**NICE Recommended Counselling for Depression (PCE-CfD)**

**CPD Training Programme Application Pack (Supervisor)**

**Application for Monday 11 May 2026**

**(Deadline for receipt of applications 24 April 2026)**

**This application pack contains:**

* **A description of Counselling for Depression**
* **An outline of the PCE-CfD counsellor supervisor programme**
* **A trainee PCE-CfD supervisor person specification**
* **An application form for this training**
* **A line manager statement form**
* **A supervisor/consultant statement form**

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| Description: BACPcolor | This NICE Recommended Counselling for Depression (PCE-CfD) training programme was designed and developed for delivery by British Association for Counselling and Psychotherapy in 2010For further information: http://www.iapt.nhs.uk/workforce/high-intensity/counselling-for-depression/ |

**Counselling for Depression (PCE-CfD) supervisor training**

**About Counselling for Depression**

**Background**

Counselling services have been available in primary care for many years, early reports dating back to the 1970s (Harray, 1975¹; Anderson and Hasler, 1979²). High levels of satisfaction with these services have been recorded among both patients and General Practitioners (Sibbald et al, 1993³). However, historically, there has been an uneven distribution of services leading to inequalities of access and the interventions delivered by counsellors have been variable and not always aligned to research evidence. The work of the IAPT programme, generally, and the programme of training described in this section, more particularly, aim to address these issues. The intention is to provide continued professional development (CPD) training for the existing counselling workforce to equip them to provide evidence-based counselling interventions within IAPT services.

**The therapeutic approach**

*Counselling for depression* is a manualised form of psychological therapy as recommended by NICE (NICE, 20094) for the treatment of depression. It is particularly appropriate for people with persistent sub-threshold depressive symptoms or mild to moderate depression where 6 – 10 sessions are recommended over a period of 8 – 12 weeks (NICE, 20095). However, it is acknowledged that when delivering services, precision in diagnosing exact levels of severity of depression in patients is often difficult, resulting in the likelihood of people with more severe depression being referred to counsellors. In such cases, where counsellors are working with the more severely depressed, up to 20 sessions of counselling are recommended.

*Counselling for depression* is a form of psychological therapy derived from the *Skills for Health* humanistic competence framework devised by Roth, Hill and Pilling (2009), which provided the basis for the National Occupational Standards (NOS) for psychological therapists. This framework was developed using therapy manuals from randomised controlled trials and exemplar texts which have impacted significantly on practice, ensuring that the therapeutic competences are closely aligned to the evidence-base and hence predictive of good outcomes for patients. The specific area of humanistic practice on which the *counselling for depression* competences are based is termed *person-centred/experiential therapy* (Mearns and Thorne, 20071; Elliott et al, 20042). The competencies identified in the Counselling for Depression framework are therefore a subset of those produced by *Skills for Health.*

This modality targets the emotional problems underlying depression along with the intrapersonal processes, such as low self-esteem and excessive self-criticism, which often maintain depressed mood. The therapy aims to help patients contact underlying feelings, make sense of them and reflect on the new meanings which emerge. This, in turn, provides a basis for psychological and behavioural change. It is a manualised model of practice specifically devised for experienced counsellors working in the IAPT programme.

**References**

1 Harray, A (1975) The role of the counsellor in a medical centre. *New Zealand Medical Journal.* 82:383-5

2 Anderson, S., Hasler, J. (1979) Counselling in general practice. *Journal of the Royal College of General Practitioners.* 29:352-356.

3 Sibbald, B., Addington Hall, J., Brenneman, D., Freeling, P. (1993) Counsellors in English and Welsh general practices: their nature and distribution. *BMJ*. 306(6869):29-33.

