

SOCIETY OF ANALYTICAL PSYCHOLOGY

APPLICATION PROCESS FOR SUPERVISING ANALYSTS

This is currently under review

Criteria for Eligibility

1. Length of Membership

Members should have been Training Analysts of the SAP for three years before beginning the process of application

2. Practice requirements:

A broad base of experience of intensive analytic work is required and this must include experience of patients seen at 4 x weekly since becoming a Training Analyst, at least one of whom should not be a former training patient. Applicants will need to be able to demonstrate the competencies set out below through presentation and discussion of their analytic work.

The applicant's current practice should include

- i. a minimum of 20 hours per week seeing patients in clinical practice
- ii. several patients seen at sufficient frequency and over sufficient time to allow for an intensive analytic process including work with deep regression and disturbed states of mind.

The full details of the applicant's current patients shall be given in the application, including sex, current age and dates and frequency of treatment. In addition, applicants are asked to give full details including sex, age and dates and frequency of treatment of all patients seen four- or five- times-weekly since their qualification as a Member.

If the applicant feels that there are exceptional circumstances whereby these requirements are not fulfilled but they nevertheless feel able to meet the standards set out in the List of Competencies for Supervising Analysts, they should discuss their circumstances with the Chair of the Supervising Analysts Selection Panel (SASP) in the first instance before applying. The Chair can offer advice and guidance and may consult with the members of the panel but the ultimate decision on whether or not to apply rests with the applicant.

3. Supervision Requirements

- i. Either a) The satisfactory completion of a Supervision Course recognised by UKCP or BPC.
Or b) For four years from the date of these revised procedures, completion of 12 hours of supervision of supervision with an SAP Supervising Analyst.
- ii. Substantial experience of supervising psychodynamic or psychoanalytic work of therapists seeing patients at least once weekly, with the supervision also being on a weekly basis.
- iii. Supervisory experience should preferably also include experience of supervising trainees including assessing their competence for qualification.
- iv. Experience of supervising groups of therapists/counsellors is an advantage.
- v. Applicants are expected to have access to consultation for supervision of their supervision and to demonstrate the use they have made of that.

4. Professional Activity Requirements.

As a minimum, applicants should have a full record of having met the CPD requirements of the BPC (or SAP, for those who are not BPC members) and are required to have met their commitment to the work of the SAP Clinic unless they can provide evidence of extenuating circumstances. In addition, the applicant's professional activities should be sufficient to give a sense of applicants' wider professional development and being in touch with current trends of thought.

These will normally include experience of teaching and training both outside the SAP and on the SAP psychotherapy and/or analytic training. They may also include publications or unpublished presentations.

Membership of committees is not a requirement. Applicants will normally be actively involved in one or more aspects of the professional life of the Society but there may be reasons why this is not the case (e.g. geographical distance, family commitments).

All professional dues to the Society must be fully paid up to date.

Reporting Procedure:

1. All applicants would present their supervisory and analytic work to two reporters, both of whom must have been Supervising Analysts for at least one year. One reporter should be male and one female. For those applicants who have not completed a supervision course, neither reporter should be the supervisor of supervision. (see 3i b) above).
2. Work with one supervisee and one analytic patient should normally be presented to each Supervising Analyst, including both male and female patients and/or supervisees.
3. It is expected that a maximum of 5 interviews will be held with each reporter. Reports should be shown to and discussed with the applicant. If necessary an additional meeting may be needed to discuss the report.
4. Reporters who do not feel that they could support the application, would be expected to discuss this with the candidate so that the candidate has a clear understanding of the reporter's judgement and is given recommendations for further development. It should also be emphasised to the candidate that the selection process will be dependent on the outcome of the secret ballot of the six panel members at the end of the application hearing, i.e. a reporter's view may not necessarily be upheld.. Reporters do not vote.
5. One of the reporters should, in addition to assessing clinical work, report on the other areas for consideration in the application.
6. The reporters charge the applicant a fee for these interviews, which is set by the Society.

Competencies

Reporters will be expected to report on the applicant's strengths and weaknesses and to take into consideration the applicant's ability to demonstrate the competencies outlined in Appendix 1 below. The List of Competencies is given as a set of guidelines. Not all applicants will demonstrate all competencies during the course of their reporting.

