



Counsellors & Psychotherapists

Counselors and psychotherapists are responsible for listening to and identifying the problems that individuals, couples, families and diverse groups are suffering from; and for offering advice and consultation on how such issues might be addressed.

Optional Job Titles:						Basic Salary (monthly in MVR):		22,518	
• Principal Psychotherapist			• Principal Counsellor						
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)			
						Step 1	Step 2	Step 3	
2634, 2635	4	11	Legal, Cultural & Social Service	3	349	12,897	14,832	16,767	
Licenses and professional trainings		Registered and license issued by the Maldives Allied Health Council, for 2 qualifications.							
Education qualification and work experience		<ol style="list-style-type: none"> Maldives National Qualifications Framework level 10 qualification in a related field of study recognised by the Maldives Allied Health Council. AND; Maldives National Qualifications Framework level 9 qualification in a related field of study recognised by the Maldives Allied Health Council. AND; Maldives National Qualifications Framework level 7/8 qualifications in a related field of study recognised by the Maldives Allied Health Council. AND; Completed a postgraduate diploma or a fellowship of at least 1 year that is of a specialised field of not less than level 8 of the National Qualifications Framework recognised by the Maldives Allied Health Council. AND; Minimum 4 years of professional experience in a specialised field of psychotherapy or counselling. 							
Field of study (recruiting institution to select a field or fields depending on the job description)		<p>Counselling, Clinical Mental Health Counselling, Mental Health Counselling, Rehabilitation Counselling, Therapeutic Counselling, Addiction Counselling, Counselling Psychology, Counselling Children & Young People, Marriage & Family Counselling, School Counselling, Marriage & Family Therapy, Behavioural Psychology, Applied Behaviour Analysis.</p> <p>Psychotherapy, Counselling & Psychotherapy, Psychotherapy Counselling, Clinical Psychotherapy.</p>							



Typical core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)

Principal Psychotherapist

1. Determines types of tests to be used generally by psychotherapists, and interprets tests in the more complex cases.
2. Supervises psychological programmes which includes testing, evaluations, consultations, therapy and research.
3. Assign work for psychotherapists and supervise their work.
4. Delegate responsibilities to psychotherapists for various aspects of the psychotherapy programme.
5. Plan and coordinate with other departments or agencies in connection with the work of psychotherapists.
6. Develop and implement the departmental programmes.
7. Prepare statistical and narrative reports on the activities of the department and on research and programme evaluation findings and such other reports as may be required.
8. Handle all personnel matters relating to the department, including recruitment, hiring and in-service training.
9. Supervise and instruct staff members through staff conferences and the review of test interpretations.
10. Evaluate the psychotherapy programme and both plan and initiate changes for the purpose of improving the programme.
11. Supervise and/or perform research activities as may be necessary.



Optional Job Titles:						Basic Salary (monthly in MVR):	19,683	
<ul style="list-style-type: none"> • Lead Psychotherapist 			<ul style="list-style-type: none"> • Lead Counsellor 					
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)		
						Step 1	Step 2	Step 3
2634, 2635	4	10	Legal, Cultural & Social Service	3	305	11,273	12,964	14,655
Licenses and professional trainings		Registered and license issued by the Maldives Allied Health Council, for 2 qualifications.						
Education qualification and work experience		<ol style="list-style-type: none"> 1. Maldives National Qualifications Framework level 9 qualification in a related field of study recognised by the Maldives Allied Health Council. AND; 2. Maldives National Qualifications Framework level 7/8 qualifications in a related field of study recognised by the Maldives Allied Health Council. AND; 3. Completed a postgraduate diploma or a fellowship of at least 1 year that is of a specialised field of not less than level 8 of the National Qualifications Framework recognised by the Maldives Allied Health Council. AND; 4. Minimum 4 years of professional experience in a specialised field of psychotherapy or counselling. 						
Field of study (recruiting institution to select a field or fields depending on the job description)		<p>Counselling, Clinical Mental Health Counselling, Mental Health Counselling, Rehabilitation Counselling, Therapeutic Counselling, Addiction Counselling, Counselling Psychology, Counselling Children & Young People, Marriage & Family Counselling, School Counselling, Marriage & Family Therapy, Behavioural Psychology, Applied Behaviour Analysis.</p> <p>Psychotherapy, Counselling & Psychotherapy, Psychotherapy Counselling, Clinical Psychotherapy.</p>						
Typical core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)		<p><u>Lead Counsellor</u></p> <ol style="list-style-type: none"> 1. Carry out counselling assessments of patients referred by other counsellors. 2. Evaluate and make decisions about treatment options, including discharge considering both theoretical and therapeutic models. 3. Carry out risk assessments as per policy and advise other team members on issues relating to patient risk when requested. 4. Provide a high-quality counselling in the form of one to one treatment and over the telephone or via other digital platforms. 5. Make clinical judgments based on the outcome of needs assessments as to the appropriate treatment options available within the service. 6. Keep coherent records of all clinical activity in line with protocols. 7. Support other counsellors to facilitate high quality care and reduced waiting times, and to cultivate wellbeing and professional development. 						

