

CPCAB Suite Of NQF Qualifications Set To Double By Sept 2005

We are currently in the final stages of the accreditation process with the QCA for the following suite of qualifications. Centres wishing to advertise courses starting in September 2005 with the following qualification titles must note in their literature that these are subject to final QCA approval.

- Level 2 Certificate in Introduction to Counselling Skills (ICSK-L2)
- Level 2 Certificate in Counselling Skills (CSK-L2)
- Level 3 Certificate in Counselling Studies (CST-L3)
- Level 3 Certificate in Advanced Counselling Skills (CSK-L3)
- Level 4 Diploma in Therapeutic Counselling (TC-L4)
- Level 4 Diploma in Consultancy Supervision (CSU-L4)
- Level 5 Diploma in Psychotherapeutic Counselling (PC-L5)
- Level 6 Diploma in Therapeutic Counselling Supervision (TCSU-L6)

New CPCAB Level 5 Diploma Meets Requirements of Counsellors in Primary Care (CPC).

Since September 2004, CPCAB has been offering a new post-diploma qualification in therapeutic counselling. This qualification is currently entitled Higher Diploma in Therapeutic Counselling (TC-HD)¹. The qualification is in its final accreditation stage with QCA. The leading professional association for counsellors in primary care (Counsellors and Psychotherapists in Primary Care – CPC), have confirmed that ‘an individual who has attained the CPCAB Higher Diploma in Therapeutic Counselling would meet the minimum requirements for diploma training for CPC membership’.

The Level 5 Diploma (TC-L5) has also now been supported by The Sector Skills Council for Health, who have also supported the Certificate in Advanced Counselling Skills (CSK-L3), The Diploma in Consultancy Supervision (CSU-L4) and the Diploma in Therapeutic Counselling Supervision (TCSU-L6). ENTO has also endorsed these new qualifications.

¹The title agreed with the QCA is Level 5 Diploma in Psychotherapeutic Counselling.

New Framework For Counselling Posts Within The NHS

The NHS has just defined (in consultation with Counsellors in Primary Care and Amicus) three grades for counsellors together with job statements and salary scales. CPCAB believes that this is a hugely significant development in the acceptance of counselling not only in the health sector, but for the profession generally.

We also believe that the three grades, which have been carefully defined, together with the associated salary scales and job statements, will now provide the basis of a much wider framework for defining counselling training and practitioner status and associated remuneration.

CPCAB is confident of being able to map our repositioned Level 4 Diploma to provide entry as a Grade 1 counsellor in the NHS, whilst the new Level 5 Diploma in Therapeutic Counselling will enhance progression to Grade 2. Our new Level 6 Supervision qualification (TCSU-L6) will also make an important contribution to the Senior Clinical Grade 3.

For more information go to http://www.cpc-online.co.uk/documents/Grading_Criteria_and_Pay_Scales_2004.pdf

CONTENTS:

CPCAB Suite of NQF Qualifications set to double by Sept 2005.....	1
New CPCAB Level 5 Diploma Meets requirements of CPC.....	1
New Framework for Counselling Posts within the NHS.....	1
Demand for Counselling in the Health Sector set to Increase	2
Customer Satisfaction.....	2
Developments in the Field	2
External Assessment.....	3
Situation Vacant.....	3
Candidate Registration Fees.....	5
Standardisation Video For Sale.....	3
End of video assessment for ICSK02.....	3
Staff News.....	3/4
Hints and Tips TC03	4
Give us your Feedback	5
Study Focus	5
CPD & Training Films.....	6
CPD Training Day.....	7

Demand for Counselling in the Health Sector set to increase

The National Institute for Clinical Excellence (NICE) has issued new guidance to GPs on the prescribing of antidepressants. The guidelines state that no type of antidepressants should be used in the treatment of mild depression. For patients with anxiety disorders NICE recommends counselling or CBT as the best treatment. For patients with moderate to severe depression who are prescribed a drug, they must now be warned of possible side effects when they stop or reduce drug use.

The Vice Chair of the Royal College of GPs, Graham Archard welcomed this guidance but pointed to the 'chronic shortage' of counselling and psychotherapy available on the NHS, which he means that 'GPs often feel they have little choice but to prescribe antidepressants in mild to moderate cases'. He called for more (counselling and psychotherapy) resources to be put in place as a matter of urgency.

Paul Farmer of the mental health charity, Rethink, affirmed the need for access to psychological treatments. He also stated that 'antidepressants could give people the space to tackle issues underlying their condition, but were not a cure'. Margery Wallace, CEO of the mental health charity SANE pointed out that 'trained and experienced therapists are currently like gold dust and those needing therapy may have to wait many months'

For more info, go to:

<http://news.bbc.co.uk/1/hi/health/4071145.stm>

Further Reading:

Scientific American Mind Vol.14, No.5. 'Treating Depression: Pills or Talk?' Stephen Hollon et al.

