

# NRHP WINTER 2010-2011 NEWSLETTER

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### **Membership of NRHP**

As the years roll on it is becoming ever clearer to me that: HYPNOPSYCHOTHERAPISTS NEED TO BELONG TO NRHP.

NRHP members who were National College trained have received annual invitations from NCHP to join their 'alumni' (NCSAG). It seems, thank goodness, that few NRHP members have defected. Why would they? NRHP is unique in that it has absolutely no commercial agenda, in fact its only agenda is to look after its members and protect their short and long term interests. This includes negotiating with HPC on their behalf.

Yesterday UKCP supplied me with 'numbers' relating to the HypnoPsychotherapy College of UKCP (which used to be called 'Section'). There are 236 members in total (ie members of UKCP who are HypnoPsychotherapists). Of these:

NRHP has 192 UKCP registrants

Awaken School has 21

Beeleaf has 8

National College has 15

The numbers are all interesting to me as Membership Secretary for NRHP. Each school will have its owners as members + probably its staff (that may well not pay for 'membership'). In my mind that makes precious few who have defected from NRHP to join NCHP, or any other school, despite years' worth of canvassing letters! Thank you all for your faithfulness.

Individuals can now be members of UKCP without belonging to NRHP, or any other 'Organisational Member' (OM, used to be MO), of UKCP. HOWEVER, there are very good reasons for keeping your membership of NRHP, whether or not you are UKCP-registered. UKCP are currently discussing how those who do not belong to an OM are going to be supported, in the case of complaints and for re-accreditation purposes; how much this support is likely to cost, who will supply it, and where the money is going to come from. Anyone who has been unfortunate enough to have a complaint, or other difficult situation, to deal with will appreciate how time-consuming and soul-destroying these events can be (and how long they can drag on) and will know how invaluable the support of the office and officers of NRHP is when problems arise. I quote from Peter Merriott's summary in this newsletter:

*Registrants who do not belong to OMs may have additional costs to pay in addition to their existing UKCP membership fee. Such additional costs are likely to include fees towards: the UKCP Central Complaints Procedure; the audit and monitoring by Colleges of their annual CPD; their five yearly re-accreditation process.*

Against this backdrop, I respectfully suggest that you STAY WITH NRHP!

**Sue Washington, Membership Secretary**

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### UKCP NEWS

The Chairs' and delegates' day on 6<sup>th</sup> November in the morning plus the Members' forum in the afternoon, (followed by a UKCP-Karnac series book launch) was held at the Mermaid Conference & Events Centre, London. I attended the morning through lunch on behalf of NRHP. The venue is a splendid one. It used to be a theatre and has a view over the Thames.

The day commenced at 10.00 and then had the usual breaks with a chance for networking. All sessions were facilitated by Tom Warnecke - Vice Chair, Membership and Information Services, UKCP. He seemed genial, capable and approachable.

Andrew Samuels, Chair of UKCP spoke first entitling his talk 'Access, survival, engagement, values: Drawing on the future to help solve the problems of the present'

In opening the Chairs' and Delegates' meeting, he used four buzzwords to indicate what he (and the Board) felt were some of the important problems for UKCP right now. The words he used were:

1. *access* – changing who becomes a psychotherapist and who gets psychotherapy.
2. *survival* – changing what we understand by a benefit of membership – things like the Diversity Equality and Social Responsibility work and new research ideas make UKCP an organization to be proud of. People will want to be members of an organization that does good in the world.
3. *engagement* – AS spoke of the inextricably linked need to belong at three levels: the base or tribal organization of the OM, the umbrella organization of UKCP that can do many things the base level organization cannot do, and the state or collective level of belonging.
4. *values* – AS chose two: that psychotherapists commit to speaking truth to power - and respect the needs of all kinds of minorities (members of ethnic minority communities, sexual minorities, modalities that seem a bit 'minority', the minority of direct members, and the minority who will refuse HPC).

After this, David Pink - Chief Executive of UKCP gave a brief presentation about current programmes. He read his speech which is given below.

