

# NRPC

**National Register of  
Psychotherapists & Counsellors**

## **Membership and Supervision Requirements**

*This document is the initial (December 2011) edition of the  
Membership Requirements of The Register.*

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## Membership Requirements

*It is a strict requirement that members will have either: (a) undergone an accredited attendance-based training of at least 120 attendance hours and c. 350 home assignment hours; or (b) have completed at least two years in clinical practice with relevant supervision and Continual Professional Development at the required level as shown later in this document.*

### Membership fees

Annual Membership for 2012: £80.00

APHP members: £105.00 annually if maintaining dual membership.

### Membership Grades

There are three grades of membership of the Register:

1. **Affiliate.** Designated letters: **ANRPC**. This is for therapists who might not yet have a 'full set' of skills as a psychotherapist or counsellor but have successfully completed an accredited training in an associated field such as Hypnotherapy. After two years affiliate membership an affiliate becomes eligible for registered membership, as long as they have undergone adequate supervision and Continual Professional Development.
2. **Registered Member.** Designated letters: **MNRPC**. This grade is for those who can show relevant training and/or prior experience in working as a counsellor or psychotherapist for two years or more, with adequate supervision and Continual Professional Development.
3. **Accredited Member.** Designated letters: **MNRPC (acc.)**. This is only for those therapists who have trained via an accredited psychotherapy/counselling course of at least two years duration.

*Details of requirements for Continuing Professional Development (CPD) and Supervision:*

### Continuing Professional Development

CPD ensures that the therapist does not stand still in their practice, but continues to grow and develop as a practitioner. All members are required to attend at least 15 hours of relevant CPD throughout the therapy year. All CPD must be relevant to working with the human mind and psyche.

### Supervision

The Register acknowledges two kinds of supervision arrangement: formal and informal. It considers that all therapists of fewer than five years' of experience must maintain a formal supervision arrangement. Therapists who have more than five years' experience, and who are of the grade of Registered or Accredited member are entitled to maintain an 'Ad Hoc' informal supervision arrangement, but this is still subject to guidelines.

To be a formal arrangement, the following criteria must be met:

- 1.) There is a written contract between supervisor and supervisee which sets out costs, timing, ethics and expectations of the arrangement.
- 2.) The supervision occurs at regular set times throughout the year; said times to adhere to The Register guidelines as to number of hours required (see below.)
- 3.) The modality and method of supervision (see below) are appropriate to the grade of member being supervised.
- 4.) Confidentiality of clients is maintained within the arrangement.
- 5.) The Supervisor is properly qualified. The Register accepts the validity of APHP Supervisors with the qualification APHP(Sup) and Accredited Supervisors in other associations may also be accepted – contact The Register if in doubt.
- 6.) The Supervisor will maintain an accurate log of the time spent in supervision and will report to The Register as necessary (see later). The Supervisor is professionally insured as a practitioner and agrees to abide by The Register Code of Ethics and Complaints Procedure.

An informal arrangement is one that does not meet all the above criteria. For example, an occasional chat with a friend who is also a therapist does not count as formal supervision – even if that friend is a very experienced therapist, your trainer, etc. *All therapists are strongly advised to remain in some form of supervision throughout their career.*

### **Supervision Modalities**

A supervision modality describes the relationship dynamic between supervisor and supervisee. All supervision sessions must be of 60 minutes duration.

#### Differential Supervision

Differential Supervision occurs when there is:

- (a) an appropriate gap of experience between supervisor and supervisee, i.e. that the supervisor is significantly more experienced, and preferably more qualified, than the supervisee.
- (b) no social or business relationship between the supervisor and supervisee (e.g. a friendship, in practice together, teaching for the same training school, etc.). However, the supervisee may be a trainee or former trainee of the supervisor.

The Association considers that ONLY Differential Supervision is the appropriate modality for those with less than five years in post-qualification full time clinical practice.

#### Peer Supervision

Peer Supervision occurs when there is

- (a) no essential gap in experience or membership grade between supervisor and supervisee, or that there is a gap but it does not feature within the supervision dynamic.
- (b) that the supervisor and supervisee recognise each other as peers and that, therefore, the supervision is mutual and reciprocal, each taking on both roles.
- (c) a social or business relationship may exist between supervisor and supervisee engaged in peer supervision.

The Association considers that Peer Supervision is appropriate for those therapists with five years or more of post-qualification full time clinical practice.

## **Method of Supervision**

The Register acknowledges the following methods of supervision:

Face to Face: The supervisor and supervisee meet together, either individually or as a group of supervisees. Small groups are acceptable, but supervision session time should increase accordingly. 2 supervisees = 1.5 hours; 3-6 supervisees=2 hours; 7-10 supervisees=2.5 hours per session. Supervision of groups by any other method than face to face is not acceptable. The Register considers groups of more than 10 to be inappropriate for supervision.

Telephone/WebCam/IRC/ Other Technologies: The supervision occurs by telephone, web cam, or other similar technologies which utilise real time conversation.

Email or letter: This method of Supervision is not acceptable to The Register.

There should be a provision for emergency advice or consultation with the Supervisor over and above the agreed number of sessions.

## **Payment**

Payment is a matter for individual supervisors and supervisees. A general guide is that a supervisor is paid the equivalent of their hourly client rate per supervision session, plus a small fee for writing up the yearly report. However, many supervisors operate different models and payment schemes. A written contract between supervisor and supervisee if money is involved is highly recommended, as well as being a condition of the arrangement being a formal arrangement.

## **Qualification to be an accredited Supervisor**

Requests to become an APHP/NRPC Supervisor will be assessed by:

- Length of time in full-time practice (minimum 5 years)
- Amount of clinical experience annually (not less than 1000 hours)
- Amount of teaching/presentation time annually (not less than 15 hours)
- Those becoming supervisors will be awarded the qualification of APHP(Sup)

## **Complaints**

Supervisors are subject to the Association Code of Ethics and Complaints Procedure and supervisees have the right to follow this procedure and make complaints. Supervisees should note that non-members are not subject to our procedures and no redress can be obtained through the Association for those therapists who choose a non-member.

## **Number of sessions annually**

If you see five clients or less per week *on average* then you require a minimum of 5 sessions of supervision relevant to your experience throughout the therapy year. If you see more than that, it must be 10 sessions of supervision relevant to your experience.

*If you are in doubt as to your eligibility for membership please contact us and we will reply as soon as possible.*

