

**For the attention of the European Commission:
Submission for a Common Training Framework
for the Profession of “Psychotherapist”**

**This paper has been written on behalf of the Board of the
European Association for Psychotherapy (EAP)
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Introduction

The vision of the European Association for Psychotherapy is of the European Union and Europe being places in which emotional and mental wellbeing are a human right. A component part of fulfilling this vision is that Europe's citizen's need accessibility to quality assured Psychotherapy. The European Association for Psychotherapy works to ensure that high quality Psychotherapy in both public and private sectors is available to everyone who needs it at the point of their need.

The European Association for Psychotherapy is the flagship of the profession of Psychotherapy in Europe. EAP unites Psychotherapists from 27 EU countries and 14 non - EU European countries, and 128 Psychotherapy organisations into a common organisation. Based on the Strasbourg Declaration on Psychotherapy of 1990 (see page 6) the European Association for Psychotherapy represents and proactively sustains the highest professional standards for the practice of Psychotherapy and upholds rigorous standards of training, education, competence and professionalism.

The importance of the European Association for Psychotherapy to the EU is that it is the gold standard ensuring the highest standards within the profession of Psychotherapy right across the EU; that it offers healing and health care to children, young people and adults across the EU; that it offers professional transferability across the EU through the European Certificate of Psychotherapy; that it works on ongoing research in healthcare; that it can contribute positively to the economy of the EU; and that it can even contribute to the European Green Deal, as it is a green profession and we are already working with people who are experiencing climate anxiety.

The European Association for Psychotherapy was established in 1990 and founded on the Strasbourg Declaration. The structure of EAP can be thought of as a huge

piece of fabric, extending across all 41 countries, which has both a warp and a weft to give it an intact structure.

The “warp” of EAP is the 41 European countries, and for each country there is a National Awarding Organisation (NAO). The NAOs are regulatory bodies of the Psychotherapy profession in their own country, and NAOs are able to award the European Certificate of Psychotherapy to their members. The European Certificate of Psychotherapy (ECP) ensures the standardisation of the profession of Psychotherapy across Europe. It was established to create a comprehensive Europe wide standard for the profession of Psychotherapy. It ensures equal standards of education and training across Europe.

The “weft” of EAP is the European wide organisations for the different modalities and specialisms within the profession of Psychotherapy. For each modality and specialism there is a European Wide Awarding Organisation (EWAO). The EWAOs play an important role in ensuring the standards of education, training and practice within each modality across the 41 European countries of the organisation.

With the “warp” and the “weft” of EAP working together and being closely interwoven, this makes it a very strong fabric and a strong organisation. It is important to emphasise that so many countries and so many Psychotherapy organisations and Psychotherapy modalities have come together and agreed minimum professional standards and training requirements, and thus determine the profession of Psychotherapy across Europe. The European Certificate of Psychotherapy was established to create a comprehensive European standard for the profession of Psychotherapy.

Therefore, the European Association for Psychotherapy is a strong European organisation which makes Psychotherapy available for those who need it throughout the 41 European countries, and it is an organisation which makes possible the standardisation of professional practice of Psychotherapists across the 41

countries. It is an eminently suitable organisation to be make this submission to the European Commission.

The purpose of this submission document is to request the establishment and recognition of the independent profession of Psychotherapy within the EU. This paper sets out the Psychotherapy Act (page 7), the EAP Education and Training Requirements to become a Psychotherapist (page 8) and the Common Training Frameworks of nine EU countries (pages 15 – 32). In submitting this document we request that the European Commission declare the independent profession of Psychotherapy.

Strasbourg Declaration on Psychotherapy

In accordance with the aims of the World Health Organisation (WHO), the non-discrimination accord valid within the framework of the European Union (EU) and intended for the European Economic Area (EEA), and the principle of freedom of movement of persons and services, the undersigned agree on the following points:

1. Psychotherapy is an independent scientific discipline, the practice of which represents an independent and free profession.
2. Training in Psychotherapy takes place at an advanced, qualified and scientific level.
3. The multiplicity of psychotherapeutic methods is assured and guaranteed.
4. A full psychotherapeutic training covers theory, self-experience, and practice under supervision. Adequate knowledge of various psychotherapeutic processes is acquired.
5. Access to training is through various preliminary qualifications, in particular human and social sciences.