“The Board of UKCP meets once a quarter. Since the new governance arrangements came into force last December the Board has held four regular meetings. Each meeting is for a half-day, and each meeting has had a very long agenda of normal Board business, typically including some discussions about policy (especially on regulation), along with papers about professional standards matters, finance, organisational development and so forth.

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At the very start of the Board's Awayday in October, trustees discussed how the Board itself was performing. Trustees did not have major concerns about their formal role as custodians and governors of the charity on a day-to-day basis, they were much more concerned that they were not giving enough time to the longer-term policy and strategy of UKCP. Important immediate business was being done but not leaving space for scanning the horizons and setting or adjusting the direction of change for UKCP.

The trustees used the Awayday to identify, select and discuss some strategic challenges that they thought might need greater attention. The ideas were explored and developed, but not to the degree of being full plans. These ideas will need considerable further thinking and development.

### **Charitable work**

The Board thought that UKCP should develop services that are much more clearly charitable – extending access to psychotherapy to communities of people in particular need, who would not otherwise have access. Plans haven't been devised, but the following characteristics were identified by the trustees:-

- A national scheme
- A professional, reliable, service
- UKCP to join together others with an interest in providing this service, charities, OMs, other professional bodies, existing low cost or no cost local and regional schemes, etc
- Deploy pro bono or low cost or subsidised services, from psychotherapists in employed and private practice, GPs etc
- Connect together referrers and providers, including GPs charities, - community organisations etc
- Use technology – internet-based referral and direct access, phone-based assessments, dispersed volunteers coordinated electronically rather than housed in central premises etc.

### **The regulation agenda and the non-regulation agenda**

Trustees have established policy on state regulation, but at the Awayday they added further thoughts that will need attention:-

- Attention to state regulation cannot be allowed to swamp all other concerns
- We need to maintain focus for key regulatory issues – such as differentiation of psychotherapists and counsellors, and practice with children
- We need to explore, design and build the professional membership organisation that will need to exist post-state-regulation
- We need to attend to the fact that UKCP has existed as a regulatory body itself, and the state regulation agenda could threaten the viability of the charity, especially if subscriptions are seen to only have value while regulation is a UKCP issue.

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- UKCP needs to improve its value to members. If/when statutory regulation comes in, members will be more attentive to the services and benefits they are getting from the UKCP beyond registration.

We should be doing more in any case. UKCP might not survive otherwise.

### **UKCP, its new constitution, and improving engagement**

Trustees talked about a number of aspects of the constitution that deserved attention:-

- We no longer have an AGM, and we are struggling to get AGM-style congregation of members (two residential conferences cancelled in 2010, one of which had UKCP Assembly meetings)
- The Psychotherapy Council has had problems becoming the reflective considerative forum that was intended (and is still needed)
- The representation and enfranchisement of IMs needs attention, not least representatives on the Board, as two have left over the first year
- Some Board members need more understanding and involvement to get to grips with their role
- Byelaws and standing orders might need revision – but some people might lose motivation if we become entangled in legislating for success
- UKCP needs to contain and foster a diversity of modalities and of views, that has been its USP, majorities and minorities can allow co-existence and respect

Two issues in particular were identified by trustees as problems that probably needed both immediate and longer-term attention, as we are a long way from a settled position:-

- The OMs feel they are losing identity? role? influence? And UKCP should be supporting the OMs as the trainers of the future profession (even if the OMs are no longer the equity owners of UKCP itself).
- Direct registration of individual members. This provision is upsetting OMs, doesn't yet show much benefit, or offer individuals any special value. This should be debated by trustees asap, and that we should spend some time considering how individual membership does or does not sit alongside organisational membership.

Although there has been heated debate, contention and disagreements, there is also enthusiasm, engagement, and passion for psychotherapy that extends from the trustee Board through the various structures of UKCP, the Colleges, the OMs and the members. The UKCP and its Board needs establish and express a strategic vision and core values that shows the direction we aim to pursue over the next three to five years.

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### **UKCP core values**

Trustees thought that we need to do more explicit work on setting out the key attributes of the UKCP we are trying to be seen as, or trying to become:-

- An organisation that promotes the value of psychotherapy to society
- An organisation that helps people get high quality therapy
- An organisation that helps people who would not normally get psychotherapy
- A member organisation
- A unique cross-modality professional organisation, not tied to any factional group.

