

Generic Supervision Competences for Psychological Therapies and Interventions (GSC) Training Course Information (Last updated: 30.5.24)



Introduction to the Generic Supervision Competences for Psychological Therapies and Interventions Training Course (GSC)

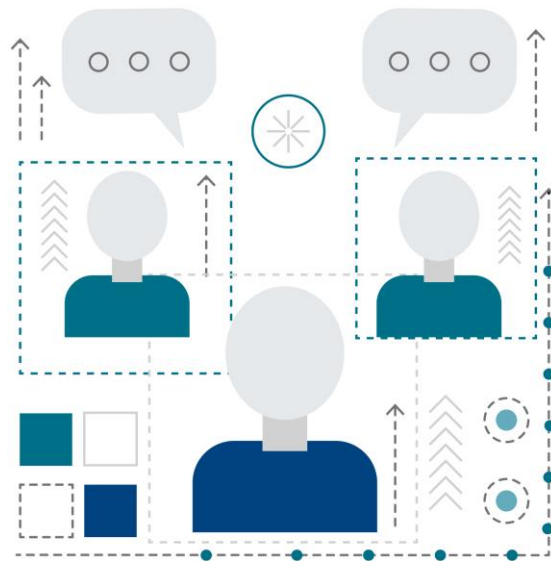
- The GSC training is designed to support the development of knowledge and competences in delivering supervision of psychological therapies and interventions in Scotland
- There are different criteria and entry requirements for those delivering psychological therapies (specialist practice, slides 5-10) and those delivering psychological interventions, generally described as enhanced psychological practice (slides 11-12) and those in the workforce who deliver other therapeutic or applied psychological approaches (see slide 13)
- Following course completion, you are able to supervise the psychological therapies and/or interventions to which you reach the entry criteria
- Because of the expansion of the workforce and the proliferation of psychological therapies and interventions (please see the NES/SG [Matrix](#) for details), these criteria remain under regular review.

How to apply for the GSC

- GSC applications are via your local Board PTTC (Psychological Therapies Training Coordinator) or CLC (Child Learning Coordinator). These staff organise and run courses periodically. You can apply using the online application form, located half way down the page of this [GSC Learning Programme](#) on Turas Learn.
- Your application will be screened by your local PTTC. They have Turas approval rights to manage the applications that are submitted for their boards.
- The GSC training course is open to staff working in the NHS or partnership settings.
- The GSC courses are run within Health Boards, with support from NES administration staff and the Heads of Programme for Supervision in NES.
- You can email the NES Administrator on psychology@nes.scot.nhs.uk to find out your PTTC/CLC, or to find out future training dates.



GSC ENTRY CRITERIA



ENTRY CRITERIA FOR PSYCHOLOGICAL THERAPISTS

Staff must meet all four items in **Criteria A**, plus either **Criterion B, C, D, E, F or G (recognised training in a Psychological Therapy)** to be eligible to attend the GSC:

Criteria A (must meet all of the four items below)

- i. Intending to supervise staff in your place of work.
- ii. Managerial support to attend the training and be a supervisor.
- iii. Psychological Therapies Training Coordinator (PTTC) or Child Learning Coordinator (CLC) approval to attend the course, or Head of Programme for Supervision if no PTTC/CLC.
- iv. Currently working in an NHS or partnership setting.

ENTRY CRITERIA FOR PSYCHOLOGICAL THERAPISTS

Doctoral Level and Psychodynamic Psychotherapists

- B** Completion of a recognised Doctoral level training in evidenced based psychological therapies (which should include a competency assessment) eg:
- DClinPsy qualification (or be in their final placement)
 - Doctorate in Counselling Psychology

OR

- C** Staff must have one or both of the following qualifications:

- Consultant Psychiatrist in Medical Psychotherapy, who have a Certificate of Completion of Training (CCT) in Medical Psychotherapy with the main training modality of Psychodynamic Psychotherapy, and/or are eligible for UKCP or BPC accreditation as a Medical Psychodynamic Psychotherapist or as a Psychoanalytic/Group Analytic Psychotherapist.
- Non-medical staff who have a training in Psychodynamic or Psychoanalytic Psychotherapy, and who are eligible for UKCP or BPC Accreditation as a Psychodynamic/Psychoanalytic psychotherapist.

