

## Guidelines for Non-Clinical Psychologist Supervisors

### DClin Psy Trainees and Clinical Psychologists Supporting This Role

Throughout training placements are allocated according to the learning needs of individual trainees. During the allocation process trainees are actively consulted but the final decision is usually made by the clinical tutor team based on the need to meet any outstanding learning goals and/or areas of therapeutic skill development as required by the BPS Accreditation Criteria.

At points during the training, the trainee may either be allocated a supervisor who is not a clinical psychologist (this is more likely to occur in years 1 and 2), or may choose a supervisor who is not a clinical psychologist (year 3). In both instances, clinical tutor staff will organise a formal shared relationship with a qualified clinical psychologist.

As the trainee progresses through the programme they may wish to find out more about a particular type of service, for example, or gain further experience with a certain client group. They may be seeking to learn more about a specific therapeutic approach and/or a particular model of supervision or want to experience a new or specific type of service. Sometimes a supervisor for such a placement is not a clinical psychologist but may be a specialist from another profession.

One of the advantages of such an arrangement is the opportunity this affords for learning from, and working with, other disciplines and the wider perspective this may offer. However, the trainee is still engaged in the process of socialisation into the role of the clinical psychologist and needs to be assessed in relation to specific professional standards and requirements. The programme therefore requires a clinical psychologist (usually from the same department or organisation) to be involved in the placement to offer advice and support to supervisor and trainee as necessary. The nature and extent of the involvement can be negotiated to some extent, but would usually involve the clinical psychologist being available to the trainee, and supervisor if necessary, for supervision/consultation on a monthly basis at a minimum. They would also be required to consult with the supervisor about the decision to pass/fail the placement and to jointly sign off the Assessment of Clinical Competencies (ACC) within the E-Portfolio at the end of placement.

The role of this clinical psychologist and the nature of the three-way relationship between this person, the day-to-day supervisor (referred to below as 'the supervisor') and trainee will vary according to individual need. However, the following guidelines are intended to help facilitate this relationship:

- The supervisor, clinical psychologist and trainee all need to be clear about the respective roles of supervisor and clinical psychologist and agree this at the outset.
- The clinical psychologist is likely to focus on the trainee's development *as a clinical psychologist*. This may involve a broader focus than that of the supervisor who may be working with the trainee on a specific aspect of their learning and may include a focus on professional issues, the role of the clinical psychologist in this setting etc.
- The clinical psychologist should be familiar with the service in which the supervisor and trainee are working and be prepared to discuss the wider context of the work with the trainee.

- The trainee will need to meet with both the supervisor and the clinical psychologist (ideally all together) at an early point in the placement in order to agree what will be learnt and how this learning will take place. This meeting forms the basis of the ACC objectives and placement plan. The clinical psychologist should ensure that the planned objectives and activities are commensurate with activities that may be carried out by a psychologist in that setting and to advise (along with the clinical tutor) on any professional issues that may arise.
- The level of contact between trainee and clinical psychologist is likely to vary according to the needs of trainee and supervisor and their relationship. However, it is suggested that the trainee meet with the clinical psychologist at least monthly in order to consider any issues that may arise. This meeting could also involve the supervisor, although individual time needs to be available for the trainee if required.
- The clinical psychologist and supervisor need to agree on their level of contact regarding the trainee's progress. The supervisor should raise any concerns about professional matters with the clinical psychologist and clinical tutor.
- Progress will be reviewed with the clinical tutor at a mid-placement visit and it may be helpful for both supervisor and clinical psychologist to attend this.
- Towards the end of the placement, the relevant sections of the ACC need to be completed by the supervisor in consultation with the clinical psychologist. It should be signed by both supervisor and clinical psychologist (in addition to the trainee).

## **Requirements from Professional Bodies**

HCPC standards state:

*Trainees must be supervised either by:*

- (i) A clinical psychologist who is registered with the Health Professions Council, and/or who holds Chartered Membership of the Society and full membership of the Division of Clinical Psychology, who has at least two years' post-qualification experience, and who has clinical responsibilities in the unit in which the work is carried out; or*
- (ii) An appropriately qualified and experienced psychologist who is registered with the Health Professions Council, and/or who holds Chartered Membership of the Society; or*
- (iii) An appropriately qualified and experienced member of another profession who is registered with a professional or statutory body which has a code of ethics, and accreditation and disciplinary/complaints procedures.*

*In case of (ii) or (iii) above, the quality and quantity of supervision that is received by the trainee must be monitored carefully by the Programme Director or Clinical Tutor.*

*It is expected that all trainees will have supervision with a qualified clinical psychologist (as defined in paragraph 5.7 (i) above) for the majority of their training. Where the programme involves supervisors who do not hold this status, they will be expected to demonstrate the ways in which alternative arrangements are managed effectively.*