

BRITISH/ PSYCHOANALYTIC /COUNCIL

BPC Guidelines for the Selection of Training Analysts/Therapists and Training Supervisors

Introduction

The BPC aims to ensure a psychoanalytic foundation in all its trainings. We expect Training Analysts/Therapists who provide personal psychotherapy to trainees, and Training Supervisors who supervise training cases, to be BPC registered psychoanalysts, Jungian analysts or psychoanalytic psychotherapists who have been qualified for at least five years and have post-qualification experience of working intensively.

The only exception to this is that those on psychodynamic trainings may have one supervisor who is a psychodynamic psychotherapist who meets the conditions outlined in appendix one

Training Therapy

Personal psychotherapy is the cornerstone to all our accredited trainings. The trainee is first and foremost a patient, and their training therapy must be psychoanalytic, irrespective of their training modality.

A psychoanalytic training therapy offers the best support and protection for the future clinician, as they will have to manage the pressures of working with the distress and pathology of their patients. All work that is psychoanalytically based requires the clinician to engage deeply with their internal world.

This is best achieved through a frequency of contact which is strong enough to both stimulate and contain feelings of a disturbing nature. Therefore we recommend that trainees have as much personal therapy as possible.

The frequency of the training therapy is preferably at least three times weekly and no less than once weekly. A training case cannot be seen more frequently than the trainee's training therapy.

Although the experience of therapy is crucial in underpinning the trainee's future practice, we do not believe its function is to teach the trainee how to work in their



particular modality: that is the role of supervision.

It is a requirement that BPC Training Analysts/Therapists are non-reporting.

Requirements and procedures for selection

The selection of Training Analysts/Therapists and Training Supervisors should be made by a Training Therapist Committee. Written criteria and procedures must be in place and available.

Criteria for selection

The following criteria for selecting Training Analysts/Therapists and Training Supervisors should equally apply to all applicants, regardless of whether they will work with psychoanalytic or psychodynamic trainee-patients.

1. The applicant must be a BPC registered psychoanalyst, Jungian analyst or psychoanalytic psychotherapist
2. The applicant should have been in practice for at least five years post-qualification
3. The applicant should be in practice for at least twenty hours per week, have current experience of seeing patients intensively (at least three times weekly), and have background experience of seeing patients at other frequencies
4. The applicant should be seeing a minimum of three patients intensively, each for over three years, and should have had individual supervision from a Training Supervisor on at least one of these cases.

The above criteria are standard requirements but, in individual cases, the



Training Therapist Committee may use its discretion in varying some of the requirements in (3) and (4).

Specifically, the Committee may use its discretion in relation to the current number of hours in practice per week, and in relation to the minimum number of intensive cases, providing three intensive cases are being seen or have been seen post-qualification.

Any variations should be documented for the next reaccreditation, indicating brief details of the reasons and by whom they were agreed.

The same criteria apply to Training Supervisors, but Member Institutions may add additional requirements as appropriate to the training modality, such as attendance at supervision courses or seminars.

Procedure for selection

1. The applicant wishing to become a Training Therapist or supervisor should first contact the Chair of the Training Therapists Committee for an informal discussion of the application
2. If the applicant wishes to proceed, they will be asked to apply in writing to the Committee. They may be asked to provide further information, which should include two current or recent supervisor references and an account of their clinical development and work experience
3. The applicant will be invited to present clinical and possibly supervisory material. This will be either to a panel of assessors or to a number of individual assessors, who will be senior Training Analysts/Therapists and Training Supervisors appointed by the Committee



4. The assessors will make a recommendation to the Committee as to whether the applicant should be accepted.

It is recommended that the Committee has in place a procedure for approving applicants who have already been selected as Training Therapists and Supervisors by another BPC Member Institution. The extent of this procedure is at the discretion of the Committee; it should at least seek to confirm that the approval criteria and procedure used in the other Member Institution are broadly equivalent.

