

HEALTH EDUCATION ENGLAND NORTH OF ENGLAND TRAINING PROGRAMME IN CHILD AND ADOLESCENT PSYCHOTHERAPY

Guidance on the Application Process for Trainees 2019

1. Introduction

This document sets out the process by which students will be selected to undertake clinical training in child and adolescent psychotherapy with the Northern School of Child and Adolescent Psychotherapy (NSCAP). It also gives further information about the support that will be provided to trainees and summarises the requirements of the training.

Each year NSCAP selects a cohort of trainees who meet the requirements to train as Child and Adolescent Psychotherapists. These trainees will then be eligible to apply for an NHS funded clinical training post with one of the NHS CAMH services in the northern region that have been accredited by the school as able to provide the learning environment, clinical caseload and supervision necessary for the trainee to complete the clinical requirements of the training.

2. NSCAP

NSCAP is one of five centres providing training in child and adolescent psychoanalytic psychotherapy in the UK; two in London, one in Birmingham and one in Scotland. The training that NSCAP provides is accredited by the Association of Child Psychotherapists (ACP).

NSCAP is an NHS organisation which is hosted by Leeds and York Partnership NHS Foundation Trust. It is an Associate Centre of the Tavistock and Portman NHS Foundation Trust and the University of Essex. All students from the September 2015 intake onwards on NSCAP's clinical training are enrolled on the Professional Doctorate in Child and Adolescent Psychoanalytic Psychotherapy with Essex University.

The clinical training staff:

Dr. Janet Shaw, Director of Clinical Training
Dr. Rajni Sharma, Academic Tutor
Lynda Ellis, Course Tutor, Lead Director NSCAP
Simon Cregeen, Course Tutor
Jason Kaushal, Course Tutor
Dr. Lerleen Willis, Course Tutor, Research & Development Lead, NSCAP
Selina Perocevic, Course Tutor
Penny de Ruyter, Course Tutor

Additional teaching, specialist seminars and supervision are provided by experienced colleagues in Child and Adolescent Psychotherapy and other professions from within the region and from other training centres, in particular the Tavistock and Portman NHS Trust.

3. Summary of the Training of Child and Adolescent Psychotherapists

Child and Adolescent Psychotherapists are core members of multi-disciplinary child and adolescent mental health teams. Their training equips them to make a unique contribution in understanding the child's perspective of the world. The Child and Adolescent Psychotherapist's primary task is the assessment and treatment of children and their families, with the ability to offer long-term individual psychotherapy when necessary. They also contribute to the service with short term work, under-fives work, family assessments; and provide supervision, teaching and consultation across all tiers and professions, and with other agencies such as social services and education.

The training in child and adolescent psychotherapy provided by NSCAP will enable trainees to develop the academic, clinical and research skills needed to prepare them for practice as professional Child and Adolescent Psychotherapists eligible for membership of the Association of Child Psychotherapists (ACP). Theory and practice are closely linked and the training reflects an integrated approach, including close attention to the development of psychoanalytic based clinical skills. The training provides a thorough grounding in the emotional development of children and adolescents, drawing on psychoanalytically orientated developmental perspectives. It enables trainees to diagnose and treat a broad range of mental health problems in childhood and adolescence. It encourages clinical sensitivity and solid practice, enabling trainees to respond with sensitivity to the multicultural contexts encountered in clinical work. Supervision and personal analysis are important aspects of the training and help develop in the trainee the personal qualities necessary for clinical practice.

Academic Qualification

The course provides an academic as well as a professional qualification. Current trainees are registered for the Professional Doctorate in Child and Adolescent Psychoanalytic Psychotherapy (DProf) with Essex University. Trainees in certain circumstances have an option from year 3 onwards to follow the less academically rigorous route towards the MProf academic qualification at the end of their 4 year training.

Clinical Training Requirements

The ACP Training Council set out the requirements for training in child psychotherapy and monitors the quality of each training school's delivery. Trainees need to demonstrate that they have met the competencies required by the ACP to qualify as a child and adolescent psychotherapist at NSCAP <https://childpsychotherapy.org.uk/core-competences-child-and-adolescent-psychoanalytic-psychotherapy>

The theory and technique elements of the training will be delivered at NSCAP's premises in Leeds through a variety of teaching methods. Attendance in Leeds will be for a full day on Thursday each week during term time. Additional Training days take place for the day on the Thursday following the end of each term.