8. Bring the counselling team together regularly to share business and clinical updates and build strong supportive peer networks.
9. With the other counsellors, identify the team's development and training needs.
10. Investigate incidents involving other counsellors, and take appropriate actions.



Optional Job Titles:					Basic Salary (monthly in MVR):		17,232	
<ul style="list-style-type: none"> • Psychotherapist • Psychotherapeutic Counsellor 			<ul style="list-style-type: none"> • Senior Mental Health Counsellor • Senior Marriage & Family Counsellor 		<ul style="list-style-type: none"> • Senior Addiction Counsellor • Senior Domestic Violence Counsellor 			
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)		
						Step 1	Step 2	Step 3
2634, 2635	4	9	Legal, Cultural & Social Service	3	267	9,870	11,351	12,832
Licenses and professional trainings		Registered and license issued by the Maldives Allied Health Council, for 2 qualifications.						
Education qualification and work experience		<ol style="list-style-type: none"> 1. Maldives National Qualifications Framework level 9 qualification in a related field of study recognised by the Maldives Allied Health Council. AND; 2. Maldives National Qualifications Framework level 7/8 qualifications in a related field of study recognised by the Maldives Allied Health Council. AND; 3. Completed a postgraduate diploma or a fellowship of at least 1 year that is of a specialised field of not less than level 8 of the National Qualifications Framework recognised by the Maldives Allied Health Council. 						
Field of study (recruiting institution to select a field or fields depending on the job description)		<p>Counselling, Clinical Mental Health Counselling, Mental Health Counselling, Rehabilitation Counselling, Therapeutic Counselling, Addiction Counselling, Counselling Psychology, Counselling Children & Young People, Marriage & Family Counselling, School Counselling, Marriage & Family Therapy, Behavioural Psychology, Applied Behaviour Analysis.</p> <p>Psychotherapy, Counselling & Psychotherapy, Psychotherapy Counselling, Clinical Psychotherapy.</p>						
Typical core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)		<p><u>Psychotherapist</u></p> <ol style="list-style-type: none"> 1. Conduct a series of sessions with a client - to assess need, build trust and explore issues. 2. Encourage the client to talk about and explore their feelings, attitudes and behaviours. 3. Run group sessions with people undergoing therapy in a clinical setting. 4. Help clients to develop strategies for coping with issues and for making positive changes to the way they think and behave. 5. Evaluate therapy sessions and outcomes and write reports. 6. Conduct group sessions in a training capacity for other health professionals, who are interested in learning more about how groups work and how they function within them. 7. Keep abreast of developments in theory and research. 8. Provide expert opinion in judicial courts. 						

