Public Services Delivery
Scotland

Health Psychology Training Programme

Applicant webinar



Welcome!



Dr Hannah Dale

Programme Director
Health Psychologist



Milena Pszczolińska

Programme alumni
Newly qualified Health Psychologist



Alison Eadie

Principle Educator
Health Psychologist

Todays webinar

An introduction and overview of the programme and recruitment process from Hannah and Alison

Hear from newly qualified Health Psychologist Milena Pszczolińska as she shares her experience training on the programme

Questions submitted before and during the webinar will be answered

After the presentations, submit questions using the Q&A function

Please keep yourself muted during the presentations

Slides and a summary of Q&A’s will be available online after the webinar



Programme Goals

To develop effective, sustainable, funded Stage 2 training posts for health psychologists in the NHS in Scotland

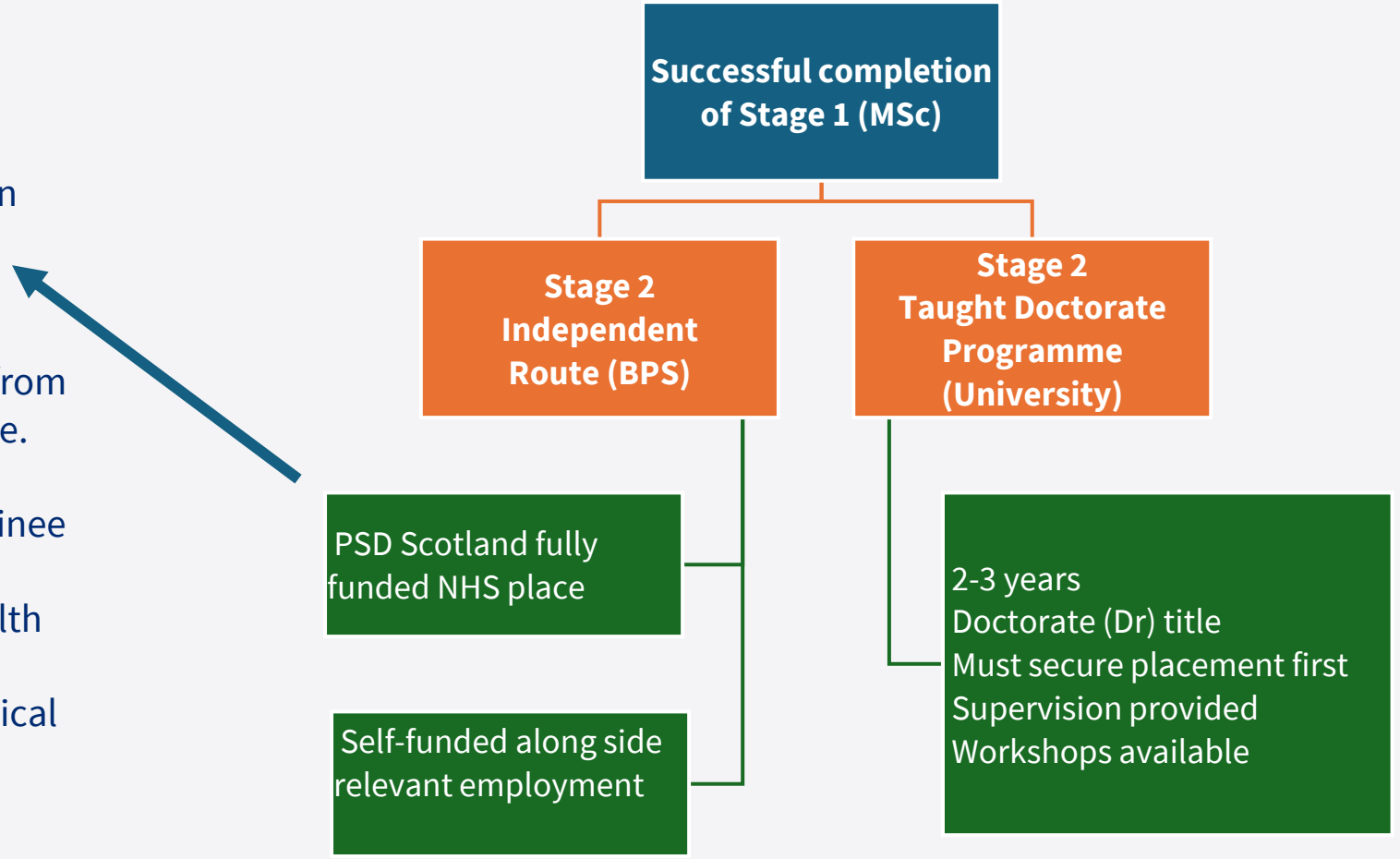
To develop autonomous reflective practitioners who are highly skilled in their application of health psychology skills and knowledge in a range of settings.