The clinical work under supervision will be gained through the clinical placement in a CAMHS team. Through the use of individual and group supervision, and clinical seminars, the trainee will integrate theory and practice. The training is for a period of four years.

Key elements of the training

THEORY AND TECHNIQUE

The “taught” elements of the training cover:

- Human growth and development
- Disturbance of development and psychopathology
- Psychoanalytic theories
- Techniques of treatment and knowledge of relevant research, outcome studies and evidence based methodologies
- Psychotherapeutic techniques

CLINICAL WORK UNDER SUPERVISION

i. Intensive Psychoanalytic Cases

Students are required to treat three patients in intensive psychoanalytic therapy, usually 3 times a week. The cases must include:

- a pre-latency child (under five years of age unless developmentally delayed)
- a latency child
- an adolescent

It is not usually acceptable for all three cases to be boys or, conversely, to be girls. This is only considered if it proves impossible to find a suitable mix of cases and if the trainee has substantial experience of the other gender in non-intensive work. One case is expected to be in treatment for two years and two cases for a minimum of one year each. In practice, the period of treatment may be longer as determined by the clinical indications in each case.

Trainees may not be able to commence intensive training cases at the very start of the training. The minimum requirements for commencing intensive work are:

- the student has completed one year of personal psychoanalysis
- the course tutors and service supervisor agree that the trainee is ready to undertake intensive psychoanalytic work.
- the student’s psychoanalyst/psychotherapist has been contacted for his/her view.

Each case will be supervised by a different intensive-case supervisor for at least one year. Supervision is on a weekly basis. The two year case will be supervised for two years but after one year the frequency of supervision may be changed to fortnightly if appropriate.

ii. Non-Intensive Cases

In addition to intensive work, students are required to treat children and adolescents on a less intensive basis, once or twice weekly. Generally, the experience will be of at least six such cases and each treatment should last a minimum of one year.

iii. Parent Work

A parent or parental couple, whose child may or may not be in therapy, must be seen for at least one year. If more than one such case is undertaken, this may replace one of the required non-intensive child cases.

iv. Other Clinical Experience

Psychotherapy with a family, or group therapy with children or adolescents, is encouraged. An experience with a family or group may replace one of the required non-intensive cases as appropriate.

Students are expected to gain experience of the following:

- brief psychotherapeutic work
- co-work with colleagues from other clinical and non-clinical disciplines
- assessment of children and adolescents for psychotherapy
- generic assessment work. Initial meetings with families etc.

The total experience in intensive and non-intensive work must include varying ages, both sexes and a range of clinical presentations and levels of disturbance.

Towards the end of the training period, students are expected to develop skills in consulting to other members of the professional network and may undertake some form of teaching-role under supervision.

RESEARCH

One session a week (½ day) or equivalent is given over to research studies. This work may either be undertaken in the clinic, or in another suitable location such as the trust library. Trainees are expected to become familiar with the research department in the trust and to engage in a topic of research which is of relevance to colleagues and managers in the trust. The research tasks over the 4 years of training include the following:

Year 1

- Critical appraisal of research papers
- Overview of key principles of quantitative research
- Systematic literature searching
- Qualitative research methods

Year 2

- Familiarisation with qualitative research methodologies
- A small qualitative research project
- Research project proposal
- Application for research ethics approval

Years 3 & 4

- Completion of the doctoral thesis, usually consisting of:
 - A literature review
 - A quantitative project (audit)
 - A qualitative project (service evaluation).

PERSONAL ANALYSIS

Personal analysis makes a central contribution to the trainee's growth and development as a Child and Adolescent Psychotherapist. It enables trainees to further their awareness, understanding and tolerance of unknown parts of their personality and enhances their sensitivity and capacity to reflect on their cases. During clinical training, students are expected to have a minimum of four, and where possible five, sessions of analysis per week. The school will assist trainees in finding an analyst but the process of analysis is kept as separate from the training as possible.

Trainees have to balance the requirement to attend regular analysis with the demands of their employment and the need to complete all of the clinical training requirements within the period of the training. Trainees often attend analytic sessions outside clinic working hours. With the agreement of their service supervisor and trust there may be some flexibility around the hours of work in the clinic to enable trainees to attend analysis, particularly where extensive travel is involved.

