

COGNITIVE ANALYTIC THERAPY (CAT) PRACTITIONER TRAINING

SEPT 2016 – JUNE 2018

COURSE INFORMATION AND APPLICATION DETAILS

**PROVIDED BY THE COGNITIVE ANALYTIC THERAPY SERVICE,
CENTRE FOR SPECIALIST PSYCHOLOGICAL THERAPIES,
NORTHUMBERLAND TYNE & WEAR NHS FOUNDATION TRUST**

**ACCREDITATION PENDING WITH ACAT
(ASSOCIATION FOR COGNITIVE ANALYTIC THERAPY)**

Shining a light on the future



ABOUT COGNITIVE ANALYTIC THERAPY

Cognitive Analytic Therapy is an integrative and time-limited approach to psychological therapy which is fast-growing in the NHS. It is a collaborative programme for looking at the way a person thinks, feels and acts, and the events and relationships that underlie these experiences. As its name suggests, it brings together ideas and understanding from different therapies into one user-friendly and effective treatment, tailored to a person's individual needs and goals for change. At its heart is an empathic relationship between the client and therapist, the purpose of which is to help the client make sense of their situation and to find ways of making changes for the better. Since the 1970s it has been developed to treat and manage NHS clients with a wide variety of mental health problems and personality disorders. There is growing demand for training in CAT from nurses, psychologists, psychiatrists, therapists and counsellors, as well as from other health and social care professionals dealing with people with complex problems (including in primary care and physical health settings). Increasingly CAT is used as a consultation tool to help teams and individuals work more effectively in delivering effective routine care to clients.

PRACTITIONER TRAINING IN COGNITIVE ANALYTIC THERAPY

CAT Practitioner Training is a two-year in-service training leading to the major professional qualification in CAT, including accreditation with the Association for Cognitive Analytic Therapy (ACAT) as a CAT Practitioner.

Our training programme enables staff already qualified in a core caring profession or with psychological therapy experience to enhance their understanding and skills in psychotherapy by learning the theory and methods of Cognitive Analytic Therapy.

The NTW Practitioner Training in CAT has run since 2004, successfully training staff in CAT across clinical specialties, from different multidisciplinary backgrounds, inside and outside the trust. The programme beginning in September 2016 will be the sixth training intake for the course.

PROGRAMME STRUCTURE

The training programme, spaced across two academic years, consists of

- training days
- seminar reading groups,
- supervised clinical work
- written work, and
- a personal CAT therapy

TRAINING DAYS

There will be 10 training days per year, covering the following themes:

Fundamental CAT concepts; Assessment; Theoretical bases of integrative psychotherapy, e.g. theories of object relations, intersubjectivity, attachment and personality development; Basic concepts in psychotherapy practice; Evidence based psychotherapy practice; Personality disorders—theories and treatment; Principles of ethical professional practice.

The course aims to familiarise trainees with the theory of CAT, providing an understanding of the Procedural Sequence (Object Relations) Model, and Reciprocal Role relationships, as well as introducing later developments in CAT, such as the Zone of Proximal Development and dialogical theory. Trainees will be helped to apply these concepts, through supervised clinical work and skills practice, by using the Psychotherapy File, Target Problems and Target Problem Procedures, Sequential Diagrammatic Reformulation, and Reformulation and Goodbye Letters.

The training will address the wide variety of psychotherapy theories which have informed the development of CAT and will also cover issues common to all psychotherapies within the CAT context: assessment; transference and counter-transference; the therapeutic alliance; processes of change; working with complex presentations; termination and follow-up. All training inputs will be planned in the light of the social/political context, equality and diversity issues, and psychotherapy research.

TRAINING DAY DATES

All training days run on Tuesdays between 10.00 am and 5.00 pm, at Walkergate Park Hospital, Benfield Road, Newcastle upon Tyne NE6 4QD. There are no training days in July or August.

Year 1

1. 6th September 2016
2. 4th October 2016
3. 1st November 2016
4. 6th December 2016
5. 3rd January 2017
6. 7th February 2017
7. 7th March 2017
8. 11th April 2017
9. 2nd May 2017
10. 6th June 2017

Year 2

1. 5th September 2017
2. 3rd October 2017
3. 7th November 2017
4. 5th December 2017
5. 9th January 2018
6. 6th February 2018
7. 6th February 2018
8. 10th April 2018
9. 11th May 2018
10. 5th June 2018

TRAINING TEAM

For this intake of the course, we have a new core training team, consisting of the core staff of the NTW CAT Service, part of the Centre for Specialist Psychological Therapies based at Benfield House, Walkergate Park, Newcastle-upon-Tyne. **Steve Clarke** and **Paula Barnes** (Psychological Therapists) are ACAT-accredited CAT Psychotherapists and Supervisors, and **Dr Steve Jefferis** (Consultant Clinical Psychologist) is Course Director, Clinical Lead for the CAT Service, and CAT Practitioner and Supervisor. Some of the training days, especially in year 2, will include invited local and national speakers with expertise in specialist applications of CAT. We also hope to work with two local CAT supervisors on providing supervision and academic support to the programme.