Optional Job Title:					Basic Salary (monthly in MVR):	16,699		
Senior Counsellor								
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)		
						Step 1	Step 2	Step 3
2635	4	9	Legal, Cultural & Social Service	3	211	7,793	8,962	10,131
Licenses and professional trainings		Registered and license issued by the Maldives Allied Health Council.						
Education qualification and work experience		<ol style="list-style-type: none"> 1. Maldives National Qualifications Framework level 9 qualification in a related field of study recognised by the Maldives Allied Health Council. AND; 2. Maldives National Qualifications Framework level 7/8 qualifications in a related field of study recognised by the Maldives Allied Health Council. AND; 3. At least 4 years of professional experience after obtaining a Level 9 qualification of the National Qualifications Framework in a field relevant to the post recognised by the Maldives Allied Health Council. 						
Field of study (recruiting institution to select a field or fields depending on the job description)		<p>Counselling, Clinical Mental Health Counselling, Mental Health Counselling, Rehabilitation Counselling, Therapeutic Counselling, Addiction Counselling, Counselling Psychology, Counselling Children & Young People, Marriage & Family Counselling, School Counselling, Marriage & Family Therapy, Behavioural Psychology, Applied Behaviour Analysis.</p> <p>Psychotherapy, Counselling & Psychotherapy, Psychotherapy Counselling, Clinical Psychotherapy.</p>						
Typical core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)		<ol style="list-style-type: none"> 1. Undertake client's intake and comprehensive initial assessment and ongoing assessments of client needs. 2. Provide high quality therapeutic interventions to young people in the context of their families, which may include; individual counselling, family inclusive counselling or family therapy, educational and therapeutic group work (parents and young people). 3. Use evidence-based and best-practice approaches to work with clients. 4. Work flexibly and creatively to support clients, including conducting outreach. 5. Respond appropriately and take necessary measures regarding risks of harm that present for young people and their families. 6. Develop supported transition plans for clients completing the counselling service. 7. Seek feedback from young people and families and monitor outcomes achieved with clients. 8. Seek assistance from other counsellors where necessary and report cases to supervisors in the prescribed manner. 						



Optional Job Title:					Basic Salary (monthly in MVR):		14,686	
Counsellor								
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)		
						Step 1	Step 2	Step 3
2635	4	8	Legal, Cultural & Social Service	3	185	6,854	7,882	8,910
Licenses and professional trainings		Registered and license issued by the Maldives Allied Health Council.			<p>While the individual is completing professional experience in order to obtain license as a licensed counsellor from the Maldives Allied Health Council, he/she will be employed in a Public Service Rank 7 job of this job matrix. After obtaining license as a licensed counsellor, he/she can be transferred to a Public Service Rank 8 job of this matrix.</p> <p>In addition, if the individual is not registered and does not have a license from the Maldives Allied Health Council to work as an Assistant Counsellor, instead of hiring for a permanent job, he/she will be entitled to an allowance as specified in the National Pay Commission's "Special Benefits for Social & Mental Health Professionals".</p>			
Education qualifications		<ol style="list-style-type: none"> 1. Maldives National Qualifications Framework level 9 qualification in a related field of study recognised by the Maldives Allied Health Council. AND; 2. Maldives National Qualifications Framework level 7/8 qualifications in a related field of study recognised by the Maldives Allied Health Council. 						
Field of study (recruiting institution to select a field or fields depending on the job description)		<p>Counselling, Clinical Mental Health Counselling, Mental Health Counselling, Rehabilitation Counselling, Therapeutic Counselling, Addiction Counselling, Counselling Psychology, Counselling Children & Young People, Marriage & Family Counselling, School Counselling, Marriage & Family Therapy, Behavioural Psychology, Applied Behaviour Analysis.</p> <p>Psychotherapy, Counselling & Psychotherapy, Psychotherapy Counselling, Clinical Psychotherapy.</p>						
Typical core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)		<ol style="list-style-type: none"> 1. Provide short-term supportive counselling to protect and promote psychological well-being. 2. Perform psychological screening and primary mental status screen; and use basic assessment and referral management. 3. Promote psycho-social health and community-based care in individuals, families and communities. 4. Conduct primary mental health intervention. 5. Participate in the design, implementation, management, and evaluation of psychological based programmes. 6. Supervise the work of Licensed Assistant Counsellors and Licensed Counselling Associates. 						