This report from the Board Awayday is my personal account. It is not an agreed Board statement, there may well be members of the Board who disagree with the way I have reported things. Over the coming weeks I intend to check this against the perspectives of the other who were there, and then we will want to develop ideas and hear the views of the many other activists that make up UKCP. Comments are welcome at every stage.”

**David Pink**

**Chief Executive November 2010**

There was then ample chance for Chairs of MOs to have a discussion around the topic 'Internal perspectives'.

After the very welcome mid-morning break for tea and coffee (especially for those that had got on trains at 0630!) the discussion moved on with the title 'External perspectives'.

Members of the Board of Trustees in attendance were present and contributed with the rest. They were: Ofra Anker, Joseph Suart, Andrew McCulloch, Janet Weisz, Jennie McNamara, Ruth Wilkins, Frank Rodrigues and Rory Worthington.

In the afternoon was the UKCP members' forum. Andrew Samuels read his account which is printed, with his permission, below.

### ***Enfranchisement and its vicissitudes***

*(Address to the Members Forum, November 6<sup>th</sup> 2010)*

Two thirds of you were not here this morning. In opening the Chairs and Delegates meeting, I used four buzzwords to indicate what I (and the Board) felt were some of the important problematics for UKCP right now. With apologies for the slight repetition, here's a summary:

*access* – changing who becomes a psychotherapist and who gets psychotherapy

*survival* – changing what we understand by a benefit of membership – things like the DESR work and new research ideas make UKCP an organization to be proud of. People will want to be members of an organization that does good in the world.

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*engagement* – I spoke of the inextricably linked need to belong at three levels: the base or tribal organization of the OM, the umbrella organization of UKCP that can do many things the base level organization cannot do, and the state or collective level of belonging.

*values* – I chose two: that psychotherapists commit to speaking truth to power - and respect the needs of all kinds of minorities (members of ethnic minority communities, sexual minorities, modalities that seem a bit 'minority', the minority of direct members, and the minority who will refuse HPC).

This afternoon, I want to read a short paper, a kind of meditation, on what being a psychotherapist in UKCP means. I have been a psychotherapist for 38 years now and I feel it a lot of the time!

I will talk about (i) psychotherapy inside the UKCP, (ii) psychotherapy outside the UKCP, (iii) a paradox of the soul, and (iv) conclude with some reflections on why someone might become a psychotherapist or psychotherapeutic counsellor.

### *Psychotherapy inside the UKCP*

After the election, it took me some time to understand how UKCP has changed since I was last active in the mid-1990s. I date back to Rugby Conference days. True, I had given talks at conferences, notably the important ethics and diversity conference in 2004, and I was elected one of the first group of Honorary Fellows in 2006. But still I became chair as an outsider.

I freely admit that there was a serious trust issue. There still is. I saw this the most clearly when, at one a recent Psychotherapy Council meeting, a senior and respected member revealed that she thought the new Board policy on regulation was to make it *impossible* for UKCP members to register with HPC. That got clarified by Carmen, and I realised then the need for degrees of reassurance to be embedded in our policies and statements.

The fractious and seemingly ungovernable nature of UKCP has been well known for ages and I have developed a few thoughts about this. Therapists are passionate people and they are trained to pay attention to everything in the clinical situation, no matter how small it might seem initially. This means that we are sometimes not all that good at determining which situations are worth laying down one's life for. What 'the narcissism of small differences' means is that we don't know which is a small and which is a big matter. I'm learning to prioritise what comes my way.

So – what *would* you lay down your life for? To begin with, the whole diversity equalities and social responsibility agenda seems of supreme importance – for everyone, for the majority, not just for our minorities. I think we are making some small progress in the construction of a more inclusive profession.

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In terms of regulation, I've found myself more and more thinking, writing about and committing myself to the ethos of 'responsible choice' together with respect for the choices made by minorities. UKCP can't avoid regulation. It is in our DNA. But we can manage – have managed – to give everyone a choice in what they do about regulation. My profound worry is that people will not spend the time and energy to think it through and decide for themselves.