SUPERVISED CLINICAL WORK

Trainees work with a minimum of 8 clients under the clinical supervision of an ACAT-accredited Supervisor. Supervision takes place weekly, usually for one-and-a-half hours in groups of 3 trainees. There will be a minimum of 40 supervision groups per year. Trainees are required to be in accredited CAT supervision until the completion of all clinical work. This will normally take a minimum of two years, and may take longer for some trainees, depending on availability of suitable clients. Supervision groups are run in various locations, including Newcastle and Sunderland. Trainees working in highly specialist clinical areas may be required to gain some experience of CAT with general adult mental health clients. Such clients may be sourced from the CAT Service or other services within the Trust.

SEMINAR READING GROUPS

Trainees will be required to set up seminar reading groups of between 3 and 6 participants, meeting for at least 16 hours per year of the course. Each trainee will be expected to take responsibility for giving a 20-30 minute presentation to the group and leading discussion around a chosen paper. The aim is to encourage trainees to take an active approach to their own learning needs and to identify gaps in their knowledge which their own activity can meet. Course trainers will help with arrangements, provide the reading material and guidelines to assist study, and each group will link up with a local CAT practitioner who will occasionally facilitate the seminar groups.

PERSONAL THERAPY

Trainees are required to undertake a 16 session personal CAT training therapy (plus follow-up session) during the course. The therapist, who must be ACAT-accredited, cannot be one of the core team members, and trainees may need to travel to find a suitable therapist. CAT personal training therapy is normally funded by the trainee themselves as a private arrangement.

WRITTEN WORK AND ASSESSMENT

Trainees' progress is assessed via:

- Two essays (on reformulation, and on the application of CAT concepts in clinical work), one by the end of each year of training.
- Two case studies, one by the end of each year of the training.
- Clinical appraisal reports, submitted jointly by clinical supervisors and trainees, at six monthly intervals.

Trainees must attend a minimum of 85% of each element of the course.

AWARD AND ACAT ACCREDITATION

The ACAT Practitioner award is equivalent to a Postgraduate Diploma. After accruing further accredited CAT therapy cases, course graduates are eligible to apply to the two advanced training courses in CAT: the CAT Psychotherapy Training (IRRAPT, leading to UKCP registration as a CAT Psychotherapist), and the CAT Supervisor Training (also offered via the NTW CAT Service). ACAT Practitioner trainings are accepted by the Department of Health as meeting the standards for the training of Psychological Therapists in the NHS (www.cfw.org.uk)

All CAT Practitioner training programmes are accredited by the Association for Cognitive Analytic Therapy (ACAT). For this intake, with a new course team, the course is due to be re-accredited by ACAT and we anticipate that this will be in place for the course to run in September 2016.

ADMISSION CRITERIA

- Core professional training in one of the caring professions (including high-intensity IAPT-qualified staff) OR minimum one-year counselling or psychotherapy theory and skills course
- At least one and normally two years of post-qualification experience, including experience of delivering psychological treatment.
- Experience and/or training in psychotherapy at an introductory level.
- Basic understanding of the CAT model (attendance at an introductory workshop or received some CAT supervision)
- Regular access to clients in the workplace.
- Full managerial support for the training.
- Non-graduate applicants must demonstrate an ability to undertake studies at the postgraduate level.

COSTS

For staff currently employed by NTW, the training course is free of charge. Clinical supervision is also free of charge if provided by an NTW CAT Service supervisor. There is an initial application fee of £10 and a fee if called for interview of £40.

For staff not employed by NTW, fees are as follows:

- Initial application fee: £10. If called for interview: £40.
- Academic training and training days: £2000 p.a.
- Supervision fees (if required from NTW CAT Service Supervisors): £1000 p.a. Accredited CAT Supervision may be sought independently of the Course.
- Total cost over two years (incl supervision, excluding personal therapy fees): £6050

For all trainees, there are **personal CAT therapy charges**. These are negotiated directly with the therapist. Typical cost of therapy approx. £765 (16 sessions + follow-up x £45).