Optional Job Title:					Basic Salary (monthly in MVR):		12,821	
Assistant Counsellor								
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)		
						Step 1	Step 2	Step 3
2635	4	7	Legal, Cultural & Social Service	3	162	5,983	6,880	7,777
Licenses and professional trainings		Registered and license issued by the Maldives Allied Health Council.			While the individual is undertaking professional training to acquire the license from the Maldives Allied Health Council to work as an Assistant Counsellor, he/she will be employed in a Public Service Rank 5 job of this job matrix. After obtaining license as an Assistant Counsellor, he/she can be transferred to a Public Service Rank 7 job of this matrix.			
Education qualification		Maldives National Qualifications Framework level 7/8 qualifications in a related field of study recognised by the Maldives Allied Health Council.						
Field of study (recruiting institution to select a field or fields depending on the job description)		Counselling, Clinical Mental Health Counselling, Mental Health Counselling, Rehabilitation Counselling, Therapeutic Counselling, Addiction Counselling, Counselling Psychology, Counselling Children & Young People, Marriage & Family Counselling, School Counselling, Marriage & Family Therapy, Behavioural Psychology, Applied Behaviour Analysis. Psychotherapy, Counselling & Psychotherapy, Psychotherapy Counselling, Clinical Psychotherapy.						
Typical core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)		<ol style="list-style-type: none"> 1. Provide short-term supportive counselling in a variety of settings and to a variety of individuals and groups. (Excluding psychotherapy) 2. Identify mental health issues and refer them to a relevant professional. 3. Use the most desirable communication skills and competency-based counselling to identify mental health issues. 						



Optional Job Title:					Basic Salary (monthly in MVR):		9,514	
Counselling Associate								
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)		
						Step 1	Step 2	Step 3
3412	3	5	Legal, Cultural & Social Service	3	120	4,440	5,106	5,772
Licenses and professional trainings		Registered and license issued by the Maldives Allied Health Council.						
Education qualification		Maldives National Qualifications Framework level 5/6 qualifications in a related field of study recognised by the Maldives Allied Health Council.						
Field of study (recruiting institution to select a field or fields depending on the job description)		Counselling, Clinical Mental Health Counselling, Mental Health Counselling, Rehabilitation Counselling, Therapeutic Counselling, Addiction Counselling, Counselling Psychology, Counselling Children & Young People, Marriage & Family Counselling, School Counselling, Marriage & Family Therapy, Behavioural Psychology, Applied Behaviour Analysis. Psychotherapy, Counselling & Psychotherapy, Psychotherapy Counselling, Clinical Psychotherapy.						
Typical core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)		<p>Under the guidance of a supervisor:</p> <ol style="list-style-type: none"> 1. Provide short-term supportive counselling in a variety of settings and to a variety of individuals and groups. (Excluding psychotherapy) 2. Identify potential mental health issues and bring them to the attention of a relevant professional. 3. Use the most desirable communication skills and competency-based counselling to identify mental health issues. 						



Optional Job Title:					Basic Salary (monthly in MVR):		8,889	
Assistant Counselling Associate								
MISSCO Code	Skill Level	Public Service Rank	Job Family	Institutional Category	Attendance Benefit (daily in MVR)	Job Allowance (monthly in MVR)		
						Step 1	Step 2	Step 3
3412	3	4	Legal, Cultural & Social Service	3	72	2,666	3,066	3,466
Licenses and professional trainings		Registered and license issued by the Maldives Allied Health Council.			Since the Level 4 qualification of the National Qualifications Framework is no longer registered with the Maldives Allied Health Council, no further appointments will be made to this rank except for those who migrate to this rank of the job matrix when the pay framework comes into force.			
Education qualification		Maldives National Qualifications Framework level 4 qualification in a related field of study recognised by the Maldives Allied Health Council.						
Field of study		Counselling						
Typical core job duties (note: The examples specified here are possible duties equivalent for a job at this rank of this job matrix. The recruiting institution is required to make necessary amendments for each job)		<ol style="list-style-type: none"> 1. Maintain records of counselling and provide such information to those who are legally entitled to. 2. Assist in conducting training programmes on counselling. 3. Obtain information necessary for the technical work of counsellors and provide necessary assistance in the technical work of counsellors. 4. Collect statistics on counselling services provided by the agency and provide such information to the relevant authorities. 						