Scientific American Mind Vol.14, No.5. 'Perspectives – Antidepressants: Good Drugs or Good Marketing'. David Dobbs.

Customer Satisfaction

During the early part of the summer, registered Centres were invited to complete a Customer Satisfaction Survey, to help us with our on-going commitment to improve the service we offer.

There was a very good response, and our thanks go to those of you who took time out of your busy lives to share your views with us. Some very interesting points were raised.

The findings overall were gratifying, and it was good to learn that so many of you are pleased with what we do. As always, your comments are appreciated, and by working together we hope to offer an even better service in the future. Thank You.

Our thanks also go to those of you who completed a response form after attending one of our Standardisation days. Again, your comments are carefully noted and help us to improve our provision.

Early responses show that overall satisfaction levels are high, although a few venues have come in for criticism and will be avoided in the future if possible! Most of you appreciated the opportunity to network with others more than anything else; you tended to enjoy the exercises and videos, and found that your confidence in yourselves was given a boost after attending the sessions.

Developments in the field

1. In recent months a number of organisations have been working on the issue of statutory regulations for Counselling and Psychotherapy. Indications are that this could happen in the next few years: for further information contact your local professional organisation.

2. Following on from the setting out of NHS grades and job statements for counselling posts, the NHS is currently working on setting out the knowledge and skills requirements for the three grades.

3. QCA is currently consulting on a replacement for the NQF entitled Framework for Achievement (FfA). They plan to initiate the FfA in January 2006 and to run it in parallel with the NQF for a number of years.

CPCAB will be keeping abreast of developments and their implications for our qualifications.

External Assessment

Dates for external assessment 2005

A reminder of dates for external assessment for this teaching year:

ICSK02 – w/c	14 th March 2005 13 th June 2005 22 nd August 2005
CSK02 – w/c	17 th January 2005 25 th April 2005 4 th July 2005 (re-sit only)
CST02 – w/c	17 th January 2005 25 th April 2005 4 th July 2005 (re-sit only)
TC03 – w/c	*17 th January 2005 *7 th February 2005* **16 th May 2005 **13 th June 2005**
*Audio Tapes from	17 th January to 7 th February
*Review Paper from	7 th to 12 th February.
** Audio Tapes from	16 th May to 11 th June.
** Review Paper from	13 th to 18 th June.

Standardisation Training Video

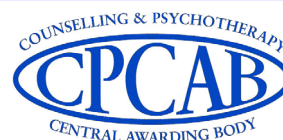
Copies of this are now available to purchase. The video was used at the standardisation training day, and if you would like a copy please contact the CPCAB offices for an order form. The price is £25 per video.

End of video assessment for ICSK02!

From September 2005 the Level 2 Certificate in Initial Counselling Skills (ICSK-L2) will become the **Level 2 Certificate in Introduction to Counselling Skills** (ICSK-L2). A change of funding status means it is now open to learners from 14-16. CPCAB is developing special CUGs for younger learners.

The current method of external assessment (video and feedback paper) will be REPLACED by a written **Self-review**. This will be submitted on a set proforma supplied to candidates in their Candidate User Guides. Candidates will complete the Self Review towards the end of the course and the completed reviews will be sent by Centres to CPCAB to be externally assessed. This means the ordeal of the "exam" has been removed and the qualification will appeal to a wider range of learners.

All other aspects of this qualification remain unchanged.



Dedicated to the field of Counselling and Psychotherapy

Deputy Head of Qualifications

The Counselling and Psychotherapy Central Awarding Body (CPCAB) requires an enthusiastic Counselling Trainer to join the core team of Counselling Professionals at CPCAB Head Office in the South West of England.

This (0.6 to 0.8) part-time post offers the opportunity to:

- Become a key member of the CPCAB core professional team – working closely with our Head of Qualifications
- Become a leading member of the External Assessors and Verifiers Team
- Participate in the exciting challenge of developing and assessing counselling qualifications and services

The successful applicant will be an experienced counselling Trainer (Diploma Level) perhaps with supervision and/or management and/or team leader experience. We are looking for someone who is good at organising, communicating and coordinating others to work with the CPCAB at the cutting edge of counselling qualifications.