MAKING AN APPLICATION

To make an application, please submit the following

- A **CV** including contact details for two referees. One must be from your line manager; the second should be from your clinical supervisor, or another clinician who knows your recent clinical work well.
- Details of your likely **source of clients**, assessment arrangements, and venue for seeing clients.
- Details of **who to invoice** regarding application and interview fees.
- A **personal supporting statement** of around 750 words giving an indication of:
 1. Your current therapeutic approach
 2. What you hope to gain from training in CAT
 3. Why it is important for psychotherapists to develop an understanding of their own emotional life
- One **case summary** of around 500 words

Please submit applications as soon as possible, by email only, to steve.jefferis@ntw.nhs.uk

APPLICATION DEADLINE is **May 9th 2016**. If you are unable to meet the deadline please contact us.

INTERVIEWS

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Short-listed applicants will then be invited for an interview. Full managerial support for your participation on this course is essential and will be discussed at interview. Interviews are scheduled to take place on **June 9th, 10th, 13th & 14th**

FURTHER INFORMATION AND FREQUENTLY ASKED QUESTIONS

for applicants and managers

ABOUT THE COURSE AND THE COGNITIVE ANALYTIC THERAPY SERVICE

The Association for Cognitive Analytic Therapy (ACAT) belongs to the United Kingdom Council for Psychotherapy (UKCP), and is the accrediting body for CAT trainings in the UK. This NTW-hosted course is one of fourteen run in the U.K. and Ireland with ACAT accreditation. Our “flagship” course in CAT has been hosted by Northumberland, Tyne and Wear NHS Foundation Trust (NTW) and its predecessor Trusts since 2004. It was set up in order to provide a locally-based training for staff of the Trust in this major approach to psychotherapy. However, this course is also open to external applicants who pay fees for training and supervision.

The course is run by the NTW Cognitive Analytic Therapy Service. The service is part of NTW’s Centre for Specialist Psychological Therapies, along with the Regional Department of Psychotherapy, the Newcastle Cognitive and Behavioural Therapies Centre, and the Family Therapy Service. The Centre is part of the Community Services Group, Access and Treatment Directorate. The Cognitive Analytic Therapy Service provides accredited training, supervision and consultation in CAT as well as direct clinical services to clients. We are based at Benfield House on the Walkergate Park site, Newcastle upon Tyne, with clinical work and supervision also currently on offer at Hopewood Park in Ryhope, Sunderland.

The Cognitive Analytic Therapy Service has seen some recent major changes with the appointment of Dr Steve Jefferis (Consultant Clinical Psychologist and Clinical Lead for the service), and Paula Barnes (Psychological Therapist), who join Steve Clarke (Psychological Therapist) following the retirements of Anna Jellema (Consultant Clinical Psychologist) and Sally-Anne Ennis (Consultant Psychotherapist). We are a new team eager to continue and build on the work of our predecessors in growing CAT in the North-East, and the sixth Practitioner Training intake illustrates the ongoing investment and commitment by the trust in Cognitive Analytic Therapy as a significant therapeutic approach.

WHY SHOULD MY SERVICE OFFER CAT ON ITS TREATMENT MENU?

CAT is designed as a “safe first intervention” for almost any psychological difficulty, with few exclusion criteria, and was designed specifically for NHS settings where resources are limited. The objective of CAT is to deliver an effective treatment, within a time limit, while working at some depth rather than simply treating a person’s surface symptoms. It tends to be popular with clients.

Many Community Treatment Teams and Psychological Services teams have found that the CAT model is helpful in reducing psychological therapy waiting lists because of the structured and time-limited format. CAT is often successfully used where clients’ problems have not been resolved by other short-term psychological treatments including CBT, or where clinicians have had difficulty actively involving the service user in making changes to move towards recovery.

CAT is being successfully used within many different services including mental health (psychosis and non-psychosis), learning disabilities, older people, adolescents and health psychology. CAT has an emerging evidence base and was built on decades of psychotherapy process research regarding the components of effective therapy. There is good evidence for CAT with eating disorders and personality disorder (NICE guidelines and RCTs) and is an appropriate form of treatment for many clients with relational difficulties, and those with multiple problems who typically fall into clusters 3-8 of the Mental Health Clustering Tool, plus other clusters.