4 National Institute for Health and Clinical Excellence (2009) *The treatment and management of depression in adults.* Guideline 90

5 Roth AD, Hill A, Pilling S (2009) The competences required to deliver effective Humanistic Psychological Therapies

<http://www.ucl.ac.uk/clinical-psychology/CORE/humanistic_framework.htm>

 **Counselling for Depression (PCE-CfD) supervisor training**

**CPD Supervisor Training Programme**

Following recruitment, supervisors will attend a two-day top-up training programme comprising the following elements:-

* Supervision within the IAPT programme
* Monitoring adherence to the PCE-CfD Competence Framework
* Key PCE Supervision Competences
* Supervision skills practice

Following the two-day training programme, trainee PCE-CfD supervisors are required to complete a minimum of six supervision sessions with PCE-CfD counsellors. Sessions should be audio-recorded and two of these submitted for assessment. These will be assessed by the trainers delivering the two-day programme using the key PCE Supervision Competences (see Appendix E of the Curriculum for PCE-CfD). Where necessary, one opportunity to resubmit will be available.

On successful completion of the requirements, supervisors qualify to provide supervision to both qualified PCE-CfD counsellors and those undertaking the clinical practice element of the PCE-CfD training programme. Supervision is an important factor in the delivery of effective therapy, providing support, guidance and professional development for the counsellor. PCE-CfD supervisors are responsible for monitoring counsellor adherence to the PCE-CfD Competence Framework and provide written reports on their supervisees as appropriate. Supervision within the IAPT programme supports ethical and effective practice.

A key priority is to ensure that counsellors adhere to the therapeutic model described in the PCE-CfD Competence Framework as this model is closely aligned to the evidence base and so is likely to deliver the best outcomes. The self-assessment tool provides a means by which counsellors can reflect on their level and breadth of competence as a basis for reflective discussion in supervision. The purpose of such discussions should be to identify gaps in skill and knowledge and plan for further training and opportunities for development.

**NB: It is essential that permissions for the following are secured in advance of this application being submitted for assessment:**

* release of applicant for the two-day PCE-CfD supervisor training (one-day self-study and one-day face-to-face training programme)
* release of material from the applicant’s work with their PCE-CfD supervisees work for use in their own supervision/consultative support sessions
* recording and release of selected material from the applicant’s work with their PCE-CfD supervisees for assessment

If a trainee is unable to meet the requirements for supervision and/or assessment, they will be withdrawn from the training programme.

**All applicants for this PCE-CfD supervision training must ensure that:**

* all sections of the application form are completed
* completed line manager and supervisor/consultant statements are sent with the application form N.B digital signatures (not typewritten) are required. If this is not feasible please ask line manager and supervisor to email direct to pce.cfd@yorksj.ac.uk confirming their support of the application
* the application form arrives for selection no later than the given deadline date

**Counselling for Depression (PCE-CfD) supervisor training**

**Trainee PCE-CfD Supervisor Person Specification**

|  |  |
| --- | --- |
| **Essential** | **Desirable**  |
| **Qualifications and experience** |
| Successful completion of PCE-CfD counsellor training |  |
| Evidence of working towards BACP Counsellor/Psychotherapy accreditation or equivalent | Current BACP counsellor/psychotherapy accreditation or equivalentCurrent BACP supervisor accreditation or equivalent |
| EITHER: Qualification to provide clinical supervision to counsellors and psychotherapists (e.g certificate or diploma in supervision)OR:60 hours’ experience of providing clinical supervision to counsellors and/or psychotherapists in a healthcare setting |  |
|  |
| **Other** |
| Opportunity to undertake a minimum of six supervision sessions with PCE-CfD trainee or PCE-CfD qualified counsellors |  |
| Support of line manager to participate |
| Support of supervisor/consultant to participate |

**Counselling for Depression (PCE-CfD) supervisor training**

**CPD Training Programme Application**

**Part A**  **Your details**

|  |
| --- |
| Title (Mr, Mrs, Ms, other):  |
|  |
| First name(s):  |
|  |
| Surname:  |
|  |
| Job Title:  |
|  |
| Work organisation and address including postcode:  |
|  |
| Home address & postcode: |
|  |
| Which is your preferred contact address, work or home? |
|  |
| Daytime phone number:  | Mobile number: |
|  |
| E-mail address:  |
|  |
| May we contact you by e-mail? |
|  |
| May we circulate this e-mail address to other training participants? |

How would you like your name to appear on any official letters and/or certificates?