Strasbourg, October 21st, 1990

European Union Psychotherapy Act

“The Psychotherapy act encompasses all the professional actions, i.e. the autonomous, interdisciplinary, relationship-based and evidence-informed psychotherapeutic methods, for the treatment of psychological, psycho-social and psycho-somatic disorders and difficulties. A relationship of trust, empathy and confidentiality between the Psychotherapist and the client is essential for effective clinical practice. The Psychotherapy act is underpinned by national and international ethical codes which respect the dignity, autonomy and uniqueness of all human beings. Psychotherapy is an independent profession from psychology, psychiatry and counselling. Psychotherapists usually have a first degree followed by a professional, highly specialized, theoretical and clinical training which includes research methodology and continuous professional development. The range of psychotherapeutic modalities is broad, and the profession is constantly evolving new developments in theory and clinical practice.”

Date of formal adoption by EAP Governing Board: April 30th 2018

Date submitted to the European Commission: September 2018

Education and Training Requirements for the Profession of Psychotherapist

The European Association for Psychotherapy promotes the recognition of common standards of training for the profession of Psychotherapy throughout Europe. The aim is to ensure a high level of Psychotherapy training across the European Union, and to facilitate the mobility of Psychotherapists across European countries.

- ❖ The training for Psychotherapists shall be at postgraduate Masters or Masters' equivalent level.
- ❖ Qualifications for the profession of Psychotherapist must include both theoretical and practical components as well as general training and specific training components.
- ❖ Trainings to become Psychotherapist are informed by theory and research, and are based on clinical practice. Training are related to clinical work in occupational settings.
- ❖ Trainings to become a Psychotherapist provide transparency and accountability in their assessment processes. Trainings operate within the Code of Ethics and Practice of EAP, and also operate within an equalities and diversity framework. Trainings in Psychotherapy have an appropriate and up-to-date published policy covering diversity and equalities.

The European Association for Psychotherapy Minimum Standards of Training to become a Psychotherapist.

EAP has achieved a common and agreed standard of training across all 41 European countries. The training standards of EAP are that the total duration of the education and training for the profession of Psychotherapist is at Master's level, that it must fulfil EQF Level 7, and the length of training must not be less than 3200 hours¹:

- **Either spread over a minimum of seven years, with the first three years being the equivalent of a relevant university degree (general training). The later four years must be in a training specific to psychotherapy, must contain all the elements defined below in this document, and will not be less than 1400 hours**
- **Or conducted as a 5-year full-time academic education and training in psychotherapy, organised by a university, which must contain both general training and training specific to psychotherapy. The training specific to psychotherapy must include theoretical and practical elements defined below in this document.**

¹ All training hours presented in this document are contact hours i.e. the hours acquired in direct contact and interaction with the teaching staff such as psychotherapists, trainers and supervisors. Hours that student acquire through studying literature, preparations for training and assessments, peer activities etc are not included in the overall hour of the training.

Requirements to Begin Training as a Psychotherapist

To ensure that entry is at a postgraduate level of competence each psychotherapy applicant must have achieved one of the following as a minimum entry requirement prior to training:

- Relevant university degree or equivalent
- Qualifications to be admitted to university education (for students of the five year full time academic education and training in Psychotherapy)

Candidates for the profession of Psychotherapy must demonstrate that they have personal qualities that make them suitable for the psychotherapy profession.

Candidates for the profession of Psychotherapy must demonstrate that they have the capacity to working with people in a responsible role.

Candidates for the profession of Psychotherapy must demonstrate that they have an adequate command of the written and spoken language of their European country (disability and equalities exceptions/adaptations to this requirement will always apply).

Candidates for the profession of Psychotherapy must have the Disclosure and Barring checks required by their country.

Candidates for the profession of Psychotherapy must undergo face-to-face selection process.

Candidates for the profession of Psychotherapy must have the appropriate legal status.

The Minimum Curriculum for training to be a Psychotherapist

The study of the theory and practice of Psychotherapy from assessment to ending should include:

- a) A model of the person and mind.
- b) Theories of human development throughout the human life cycle.
- c) A model of gendered and culturally influenced human development.
- d) A model of human change and ways in which change can be facilitated.
- e) A model of therapeutic relationship.
- f) Mental Health Familiarisation.
- g) A set of clinical concepts to relate theory to practice.
- h) Study of a range of psychotherapies and counselling so that students and trainees can develop an awareness of alternative approaches.

i) An introduction to appropriate models of clinical assessment. This must include learning how to recognise more significant mental health symptoms and difficulties, and when and how to refer on.

j) Theories of Psychopathology

k) The development of the ability to recognise the limitations of Psychotherapy, and when the Psychotherapist should seek other professional advice or refer on.

l) Trainings must ensure that students gain an understanding of self-reflective process in recognition of the necessity for psychological maturity.

m) Research in Psychotherapy

The specific professional training (1400 hours) must include the following elements:

- Theoretical Study: There will be a general part of university or professional training and a part, which is specific to psychotherapy. University or professional courses leading to a first University degree or its equivalent professional qualification in subjects relevant to psychotherapy may be allowed as a part of, or the whole of, the general part of psychotherapy theory, but cannot contribute towards the 4 years of specific psychotherapy training. Theoretical study during the 4 years of training specific to psychotherapy should include 500 to 800 hours.
- Clinical Practice under Supervision: This will include sufficient practice with psychotherapy clients (not less than 300 hours) under continuous supervision
- Personal Psychotherapeutic Experience, or equivalent: This should be taken to include training analysis, self-experience, and other methods involving elements of self-reflection, therapy, and personal experience (not less than 250 hours) normally spread over 4 years. No single term is agreed by all psychotherapy methods. Any training shall include arrangements to ensure that the trainees can identify and appropriately manage their involvement in and contributions to the processes of the psychotherapies that they practice in accordance with their specific methods.
- Supervision (not less than 150 hours) should be continuous and appropriate to the psychotherapeutic modality and will be at least two years in duration.

Placement in a mental health setting or equivalent professional experience: The placement must provide adequate experience of psycho-social crisis psycho-social crisis and of collaboration with other specialists in the mental health field.

Psychotherapy Research

All trainings must encompass principles of psychotherapy research in order to enhance the student/trainee's own practice. This must include:

- a) Knowledge and understanding of basic research approaches and techniques, and their application to the investigation and evaluation of psychotherapeutic process and outcomes.
- b) Learning to read, understand and critically evaluate research in relation to psychotherapy and have a working knowledge of research relevant to their modality and their own practice.

Diversity and Equality

All trainings must ensure that students and trainees develop:

- a) A working understanding of equality and diversity theory including, but not limited to, models of cultural competence and cultural humility, and of the principles and provisions of the Equality Act 2010 as a minimum benchmark for understanding these issues.
- b) Critical understanding of cultural, racial, socio-economic, gendered, heteronormative and dis/ability bias in the theory and culture of psychotherapy and when it is necessary to challenge these biases.
- c) A research-informed understanding of the processes and effects of Unconscious Bias – the unavoidable thinking patterns to which no one is immune. Trainees should be empowered to recognise and increase insight into their Unconscious Bias and how that impacts on working with sameness and difference. They should be open to reflection on explicit and implicit challenge to these thinking patterns, from peers and clients.
- d) Critical understanding and self-reflexive recognition of interpersonal and intra-personal phenomena requiring attention from an equality and diversity perspective.

Safeguarding

- a) The curriculum must include developing an awareness of safeguarding issues in relation to clients and those likely to be impacted by the client's actions/inactions.
- b) Students must be equipped to understand their responsibilities in relation to relevant and up-to-date safeguarding legislation.

c) Trainings must ensure that they equip students to work in particular settings and to understand how to ensure compliance with safeguarding rules in accordance with that setting.

Ethics

a) Trainings must ensure that students are familiar with the code of ethics and practice for Psychotherapy for their organisation/country.

b) Time and space should be provided for reflective consideration of ethical issues.

Security and Confidentiality

Trainings should equip students with the ability to assess risk. Students should develop their own policy and practice that is compliant with legislation. This should take into account:

a) Social media.

b) Phone and messaging technology.

c) Data protection regulations and principles, including data management and retention, and protocols for sharing of data. d) Email protocols.

e) Innovative technology including apps and web-based tools in clinical practice.

f) Payment processes.

g) Practice management.

h) The implications of local jurisdiction and working internationally.

Assessment

- Each training course shall have a properly constituted body for assessing students and trainees. The modes of assessment (practical and academic) and the assessment criteria, must be clearly set out and made available to students and trainees.
- Assessment must be linked to clearly set out learning outcomes relating to the knowledge base, clinical skills and context of practice. The assessment objectives are to ensure clinical and professional competency within the context of a chosen theoretical model and sound ethical practice. The modes of assessment and the criteria for assessment must relate to these objectives.

- Assessment design must be fair to candidates and consistent across different orientations and training routes.

Professional Title

Persons authorized to exercise psychotherapy independently, shall hold the professional title "Psychotherapist".

Registration

There shall be mandatory Public Registers, held by regulatory organisations, of persons authorized to exercise psychotherapy independently in each European country. Psychotherapists shall apply for admission to the Register and shall submit all required proof of their qualification prior to beginning to exercise psychotherapy independently.

The Register may be requested and inspected by all interested persons and shall function in the following capacities: 1. as a means for those who are in need of Psychotherapy to obtain adequate information about Psychotherapists; and 2. as a quality control instrument for Psychotherapy services.