For all these reasons, CAT is fully aligned with the NTW Transformation agenda in Community Services, and features in the emerging evidence-based clinical guidelines for e-pathways. Besides enabling

trainees to deliver CAT as a psychological therapy, this course also addresses how CAT can be used in “scaffolding” by e.g. CAT consultancy for clients who may not be appropriate for individual therapy. For references regarding any of these issues, please contact us.

WHAT IS THE COURSE PHILOSOPHY?

The CAT Practitioner Training course is intended to help trainees develop basic competence in Cognitive Analytic Therapy as an integrative form of psychological therapy. The course requires the ability to study at a postgraduate level of competence. Practitioner Training also requires trainees to be intellectually curious and emotionally aware, both in relation to clients and to themselves; it is challenging professionally and personally, but also a very rewarding training. The majority of successful applicants for CAT Practitioner Trainings are currently employed in therapeutic roles, in public sector settings.

As CAT is an integrated theory of psychotherapy, the training starts from an integration of theory and practice right from the start. In line with CAT practice, we aim to make training as collaborative and as respectful of individual differences as possible. We adhere to the professional ACAT Codes of Practice.

WHAT TIME COMMITMENT IS REQUIRED FOR THE COURSE?

You need to attend at least 85% of each element of the course, including training days. You should expect to set aside about four hours per week for personal study and reflection in addition to the core requirements of the course. You may be asked to do some reading or other preparation prior to training days. There will be ten training days per academic year of the course (twenty in total).

In your clinical work, once you have started treating CAT clients you should expect to carry 2 CAT training cases at any one time, i.e. approx. 2 therapy hours per week. You also need to make time for e.g. writing up case notes, letters and diagrams, preparing for supervision, training days and seminars. Four pieces of written work are also required: two case studies of about 4000 words, and two essays (2500/4000 words), one of each to be submitted during each year of the course.

Trainees arrange themselves into seminar groups (ideally 3-6 people) shortly after the start of the course. These groups read, present and discuss the basic CAT papers and texts and other key papers in psychotherapy, and consider how the ideas apply to their work in CAT. These papers are grouped in relation to the content of the training days. You need to agree on locations and times suitable for all in your group. The groups meet for 32 hours across the two years.

WHAT CLINICAL WORK IS REQUIRED?

8 supervised cases are required for qualification. It is quite possible to complete 8 cases over the two years of the course, but this does depend on factors such as the availability of suitable cases, drop-outs, etc. Most CAT training clients will need to be treated with 16 sessions of CAT (usually weekly) and we recommend that trainees gain experience with more complex clients over 24 sessions (e.g. people with personality disorders, or those who are otherwise “hard to help”). One case can be seen for 8 sessions in the second year. These are the current requirements of ACAT (the accrediting body). If you work in a highly specialist service (e.g. Eating Disorder Service) you will be required to gain broader clinical expertise with CAT, by e.g. treating generic adult mental health cases. The current position of the ACAT Training Committee is to require two non-specialist cases.

WHAT CLINICAL SUPERVISION IS REQUIRED?

Trainees must be in weekly supervision with an ACAT-accredited supervisor for the duration of the course, or until the 8 CAT training cases are completed, if this is longer. Your supervisor may be part of the core course team, provided as part of the training, or you may choose another ACAT-accredited supervisor (which may require the payment of supervision fees). ACAT requires Practitioner trainees to have half an hour’s clinical supervision time per week and usually two cases are brought at any one time.

Supervision normally takes place in a group, typically with 3 members and lasting 1½ hours, over at least 40 weeks p.a. You need to start working with CAT clients as soon as possible after the start of the taught course. Two supervision appraisals, and occasional tutorials with the trainers, will be held during each year.

WHAT IS THE REQUIREMENT FOR PERSONAL THERAPY?

You will need to arrange a 16 session CAT personal training therapy (usually weekly), plus follow up, as an ACAT requirement. Having a personal CAT therapy while training has a number of useful functions: gaining some understanding of your own ‘reciprocal roles’ and problem patterns to better understand the client-therapist interaction; the chance to explore personal issues raised by CAT training; and live experience of being “in the client’s chair”. Generally we recommend that you start therapy shortly before or during the first year of the course if possible. Personal CAT training therapy is individually arranged and negotiated with a CAT therapist who is must not be part of the NTW course core training team. Normally trainees pay their own fees for therapy, which is usually done as a private arrangement. The costs of personal training therapy vary but you should expect to pay £45 per hour, sometimes more. Therapists offering private practice CAT are listed on the ACAT website (www.acat.me.uk), however it may be the case that some travel is required to find a suitable therapist. The content of personal therapy is confidential; the course simply requires confirmation that it has taken place, from the trainee and their therapist.