4. Employment and Funding Arrangements

All of the NHS funding for child psychotherapy trainees in the north of England is managed by NSCAP. The school provides the trusts with funding to cover the trainee's salary and other agreed expenses, and reimburses the costs of trainee's analysis direct to the trainee, up to an agreed maximum (NB in some cases, the reimbursement may not cover the full cost of the trainee's analysis fees).

Clinical trainees are employed full-time by the NHS trust with which they are based during the period of their training. They are employed on a training contract that is dependent on their satisfactory progress as a trainee with NSCAP. If the training with NSCAP is ended, for whatever reason, the contract of employment with the trust is terminated. The period of training is four years and funding is usually only be provided for that period. If, in exceptional circumstances, the training requirements cannot be completed in four years, the training period may be extended by up to a further one year if the training school agrees the requirements can be met in that time.

The funding provided by NSCAP covers the following items:

TRAINING SALARY

The school will fund salary costs to the employing Trust including "on-costs" such as NI and pension contributions. The Agenda for Change salary level for the Trainee Child and Adolescent Psychotherapists is Band 6 Points 21 to 24 (April 2018 Pay Circular).

Trainees' salaries rise incrementally through these points subject to satisfactory progress in the training.

<i>Year of Training</i>	<i>Point on Band 6</i>	<i>Pay 2018/19</i>
1	21	£28,050
2	22	£29,177
3	23	£30,070
4	24	£31,121

TRAVEL EXPENSES

The Trainee's necessary costs in attending lectures, analysis and supervision will be reimbursed via the Trust. Trainees will submit claims in the normal way to the Trust which will make payment to the Trainee and then reclaim the costs from NSCAP. Trainee's travel expenses should be paid at the agreed NHS Agenda for Change rate and should not include travel from home to their place of employment. Therefore, where the Trainee travels to analysis or other training activity on the way to or from their place of employment, they should only be reimbursed for the costs of additional mileage over and above that which they would otherwise have incurred by travelling directly to and from work and home.

PERSONAL ANALYSIS

The costs of four to five times weekly personal analysis will be reimbursed up to a maximum amount that will be set by the school. This is currently £7,500 per annum for full-time trainees. Reimbursement up to this limit is paid directly to the trainee who is then responsible for negotiating the analytic contract and paying the fee to the analyst. In some circumstances the fee charged by the analyst to the trainee may exceed the maximum reimbursement from NSCAP. Trainees should be aware that they would have to personally fund anything over the current limit.

PART-TIME TRAINING OPTION

In certain specific circumstances it may be possible for trainees to undertake the clinical training in child psychotherapy on a part-time basis (0.8 wte).

The nature of child psychotherapy training as it is funded and delivered by NSCAP and elsewhere in the NHS is that full-time training is the norm. The requirements of the training mean that being in a full-time clinical placement throughout the training period is the optimum way of completing the requirements. Where part-time training is considered it will be with the knowledge that this will have to take place within a framework that is orientated towards the full-time trainee and that this will have consequences for the part-time trainee. Given that the full-time training is already at least four years long, completing it part-time – which will probably take at least five years – will be an option that is only offered to a very small number of students where it is felt their circumstances require it and where both the school and the service offering the placement agree they are able to support a part-time trainee.

The arrangements for part-time training are summarised as follows:

- Employment would be on the basis of 0.8 wte. Trainees would be paid at 0.8 of the agreed full-time trainees' salary.
- One day per week would be spent in Leeds for seminars.
- The remaining time would be spent in the CAMHS team undertaking clinical work. The reduced hours could be split over 3 full days allowing one day off per week, or over four shorter days allowing greater flexibility on those days.

- Attendance at personal analysis would be at least four times per week in the same way as full-time trainees. It would be for the trainee to negotiate with their analyst suitable times that allow them to fit in the training and work placement hours and trainees would have to fit in these analytic sessions in addition to their minimum work and training hours.
- The maximum annual allowance for reimbursement of analytic fees is based on the normal training period of four years. Part-time training will extend this period to five years.