Exercise of Profession

Prerequisites to the Practice of Psychotherapy

Those persons shall be authorized to practice psychotherapy independently, who

1. have completed successfully training in psychotherapy as described above
2. have the appropriate legal capacity
3. practice according to the ethical standards of the profession
4. have been admitted on to the Register of Psychotherapists

Professional Duties of Psychotherapists

Psychotherapists shall exercise their profession, which is the treatment of psychological, psycho-social and psycho-somatic disorders and difficulties in their patients/clients, to the best of their knowledge and belief. Psychotherapists shall work according to the ethical standards of the profession, with appropriate continuing professional development, giving due consideration to the development of research findings by means of regular participation in conferences and training activities domestically or abroad.

Psychotherapists may perform psychotherapeutic activities only with the approval of the treated person or his/her legal representative, and according to the ethical standards of the profession.

Psychotherapists shall be obliged to provide the treated person or his/her legal representative with full information on the treatment, including its type, scope and costs.

Obligation of Confidentiality: Psychotherapists, as well as their auxiliary staff, shall be obliged to keep confidential all information shared with them or becoming known to them in the exercise of their profession, and also to keep confidential the existence of the therapy.

Exceptions to the confidentiality principle, which are strictly defined by legislation in each country such as child abuse, risk of harm to self or severe risk for the life of the third person, will be upheld by the Psychotherapist

Expiry of the Authorization to Exercise the Profession: The authorization to exercise psychotherapy independently shall cease to be valid if a prerequisite for the independent exercise of psychotherapy is no longer complied with.

Continuing Professional Development

The profession of Psychotherapy is committed to lifelong learning. Psychotherapy organisations shall monitor practice and continuing professional development for the best protection of the public. Psychotherapy organisations will encourage their members to actively consider their continuing professional development needs.

**Summary of the Minimum Education and Training Requirements to become a
Psychotherapist in Nine EU Countries**

Romania	14 years foundation education 3 years University degree 4 years Master's Level Psychotherapy training
Italy	14 years foundation education 3 years University degree 4 years Master's Level Psychotherapy training
Germany	14 years foundation education 3 years University degree 4 years Master's Level Psychotherapy training
Slovenia	12 years foundation education 3 years University degree 4 years Master's Level Psychotherapy training
Croatia	12 years foundation education 3 years University degree 4 years Master's Level Psychotherapy training
Belgium	12 years foundation education 3 years University degree 4 years Master's Level Psychotherapy training
Ireland	14 years foundation education 3 years University degree 4 years Master's Level Psychotherapy training
Malta	13 years foundation education 3 years University degree 4 years Master's Level Psychotherapy training

Austria

13 years foundation education

3 years University degree

4 years Master's Level Psychotherapy training

OR 5 years Full Time University Psychotherapy Degree

(Foundation education in each country refers to the school/pre-University based education)

Common Training Frameworks for the profession of Psychotherapist in Nine EU Countries

1. Romania

ROMANIAN FEDERATION OF PSYCHOTHERAPY - STANDARDS OF TRAINING

Romanian Federation of Psychotherapy (RFP) has agreed to adopt the EU principles on which to base its Training Standards and policies to regulate them across all Psychotherapy modalities.

These principles and policies are the concern of the **RFP Professional Committee (PC)** and of the training **organizations members (OM) of RFP** which devise and run Psychotherapy training courses leading to RFP registration as a Psychotherapist.

Each OM has its own modality-specific Standards of Education and Training which must adhere to this document.

This document includes:

- The General Principles on which all Psychotherapy training should be based.
- The Regulatory Framework which will ensure that standards and outcomes of training are met.
- The basic training requirements.

General Principles

The following General Principles have been agreed:

- Trainings should:
 - recognize the existence of different psychotherapies, known as 'modalities';
 - promote respectful understanding of differences and similarities between theories.
- Trainings should be informed by theory and research and be practice-based.
- Trainings should be related to clinical work in occupational settings.
- Trainings should provide transparency in their assessment processes.
- Trainings should operate within the RFP code of ethics

The Regulatory Framework

•The **RFP Professional Committee (RFP PC)** has appointed a President and a Vice-president, and all the organizations members have elected representatives in the committee. It is responsible for setting RFP's generic education, training and practice standards and ensuring that the standards of each training organization are established

according to these standards in order to become accredited training organizations, as members of RFP. RFP PC is responsible of the OM accreditation and publishes the **Register of Psychotherapists from Romania** on the internet.

- These standards have been communicated to all the RFP member organizations
- These standards are also compatible with the standards approved by the Romanian College of Psychologists, the Romanian legal authority providing, by the present law (Law 213/2004 regarding the psychologist profession), the license and registration as Psychotherapists.

