Existing Child Disability placement	41	60	72	72
Potential new demand for Child Psychology placements	41	60	72	72
Total potential demand	82	120	144	144

Total possible additional demand for placement from Counselling and Educational trainees

Years	2016/2017	2017/2018	2018/2019	2019/2020
Educational	41	60	72	72
Counselling	120	126	123	126
Total potential additional placements demand	161	186	195	198

The capacity of system to meet the projected supervisory demands

This analysis is based on a number of assumptions developed for this analysis:

Assumptions:

1. All Senior Psychologists are currently available for and participate in supervision
2. Senior Clinical psychologists can supervise all trainees
3. Counselling psychologists can supervise trainee counselling psychologists and educational psychologists
4. Staff grade Educational Psychologists can supervise educational psychologists only
5. Trainee clinical psychologists undergo the 4 core placements, adult mental health, child psychology, adult disability and child disability and these form part of their existing programme;
6. Trainee counselling psychologists currently participate in placements in adult psychology only but not necessarily child psychology and disability
7. Trainee educational psychologists currently take part in child disability placements only but not necessarily child psychology
8. Trainee educational psychologists are supervised by either PSI accredited staff grade educational psychologists or accredited counselling and clinical psychologists
9. PSI derogation on supervision is not renewed after June 2018

Outcome of analysis will not hold true if any of the assumptions change.

Supervise, trainee ratio:

Using a 2:1 ratio as a scenario only the requirement for PSI accredited supervisors for the additional average yearly increase in counselling and educational trainees by year is shown in the table below.

Years	2016/2017	2017/2018	2018/2019	2019/2020
New placements	161	186	195	198
Supervisors required	80	93	98	99

Current and projected psychology trainee numbers 2016-2020 provided by the educators

<u>Counselling</u>				
TCD	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	13	14	14	14
2nd Year	15	13	14	14
3rd Year	12	15	13	14
Total each year	40	42	41	42
<u>Educational</u>				
MIC	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	12	12	12	12
2nd Year		12	12	12
3rd Year			12	12
Total each year	12	24	36	36
UCD	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	14	9	9	10
2nd Year	14	14	9	9
3rd Year	1	13	14	9
4th year			4	4
5th year				4
Total each year	29	36	36	36
<u>Total Educational</u>	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	26	21	21	22
2nd Year	14	26	21	21
3rd Year	1	13	26	21
4th year			4	4
5th year				4
Total each year	41	60	72	72
<u>CLINICAL PSYCHOLOGY TRAINEES</u>				
NUIG	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	14	10	9	10
2nd Year	9	14	10	9
3rd Year	11	9	14	10
Total each year	34	33	33	29
UCD	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	16	unknown	12	16
2nd Year	12	16	unknown	12
3rd Year	7	12	16	unknown
Total each year	35	28	28	28

TCD	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	20	19	18	18
2nd Year	20	20	19	18
3rd Year	13	18	18	19
Total each year	53	57	55	55
UCC	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	8	8	8	8
2nd Year	N/A	8	8	8
3rd Year	N/A	N/A	8	8
Total each year	8	16	24	24
UL	2016/2017	2017/2018	2018/2019	2019/2020
1st Year	12	12	12	12
2nd Year	11	12	12	12
3rd Year	9	11	12	12
Total each year	32	35	36	36
Total Clinical trainees by year	162	169	176	172
Clinical, Counselling and Educational trainees				
	2016/2017	2017/2018	2018/2019	2019/2020
Educational	41	60	72	72
Counselling	40	42	41	42
Clinical	162	169	176	172
Total	243	271	289	286