A final critical issue for me, then, is that we really do become more of an active members' organisation than hitherto, meaning both individual and organisational members. And across the organisation, let there be active informed respect (not just blah tolerance in public and contempt in private) for other ways of working to our own.

### ***Psychotherapy outside the UKCP***

I think it is so wasteful that there are all the competing umbrella professional organisations. It's hard to make co-operation work but I think that there is a lack of vision here. I would want UKCP to seek a close concordat of a federal kind with (at the very least) BACP and BPC. We are simply not protecting our interests at a time of Government cuts – and, if we believe in what we do, we are not making sure that the case for its wider availability is heard. We need to thunder (as well as negotiate) about the inequities of IAPT and NICE.

We also need to keep up our efforts to make the psychotherapy voice heard in public conversations – about education, asylum, torture, assisted suicide, climate change, class and economic inequality, and so forth. There is, as we all know, a radical heritage to most of the schools of psychotherapy that has perhaps got muted if not lost altogether. More psychotherapists and psychotherapeutic counsellors than ever want to realise the social and political potential that our founders perceived. But there is a large gap between wish and actuality, between wanting to play our role in social and political life and actually playing that role and getting results.

We need to acknowledge that anybody, not just a psychotherapist, who seeks to improve anything is up against massive impersonal forces that do not want change: the economic system, the workings and institutions of global capitalism, patriarchy and heteronormativity.

### ***The soul – a paradox***

There is a more paradoxical problem of a psychotherapeutic kind: the human soul or psyche is the source of imagination, creativity, hope and love. But it is also the source of many of our problems. In its cruel and negative guise, the human soul resists improvement and change, contributing to the difficulties human beings on a dying planet face. Psychotherapists often muse on the balance in their perspectives between optimism, creativity and relatedness on the one hand, and pessimism, destructiveness and alienation on the other. The truth is that the human condition reflects *both* these perspectives, which is the hardest thing of all to bear.



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Yes, I am thinking about UKCP and, yes, I realise that all of this is heady and dangerous stuff. That is why I want to end these soulful reflections with W.B. Yeats magisterial cautionary comment on politics and political fervour and fanaticism in his great a-political poem 'The great day', about the Irish scene in the 1920s.

*Hurrah for revolution and more cannon shot!  
A beggar upon horseback lashes a beggar on foot.  
Hurrah for revolution and cannon come again!  
The beggars have changed places, but the lash goes on.  
Why choose this work?*

Why are psychotherapists such difficult people? In my own tradition, that of Jungian analysis, we speak of the archetypal image of the Wounded Healer. Chiron, the semi-divine centaur who imparted medical knowledge to Asclepius, was abandoned and rejected by his mother. Later, he suffered such a terrible wound that he begged Zeus to make him mortal so that he might die. Therapists know (don't we?) that you just don't take up this work unless there is something deeply 'wrong' with you. Maybe you are in the grip of a 'saviour complex'? Maybe you were a 'parental child', the one who fixed the issues of the family? Maybe you are making reparation for aggression at an earlier stage of your development? Maybe, like Chiron, you were abandoned and rejected either in an emotional sense or literally? And maybe it is that very 'wrongness' that makes you 'right' for this work, whether one sees it as art, craft or science. But it doesn't make for an easygoing, loving and tolerant house style, does it?!

One image that has come to my mind as I muse on what happens next in UKCP is that of the immense power I have heard can be created if millions of ordinary personal computers are linked together in some technological manner. There was once even talk of using such a battery of individual computers to search for extra-terrestrial life. Let's not take this only literally. We are curious people, we psychotherapists. We do look for, search for, strive for something beyond the mundane, leaning over an abyss to try to touch something more-than-personal. And we know that there is a bifurcation in our work: that we cannot do this job alone, but need to link with others. Behind the closed, private work in the therapy vessel with individuals, couples, families and small groups lies a profound connection to a whole reservoir of collective energy that moves 'out there'.