Applicants wishing to be considered for part-time training should indicate this in their application and set out the reasons why they wish to undertake the training in this way. Successful candidates will apply for NHS training posts alongside full-time trainees and commencement of the training will be dependent on the candidate securing a training place with a trust that is willing to support a part-time placement.

5. Entry Requirements

NSCAP wishes to encourage applications from people with a diverse range of professional backgrounds, and from all sections of society. Where individuals do not currently meet our eligibility criteria our approach will be to help them to address their needs so that they are able to apply in future years. Please talk to us if you are unsure about the requirements or have a specific development need that we can support.

The pre-training qualifications of each trainee must be approved by the Membership Committee of the Training Council of the ACP.

ENTRY CRITERIA

- 1. Academic requirements** – Child psychotherapy is a graduate entry profession. Candidates who have an Honours Degree are required to complete a recognised pre-clinical course (see point 3 below) to at least PG Diploma level. Candidates who do not have an honours degree must complete the pre-clinical course to Masters Degree level.
- 2. Work experience** – Trainees are required to have substantial experience of working with children and adolescents of varying ages. This experience may have been gained in a number of settings; including health, education and social care.
- 3. Pre-clinical studies** – Before commencing the clinical training students must have completed a course of study in psychoanalytic observational studies leading to a Postgraduate Diploma/MA or equivalent qualification. As under point 1 above, students who do not already have an Honours Degree will need to achieve a Masters Degree qualification in the pre-clinical course in order to be eligible to apply for the training.

- The pre-clinical course in observational studies is offered by many training schools throughout the country. The content and syllabus of the course varies between institutions. Applicants who have completed one of the courses held in Leeds will have completed all the required elements. Applicants who have undertaken the course at another training establishment are welcome to apply to NSCAP but may have to complete additional requirements prior to acceptance.

4. Personal suitability – Whilst completion of the course in psychoanalytic observational studies is a pre-requisite for application to the clinical training, *this does not in itself guarantee that applications will be successful*. The decision of the training school includes an assessment of whether it is considered that individuals are personally suitable to undertake a training in psychoanalytic work with children and young people.

- In considering the appropriateness of applying for training in child psychotherapy it is important that students discuss this initially with their observation course tutor. The observation course provides an opportunity for assessment of suitability for working in psychotherapy and NSCAP will ask for the views of tutors when considering applications.

5. Personal analysis – It is not a requirement for applicants to have had analysis or psychoanalytic psychotherapy during the pre-clinical course. However, as analysis is an essential component of the clinical training, applicants are strongly advised to have one or more consultations with a training analyst or psychoanalytic psychotherapist recognised by NSCAP and the ACP as part of the process of considering whether they wish to apply to undertake the training. This will help potential trainees understand something of the process of personal analysis and enable them to make a more informed decision about whether they are ready to apply.

APPLICANTS FROM OUTSIDE THE REGION

Individuals not living in the regions covered by the HEEs that fund NSCAP are welcome to apply to NSCAP for training in child and adolescent psychotherapy if they choose to locate to the region. If successful in their application to NSCAP they may then apply for a training place with a CAMH service in the region, funded via NSCAP in the usual way.

6. Process for Selecting Trainees and Filling Training Posts

The application process is in two distinct parts. Firstly, candidates will make an online application to be accepted as a trainee with NSCAP. Applicants are shortlisted and invited for a two-stage interview process at NSCAP. The school is required to submit the details of all selected trainees to the Membership Committee of the Association of Child Psychotherapists who will consider whether their qualifications and experience meet the criteria set out above. **Full details of the application process to NSCAP for 2019 are contained in Appendix A.**

Secondly, the candidates accepted by NSCAP will apply to one or more of the NHS Trusts in the northern region that have been accredited by the school as providers of clinical training posts in child and adolescent psychotherapy. **Interviews take place in June. The Trusts interview the trainees and make a selection of those candidates thought to**

be appointable to the post. The key aspects of the process of selection by Trusts and associated timescales are as follows:

1. The list of accredited places in any particular year is revised annually as posts become available, and others are developed where there is interest from Trusts or potential trainees in a particular locality. It is therefore not possible to publish a definitive list of places in advance of applications to the training in January. Applicants selected for the training will receive formal notification of the available training places by the end of April each year.