Selection Procedure

1. After the applicant has discussed his/her work with the reporters, the applicant should submit his/her application to Chair of the Supervising Analyst Selection Panel (SASP) who should
 - a. ensure that the applicant meets all the required criteria
 - b. Inform the Chair of Ethics of the application. Should the application be in breach of ongoing sanctions, the Chair of Ethics has the discretion to raise the matter with the applicant while maintaining the usual confidentiality with regard to Ethics proceedings.
2. The application will be circulated to those Supervising Analysts who will be members of the SASP for this application, prior to the application hearing. The SASP will be drawn from a pool of 10 members. The panel will comprise six voting members.
3. Reporters should send their written reports to the Chair of the SASP three weeks before the meeting at which the application is to be heard. These reports will be circulated to the members of the SASP prior to the hearing.
4. The applicant will be required to attend the SASP meeting.

5. The applicant's analyst(s) and personal friends should not be present when the application is considered. Members of the Panel who have a working or personal connection with the applicant should declare this so that any conflict of interest can be discussed by the Panel and a decision taken on the member's further involvement.
6. The reporters will be invited to present their reports and to answer questions.
7. The applicant will then be invited into the meeting to answer questions or be invited to elaborate on any points which the SASP wish to consider. The purpose of this is to give the applicant the opportunity to elaborate and clarify any points arising from the discussion of the reports.
8. The applicant will then be asked to leave the meeting so that final discussion and voting can take place.
9. Voting is by secret ballot. Members entitled to vote are the six Members of the SASP who are present. Applicants need to gain a majority of two thirds in favour. Abstentions are not allowed.
10. Either the Chair or, more usually, one of the reporters should informally let the applicant know the result of their application but where the applicant has been successful then it must be emphasised that the result has to be ratified by Council.
11. In the event of a successful application, the Chair will notify Council, requesting ratification. In the event of an unsuccessful application the Chair of the SASP will be required to agree a letter of explanation to the applicant outlining the specific areas of competence which might need further development and giving advice as to ways in which such development could be achieved.
12. The decision of the SASP can be subject to appeal on the grounds stated in the appeals document.
13. If the application is unsuccessful, a re-application may be made after a minimum period of six months.

APPENDIX 1:

ADDITIONAL GUIDELINES RE: APPLICATION PROCESS FOR SUPERVISING ANALYSTS

Guidelines for Applicants:

In presenting your work to the two reporters, you need to demonstrate how you work and to show or explain what informs your work: i.e. why you do what you do with a particular patient, with an emphasis on how you understand and work with the analyst/patient interaction. This is likely to have a different focus from supervision where the emphasis may be more on simply presenting the work as it is, allowing for a collaborative understanding to develop between supervisor and supervisee over a period of time. While this may occur as part of the reporting process (reporters too have different styles), you need to bear in mind that the primary purpose of the meetings is for the reporter to get sufficient sense of your work to be satisfied that you are working at the level set out in the list of competencies for training analysts. To do so, they need to get a clear picture of how you are in the consulting room.

In addition to presenting a sufficiently detailed account of current sessions, you should also include an account of developments in the work over the duration of the analysis in order to show what informs your thinking about the patient and your current understanding of the analytic material – e.g. psychopathology, transference and countertransference, dream material, enactments etc.

As part of this process, the reporter may query or try to elicit why you did what you did - for example, raising questions of technique, theoretical approach and/or personal style. There is not a 'right' way of working and you are not expected to conform to a particular theoretical or technical approach. However, you should be able to show the reasons for *your* way of working and to be able to discuss this in a well-informed way.

The reporter will show you their report in order to ensure it is a fair and accurate representation of you and the work you have presented. If there are any inaccuracies or misunderstandings, these should be addressed before the report is submitted and further sessions can be arranged for this purpose if necessary. The reports are then submitted, along with your application to the members of the SASP who hear your application. Reporters attend the application hearing where the reports are discussed but do not vote. You will also have the opportunity to attend the meeting to answer questions and clarify points raised by the reporters presentation as well as raising any further points that you feel have not been covered in the reports.

Guidelines for Reporters

Each reporter will hear the candidate present their work with one of their intensive patients. Usually one reporter will also discuss the breadth of the analyst's work and other areas that are relevant to the application. For example, if both intensive patients are female, the reporter may need to enquire about work with male patients to get a view of how the analyst works with men.

