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NHS

Talking Therapies



for anxiety and depression



CPD Training Programme Application Supporting Document

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: An outline of the PCE-CfD counsellor training programme

Section 3: A trainee PCE-CfD counsellor 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 counsellor training programme

Counsellors attend a 30-hour training programme, which includes the following elements:

- Pre-reading pack on the successful entrance to the course
- Introduction to the IAPT programme
- Orientation to the Practitioner's Manual
- Theoretical principles and values
- Working with depression
- Working empathically
- Working with an accepting and non-judgemental attitude
- Achieving authenticity
- Working with problematic emotional processes
- Working briefly

The training will be delivered online and is a mixture of experiential work alongside a taught curriculum. We use video at the University of Nottingham from the start of the training. On the last day of the training course competence will be assessed by means of a videoed 20 minute counselling session with another member of the training group as client. These videos will be rated by the trainers for their adherence to the Person-Centred Experiential Counselling for Depression competences using the Person-Centred & Experiential Psychotherapy Scale (PCEPS).

Following completion of the 30 hour training course, trainee counsellors must complete 80 hours of supervised practice with PCE- CfD clients. They are required to make audio recordings of selected sessions within the 80 hours of practice, which must be anonymised and can also be encrypted for data protection purposes if necessary, for assessment against the PCEPS. At least two sessions presented for assessment must be with longer term clients (typically eight sessions or above in duration).

Supervision requirements

Trainees must be released for supervision with a qualified PCE-CfD supervisor as specified by the training provider. Sessions will be either individual and/or as part of a small group,



depending on location. Supervision may be through Skype or over the phone. All clients from the 80 hours of clinical practice should be identified in supervision e.g.: this may be as many as 10 clients who have 8 sessions- or 4 clients who have 20. PCE-CfD supervisors will listen to recordings and monitor their supervisees' adherence to the Person-Centred Experiential Counselling for Depression competences, work with their assessment feedback and provide a supervisor report at the end of the practice period to evidence their engagement in the supervisory process. Six one-hour supervision sessions are funded by the University of Nottingham.

Assessment process

During the period of supervised clinical practice, trainees select and submit four audio-recorded counselling sessions for assessment. Each of the sessions should be from a different client, two of the four being from clients in the later stages of therapy (typically eight or more sessions, although there is scope of some flexibility if the counsellor works to longer or shorter client contracts). Each session must meet the PCEPS threshold for therapy adherence. In cases where recordings fail, trainees will have two opportunities to resubmit - i.e., four of a maximum of six recordings must meet the threshold.

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 the 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 this 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.



Course duration

Each delegate has 18 months from their attendance to complete their submissions and secure the qualification. An extension may be applied for within the 18-month period.

Future possibilities

PCE-CfD supervisor training

Qualified PCE-CfD counsellors are eligible to apply for PCE-CfD supervisor training. Trainee supervisors complete a three-day training (two days are on site- one is pre-reading), and are then required to complete assessed practice consisting of six supervision sessions with PCE-CfD counsellors. From this practice, two recorded supervision sessions should be submitted for assessment, with two opportunities for resubmission in the event of a failed recording. During this time, they may also provide PCE-CfD within their service.

BACP Accreditation

Successfully completed PCE-CfD counsellor training may be used when applying for the following:

- BACP Counsellor/Psychotherapist Accreditation.
- Renewal of BACP counsellor/psychotherapist accreditation (CPD requirement).
- BACP Senior Accreditation (Healthcare), for accredited BACP counsellors/psychotherapists who practice in a Healthcare setting.





Section 3: A trainee PCE-CfD counsellor person specification

Essential	Desirable
Qualifications and professional status	
<ul style="list-style-type: none">• Diploma in humanistic or person-centred counselling or psychotherapy.• Evidence of working towards BACP Counsellor/Psychotherapy accreditation or equivalent.	<ul style="list-style-type: none">• Postgraduate qualification in humanistic or person-centred counselling or psychotherapy.• Current BACP counsellor/psychotherapy accreditation or equivalent.• Qualification to provide clinical supervision to counsellors and psychotherapists (e.g., Certificate or Diploma in Supervision).
Experience	
<ul style="list-style-type: none">• Minimum two years post qualifying experience to providing brief counselling to clients with common mental health problems, particularly depression.	<ul style="list-style-type: none">• Experience of providing clinical supervision to counsellors and psychotherapists in organisational settings.
Other	
<ul style="list-style-type: none">• Opportunity to undertake 80 hours of client practice with depressed clients.• Support of Line Manager to participate.• Support of Supervisor to participate.• Support of SHA/Commissioner to participate.	<ul style="list-style-type: none">• Not specified



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Contact Details for the course:

Administrator:

Tatiana Woolley: TT-PCE-CfD@exmail.nottingham.ac.uk

Course Leader:

Emma Tickle: emma.tickle@nottingham.ac.uk

Tutors:

Richard Doyle: richard.doyle@nottingham.ac.uk

Andrea Williams: Andrea.williams@nottingham.ac.uk