In Romania there are at the moment about 15 two-years master programs dedicated to Psychotherapy and psychological interventions in the universities around the country. These programs are approved and accredited by the local authority – (Romanian College of Psychologists) as part of the Psychotherapists training, along with the programs dedicated to clinical psychology. These academic studies do not usually provide the full training for Psychotherapy, but can partially offer the theoretical necessary studies.

The academic trajectory and curriculum has to comply with the requirements of the specific standards of the educational system and RFP is not involved, responsible or consulted in this matter.

Basic Requirements to train as a Psychotherapist

1. General

1.1. The full training for Psychotherapists shall be at postgraduate masters or masters' equivalent level and is understood to be a specialist level of training.

1.2. The length of training shall be appropriate in order to permit the consolidation and integration of theoretical knowledge and clinical experience. Length of training should cover at least 4 years, including a minimum 500 hours of theoretical study, 150 hours of supervision covering at least 300 hours of psychotherapeutic practice, and minimum 250 of personal Psychotherapy experience.

1.3. RFP training organizations shall clearly indicate where attendance is mandatory and shall be able to evidence attendance on all aspects of the training.

1.4. Where possible, RFP training organizations should seek to provide appropriate mechanisms for trainees to complete course elements deferred through agreement or missed through acceptable extenuating circumstances.

1.5. RFP training organizations shall publish the code of ethics and practice to which they adhere. This must include the RFP code of ethics.

2. Entry Requirements

RFP training organizations are required to:

2.1. Publish their criteria and procedures for selecting students.

2.2. Ensure that entry is at a postgraduate level of competence.

Each Psychotherapy applicant must have achieved one of the following as a minimum entry requirement prior to training:

a) relevant professional qualification

b) academic first degree in psychology, medicine or one of the assimilated fields with the obligation to complete education if needed (for example, special education, education, philosophy, theology)

2.3. Ensure that candidates have or will have the opportunity for relevant experience of working with people in different roles.

2.4. Have a face-to-face selection process, normally in person.

3. Diversity and Equality Requirements

3.1. RFP training organizations should have an appropriate and up-to-date policy covering diversity and equalities, avoiding any discrimination and respecting the principles of human rights.

3.2. Organizations must also have procedures to ensure that applicants, students, trainees and staff are not discriminated against for any reason. Procedures should specify what someone can do if they experience discrimination.

4. The Minimum Curriculum

4.1. Theory and Practice

4.1.1. The study of the theory and practice of Psychotherapy from assessment to ending should include:

a) A model of the person and mind.

b) A model of gendered and culturally influenced human development.

c) A model of human change and ways in which change can be facilitated.

d) A model of therapeutic relationship.

e) A set of clinical concepts to relate theory to practice.

f) Extensive literature which includes a critique approach of the above models.

g) An introduction to a range of psychotherapies and counseling so that students and trainees can develop an awareness of alternative approaches.

4.1.2. RFP training organizations should ensure that students and trainees are introduced to appropriate models of clinical assessment. This must include learning how to recognize more significant mental health symptoms and difficulties, and when and how to intervene or refer to.

4.1.3. RFP training organizations should ensure that students develop in their ongoing work the ability to recognize when the practitioner should seek other professional advice or refer on.

4.2. Research

All trainings must encompass principles of Psychotherapy research in order to enhance the student/trainee's own practice.

This must include:

4.2.1. Knowledge and understanding of basic research approaches and techniques, and their application to the investigation and evaluation of psychotherapeutic process and outcomes.

4.2.2. Learning to read, understand and critically evaluate research in relation to Psychotherapy and have a working knowledge of research relevant to their modality and their own practice.

4.3. Diversity and Equality

All trainings must ensure that students and trainees develop:

4.3.1. A working understanding of equality and diversity theory including cultural different models and mentalities and of the principles related to human rights.

4.3.2. Critical understanding of cultural, racial, socio-economic, gendered and disability differences in the theory and culture of Psychotherapy.

4.3.3. An informed understanding of the processes and effects of unconscious thinking patterns. Trainees should be empowered to recognize and increase insight into their unconscious patterns and how that impacts on working with sameness and difference.

4.3.4. Knowledge, sensitivity, and understanding of general and specific issues and challenges that impact individuals, couples, families, organizations and communities due to inequalities and discrimination.

4.4. Supervised Practice of Psychotherapy

The minimum hours of supervision required for certification as independent Psychotherapist – 150 covering at least 300 hours of direct Psychotherapy practice, in individual and group setting. 4.4.1. The supervised practice of Psychotherapy is central to all RFP accredited training programs. This may be achieved through appropriately supported and supervised independent practice or in a private or state institution or through a combination of these.

4.4.2. All supervision should meet the requirements of the organization supervision policies.

4.4.3. Supervision using digital media (e.g. telephone, internet) is only acceptable after a direct, face-to-face supervisory relationship has been established.