Approved Therapists

The BPC wishes to address the issue of the lack of Training Therapists by introducing a new category of training therapist for those trainings that require a once weekly training therapy that is some Psychodynamic Counselling and Psychodynamic Psychotherapy trainings. These training therapists will be known as **Approved Therapists** .

Criteria for selection

A training therapist committee may approve as an Approved Therapist, a psychoanalytic psychotherapist, psychoanalyst or Jungian Analyst who is more than three years post qualification as long as the following conditions are met as a minimum.

- a. post qualification experience of intensive work
- b. additional supervision for the treatment of the trainee by a training supervisor or training therapist
- c. the trainee is made aware that should they wish to undertake a more intensive



training they will require a Training Therapist who meets **all** the BPC Training Therapist criteria. If this situation arises then it is hoped that the Approved Therapist will be in a position to apply to be a Training Analyst/Therapist.

The training committee may also wish to provide continuing professional development opportunities for the Approved Therapists such as seminars, supervision groups and mentors.

The procedure for selection as an Approved Therapist is the same as that for a Training Therapist.

Career progression

Graduates of BPC psychoanalytic and Jungian analytic trainings must be eligible for consideration as a Training Analyst/Therapist and Supervisor for their own trainings.

Member Institutes may not demand the frequency of personal therapy required for eligibility to be greater than the frequency required by the training.

The route to progression for selection as a Training Analyst/Therapist and Supervisor must be made clear by Member Institutions. Graduates should be encouraged and provided with support to think about their career progression.

Graduates of BPC psychodynamic psychotherapy trainings are to be encouraged to become eligible for consideration as a Training Analyst/Therapist and Supervisor by continuing their professional development through training as a psychoanalyst, Jungian Analyst or psychoanalytic psychotherapist.



Appendix One:

Training Supervisor selection for psychodynamic training

A trainee may have one of their training patients supervised by a psychodynamic psychotherapist who has been approved as a training supervisor, if the Training Committee agree. The supervisor must be approved according to the following requirements and procedure:

Requirements

1. The applicant must be a BPC registered psychodynamic psychotherapist.
2. The applicant should have been in practice for at least five years post qualification.
3. The applicant should have experience of personal therapy of at least two years at a frequency of three times weekly or more with a BPC registered training therapist or analyst. This may be as part of the original training and/or subsequently.
4. The applicant should have ongoing supervision with a BPC registered training therapist or analyst.
5. The applicant should have post qualification experience of two patients seen twice weekly under supervision of a BPC registered training therapist or analyst. One patient is to be seen for at least one year and the other for at least eighteen months.
6. It is recommended that the applicant has some experience of supervising qualified psychodynamic psychotherapists and psychodynamic counsellors.
7. It is recognised that supervision courses may be helpful in addition to the above criteria, but they are not a requirement.



Procedure

1. The applicant must complete an assessment process overseen by the Training Therapist Committee, comparable to that undergone by psychoanalytic Training Therapists and supervisors, to include an application, references, and the presentation of clinical work to at least two assessors appointed by the Training Therapist Committee. The presentation will be either to a panel of assessors or to a number of individual assessors.
2. The assessors must be psychoanalytic psychotherapists, at least one external to the organisation and at least one to be a Training Therapist and supervisor.
3. Two references will be required, one from the current supervisor (see 4 above) and one from another BPC registered psychoanalytic psychotherapist or analyst.
4. The applicant must be able to demonstrate to the assessors that he or she has a well- established analytic frame and a thoroughly developed understanding of unconscious dynamics, together with the necessary personal and professional qualities, including:
 - An awareness of the complex multiple transferences involved in being a training supervisor.
 - A capacity to help the supervisee develop an analytic stance. This may involve support to make the transition from more active types of intervention towards establishing an analytic frame which pays due attention to unconscious factors.
 - A capacity to help the supervisee reflect upon their countertransference and understand when they are enacting the transference rather than maintaining an analytic attitude.
 - A commitment to, and personal responsibility for, continued professional development and appropriate supervision.