(For example, William Smith, W Alan Smith, and WA Smith)

|  |
| --- |
|  |

|  |
| --- |
| Personal requirements for training course attendance and participation: |
| Dietary: |
| Accessibility: |
| Visual/Auditory impairment: |
| Other requirement: |

**Part B Qualifications** - please pay particular attention to meeting the **essential criteria**

|  |  |  |
| --- | --- | --- |
| Title of Course | Place of Study | Qualification date |
|  |  |  |
|  |  |  |
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|  |  |  |

**Part C Experience** please pay particular attention to meeting the **essential criteria**

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| --- |
| Please summarise your experience of working as a Person-Centred/Experiential supervisor. *Applicants without a formal supervision qualification must include details of their 60 hours of clinical supervision*  |
|  |

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| --- |
| **Part D** **Work history** - please pay particular attention to meeting the **essential criteria** |
| Start date | End date | Employer | Job/role |
|  |  |  |  |
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**Part E Supporting statement**

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| Please describe how you would use supervision to enable a trainee counsellor/therapist to stay within the Counselling for Depression model and gain an understanding of working with adherence. Please do not submit more than **1000 words** in total. Your supervisor/consultant should read your work, to enable them to complete their statement. |
|  |

**Part F Returning your application**

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| **Next Steps:** |
| Discuss this application with your line manager and supervisor/consultant. Please remember to obtain permission from your employer to attend your own supervision/consultative support sessions and discuss your work as a trainee PCE-CfD supervisor in these sessions. Please also ensure that you obtain your employer’s permission to record selected material from your work with PCE-CfD supervisees and subsequently release it for assessment. |
| Give your line manager and supervisor/consultant the appropriate statement and arrange for each completed statement to be returned with your application or emailed direct to us. N.B digital signatures are required (not typewritten). If this is not feasible, please ask line manager and supervisor to email direct to pce.cfd@yorksj.ac.uk confirming their support of the application. |
| Copy any training certificates that you are sending to us to support your application (these are the courses you told us about in Part B) |
| Please keep a copy of this application for your own records.Please return your form by email to: pce.cfd@yorksj.ac.uk  |
|  |

**Please now sign and date this form and return it with the necessary supporting statements according to the instructions received in your accompanying correspondence.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Signature** |  | **Print name** |  | **Date signed** |
|  |  |  |  |  |

**Please check your application and confirm before posting**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Copy of certificates included? | YES |  | NO |  |
|  |  |
| Line manager’s report included? | YES |  | NO |  |
|  |  |
| Supervisor/consultant’s statement included? | YES |  | NO |  |
|  |  |
| Permission to participate in both parts of the trainings? | YES |  | NO |  |
|  |  |
| Permission to attend supervision/consultation sessions? | YES |  | NO |  |
|  |  |
| Permission obtained to record and release material? | YES |  | NO |  |

 **Counselling for Depression (PCE-CfD) supervisor training**

**Line Manager Information**

Following recruitment, supervisors will attend a two-day top-up training programme comprising the following elements:-

* Supervision within the IAPT programme
* Monitoring adherence to the PCE-CfD Competence Framework
* Key PCE Supervision Competences
* Supervision skills practice

Following the two-day training programme, trainee PCE-CfD supervisors are required to complete a minimum of six supervision sessions with PCE-CfD counsellors. Sessions should be audio-recorded and two of these submitted for assessment. These will be assessed by the trainers delivering the two-day programme using the key PCE Supervision Competences (see Appendix E of the Curriculum for PCE-CfD). Where necessary, one opportunity to resubmit will be available.

On successful completion of the requirements, supervisors qualify to provide supervision to both qualified PCE-CfD counsellors and those undertaking the clinical practice element of the PCE-CfD

training programme. Their responsibilities will be to monitor counsellor adherence to the PCE-CfD Competence Framework and provide written reports on their supervisees as appropriate. Supervision within the IAPT programme supports ethical and effective practice.