Routes to becoming a Health Psychologist

The longest running funded training programme in the UK

Two year doctoral-level applied programme that facilitates trainees to apply knowledge and skills from their Stage 1 (MSc Health Psychology) into practice.

On successful completion of the qualification, Trainee Health Psychologists are eligible to apply for registration as a Health Psychologist with the Health and Care Professions Council (HCPC) and as a Chartered Psychologist with the British Psychological Society.



Eligibility

Undergraduate

A good psychology undergraduate degree (2:1 or above): where candidates have received a Merit or above at Masters level (60% or above) they will be considered for selection if a 2:2 has been achieved at undergraduate level.

Graduate Basis for Chartership (GBC) of the British Psychological Society (BPS).

MSc

A BPS accredited MSc in Health Psychology (stage 1 qualification)

You need your qualification result confirmed by the interview date (January 2027)

Right to work

You must have suitable right to work status in place. You will be required to confirm your right to work status as part of the employer's pre-employment checks.

PSD Scotland can't sponsor visas for this programme

Please check with UK visas and immigration website or your local British Embassy if you're unsure.

Funding rules

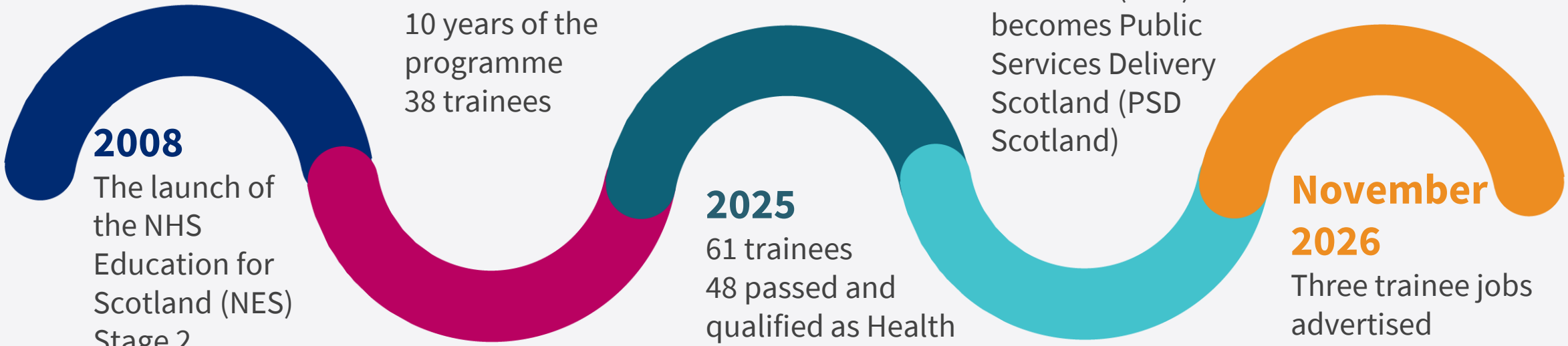
You will not normally be eligible for these funded posts, if you have recently received funding from PSD (previous NHS Education for Scotland)

This applies to

- Doctorate in Clinical Psychology (Universities of Edinburgh and Glasgow/NHS Scotland)
- MSc Psychological Therapies in Primary Care (Universities of Dundee & Stirling/NHS Scotland)
- MSc Applied Psychology for Children and Young People (University of Edinburgh/NHS Scotland)
- Child and Adolescent Psychotherapy Training Enhanced Psychological Practice Educational Programme
- NES/PSD Scotland funded certificates and diplomas in Cognitive Behavioural Therapy (CBT), Interpersonal Therapy (IPT), Family Based Treatment (FBT), and Family Therapy (FT)

If you have received funding from these programmes, you must wait 18 months from completion, or 24 months after exiting the course but not completing, before you are eligible for this funded training programme. Full details are on the job advert.