4.4.4. Supervision must address safeguarding and risk assessment issues.

4.4.5. Trainees and supervisors must be fully prepared for the process of supervision. This will include having relevant information about, and demonstrating an understanding of:

- a) The learning outcomes to be achieved.

- b) The timings and duration of any supervised clinical practice and what records of practice are to be presented and maintained.

- c) Methods of communicating, recording and lines of reporting.

5. Personal therapeutic experience

All training programs should require and include as part of the training the personal therapeutic experience for the trainee, at least 250 hours covering the 4 years of training, with the recommendation of providing some of these at individual level.

6. Data protection

6.1. The curriculum must include developing an awareness of safeguarding issues in relation to clients and those likely to be impacted by the client's actions/inactions.

6.2. Trainees must be equipped to understand their responsibilities in relation to relevant and up-to-date safeguarding legislation.

6.3. Trainings must ensure that they equip students to work in particular settings and to understand how to ensure compliance with safeguarding rules in accordance with that setting.

6.4. Knowledge should include risk assessment and management.

7. Assessment

7.1. Each training course shall have a proper methodology for assessing students and trainees.

7.2. The modes of assessment (practical and academic) and the assessment criteria must be clearly set out and made available to trainees.

7.3. There must be a range of modes of assessment and scope for reasonable adjustments to address different learning styles and take into account personalized learning needs. Assessment modes must include a significant research-based project which may be a dissertation, an extended case study or a literature review.

7.4. Training organizations must make assessments (both theory and practice) independently verified and carried out by practitioners qualified and experienced in the theoretical model being taught.

7.5. Trainees must be provided with sufficient regular feedback to allow them to assess their own strengths and developmental needs.

7.6. Training courses must provide appeal procedures in the event of disagreement over assessment.

8. Ethics

Trainings must ensure that students are familiar with the RFP code of ethics.

9. Security and Confidentiality

Trainings should equip students with the ability to assess risk. Students should develop their own policy and practice that is compliant with legislation and the RFP code of ethics. This should take into account:

a) Social media.

b) Phone and messaging technology.

c) Data protection regulations and principles, including data management and retention, and protocols for sharing of data. d) Email protocols.

e) Innovative technology including apps and web-based tools in clinical practice.

f) Payment processes.

g) Practice management.

h) The implications of local jurisdiction and working internationally.

10. Maintaining a Safe Learning Environment

10.1. Training courses shall have mechanisms for safeguarding the rights of trainees. This should include readily-available consultation procedures, complaints and grievance procedures.

10.2. Training organizations should be able to evidence that they have obtained informed consent from trainees who participate as patients or clients in practical and clinical teaching. This also applies to relevant experiential or group work incorporated into the training.

11. Contractual signed agreement with the trainees

Training courses shall prepare and agree on a contract that has clear information on all aspects of the course. This should include what is expected of students, the length and timeframes of courses, a definition of supervised practice with clients, details of course requirements, curriculum and modes of assessment.

12. Staffing and Resources

12.1. Training organizations should identify a named individual responsible for leading the program. RFP accredited programs should be led by appropriately qualified and experienced individuals, certified as trainers by RFP.

12.2. Training courses should have an acceptable number – minimum 4- of appropriately qualified and experienced staff in place to deliver the program effectively. This will mean that normally the majority of training staff are RFP registered.

12.3. Training organizations must ensure that staff has an appropriate combination of relevant knowledge, experience, qualifications and technological methods, to deliver the elements of the training for which they are responsible.

12.4. Training organizations must have and operate relevant criteria and procedures for selecting staff and maintaining records of how selection criteria were met at appointment.

12.5. Training organizations should ensure that relevant, current and sufficient resources are provided to support student and trainee development throughout their training.

12.6. Training organizations must ensure that the resources provided to students, trainees and staff are adequate to effectively support the learning, development and teaching activities for the program. They must be appropriate to the curriculum and must be readily available to students, trainees and staff.

13. Continued Professional Development

13.1. Training organizations shall demonstrate a commitment to lifelong learning and organize activities for this purpose.

13.2. Training organizations should encourage their graduates actively to consider their continuing professional development needs.

2. Italy

TRAINING TO BE A PSYCHOTHERAPIST IN ITALY

The institutes providing trainings in Psychotherapy have the aim to give students all the professional tools to become a Psychotherapist, according to a both nationally and internationally recognized methodological and theoretical-cultural orientation.

Access takes place after obtaining the degree in Psychology or in Medicine and Surgery (trainings are at a post graduate level) and registration in the respective professional guild. The Institute issues a Diploma of specialization equivalent to that issued by the Universities (as stated in the Italian Ministry of Education University and Research website <https://www.miur.gov.it/psicoterapia>).

