

## Student and Post-Qualification Placement Guidance

### Placements

Guidelines for Students and Post-Qualification Placements are available from the professional bodies. These require management, mentoring and supervision. The student would expect a negotiated placement.

### Professional Counselling Service Standards

- Mentoring – for students or newly qualified practitioners
- Induction - for newly appointed practitioners
- Appropriate management of the service and the practitioners
- Clinical Counselling Supervision – an ethical requirement of all professional counselling bodies
- Quality Assurance - evidence of audits, evaluation and research based practice

### Counselling Supervisor Requirements

- Post Graduate Qualification in counselling supervision
- Knowledge of NHS structures/policies and counselling practice
- Meets Clinical Governance requirements

### Counselling Manager Requirements

A Counselling Practitioner with knowledge of:

- NHS structures/policies
- A professional counselling perspective
- Management expertise
- Knowledge of audit, evaluation, research, training and supervision

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#### Participating Organisations in the preparation of this protocol include:

<b>BACP</b>	British Association for Counselling and Psychotherapy
<b>BPS</b>	The British Psychological Society (Counselling Psychology Division)
<b>CPC</b>	The Association of Counsellors & Psychotherapists in Primary Care
<b>CPCT</b>	The Counselling in Primary Care Trust
<b>RELATE</b>	
<b>QCA</b>	Qualifications and Curriculum Authority
<b>SMG</b>	SMG Professional Risks (and conference sponsors)
<b>UKATC</b>	United Kingdom Association of Therapeutic Counsellors
<b>UKCP</b>	United Kingdom Council for Psychotherapy



**The Counselling and Psychotherapy  
Forum for Primary Care**

## Person Specification Protocol for Primary Care Counsellors

This Protocol should be read in conjunction with the Minimum Training Standards Protocol

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You may copy this document as often as you wish.

## Background

This protocol has been put together by The Counselling and Psychotherapy Forum for Primary Care after much consultation with training organisations, counsellors, supervisors and service providers.

It is intended to provide a framework for all parties to adhere to in the lead up to statutory registration and to be nationally adopted as the “acceptable standard”.

For **employers** and **service managers** it will provide clear guidance of the qualities, training and expertise required by counsellors working within primary care.

For **students/trainees and trained counsellors** it provides a framework of training that you need to achieve for competency to work in primary care.

This document should be read and used in conjunction with the **Minumum Training Standards Protocol**, also produced by The Counselling and Psychotherapy Forum for Primary Care.

## Definition

A counsellor in primary care here refers to the setting of the work, not the initial training of the therapist. We recognise that counsellors in primary care come from a wide diversity and richness of backgrounds and do not have a homogenous initial training.

What makes a well trained counsellor in primary care stand out is that he or she will have fulfilled the person specification criteria.

## Person Specification Protocol for Counsellors in Primary Care

### Aim

To define the training, placement, personal therapy, service and supervision standards for a primary care counsellor.

This document is relevant for:

- NHS Commissioning Managers/Human Resources
- NHS Counselling Service Managers
- Trainers providing courses for those seeking employment in the NHS
- Counsellors considering employment in the NHS

Implementation of the recommendations in this document will result in quality counselling provision in the NHS and fulfil clinical governance requirements.

## Initial Generic Counselling Training

- 450 hours:
- Core Theoretical Model/s
- Skills Training

This level of counselling training needs to be acceptable to the relevant professional bodies and will also lead to accreditation/registration with BACP/CPC.

It is suggested that training courses, which prepare people for work in the NHS include:

- Assessment (including mental health and risk management)
- Ethical Frameworks for Professional Practice
- General legal issues
- Working with diversity
- 40 hours minimum:  
Personal Development (this means individual personal therapy)
- 100 hours minimum:  
Managed and Supervised Clinical Placement

## Specialist Counselling Training

In addition to the above, those seeking employment within the NHS need to include in their Continuing Professional Development (CPD):

- NHS Structure and Policy
- Clinical Governance
- NHS Multi-disciplinary working
- Knowledge of mental health referral pathways and procedures
- Psychotropic Medication
- Focussed, evidence based practice
- Time limited therapy
- Audit, evaluation and research
- Notes/Confidentiality and the Law

This may be acquired through taught CPD modules and/or clinical experience, validated by critical reflection and professional portfolio developments.

*Please turn over for the Student and Post-Qualification Placement Guidance*