History of the programme



2008
The launch of the NHS Education for Scotland (NES) Stage 2 Programme with the first cohort of four trainees

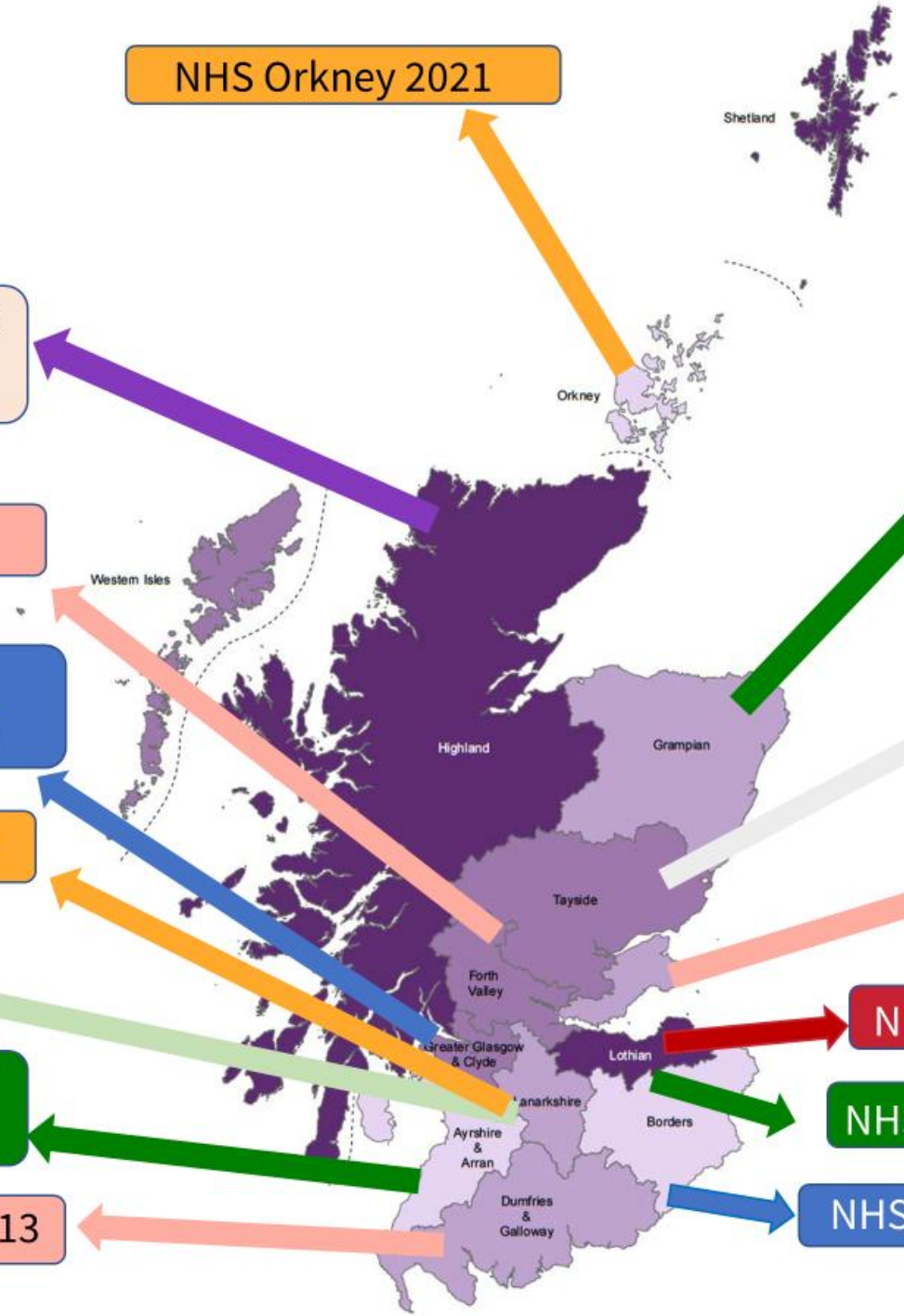
2018
10 years of the programme
38 trainees

2025
61 trainees
48 passed and qualified as Health Psychologists, 7 withdrew or didn't submit, 6 trainees currently in progress

2026
NHS Education for Scotland (NES) becomes Public Services Delivery Scotland (PSD Scotland)

November 2026
Three trainee jobs advertised

2008 - 2025 Health Psychology Trainees: numbers per health board and year started