The Institutes are authorized by the Ministry of Education, University and Research (MIUR) as regulated by the Ministerial Decree of 11 December 1998, No. 509.

The Psychotherapy schools are widespread throughout the country and most are concentrated in Rome and Milan.

The training standards are specific and at Master's Level or equivalent. The MIUR requirements are:

- The theoretical and methodological modality, specifically adopted for the institute's formative project, must have a scientific validity
- Updated and documented references (scientific publications) of the scientific evidences that demonstrate the effectiveness of the psychotherapeutic methods to teach and the international and national scientific recognition of the adopted modality.
- The institute must belong to a recognized international organization.
- Quality and consistency of the training program and of the didactic order with respect to the theoretical and methodological approach, in consideration of:
 - 1) the adequate proportion between the hours attributed to the basic disciplines (common to all the modalities) and the disciplines that characterize the approach, with a prevalence of the characterizing training activities;

- 2) the list of teaching activities provided: their denomination must be consistent with the contents that are to be briefly explained;
- 3) the articulation of teachings and other training activities over the years;
- 4) the training hours (per year) are 500: 100/150 of an internship in affiliated institutions approved by the MIUR; 400/350 classroom hours (personal therapy is often - but not always - included);
- 5) the presence, among the disciplines, of recognizable activities for the personal training, in the competences on the conduction of the interpersonal and specifically psychotherapeutic relationship as well as the supervision of the psychotherapeutic practice carried out by the students in coherence with the approach adopted by the institute.

Teachings about the ethical code must be provided by each institute in Psychotherapy training.

All Psychotherapists must refer to their own guild's ethical code.

Each trainer must be previously approved by MIUR with a specific procedure. Every year, each institute must send the summary and preventive report of the active training courses to the MIUR, for the annual approval.

The Italian Federation of Psychotherapy Associations (FIAP) includes the majority of training institutes in Psychotherapy recognized by MIUR and professional Associations.

FIAP is very active in Italy, in order to promote Psychotherapy, and is one of the promoters of a national Council composed of organizations dealing with mental health in Italy.

3. Germany

1999 Psychotherapists' law

1.1 Current situation

In 1998 a psychotherapists' law was passed, which made psychotherapist a licensed health profession with similar rights and duties as physicians but limited allowances. Currently psychotherapists work within this framework, which will be described first.

Within this framework psychotherapists either have a first academic degree in **psychology** (psychological psychotherapists) or **medicine** (medical psychotherapists).

This law differentiates between psychotherapists for adults (with a diploma in psychology) prior to the training and psychotherapists for children and young adults who may have a first degree in psychology or education.

1.2 Training

The training requirements within the 1998 law are as follows:

600 hours theory (the approach, mental disorders, interventions, other approaches)

1200 hours placement in a psychiatric institution

600 hours placement in a psychiatric institution/ outpatient institution

120 hours experiential training

600 supervised client hours

The chambers of psychotherapists (Psychotherapeutenkammer) in the federal states regulate and monitor the professional competencies.

The national licensing board for any medical intervention (Gemeinsamer Bundesausschuss, GBA) decides on which intervention are considered evidence based and cost effective.

2 Psychotherapists with a 'health practitioner' license

There is a huge number of psychotherapeutically trained professionals (in many different modalities) in Germany who obtain a legal permission to treat patients/ clients in the area of psychotherapy. The license is granted by the communal bureaus of health of the federal states).

The license can be either given after a theoretical (written as well as oral) exam or (rarely) when proving relevant qualification level.

Practitioners have a broad spectrum of psychotherapy training, ranging from technically only theoretical to ECP-level.

Practitioners are not allowed to call themselves psychotherapists but can include the term 'psychotherapy' in their professional description.

2 Law for Reformation of Psychotherapy Training was passed in 15th November 2019.

3.1 The profession of a psychotherapist from 2020

The introduction of Bachelor and Master degrees in the Germany university education as well as the further developments in the field of psychotherapy have led to a reform of the psychotherapists' law from 1998.

This new law (from 15th November 2019) establishes the profession of a psychotherapist in its own right. The title psychotherapist is recognized as a professional title. Medical doctors with a training in psychotherapy are allowed to use medical psychotherapists.

From autumn 2020 onwards universities are in a position to offer studies in psychotherapy at undergraduate level (BA; three years) - and subsequent studies at post graduate level (MA 2 years). The license (Approbation) to actually treat patients/ clients will be granted after a state approved exam at the end of the Master's degree.

The actual content of the subsequent psychotherapy training still requires further legislation (Approbationsordnung).