You need to bear in mind that you will need not only to evaluate the quality of the applicant's work but to be able to demonstrate this to the TASP. So you may need to elicit additional information from the applicant in order to be able to give as full a picture of their work as possible – e.g. their understanding of the patient's psychopathology, their handling of regressive and/or early infantile states, how they process their countertransference, use dream material, contain projections, respond to attacks on the frame, formulate interpretations etc. However, these should not be taken as an exclusive or prescriptive list and you should use your own judgement as to how a particular applicant demonstrates the level of competence indicated in the criteria (see 'Competencies for Supervising Analysts' below).

Following your meetings, your report should be shown to the applicant. If there are any inaccuracies or misunderstandings, another meeting can be arranged so any difficulties can be discussed prior to the submission of the original or revised report. This should then be sent to the Chair of the Supervising Analyst Selection Panel (SASP). Your report will be sent to all members of the TASP. At the meeting to hear the application, your role is to represent the analyst's work by speaking to the report and answering questions raised by the Panel. It is therefore important that you feel able to describe as clearly as possible how the analyst works and be able to demonstrate the reasons for your evaluation through the evidence elicited in the meetings. Whilst you are not an 'advocate', it is expected that you will have formed a view of the applicant's suitability and will be able to explain the reasons for your view. That is, while the applicant needs to show why they do what they do as analyst, you will also need to show why you think what you think as a reporter.

Reporters do not vote.

Guidelines for Members of the Supervising Analysts Selection Panel

The SASP is chaired by a Supervising Analyst selected by the Membership Faculty. The SASP will be drawn from a pool of 10 members. At each application hearing, exactly six members must be present and voting will be by a two thirds majority. The hearing will normally be chaired by the Director of Membership Services who does not vote.

It is desirable that Supervising Analysts serving on the SASP have been SA members for at least two years. The SASP members should familiarise themselves fully with the criteria for eligibility and the list of competencies as stated in the Handbook. They will be sent a copy of the application form plus two reports, one from each reporter. The Chair will confirm that the applicant has fulfilled the criteria for application – length of time practicing post qualification, number of hours in practice, no ongoing concerns from the ethics committee etc. While the Chair can advise on cases of exceptional circumstances, he or she should neither offer any guarantees to the applicant nor prohibit their application. All members are reminded that the aim is to ensure that the candidate demonstrates their clinical competence according to the range of criteria specified in the guidelines.

Members are reminded that all proceedings of the SASP are confidential.

APPENDIX 2:

COMPETENCIES FOR SUPERVISING ANALYSTS

The following are intended as guidelines. The list strives to acknowledge the complexity of the analytic experience and the process of supervision and is an attempt to include a range of factors as a way of helping both candidates and reporters to think about what is required. Applicants are not expected to demonstrate all of these competencies during the course of their reporting sessions.

Basic Supervision Competencies include:

- Offering a containing environment that facilitates the supervisee being able to share their work openly and honestly
- Having a thorough working understanding of unconscious processes that the supervisor makes available to the supervisee through discussion of the clinical work brought to supervision
- Being able to challenge and support where appropriate and necessary.
- Having an understanding of the reflection process whereby aspects of the therapist/patient relationship are reflected (and re-created) in the supervisor/supervisee relationship.

Advanced Supervision Competencies for Supervision of Analytic Trainees:

1. Analytic Competencies

Supervising Analysts will be expected to have developed as analysts beyond the level reached at the point of becoming Training Analysts. At this level it becomes difficult to specify competencies since a primary feature of the level of integration required is that analytic competency becomes a personal and individualised expression of who one is as an analyst together with what one knows. The following is an attempt to formulate this in terms of competencies which are necessarily fairly general since they need to allow for the variety of ways in which analysts may individuate over time.

- Having sufficient strength and robustness to be able to enter into disturbing states of mind over long periods of time without resorting to defensive avoidance of the intimacy and emotional intensity of the analytic relationship.
- The psychological flexibility to be able to allow the patient to 'live inside' the analyst in states of unconscious identity while maintaining an overall capacity for thoughtful reflection
- An attitude of curiosity and humility towards one's own work and the experience of others.
- Being able to work out of oneself in such a way that analytic knowledge is integrated into one's own experience and emerges from that experience in an individuated way. This could also be described as the development of a personal style that is the outcome of a long process of learning from experience.
- Development of an 'internal supervisor' that is able to manage the anxieties of holding complex information and emotional states over a period of time. This internal state of mind is what the supervisor will need to draw on and externalise in supervising others.
- Being able to bring expertise and experience as an analyst to bear in a way that can be conveyed for the benefit of facilitating the learning of supervisees while allowing them the freedom to develop in their own way.