NHS Orkney 2021

NHS Highland 2017, 2019, 2022 2024

NHS Forth Valley 2009, 2020

NHS Greater Glasgow & Clyde 2016 x2, 2022, 2023, 2024, 2025

NHS Lanarkshire 2012 x2, 2021

NHS State Hospital 2015 2017, 2018, 2020,

Ayrshire & Arran 2008, 2010, 2012

Dumfries & Galloway 2009, 2013

NHS Grampian 2008, 2010, 2013, 2014, 2016, 2017, 2018, 2021 x2, 2023 x2

NHS Tayside 2008, 2010, 2013, 2015, 2017, 2019, 2022, 2023, 2024 x2, 2025

NHS Fife 2008, 2009, 2013, 2020

NHS Lothian 2013, 2022, 2025

NHS Borders & Lothian 2018

NHS Borders, 2013, 2016

PSD Scotland Stage 2 Training Model

Generic professional and intervention skills

Developing professional autonomy and accountability and core intervention skills (gained through undertaking work in the four other competency areas).

Psychological interventions

Design, deliver and evaluate psychological interventions (100 hours direct patient contact minimum) for individuals and groups, across two distinct models of interventions/therapy

Research

Designing, implementing and evaluating original research in areas relevant to managing health and health behaviour, as well as undertaking a systematic review

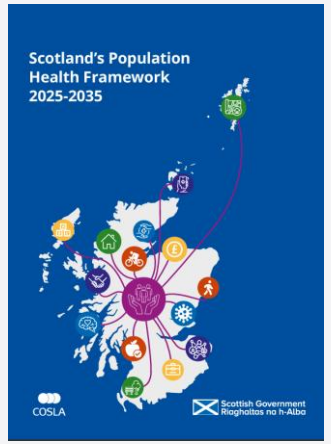
Consultancy

Planning, implementing and evaluating a healthcare project for a client (someone outside of a trainees main team or department).