Staff will be expected to have significant experience in delivering the therapy they are intending to supervise, (for example in either group or individual setting with either children or adults), namely:

Staff should have at least 3 years of supervised practice of Psychodynamic/Psychoanalytic Psychotherapy.

ENTRY CRITERIA FOR PSYCHOLOGICAL THERAPISTS (Continued)

Postgraduate or Masters Level Qualification

D MEETS ALL 3 OF THE FOLLOWING 3 ENTRY CRITERIA (i, ii, and iii):

- i. Completion of a recognised masters level training in evidenced based psychological therapies (which should include competency assessment), e.g.
 - CBT Postgraduate Diploma qualification
 - MSc in Psychological Therapy in Primary Care
 - MSc in Applied Psychology for Children and Young People
- ii. Two years of post qualified experience in clinical practice, which was supervised monthly throughout those two years
- iii. Evidence of at least 200 hours of delivery of the therapy

ENTRY CRITERIA FOR PSYCHOLOGICAL THERAPISTS (Continued) MENTALISATION BASED THERAPY

E MEETS THE FOLLOWING ENTRY CRITERIA:

Has met the criteria to become an Mentalisation Based Therapy supervisor as outlined by the Anna Freud Centre, with a minimum of 1 year of practice after achieving the MBT Practitioner Certificate.

ENTRY CRITERIA FOR PSYCHOLOGICAL THERAPISTS (Continued)

MINDFULNESS BASED THERAPY

F MEETS BOTH OF THE FOLLOWING ENTRY CRITERIA (i and ii):

- i. Has completed a Mindfulness Based Stress Reduction (MBSR) or a Mindfulness Based Cognitive Behavioural Therapy (MBCBT) therapist training course, or a course approved by BAMBA.
- ii. Has met the requirements to be a Mindfulness Therapist, and has delivered at least 9 courses, where at least 5 of these 9 courses have been patient based. (In practice, component ii will take at least 2 years).

In addition to attending the GSC, it is recommended that staff wishing to supervise Mindfulness Based Therapy also attend the 2 day Mindfulness Supervision course. For further enquiries about this Specialist Supervision course, please contact [your local NHS Board Mindfulness Coordinator](#). (See also the [Turas Mindfulness website](#))

ENTRY CRITERIA FOR PSYCHOLOGICAL THERAPISTS (Continued) FAMILY THERAPY

G MEETS THE FOLLOWING ENTRY CRITERIA

In order to meet criteria for the GSC applicants must have:

Undergone an Association for Family Therapy (AFT) accredited 4 year training course to become a fully qualified Family and Systemic Psychotherapist registered with the UKCP

For further details about Family Therapy Training please see the AFT (<https://www.aft.org.uk>)

In order to then progress to become an AFT approved Supervisor of Family and Systemic Psychotherapy trainees at all levels please see additional training requirements outlined by AFT here:

<https://www.aft.org.uk/search/custom.asp?id=6070>

ENTRY CRITERIA FOR PSYCHOLOGICAL INTERVENTION PRACTITIONERS

The following 8 criteria are the pre-requisite entry criteria for staff who wish to apply for the GSC who are trained in Behavioural Activation (BA) and Cognitive Behavioural Therapy (CBT) to Certificate level*. Successful completion of the GSC confirms competences to supervise psychological interventions in which you meet all the required criteria. These criteria are distinct from the GSC entry criteria for psychological therapists, and include:

1. Statutory registration such as HCPC or NMC (in the case of CBT certificate training a KSA portfolio approved by BABCP can be used as an alternative).
2. Candidates should be experienced practitioners in the intervention, experienced is defined as:
 - i. Two years supervised experience with 100 hours of delivery of the intervention.
 - ii. Ongoing practice of at least two client contacts in the intervention per week (or average over two years) or equivalent e.g. 2-3 groups per year.(This may mean that 2yrs is not sufficient if practice of the intervention is minimal).

* BA and CBT Cert. has structures (competency frameworks, differential response matrix) that fit these criteria, it is hoped other PI training structures may develop to also meet these criteria.