The school will advise trainees on which places are most likely to meet their needs and be a manageable location for them to combine clinical practice, training and analysis. The aim is for trainees to have a choice of NHS Trusts to apply to for their clinical training. There is an information evening in May in which applicants will be given advice on Trust interviews and dates for preliminary visits to Trusts. When a trainee makes an application to a Trust, this indicates that he or she is able and willing take up a place there.

2. Applications are made directly to Trusts during May and the interviews take place in a three week period in June. Trusts inform NSCAP of all candidates they would be willing to appoint. An 'Offer of Place' meeting takes place at the end of June at NSCAP which supervisors from host Trusts are invited to attend along with members of the Clinical Training Group. Decisions are made at this meeting as to which trainee is placed in which of the host Trusts, maximising the possibility that all posts for the academic year are filled. Trainees are then informed of the decision as to where they will be placed. . The trainees are then required to become student members of the ACP.
3. It is possible that individual trainees may be unable to secure a suitable training placement with an NHS Trust in the year of their initial application, particularly if there is competition for posts in a particular geographic area. If this happens trainees will have to defer their training place with NSCAP until the following year.

A timeline of the application process is provided at Appendix B.

Further Information

If you require any additional information about any aspects of these Guidelines please contact the Director of Clinical Training of the Northern School of Child and Adolescent Psychotherapy:

Dr Janet Shaw
Director of Clinical Training
0113 855 8750

PROCESS OF APPLICATION TO NSCAP AS A CLINICAL TRAINEE

The closing date for applications is 31st January 2019.

Applicants will make an online application to be accepted as a clinical trainee to NSCAP. The link for application can be found on the clinical training page on the NSCAP website <http://www.nscap.org.uk/content/child-and-adolescent-psychotherapy> .

Please refer to the Application Guide (incl FAQs) when completing the online application.

In addition to the information required for the online application, please submit the following directly to Anita Mitchell anita.mitchell2@nhs.net

2. One electronic photograph

3. Details of two people who can be contacted for references. One should be the current employer. NSCAP will contact the Organising Tutor of the relevant Observational Studies course in all cases.

4. The following papers from their pre-clinical training:

- Infant Observation paper
- Work Discussion paper
- Child Development Research essay
- One Psychoanalytic Theory essay

** Students who are in the final year of the observation course and who may not have completed all of the required papers should submit with the application all those papers that are available and then submit the remaining papers as soon as they are completed. If this is the case please enclose a summary of the main themes you intend to explore in your Infant Observation & Work Discussion papers (approx 1500-2000 words each).*

5. Evidence of graduate status. The original of a valid degree certificate must be seen by a member of NSCAP staff who will make a copy of the original and sign it to say they have seen the original. Copies will not be accepted.

** Students who require the award of the Masters degree in Psychoanalytic Observational Studies in order to meet the graduate requirement should state so clearly in their covering letter. Students in this position who meet the other requirements for acceptance onto the training will be given the status of provisional acceptance subject to successful award of the Masters.*

6. Evidence of Enhanced Disclosure from the Disclosure and Barring Service. Current observation course students should already be in possession of Enhanced Disclosure.

N.B. Applications will not be accepted without all of the required elements including points 6 and 7. It is the applicant's responsibility to ensure that these are sent, or seen, by the closing date.

Submitted applications will be considered by the Training Group to determine whether candidates should be short-listed for interview. Short-listed candidates will be invited for interview by early March. The interview is a two-stage process. Interview A is an opportunity to reflect on the decision to apply for the Clinical Training, and Interview B is an exploration of the applicant's learning and work experience. Interviews take place on different days with different members of the Training Group.

The successful candidates will be formally notified that they have been accepted as Trainee Child and Adolescent Psychotherapists with NSCAP by the beginning of April.

Unsuccessful candidates will be offered a follow-up meeting with one of the interviewers and given advice and support on areas of development that could allow them to make an application in future years. Where additional elements of the pre-clinical course need to be completed this could be arranged at one of the three centres in the north.

APPLICATIONS

A hard copy of your application should be sent by the closing date to:

Anita Mitchell
Northern School of Child and Adolescent Psychotherapy
Bevan House
34-36 Springwell Road
Leeds
LS12 1AW

Tel: 0113 855 8750
Email: nscap.lypft@nhs.net

Timeline of Application Process for NSCAP Trainees 2019

