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Talking Therapies



for anxiety and depression



CPD Training Programme Application Supporting Document (SUPERVISOR)

NICE Recommended Person- Centred Experiential Counselling for Depression (PCE-CfD)



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This supporting document is divided into three sections:

Section 1: About Person-Centred Experiential Counselling for Depression

Section 2: Outline of the PCE-CfD Supervisor training programme

Section 3: A trainee PCE-CfD Supervisor person specification



Section 1: About Person-Centred Experiential Counselling for Depression

Background

Counselling services have been available in primary care for many years, early reports dating back to the 1970s (Harray, 1975¹; Anderson and Hasler, 1979²). High levels of satisfaction with these services have been recorded among both patients and General Practitioners (Sibbald et al, 1993³). However, historically, there has been an uneven distribution of services leading to inequalities of access and the interventions delivered by counsellors have been variable and not always aligned to research evidence. The work of the IAPT programme, generally, and the programme of training described in here, more particularly, aim to address these issues. The intention is to provide continuing professional development (CPD) training for the existing counselling workforce to equip them to provide evidence-based counselling interventions within IAPT services.

The therapeutic approach

Person-Centred Experiential Counselling for depression is a manualised form of psychological therapy as recommended by NICE (NICE, 2009⁴) for the treatment of depression. It is particularly appropriate for people with persistent sub-threshold depressive symptoms or mild to moderate depression where 6 – 10 sessions are recommended over a period of 8 – 12 weeks (NICE, 2009⁵). However, it is acknowledged that when delivering services, precision in diagnosing exact levels of severity of depression in patients is often difficult, resulting in the likelihood of people with more severe depression being referred to counsellors. In such cases, where counsellors are working with the more severely depressed, up to 20 sessions of counselling are recommended.

Person-Centred Experiential Counselling for depression is a form of psychological therapy derived from the *Skills for Health* humanistic competence framework devised by Roth, Hill and Pilling (2009), which provided the basis for the National



Occupational Standards (NOS) for psychological therapists. This framework was developed using therapy manuals from randomised controlled trials and exemplar texts which have impacted significantly on practice, ensuring that the therapeutic competences are closely aligned to the evidence-base and hence predictive of good outcomes for patients. The specific area of humanistic practice on which the *Person-Centred Experiential counselling for depression* competences are based is termed as the title suggests, *person-centred experiential therapy* (Mearns and Thorne, 2007¹; Elliott et al, 2004²). The competences identified in the Person-Centred Experiential Counselling for Depression framework are therefore a subset of those produced by *Skills for Health*.

This modality targets the emotional problems underlying depression along with the intrapersonal processes, such as low self-esteem and excessive self-criticism, which often maintain depressed mood. The therapy aims to help patients contact underlying feelings, make sense of them and reflect on the new meanings which emerge. This, in turn, provides a basis for psychological and behavioural change. It is a manualised model of practice specifically devised for experienced counsellors working in the IAPT programme.

References

- 1 Harray, A (1975) The role of the counsellor in a medical centre. *New Zealand Medical Journal*. 82:383-5
- 2 Anderson, S., Hasler, J. (1979) Counselling in general practice. *Journal of the Royal College of General Practitioners*. 29:352-356.
- 3 Sibbald, B., Addington Hall, J., Brenneman, D., Freeling, P. (1993) Counsellors in English and Welsh general practices: their nature and distribution. *BMJ*. 306(6869):29-33.
- 4 National Institute for Health and Clinical Excellence (2009) *The treatment and management of depression in adults*. Guideline 90
- 5 Roth AD, Hill A, Pilling S (2009) The competences required to deliver effective Humanistic Psychological Therapies
http://www.ucl.ac.uk/clinical-psychology/CORE/humanistic_framework.htm



Section 2: An outline of the PCE-CfD Supervisor training programme

Following recruitment, supervisors will have one day for self-study and attend a two-day online top-up training programme comprising the following elements:-

- Supervision within the IAPT programme
- Monitoring adherence to the PCE-CfD Competence Framework
- Key PCE Supervision Competences
- Supervision skills practice

Following the two-day training programme, trainee PCE-CfD supervisors are required to complete a minimum of twenty supervision sessions. Sessions should be audio-recorded and two of these submitted for assessment. These will be assessed by the trainer delivering the two-day programme using the key PCE Supervision Competences (see Appendix E of the Curriculum for PCE-CfD). Where necessary, two opportunities to resubmit will be available.

PCE-CfD supervision delegates will be assigned a PCE-CfD supervisor who will support them in their development for up to 6 PCE-CfD supervision sessions.

On successful completion of the requirements, supervisors qualify to provide supervision to both qualified PCE-CfD counsellors and those undertaking the clinical practice element of the PCE-CfD training programme. Supervision is an important factor in the delivery of effective therapy, providing support, guidance and professional development for the counsellor. PCE-CfD supervisors are responsible for monitoring counsellor adherence to the PCE-CfD Competence Framework and provide written reports on their supervisees as appropriate. Supervision within the IAPT programme supports ethical and effective practice.

A key priority is to ensure that counsellors adhere to the therapeutic model described in the PCE-CfD Competence Framework as this model is closely aligned to the evidence base and so is likely to deliver the best outcomes. The self-assessment tool provides a means by which counsellors can reflect on their level and breadth of competence as a basis for reflective discussion in supervision. The purpose of such discussions should be to identify gaps in skill and knowledge and plan for further training and opportunities for development.



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NB: It is essential that permissions for the following are secured in advance of this application being submitted for assessment:

- release of applicant to attend the 30-hour PCE-CfD counsellor training.
- release of all PCE-CfD client material for use in supervision.
- recording and release of selected PCE-CfD therapy sessions for assessment.
- support to complete the course in the 12-month period from date of attendance.

If a trainee is unable to meet the requirements for supervision and/or assessment, they will be withdrawn from the training programme.

All applicants for this PCE-CfD counsellor training must ensure that:

- all sections of the application form are completed.
- completed line manager and supervisor statements are enclosed with the application form.
- the application form arrives for selection no later than the given deadline date.



This NICE Recommended Person-Centred Experiential Counselling for Depression (PCE-CfD) training programme was designed and developed for delivery by British Association for Counselling and Psychotherapy in 2010



Section 3: A trainee PCE-CfD counsellor person specification

Essential	Desirable
Qualifications and professional status	
<ul style="list-style-type: none"> • Successful completion of PCE-CfD counsellor training • Evidence of working towards BACP Counsellor/Psychotherapy accreditation or equivalent <p>EITHER:</p> <p>Qualification to provide clinical supervision to counsellors and psychotherapists (e.g certificate or diploma in supervision)</p> <p>OR:</p> <p>60 hours' experience of providing clinical supervision to counsellors and/or psychotherapists in a healthcare setting</p>	<ul style="list-style-type: none"> • Current BACP counsellor/psychotherapy accreditation or equivalent • Current BACP supervisor accreditation or equivalent
Other	
<ul style="list-style-type: none"> • Opportunity to undertake a minimum of 20 supervision sessions with PCE-CfD trainee or PCE-CfD qualified counsellors 1-1, online or group. • Support of line manager to participate • Support of supervisor/consultant to participate • Opportunity to undertake a minimum of 20 supervision sessions with PCE-CfD trainee or PCE-CfD qualified counsellors 1-1, online or group. 	<ul style="list-style-type: none"> • Not specified



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