2. Supervisory Attitude

- Manage complex situations in a thoughtful way. This includes maintaining appropriate confidentiality
- Maintain a focus on the dynamics and development of the relationship between the supervisee and the patient
- Foster understanding of the analytic process as something that develops over time
- Represent one's own way of working while being able to engage with different ways of thinking and working.

- Respect different ways of working and thinking in relation to colleagues as well as the supervisee while maintaining appropriate supervisory authority.
- Encourage and facilitate supervisees to develop their own style.
- Promote an attitude of curiosity about the supervisory process and encourage a process of thinking together with the trainee about it.
- Keep a balance between being emotionally engaged in the supervisory relationship and maintaining the capacity to process the material.
- Distinguish between supervisees' attempts to 'mimic' the supervisor and identification with the supervisor in the service of learning.
- Refrain from acting as 'proxy analysts' whose interventions the supervisee is expected to copy.
- Manage difficulties in the work that may need to be challenged while maintaining a non-persecutory attitude that is sensitive to the supervisee's vulnerability to criticism.

3. Understanding and Use of the Reflection process.

The supervisor needs particular skill in recognising and working with various aspects of the reflection process due to the nature of training supervision in which the trainee usually presents only one patient. Neither supervisor nor supervisee have much opportunity to experience the way the dynamic of their relationship changes with the representation of different patients and so the supervisor has to be able to distinguish the reflection process within the context of one piece of work. The various ways in which this can affect the supervisor/supervisee dynamic include

- how the supervisee relates to the supervisor (which also needs to be distinguished from the supervisee's own transference to the supervisor)
- how the supervisor relates to the supervisee (which also needs to be distinguished from the supervisor's counter-transference to the supervisee)
- how the supervisor assesses the quality of the supervisee's work
- how the supervisor assesses and understands the supervisee's patient.

4. Boundaries of Supervision

Supervisors need to

- be sensitive to the potential for splitting and split transferences – e.g.
 - between the supervisor and the analyst
 - Between the supervisor and the training organisation
 - Between supervisor/supervisee couple and the patient where the supervisory couple make a defensive alliance against a 'dreadful' patient.
- maintain a boundary between supervising and analysing the supervisee, although there may be occasions when the supervisee's transference to the patient and/or their transference to the supervisor needs to be addressed.
- use teaching of theory and technique in a judicious and appropriate way with an awareness of the risk that this might be used as a defence against engaging with the difficulties in the work between supervisee and patient.

5. Responsibility for the Supervisee's Progress

In addition to facilitating the development of the supervisee's work, Supervising Analysts will also be responsible for assessing their development as trainees and ultimately making a judgement regarding their readiness to qualify as analysts. While previous experience of supervising trainees is not currently a requirement, many applicants will have undertaken such work for other psychodynamic and/or psychotherapy trainings. (In the future it should be possible to make this a requirement since applicants will have had the opportunity to supervise on the 2 x week training).

This aspect of the role requires:

- Ability to ascertain potential
- Attention to the administrative requirements of trainees' progress, (e.g. regular and reliable completion of 6 month reports)
- Ability to report on trainees' progress in a constructive way both to the trainee themselves and to other members of the training staff.
- Ability to confront difficulties and problems in trainees' work and to take appropriate action where necessary
- An ethical awareness of the potential conflicts that may emerge between the needs of the trainee and those of the patient.