ENTRY CRITERIA FOR PSYCHOLOGICAL INTERVENTION PRACTITIONERS (continued)

3. Supervised practice focusing on the intervention (min. 1 hour monthly) from an appropriately trained supervisor, who has been trained in the GSC or equivalent, and has intervention specific training.
4. Have demonstrable competency in the intervention (using intervention specific competency tools).
5. Line manager and current supervisor agree that supervision training is appropriate and that providing supervision will be a protected element of their role.
6. Will abide by local governance procedures regarding case management (including risk management procedures) and supervision of supervision (including a contract agreement, processes for supporting development of supervisory competencies and review of supervision delivered).
7. Currently working in an NHS or Partnership setting.
8. Psychological Therapies Training Coordinator (PTTC) or Child Learning Coordinator (CLC) approval to attend the course.

ENTRY CRITERIA FOR BROADER WORKFORCE PROVIDING THERAPEUTIC RELATIONSHIPS

Other important staff groups may be providing a range of approaches to support the wellbeing and mental health of people in services including Health Psychologists and Art and Music Therapists. Some of these staff will meet the criteria for psychological therapies and interventions as outlined due to their specific training above and should follow the core requirements to attend the GSC. However, for some, attendance at GSC training will enable them to develop competences to supervise staff with the same professional background.

Similar to other groups they will require:

1. Statutory registration
2. 2 years supervised (by someone trained in supervision) experience with 100 hours of delivery of the intervention as a minimum
3. Line manager and current supervisor supportive of role of providing supervision as a protected element of their role
4. Will abide by local procedures
5. Currently working in NHS or partnerships
6. Only able to supervise the interventions/therapies which they reach the above criteria of experience
7. Psychological Therapies Training Coordinator (PTTC) or Child Learning Coordinator (CLC) approval to attend the course.

COURSE CONTENT

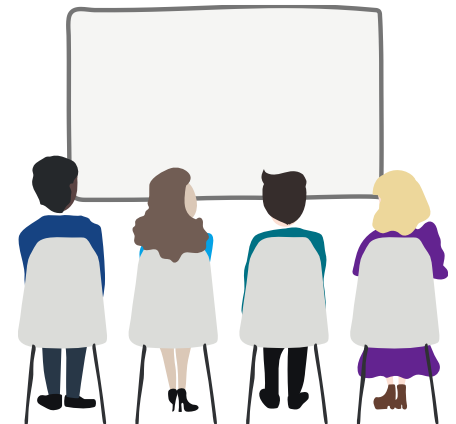


COURSE OVERVIEW

PRECOURSE LEARNING: Staff are invited to complete the TURAS module NES: Generic Supervision Competences- Pre course learning. This can be accessed via NES TURAS using your staff logon (see next slide for more details). This will take around 3 hours and includes a self assessment of competence and reflective learning. Staff print out the above exercises (instructions in the module) and bring them as evidence of completion to the face to face or remote training.

FACE TO FACE or REMOTE LEARNING: Staff are invited to a 2 day training (either 2 full days face to face, or if remotely run, then either 2 full days or 4 half days delivered over MS Teams). Staff are provided with a GSC Manual to support their learning.

POST LEARNING: Once your completion has been confirmed by the course facilitators, staff are invited to complete the GSC Post e-learning module on TURAS Learn. Staff complete another self assessment and answer multiple choice questions after watching a series of DVDs. On completion, staff can access their completion certificate on TURAS Learn.



The supervision of DClinPsy trainees

As well as having a recognised qualification such as a Doctorate in Clinical Psychology or a Doctorate in Counselling Psychology, the following training is essential before supervising DClinPsy Trainees:

1. **GSC Training** (staff can attend this as part of the Scottish 3 year DClinPsy training or they may attend at a GSC run by NES or local NHS Boards).
2. Attendance at the DClinPsy run 2 day “**Specialist Supervision**” Training Course. Please consult with Local Area Tutors for details of when the course is running. Staff can attend this course after qualifying, but to supervise they will require either 2 years of qualified practice, or 1 year of qualified practice if supervision of supervision arrangements are in place.

It is recommended that where appropriate, staff complete the 1 day + elearning NES run **CBT Supervision course** at their earliest opportunity (either the [CBT Supervision Adult Services](#) course or the [CBT Supervision CAMHS](#) course, as appropriate to their service). Please apply directly on the respective website.

