

PSYCHOLOGIST SERIES

PREAMBLE

INCLUSIONS

The Psychologist (PY1 - PY4) series encompasses four levels where the primary work is dedicated to clinical assessment, diagnosis, treatment planning, prevention, therapeutic interventions, treatment/rehabilitation, consulting, research and evaluation within the field of psychology. Incumbents are responsible for providing services to support psychological health to individuals, families, groups and organizations.

Included in the series will be positions which require the incumbent to be registered as a member under The Psychologists Registration Act of Manitoba or other provincial legislation which regulates the practice of psychology.

EXCLUSIONS

This series will not include:

- Positions where the primary duties and responsibilities are included in the definition of any other classification specification.

APPLICATION OF THE SERIES

Further to the inclusions statement in the preamble, the series is applied based on the general intent statement at each level, and is further supported by the factors described at each level.

PSYCHOLOGIST 1 and 2

GENERAL INTENT

This is the full working level of the series and is designated as a psychological associate. Under clinical supervision from a psychologist, the psychological associate performs assessments, diagnosis, treatment planning, therapeutic interventions, consultations, conducts group or individual therapy, clinical consultation to care providers and may participate in the implementation and data analysis for psychological research projects.

The Psychologist 1 classification is a training and development level. Incumbents are not normally promoted to the full working level until they have demonstrated the skills/expertise noted below.

FACTORS

COMPLEXITY

Skills/Expertise Required

- Masters of Arts (MA) in psychology in a relevant specialty and two years clinical experience.
- Registration or eligibility for registration in the Psychological Association of Manitoba as a psychological associate.
- Experience in performing psychological work that includes assessment, diagnosis and therapeutic intervention.
- Experience in applying psychological principles to mental health, developmental, emotional and/or behavioural disorders.
- Experience with testing procedures, test forms and devices used in psychological examination and in administering, scoring and interpreting such procedures.
- Ability to conduct individual or group counselling and/or therapy.
- Ability to provide clinical consultation to care providers in behavioural intervention.
- Ability to participate in the development and delivery of educational programs in psychology.
- Ability to participate in psychological research projects.
- Ability to function effectively in interdisciplinary teams.
- Excellent oral and written communication skills.

Guidelines

- Work is governed by internal policies and procedures and guided by related Acts and Regulations.
- Works within accepted ethics, standards and guidelines associated with the practice of psychology.
- Works within accepted standards for testing procedures using standard test forms and devices for psychological assessments.

OTHER LEVEL DETERMINANTS

Independence of Action or Decision Making

- Functions under the clinical supervision of a psychologist.
- Incumbents are expected to work independently in terms of managing workload, selecting approaches and methods used.

Supervision Received

- Receives general and/or clinical supervision from a psychologist.
- Testing and research activities are subject to review for accuracy and validity of findings.

PSYCHOLOGIST 3

GENERAL INTENT

This is the independent practitioner working within their scope of clinical competence under general administrative supervision. The psychologist performs assessments, treatment planning, therapeutic interventions, consultations, conducts individual or group counselling and/or therapy and provides clinical consultation to care providers. The incumbent is also involved in a complex range of services in the field of psychology which may include: providing clinical psychological consultation(s) to other psychologists and professionals engaged in the individual treatment; providing clinical supervision to psychological associates; providing educational programs in psychology; conducting independent research; participating in multidisciplinary research projects; and administering and interpreting results from protected psychological tests and assessments.

FACTORS

COMPLEXITY

Skills/Expertise Required

- Doctor of Philosophy (PhD) in clinical psychology with psychological internship training in an approved clinical setting and two years related clinical experience or a doctorate in Psychology in a related specialty.
- Registration or eligibility for registration in the Psychological Association of Manitoba as a psychologist.
- Experience performing advanced psychological work that includes psychological assessment, diagnosis and therapeutic intervention and research/evaluation.
- Experience conducting individual and group therapy/counselling.
- Ability to supervise the work of or provide clinical supervision to psychological associates and provide consultation to other professionals in a multidisciplinary team engaged in the treatment of persons.
- Ability to consult and make recommendations on complex and difficult cases for use by other psychologists, professionals and caregivers.
- Ability to develop and provide educational programs in psychology.
- Ability to carry out independent research projects, participate in multidisciplinary research projects and quality improvement intervention.

Guidelines

- Work is governed by internal policies and procedures and guided by related Acts and Regulations.
- Works within accepted ethics, standards and guidelines associated with the practice of psychology.
- Work is performed independently in keeping with accepted management practices and organizational goals.

SUPERVISORY & ADMINISTRATIVE RESPONSIBILITY

Nature of the Functions Supervised

- May supervise clinical staff and co-ordinate the work of other professionals.
- May provide clinical supervision to other psychologists.
- May carry out administrative functions related to budgets, staff and the program.

OTHER LEVEL DETERMINANTS

Independence of Action/Decision Making

- The work is performed independently with responsibility for the selection of methods employed and the validity of the results obtained.
- Develops new methods and techniques to resolve problems and to meet the changing needs of the programs.
- Establishes objectives and procedures and assumes final responsibility for all decisions and recommendations made by the staff.
- Evaluates training needs and determines the nature and content of the training for psychological trainees and other staff.
- The position acts as a consultant on matters involving psychological considerations to senior administrative and professional personnel.

Supervision Received

- The position receives general direction from a functional manager.
- General clinical supervision from a psychologist.

PSYCHOLOGIST 4

GENERAL INTENT

This is the senior supervisory and/or clinical administrative level of the series. The incumbent has primary responsibility for the planning, provision and assessment of all psychological services on a departmental/divisional basis. The incumbent is responsible for program development and evaluation, determining and developing the strategic and operational plans regarding psychological services, developing or modifying standards, protocols, or policies for psychological/behavioural assessment and therapy, supervision of psychological associates and psychologists and may conduct/coordinate research activities. The incumbent will provide clinical psychological consultation, provide advice and guidance to senior executives on psychological services and may develop and direct educational programs on clinically related topics.

FACTORS

COMPLEXITY

Skills/Expertise Required

- Doctor of Philosophy (PhD) in clinical psychology with psychological internship training in an approved clinical setting and two years related clinical experience or a doctorate in psychology in a related specialty.
- Registration or eligibility for registration in the Psychological Association of Manitoba as a psychologist.
- Experience in program planning, development and coordination and in advanced psychological work including assessment, diagnosis, therapeutic intervention and research/evaluation.
- Experience with evaluating the efficacy of treatment, rehabilitation, and other programs.
- Experience acting as a consultant on cases posing difficult assessment problems.
- Experience with establishing and supervising research programs and participating in the establishment of interdisciplinary research projects.
- Experience with staff supervision.
- Ability to provide advice and guidance to executive managers on psychological services on a department or division wide basis.
- Ability to assume responsibility for the planning, provision and assessment of the psychological services on a department or division wide basis.
- Ability to establish the psychology program for the department or division.
- Ability to provide clinical supervision and consultation to department psychologists.
- Ability to develop and provide educational programs in psychology for the department.
- Management experience including planning, reporting, organizing, controlling and evaluating resources.

Guidelines

- Works under the same guidelines as the Psychologist 3 but, as the senior supervisor, acts with increased independence.

SUPERVISORY & ADMINISTRATIVE RESPONSIBILITY

Nature of the Functions Supervised

- Provides overall management and direction to the entire psychological program on a department/division wide basis.