Post:	Part-time (0.6 to 0.8 negotiable)
Salary (PAYE):	£27K-£31K (depending on experience)
Holiday entitlement:	5 weeks plus Bank Hols (pro-rata)
Closing Date:	8th March 2005
Interviews:	16th March 2005

Applicants are invited to apply in writing or by e-mail with a current CV to:

Fiona Ballantine Dykes, Head of Qualifications
CPCAB, P.O. Box 1768
Glastonbury, Somerset BA6 8YP
Email admin@cpcab.co.uk
www.cpcab.co.uk

'Moving On Whilst Looking Back' By Bill Hawkins

Bill: 'I know it's true that all good things must come to an end....and so it is with my time with the CPCAB, particularly so as one of their Senior Verifiers. They say that time flies when you're having fun, and you can believe it when I tell you that the past 11 years have flown.

I will miss many things associated with the CPCAB, especially the excitement of answering the telephone and hearing tutors extolling their views of the virtues of criteria evidencing or the many joyful facets of the NQF (sic).

(Cont)

On the serious side I will miss the warmth and the desire to move the counselling profession forward that I have encountered from Centres, tutors and many students, be it on the telephone, through visiting Centres or through the Standardisation Training Days. These are the things that I will take away, so it's Goodbye for now and even though my thoughts will be with you, I will be enjoying life and taking it easy.'

It is with great sadness that we say 'Goodbye' to Bill, who has been a huge asset to CPCAB. We wish him well for his retirement.

More Staff News

A number of new faces have appeared amongst the staff at CPCAB Head Office in recent months. During the summer, Elaine Follas joined us as PA/Secretary to Anthony Crouch, our Chief Executive. Elaine arrived with a wealth of talent gained from working in many different environments. She has a young son, and has just graduated from the Open University with a degree in English.

Gill Baker is another new PA/Secretary, working for Fiona Ballantine Dykes (Head of Qualifications) and Maureen Moore (Director of Qualifications Development). Before joining CPCAB, Gill was a secretary in a junior school for seven years. Her family ranges from 17 to 25 in age; together with a variety of pets which keep her very busy!

Julie Hanks took over from Amanda Poyner as Counselling Professional in November, and has already become a popular member of the team. She enjoys the outdoor life, is a "serious" walker and practices reiki healing as well as counselling. Amanda Poyner, who is well-known to many of you, made the decision to concentrate more on other areas of her life, in particular the raising of alpaca! She has not severed her links with CPCAB entirely, though, and puts in regular appearances at the office when helping with specific projects.

Leonie Merrifield is our new receptionist, relieving Marina and Lin who have taken on additional responsibilities. In spite of being a very busy person, with house renovation being just one of her occupations, she has a lovely outgoing personality and we know that she will be a welcoming first point of contact for telephone and personal visitors.

Finally, Clare Bewley has returned to us after her period of maternity leave. We are delighted to report that young Charlie is thriving - he is a very handsome chap and loves company!

More Hints and Tips for TC03 External Assessment

External Assessment has shown that some candidates find it difficult to evaluate what they did well and what they felt went less well within the session as a whole. It is difficult for an assessor to give full marks to a candidate who says in response to what did not go well: "I forgot to mention supervision" when the listener can hear something much more significant that did not go well e.g. the counsellor becoming directive or being unable to establish an empathic relationship. Similarly, if a counsellor achieves deep emotional contact with the client enabling deep insight, it is disconcerting to read "I ended the session well by doing a good summary." It is even more disconcerting to read examples of the worst moments being presented as a "good" moment e.g. giving an example of a good paraphrase when the client is sighing with frustration because the session is stuck and going nowhere.

When trainees work in triads they usually have the support of the observer or client feedback as a launch pad for their self-evaluation. Feedback from the observer/client is invaluable in training but the observer is not there in the external assessment and clients do not routinely give feedback at the end of a real counselling session. Trainees need to be helped to develop the skills of self-evaluation without any prompts – in other words to begin to act at their own internal supervisor. Some candidates are also very prone to being "hard" on themselves and others focus only on the "good bits". It is important to be able to offer balanced feedback on their own work.

Some ways in which you can help trainees are:

- Encouraging triads to construct feedback that is challenging, supportive and non-judgmental.
- Encourage deeper reflection of their supervision in the learning review.
- Suggest that the counsellor evaluate their own triad session before hearing feedback from the observer or client
- Suggest that the counsellor jot down a few notes on their session before engaging in shared feedback.
- Ask the trainees to draw the "shape" of the session as a whole. This could take any form but the focus should be on key moments and the ebb and flow.

[Give us your Feedback!](#)

At CPCAB we are always pleased to hear your views, and where possible, use them to build improvements into the service we offer. As you may already know, an important modification to the external assessment process for TC03 students has been introduced in direct response to tutor feedback.

From the beginning of 2005, Tutor Assessment Sheets for TC03 candidates will no longer be required to be sent in with EA papers.

Full details have already been sent to Centres under a separate mailing.