APPENDIX 3

APPEALS PROCEDURE FOLLOWING AN APPLICATION TO BECOME A SUPERVISING ANALYST

1. An applicant whose application to become a Supervising Analyst is turned down and who is considering making an appeal against the decision, will have an informal feedback meeting with two analysts who were present at the meeting. One of these can be the Chair of the Supervising Analysts' meeting. Neither analyst shall be one of the reporters. This meeting shall take place within 28 days of the applicant receiving the letter following the meeting at which the application was heard. At this meeting the possibility of making an appeal against the decision can be discussed.
2. The grounds of appeal are that there has been an irregularity in the conduct of the assessment process. The applicant cannot appeal simply because he or she disagrees with the original decision against being elected to be a Supervising Analyst, or where the appeal is frivolous, vexatious or mischievous.
3. If the applicant decides to make an appeal, this shall be put in writing to the Chair of the Supervising Analysts' Meeting not later than 14 days after the date of the initial, informal meeting. This written appeal shall be known as the Appeal Statement.
4. On receipt of the appeal the Chair of the Supervising Analysts' Meeting should inform all Supervising Analysts that an appeal has been lodged. The Chair, in consultation with other Supervising Analysts, shall then appoint an Appeals Committee consisting of four Supervising Analysts, two who attended the meeting which heard the application, and two who did not attend, together with an external person, who is a member of the British Psychoanalytic Council co-opted specifically to take part in the Appeals Committee. The Supervising Analysts' Meeting shall delegate to such Appeals Committee the business of hearing the appeal. The Chair of the Appeals Committee shall be elected by the members of the Appeals Committee. Such a Committee shall be appointed within 14 days of the appeal being lodged. The appellant will be informed of the membership of the panel within 7 days of it being appointed.
5. If the appellant has a reasonable objection to the membership on the Appeals Committee of any member thereof, s/he may communicate the objections with reasons in writing to the Chair of the Supervising Analysts' Meeting within 14 days of receiving notification of its members. The Supervising Analysts' Meeting will then consider and decide upon the objection and may require the member to stand down from the Committee. In such a case, the Supervising Analysts' Meeting will appoint a replacement and notify the appellant of this replacement within a further 14 days. If the Supervising Analysts' Meeting believes that the number of objections being made is causing an undesirable delay in the procedure, then the Supervising Analysts' Meeting has the right to limit the number of objections.
6. The Appeals Committee shall decide whether or not there are prima facie grounds for the appellant's appeal to be given a full hearing.
7. Having informed itself of the details of the matter in whatever way it sees appropriate, where the Appeals Committee finds that the appeal is not based on an alleged irregularity in the conduct of the assessment process, the appeal shall be dismissed without further hearing. In this case, the Appeals Committee shall inform the Chair of the Supervising Analysts' meeting of their decision within 7 days.

The Chair of the Supervising Analysts' meeting shall inform the appellant of this decision within a further 7 days, or as soon thereafter as possible.

8. When the Appeals Committee finds that there are prima facie grounds for the appellant's appeal to be given a full hearing, the Appeals Committee shall then appoint a day, time and place for a meeting of the Appeals Committee and give notice thereof of at least twenty one days to the appellant and to such other parties as the Committee wishes to call, inviting them to attend such meeting as soon as possible thereafter, and to be heard upon the appeal. After due notice, the appeal may take place in the absence of the appellant.

9. The appellant may be supported at the meeting by one other person.

10. The quorum for such a meeting of the Appeals Committee shall be five members thereof. At the meeting of the Appeals Committee, the Committee shall consider the Appeal Statement. The Appeals Committee may ask questions of all parties involved in the original application. Only members of the Appeals Committee will be allowed to ask questions. Only answers to the Appeals Committee will be heard; new statements will not be allowed.

After the appellant and other parties to the appeal have left the meeting, the Appeals Committee shall discuss the matter and then take a secret vote of the Members there present. The said vote shall recommend to the Supervising Analysts' Meeting that the original decision be upheld or that the application be reconsidered according to the findings of the Appeals Committee. The vote will be by simple majority.

11. The decision of the Appeals Committee shall be final and binding. The only exception to this is if the Appeals Committee has not followed this procedure in coming to a decision, in such a way that the appellant has been materially disadvantaged.

12. An appeal against the decision of the Appeals Committee must be made in writing to the Chair of Council usually within 7 days of the notification to the appellant of the decision of the Appeals Committee. The Chair, in consultation with two other members of Council and seeking clarification from the Chair of the Appeals Committee and any other member of the Committee they see fit to consult, shall decide within 28 days of receipt of this appeal (or as soon thereafter as possible) whether the alleged material disadvantage is so gross that the appellant cannot be said to have had a fair hearing. The Chair of Council shall inform the appellant and the Chair of the Supervising Analysts' meeting of their decision about this as soon as possible thereafter. The Chair of Council may dismiss the appeal, may instruct the Appeal Committee to reconsider their decision taking into account the disadvantage to the appellant or may ask the Supervising Analysts' meeting to appoint a new Appeals Committee within 14 days of this decision (or as soon thereafter as possible). If the appeal about material disadvantage as a result of the Appeals Committee not following this procedure is allowed, the appeal shall then follow the procedure from point 8 above.

13. The Chair of the Appeals Committee shall give notice of the decision to the Chair of the Supervising Analysts' meeting within seven days of the decision being taken, and the Chair of the Supervising Analysts' meeting will notify the appellant within seven days of receiving such notice.