A key priority is to ensure that counsellors adhere to the therapeutic model described in the PCE-CfD Competence Framework as this model is closely aligned to the evidence base and so is likely to deliver the best outcomes. The self-assessment tool provides a means by which counsellors can reflect on their level and breadth of competence as a basis for reflective discussion in supervision. The purpose of such discussions should be to identify gaps in skill and knowledge and plan for further training and opportunities for development.

**NB: It is essential that permissions for the following are secured in advance of this application being submitted for assessment:**

* release of applicant for the two-day PCE-CfD supervisor training (one-day self-study and one-day face-to-face training programme)
* release of material from the applicant’s work with their PCE-CfD supervisees work for use in their own supervision/consultative support sessions
* recording and release of selected material from the applicant’s work with their PCE-CfD supervisees for assessment

If a trainee is unable to meet the requirements for supervision and/or assessment, they will be withdrawn from the training programme.

**Counselling for Depression (PCE-CfD) supervisor training**

**Line Manager Statement**

Please complete, sign and date this statement

|  |  |
| --- | --- |
| Name of applicant: |  |

The above applicant has submitted an application for CPD training as part of the national programme of PCE-CfD for IAPT services.

**I understand all the requirements and implications of this application going forward for PCE-CfD supervisor training as described above and I agree to proactively support the applicant as appropriate (if selected for the training).**

**Specifically:**

* **I agree to the applicant’s release to undertake of both parts of the training**
* **I agree to proactively support the applicant’s access to suitable PCE-CfD supervision work and their release, with the supervision material, for PCE-CfD supervision/consultancy purposes.**
* **I agree to proactively support the applicant’s recording of suitable work with their PCE-CfD supervisees and the release of selected anonymised recorded sessions for assessment purposes.**

**Please sign and date this statement**

|  |  |
| --- | --- |
| Name |  |
|  |  |
| Job title |  |
|  |  |
| Employing organisation |  |
|  |  |
| Work address and email address and tel |  |
|  |  |
| Signature digital |  | Date  |  |

**Please return your completed statement to the applicant for inclusion with their application. The applicant will advise you of the date by which you should return your statement to them. Alternatively email direct to** **pce.cfd@yorksj.ac.uk****. . N.B digital signatures are required (not typewritten). If this is not feasible, please email direct to us confirming your support of the application.**

**Counselling for Depression (PCE-CfD) supervisor training**

**Supervisor/Consultant Statement**

Please complete, sign and date this statement

|  |
| --- |
| Name of applicant: |

The above has submitted an application for PCE-CfD supervisor training as part of the national training programme in IAPT.  Please provide a statement commenting on his/her suitability as a candidate for training. Your statement should reflect current and recent supervision practice. The applicant has been asked to share their supporting statement with you as part of the application process.

This PCE-CfD supervisor training requires candidates to have EITHER a qualification in clinical supervision (e.g. certificate or diploma) OR 60 hours providing clinical supervision to counsellors and/or psychotherapists in a healthcare setting.

Please comment on:

|  |
| --- |
| The applicant’s general competence in supervising the delivery of person centred/experiential therapy. |
|  |

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| --- |
| How the applicant demonstrates an aptitude for supervising from within a person-centred/experiential framework in a time limited environment. |
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|  |
| How the applicant demonstrates ability and experience of supervising therapy work with people with depression. |
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| --- |
| **I hereby confirm that:** |
| I am in support of this application |  |
|  |
| I have seen the applicant’s supporting statement. |  |
|  |
| The example(s) used are typical of the applicant’s work |  |
|  |
| I understand that I may be contacted as part of the trainee selection process. |  |

|  |  |
| --- | --- |
| Name |  |
|  |  |
| Job title |  |
|  |  |
| Professional qualification: |  |
|  |
| Employing organisation |  |
|  |  |
| Work address email and tel no |  |
|  |  |
| Signature digital |  | Date  |  |

Please return your completed statement to the applicant for inclusion with their application. The applicant will advise you of the date by which you should return your statement to them. Alternatively email direct to pce.cfd@yorksj.ac.uk. N.B digital signatures are required (not typewritten). If this is not feasible, please email direct to us confirming your support of the application.