It's like writing. We've all read many Prefaces where the author celebrates his or her discovery that, alongside the loneliness of the long distance writer, there is the network and context of intimate and social relations within which he or she is embedded. Relational psychotherapists sometimes call this network and context of intimate relations 'the third', not only a third element affecting the work yet sort of outside it. No, this 'third' is the very ground – the sacral, social, corporeal ground - of the work itself. Hence, I will close with some lines on 'the third' from T.S Eliot's *The Waste Land* that I think are applicable to where we are in UKCP today:

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*"Who is the third who walks always beside you?  
When I count, there are only you and I together  
But when I look ahead up the white road  
There is always another one walking beside you  
Gliding wrapt in a brown mantle, hooded  
I do not know whether a man or a woman  
-But who is that on the other side of you?"*

### **Professor Andrew Samuels (Chair, UKCP)**

The HypnoPsychotherapy College Chair (Fiona Biddle) gave me the last word on the day. She said that the afternoon didn't have very much new information. It was interesting to watch some dynamics though! Here are the few things she noted:

1. The latest thinking is that there will be two levels of counsellor (level 5 and 7) and psychotherapists will be at level 7
2. We will be given the choice of whether our names should go to HPC for inclusion on the register or not and if we say yes, then we will be asked by HPC to confirm and pay. We were warned NOT to go on it and then NOT pay as apparently then they would be "interested"!
3. Andrew said that, contrary to what was previously thought by some, HPC WILL look at the nature of work being done as well as use of the title so someone could be done for doing psychotherapy even if they called it something else.

### **Sue Washington (NRHP representative at the UKCP Chairs' day)**

## **UNDER DISCUSSION IN UKCP**

Chairs of UKCP Organisational Members are encouraged to contribute to a googlegroup set up by Andrew Samuels where discussion is taking place on matters of policy and politics. The sheer volume of postings is frequently overwhelming but the exercise has been useful in clarifying a number of areas of confusion. Peter Merriott, Chair of the Centre for Transpersonal Psychology, wrote a very helpful summary of core points relating to regulation and the changes of membership rules at UKCP, as he understood them, to disseminate to members of his OM. He has given permission for the summary to be circulated to other OMs. It is worth noting his penultimate point under 'Membership: Individual (IM)'. It seems likely that IMs (who choose not to belong to an OM, such as NRHP) will face extra costs, over and above their UKCP annual fees, but these have yet to be worked out. IMs will still come under the jurisdiction of their 'College', for instance the College of HypnoPsychotherapy (see final paragraph). Please refer to the office for the latest on this subject.

**Jane Watson**

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### Summary of core points on regulation and change of membership rules at UKCP

#### REGULATION

- State regulation will definitely take place in the next few years with the result that 'Counsellor" and "Psychotherapist" will be protected titles.
- Only those practitioners on the register of the State appointed regulator will be allowed by law to use the protected titles.
- There is a rumour that HPC may not be the regulator for counsellors and psychotherapist after all. It may be the Council for Healthcare Regulatory Excellence (CHRE). Still just a rumour.
- When state regulation comes into force, the details of UKCP registrants who give their permission to UKCP will be placed onto the HPC register (if HPC is the regulator).
- It is expected that there will be a 2 year grand parenting period from the date State regulation comes into force. We expect that applicants for this category will need to apply directly to HPC.
- UKCP is concerned to develop a policy with suitable registration (non state regulated) for those registrants who do not wish to transfer to HPC register and who wish to continue as UKCP registered practitioners using a different title to describe their practice. Alternative titles to be discussed and decided upon by that time.

#### MEMBERSHIP: Individual (IM)

- As a result of changes in the UKCP constitution, it is no longer a requirement for registrants to belong to an OM after their initial accreditation/registration, which must be through an OM.
- Registrants will need to be a member of a modality based College.
- **Registrants who do not belong to OMs may have additional costs to pay in addition to their existing UKCP membership fee. Such additional costs are likely to include fees towards: the UKCP Central Complaints Procedure; the audit and monitoring by Colleges of their annual CPD; their five yearly re-accreditation process.**
- Post HPC Regulation - individuals may choose to continue their membership with an OM and/or UKCP although this will not be a requirement once an individual has been placed on the HPC register. Individuals will need to consider the benefits and losses associated with the options available to them at the time.