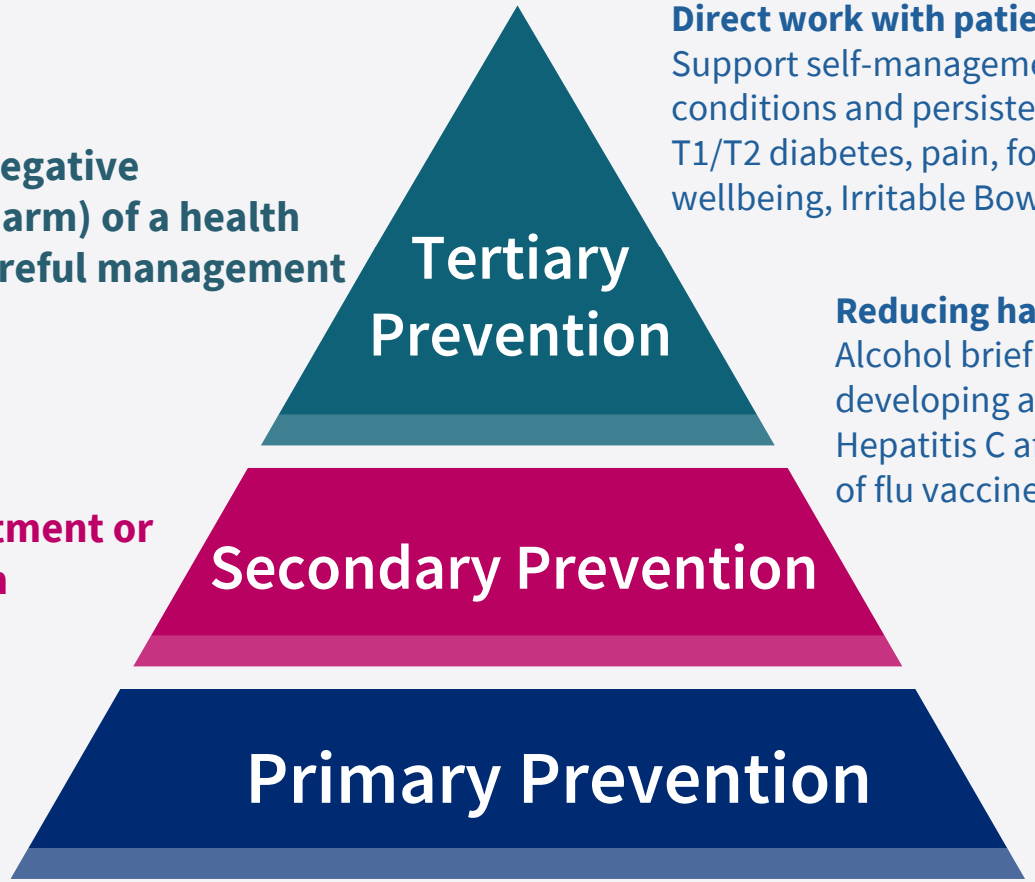
Teaching and training

Providing theory-driven, evidence-based training for health professionals and one other group e.g. students or 3rd sector staff.

Work across tiers of prevention and life course



Minimising the negative consequences (harm) of a health issue through careful management



Direct work with patients and staff members:
Support self-management and adjustment to long-term conditions and persistent physical symptoms
T1/T2 diabetes, pain, forensic mental health, staff health and wellbeing, Irritable Bowel Syndrome, weight management

Early detection, early intervention and treatment or reducing level of harm

Reducing harm at individual and group level:
Alcohol brief interventions in hard-to-reach groups; developing an intervention to prevent re-infection of Hepatitis C after treatment; research to increase the uptake of flu vaccine in NHS staff

Stop health related problems happening in the first place

Preventing harm through system change and research:
Communication skills training to health and social care staff working with older people; exploring determinants of physical activity in inpatient mental health settings; effects of psychosocial interventions on quality of life in adults experiencing problematic cocaine or amphetamine use

Established Support Structure

Team of supervisory support

BPS Approved Stage 2 Supervisor: coordinating supervisor

Clinical Supervisor

Research Supervisor

NHS Workplace Supervisor (often Line Manager or other senior member of staff)

Collaborative Learning and Peer Support

Regular face-to-face meetings with coordinating supervisor

Joint supervision meetings with other supervisors

Peer support from fellow trainees

Group networking meetings

Key support from the PSD Scotland team

Combining mandatory learning and training, self-directed learning, peer learning, mentor scheme, skills practice, mid-training assessments and support for supervisors

Fully funded

Agenda for Change Band 6 Salary

Currently £43,231 for full time (36 hours)

Pay deal currently in place until 2027 that guarantees annual pay adjustments in line with inflation

Travel Expenses

To attend supervision and in person teaching/training

BPS Costs

All BPS fees (including registration, supervision, assessment) paid in full by PSD Scotland

Supervisor perspectives

We asked how trainees contributed to health services and programmes…

> “Their familiarity with different therapeutic modalities has enriched our approach to support. By incorporating techniques from Acceptance and Commitment Therapy (ACT) and Compassion Focussed Therapy (CFT) and mindfulness practices, particularly within groups we are able to offer a more diverse range of resources for staff seeking assistance.”

Client Testimonials

We asked clients to tell us about the support they received from their Trainee Health Psychologist…

> “I don’t think I would have had the confidence in myself to be where I am today if it wasn’t for her help, she just worded things in a way that really made me think about things in different ways than I ever had and it’s helped me to change my thought process on things and helped a lot with my eating/eating habits.”

Recruitment timeline

Applications now open
Three trainee jobs advertised on NHS Scotland Job Website.
Job reference 262732
https://jobs.scot.nhs.uk

Advert includes a person specification: outlines essential and desirable criteria; and job description: includes description of placements and health boards