[CPCAB FEES](#)

[Candidate Registration Fees](#)

[from 1 September 2005 \(No Increase\).](#)

ICSK-L2	£29
CSK-L2	£99
CST-L3	£99
TC-L4 (Yr 1)	£169
TC-L4 (Yr 2)	£169

[Fees for New NQF Qualifications:](#)

To be confirmed.

Please contact CPCAB as required.

[Appeal fees](#) are set at the same level as the registration fees (refunded if the appeal is successful).

[External Assessment re-sit fees](#)

These remain unchanged:

ICSK02	£20
CSK02	£45
CST02	£45
TC03	£125

[Study Focus](#)

Study Focus #3: theoretical integration (2)

Study Focus #2 examined the challenge of integrating theory and practice together with helping trainees to develop the ability to explain what they do in a session and why. These notes and the related website article (www.cpcab.co.uk/pages/htm/info_for_centres_and_tutors/support_for_centres_and_courses/study_focus.htm) are intended to support tutors who are not adhering to an established integrative model to help trainees develop theoretical coherence.

Different theoretical approaches can be likened to the many different facets of the surface of a diamond. Each facet concentrates a shaft of light through to a central core. Each shaft of light illuminates a collection of ideas and theories about what it is to be human, what makes humans unhappy and what therapeutic relationship is likely to bring about change towards growth or the alleviation of pain.

For trainees grappling with new ideas and excited by all the “goodies” on offer the temptation to “pick ‘n mix” is enormous. The danger is that they may end up without any real depth of understanding in any one approach and no way of integrating the different approaches. As discussed in the last article, the responsibility for integration should be clarified by the staff offering the training not left to the trainee

The areas that are most likely to cause confusion are:

- Underlying philosophy of the approach
- Therapeutic goals
- Therapist’s function and role

(See website article for comparison of these areas across a range of approaches)

Students need to be aware of the fundamental contradictions and tensions that arise between different philosophies, theoretical ideas and the associated skills when trying to integrate theory. For example, it simply doesn’t make sense to believe in the philosophy that the client has the capacity to find their own answers (a person-centred principle) and then ask leading questions, suggest a course of action or set “homework” in the session.

A useful model for looking at helping students to develop the ability to integrate theory based on the therapeutic relationship without presenting them all with a fixed model of integration is the “Triangle of Insight” (often known as the Triangle of Person) which was developed by Karl Menninger (*The Theory of Psychoanalytic Technique, 1958*).

For further suggestions on how this might support learners in developing an integrated approach please refer to the full article on the website.

Continuing Professional Development

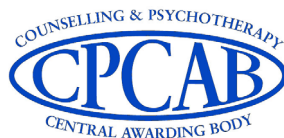
CPCAB is committed to providing in-depth support for its suite of qualifications and registered Centres. As part of this we are currently developing a series of Continuing Professional Development (CPD) training days for tutors, including a possible conference.

The first CPD training day is now planned for Saturday March 19th on the theme of 'Team Building through Internal Verification.' See final page of newsletter for further info and booking details - please display on your staff notice board. We are also planning further CPD workshops and welcome your suggestions for both topic and location. CPCAB can also provide on-site delivery of CPD workshops and tailor-made training.

Counselling Training Films

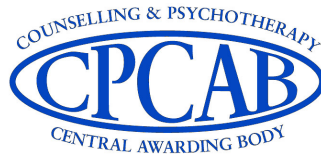
CPCAB is continuing to work on the production of a range of training films that will aid teaching and enhance learning by providing scenarios for discussion, together with valuable insights into the counselling process. Please call or email us to register your interest and format preference (VHS or DVD) and we will forward a list of titles with further details as soon as these become available.

Suggestions for training film topics are most welcome.



CPCAB
PO Box 1768
Glastonbury, Somerset
BA6 8YP

Tel: 01458 850350
Fax: 01458 852055
Email: admin@cpcab.co.uk
www.cpcab.co.uk



PRESENTS

team building

through

Internal Verification

A stimulating training day for tutors, course co-ordinators, internal verifiers and quality assurance teams.

Saturday 19th March 2005

9.30am - 10.30am Networking Opportunity

10.30am - 4.30pm Team Building Workshop

at

The Methodist International Centre

81-103 Euston Street, London NW1 2EZ

£125 per delegate (including lunch)

This will be a 'hands-on' day (wearing rubber gloves, of course) to look at approaches to internal verification. As part of CPCAB's commitment to continually develop good practice, this CPD day aims to support the safe, fair & ethical development & assessment of counselling programmes, thereby creating a team approach to achieving excellent standards.

Facilitators:

Jan Mojsa (CPCAB Senior Verifier)

Traci Postings (Westminster Adult Education Services)

To book a place, or to discuss the workshop, please call 01458 850350

CPCAB PO Box 1768 Glastonbury Somerset BA6 8YP

Email: admin@cpcab.co.uk