The Supervision of CAAPs trainees

- Qualified CAAPs staff who wish to supervise CAAPs trainees should attend a GSC course and have 2 full years of post qualified experience before starting the GSC course.
- CAAPs supervisors must also complete the CBT Supervision Course (Adult or Child versions).
- In line with BPS requirements, the primary supervisor must be a registered Practitioner Psychologist (eg Clinical Psychologist or Counselling Psychologist) with overall responsibility for the trainee's placement experience. They must also have attended the GSC + CBT Supervision course. Regular clinical skills supervision can be provided by another professional including CAAPs and CBT therapists.

The Supervision of staff training for a CBT Certificate or a CBT Diploma

- Staff who wish to supervise others who are on a CBT Certificate or CBT Diploma course must fulfil the standard GSC entry criteria outlined on Pages 3-12 of this document, before attending a GSC training course. They can then attend a standard GSC course to gain their generic supervisory competences.
- If staff have a CBT Certificate, they can supervise up to CBT Certificate Level. If staff have a CBT Diploma, they can supervise up to CBT Diploma Level.
- After the GSC training, staff will need to check with the course organisers ([South of Scotland CBT Course](#) and [West of Scotland CBT Course](#)) for what additional supervision training will be required, for example the [CBT Supervision Adult Services](#) course or the [CBT Supervision CAMHS](#) course are highly relevant in this setting.

The Supervision of EPP Learners

- Staff who wish to supervise EPP learners must fulfil the standard GSC entry criteria outlined on Pages 3-12 of this document, before attending a GSC training course.
- They can then attend a standard GSC course to gain their generic supervisory competences.
- They will also be expected to attend a supervision orientation session organised by staff in NHS Education Scotland. Contact psychology@nes.scot.nhs.uk for more details.

What if I have completed a supervision course elsewhere but it is not the GSC?

- Some staff have completed supervision courses in England, elsewhere in Scotland, or abroad. Some courses are considered to be equivalent to the GSC. Examples of this include the BPS Supervision course and the SCOTAS course.
- Some staff have completed profession specific supervision training, for example, nursing staff. If such supervision training was not based around competences for psychological interventions and therapies, it would not be considered equivalent to the GSC.
- If you are unsure whether a supervision course meets GSC equivalence, please email the Head of Programme (currently mairi.albiston@nhs.scot). They will cross check the intended learning outcomes (ILOs) to see if they are equivalent to the GSC. These ILOs are based on the [Roth and Pilling Supervision competences](#). There are many supervision courses offered outwith NES, and each query will be considered on a case by case basis.

How to set up a TURAS Learn account



1. Go to: <https://learn.nes.nhs.scot/> and click on “Register” on the top right hand side.
2. Fill in the profile details. Your username is your email address. Create a password.
3. Ensure you add on the “LEARN” function to your account it if does not automatically appear.
4. If you experience technical problems, click on the green rectangular helpdesk icon at the far right of the screen, and log your query with the TURAS helpdesk.
5. Please note your progress and learning certificates for all of the TURAS e-learning modules can be viewed in the navy “**My Learn**” Area on the top left of the screen, under the “**Learning History**” drop down menu,
6. Please ensure you are fully logged in when searching or accessing any modules/courses.

Next steps...

Generic Supervision Competences for Psychological Therapies and Interventions (GSC)

Profession specific modules e.g.
-New Supervisors Course
-Refresher Training
(both run by D.Clin.Psy course)

Specialist Supervision Training Courses

CBT
Supervision
(Adult Based
Services)

CBT
Supervision
(CAMHS)

Psychodynamic
Psychotherapy

Interpersonal
Therapy
Supervision

Mindfulness
Supervision

Supervising
Psychological
Interventions

Ongoing Supervision CPD

Masterclasses (Annually)
Conferences (4 yearly)

USEFUL LINKS

[Clinical supervision for Psychological Interventions and Therapies NES website](#)

[Clinical Supervision for Psychological Interventions and Therapies TURAS website](#)
(Turas login required)

[Roth and Pilling \(2008\) Supervision Competences Framework](#)

This resource may be made available, in full or summary form, in alternative formats and community languages.
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how
we can best meet your requirements.



NHS Education for Scotland
Westport 102
West Port
Edinburgh
EH3 9DN

www.nes.scot.nhs.uk

© NHS Education for Scotland 2018. You can copy or reproduce the information in this resource for use within NHSScotland and for non-commercial educational purposes. Use of this document for commercial purposes is permitted only with the written permission of NES.