Applications close
Midnight on 19th November 2026

Interviews
14th January 2027, online via MS Teams

Usually four questions over 25-30 mins

Start in post
Three trainee health psychologists start towards end of April 2027

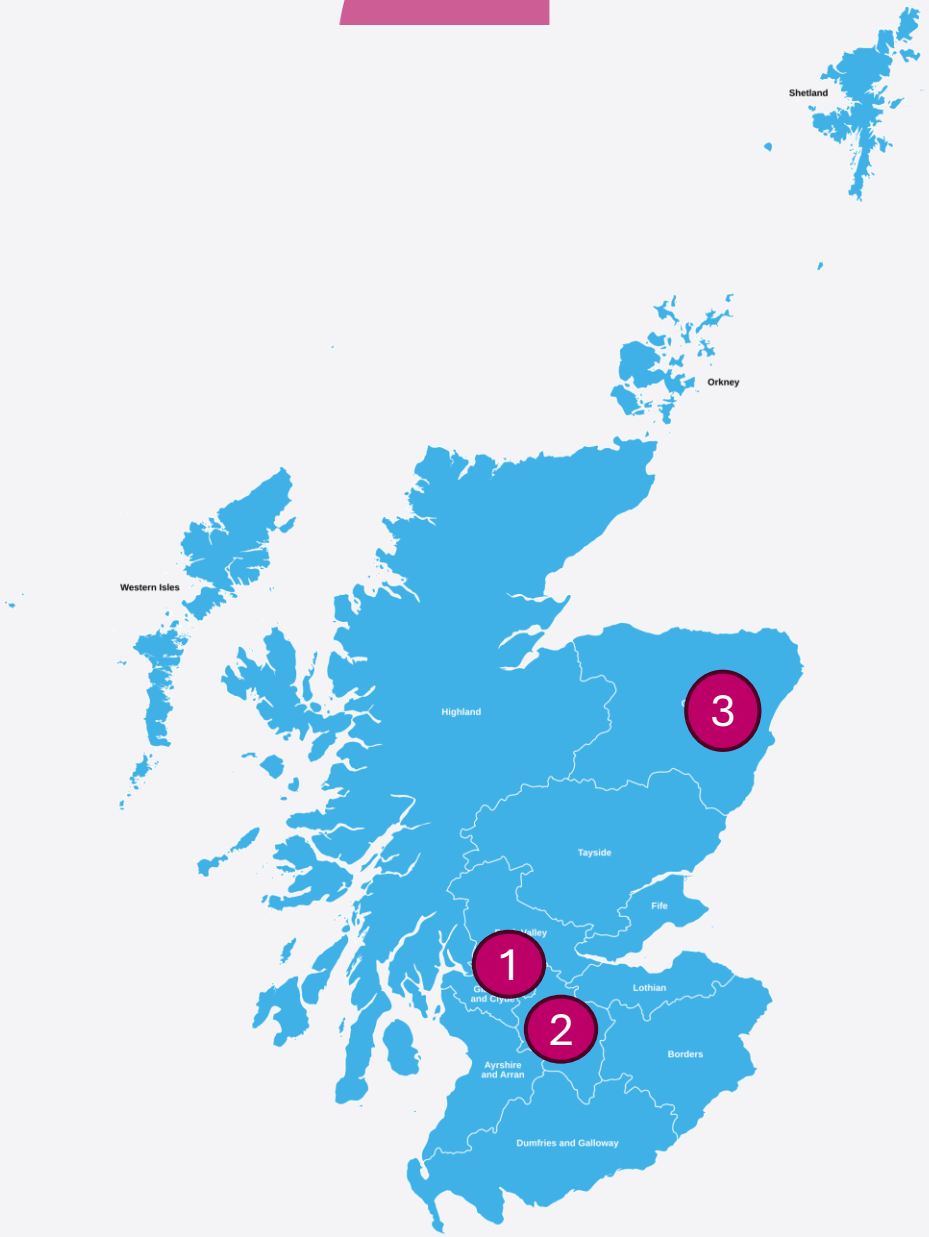
Stage 2… completed!
In April 2029, trainees will finish their 2-year placement and submit their portfolios for examination

1. Greater Glasgow and Clyde
Occupational Health Psychology and Wellbeing Service
Public Health Prevention and Inequalities Team

2. Lanarkshire
Alcohol and drug harm reduction
Developing prevention and early intervention across NHS Lanarkshire Psychological Services

3**. Grampian**
Department of Clinical Health Psychology

Full descriptions of each health board and the opportunities within each placement are available on the job advert under “THP Application and HB Guide”



Application information and guidance

- Demonstrate how you meet the person specification
- Use your own words and draw on your experiences. Don’t use AI to write it.
- You will be asked to select health board preferences and rank them according to your preferences
    - If you don’t want to be considered for a health board, you can specify this
- Applications are anonymous and we don’t see the equal opportunity questions when we review applications
- If you have questions, please contact Psychology@nes.scot.nhs.uk

Key Contacts with PSD Scotland



Dr Hannah Dale

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Alison Eadie

Principle Educator
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This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 275 6000** or email **altformats@nhs.scot** to discuss how we can best meet your requirements.

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