HOW DOES MY ROLE FIT WITH THAT REQUIRED FOR A SUCCESSFUL CAT TRAINEE?

The course is multi-disciplinary, and is open to experienced health and social care professionals. You need to be currently in a professional role where you are able to work in a therapeutic capacity with individual clients over a sustained period of time, and successful applicants typically have some years’ experience of working therapeutically. We are looking to train people whom we hope will be able to continue to treat clients with CAT once the course is at an end. We expect that most trainees will also be able to add to the development of CAT in their local area by e.g. eventually training and/or supervising others in a variety of settings, or helping educate others about this approach to treating and managing clients (i.e. “scaffolding” activities).

WHAT MANAGERIAL SUPPORT IS NEEDED?

We understand that some roles within NTW are changing with the Transformation process, but it is essential that at time of application for this course you have full support for this training from your current Line Manager, in particular for the time to attend the different elements of the course, and to undertake CAT therapy work with clients. We ask for a reference from your current manager.

WHAT HAPPENS IF I CANNOT COMPLETE THE COURSE IN TWO YEARS?

Under normal circumstances, most trainees complete the academic component of the course within two years, and many complete their 8 cases required for practitioner accreditation. If the 8 cases are not complete, you will need to remain in accredited supervision until they are finished. (For external applicants this is likely to incur a further cost for supervision if provided by NTW CAT Service). You also need to remain a member of ACAT until completing the course, which incurs a subscription fee after 2 years. Sometimes circumstances arise which mean one or both of these components cannot reasonably be expected to be complete on time, in which case an adapted plan and timetable for meeting the course requirements is put together between the trainee, clinical supervisor and course director.

HOW MUCH DOES THE COURSE COST? - FOR NTW STAFF

- This training course is free of charge to NTW staff.
- There are nominal charges for application and interview (see above), for which applicants will be invoiced.
- For all trainees, there are personal CAT therapy charges. These are negotiated directly with the therapist. Typical cost of therapy approximately £765 (16 sessions + follow-up x £45).
- Supervision fees are also free of charge if trainees are supervised by a CAT supervisor from the NTW FT CAT Service. In some circumstances trainees may seek accredited supervision from outside the course team, which may incur a cost.

HOW MUCH DOES THE COURSE COST? - FOR STAFF NOT EMPLOYED BY NTW

We welcome applications from interested people working outside NTW. Previous intakes have been mixed groups of NTW and staff from other NHS trusts, and non-NHS settings, and this has added much to the diversity of the training groups and the mutual learning available.

The costs for external applicants are:

- Initial application fee: £10. If called for interview: £40.
- Academic training and training days: £2000 p.a. (includes ACAT registration fee of £82 p.a.)
- Supervision fees (if required from NTW CAT Service Supervisors): £1000 p.a.
- Total cost over two years (including supervision, excluding personal therapy fees): £6050
- For all trainees, there are personal CAT therapy charges. These are negotiated directly with the therapist. Typical cost of therapy approximately £765 (16 sessions + follow-up x £45).

Supervision fees will be waived if trainees have arranged supervision with an ACAT-accredited supervisor external to NTW. Trainees sometimes make such arrangements for reasons of geographical location, or if their own trust provides accredited CAT supervision. In such a case supervision fees (if applicable) are negotiable directly with that supervisor.

Trainees may need to remain in supervision after the end of the two-year taught course in order to complete the 8 cases required for Practitioner accreditation; in this case extra fees for supervision may be payable. External applicants should ensure their managers are aware of this requirement before starting the course.

Shortlisted candidates will be asked at interview how their place on the course will be funded, should their application be successful. Funding arrangements need to be in place by the start of the course in September 2016. Also included in the training fees are tea and coffee on training days (not lunch), key papers and handouts (in electronic form), examination and marking fees, and fees payable by the course to ACAT for professional accreditation.

WHERE CAN I LEARN MORE ABOUT CAT?

Start with the ACAT website, www.acat.me.uk, which contains useful factsheets and other information about CAT. The main CAT textbook is “Introducing Cognitive Analytic Therapy”, by Anthony Ryle and Ian Kerr (Wiley, 2002; revised edition due in the near future) and you will need access to this book if you undertake the course. A useful, and very creative, self-help book on CAT is “Change for the Better”, by Elizabeth Wilde McCormick; (4th edition 2012: Sage).