3.2 Training Framework

The 2019 law describes the competencies, which should be acquired during the studies as such:

Research competencies to further develop psychotherapeutic methodologies

Basic competencies and leadership skills to be able to work within an organisation or in a leadership role

Ability to develop your own continuing professional development

Development of a broad range psychotherapeutic competencies, which enable treatment of patients/ clients from all age group. The training should not be limited to one or two

modalities but introduce students to the broad range of evidence based modalities as well as new approaches which have not yet been scientifically tested

The detailed development of the content of studies lies within the responsibility of the universities.

The development of continuing continuous professionals development falls within the competencies of the federal states, their chambers of psychotherapists (Psychotherapeutenkammer).

A suggestion by the national chamber of psychotherapists (Bundespsychotherapeutenkammer) for requirements following the MA:

Theory: 400 hours

Experiential training: 125 hours

Placement in an institution: 2 years

Placement in an outpatient service: 1600 hours

Supervision: 200 hours

Duration of training: 5 years

Registration as psychotherapists will only be possible after completion of the five years training.

4) SLOVENIA

TRAINING TO BE A PSYCHOTHERAPIST IN SLOVENIA



Slovene Umbrella Association for Psychotherapy

Čufarjeva cesta 5
2000 Maribor
Slovenia

COMMON TRAINING FRAMEWORK

The Slovene Umbrella Association for Psychotherapy (SKZP) is responsible for awarding the Slovene Diploma in Psychotherapy (hereinafter referred to as SDP) and proposing candidates for the European Certificate in Psychotherapy (hereinafter ECP) at the EAP (European Association for Psychotherapy). ECP and / or SDP may be applied for by members of the associations of psychotherapeutic modalities which are members of the SKZP after they have completed Psychotherapy training in their chosen approach and meet all the prescribed conditions. The procedure for obtaining a ECP or an SDP is managed by the Nomination and Appointment Committee (KPI) in accordance with the Rules for the ECP and SDP Award Procedure. Holders of both certificates are entered in the register of Psychotherapists held by the SKZP.

The SKZP requires its members to meet the required professional and ethical standards based on the EAP standards and the Strasbourg Declaration.

The Duration of Training

The total duration of the education and training will not be less than 3200 hours:

- a) Either spread over a minimum of seven years, with the first three years being the equivalent of a relevant university degree. The later four years must be in a training specific to Psychotherapy, and will not be less than 1400 hours.
- b) Or conducted as a 5-year full-time academic education and training in Psychotherapy, organised by a university.

The Elements and the Content of Training

The training meets the EAP's criteria for basic professional training, and includes the following elements:

- **Personal Psychotherapeutic Experience, or equivalent:** This should be taken to include training analysis, self-experience, and other methods involving elements of selfreflection, therapy, and personal experience (not less than 250 hours) normally spread over 4 years. No single term is agreed by all Psychotherapy methods. Any training shall include arrangements to ensure that the trainees can identify and appropriately manage their involvement in and contributions to the processes of the psychotherapies that they practice in accordance with their specific methods.
- **Theoretical Study:** (500 to 800 hours) during the 4 years of training specific to Psychotherapy should include the following elements:
 - * Theories of human development throughout the life-cycle
 - * An understanding of other psychotherapeutic approaches
 - * A theory of change
 - * An understanding of social and cultural issues in relation to Psychotherapy
 - * Theories of psychopathology
 - * Theories of assessment and intervention
 - **Practical Training:** This will include sufficient practice (not less than 300 hours) under continuous supervision (not less than 150 hours) appropriate to the psychotherapeutic modality and will be at least two years in duration.
 - **Placement in a mental health setting or equivalent professional experience:** The placement must provide adequate experience of psycho-social crisis and of collaboration with other specialists in the mental health field.

5.Croatia



Savez psihoterapijskih udruga Hrvatske (SPUH)

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email: info@savez-spuh.hr

web: www.savez-spuh.hr

OIB: 62750957407

Minimal Training Standards

1. Length and content of Psychotherapy education and training

- 1.1. The total duration of the education and training spread over a minimum of seven years, with the first three years being the equivalent of a relevant university

degree. The later four years must be in a training specific to Psychotherapy, must contain all the elements defined in § 1.2 of this document, and will not be less than 1400 hours.

1.2. The training meets the EAP's criteria for basic professional training, and includes the following elements:

1.2.1. **Personal Psychotherapeutic Experience**, or equivalent: This should be taken to include training analysis, self-experience, and other methods involving elements of self-reflection, therapy, and personal experience (not less than 250 hours) normally spread over 4 years. No single term is agreed upon by all Psychotherapy methods. Any training shall include arrangements to ensure that the trainees can identify and appropriately manage their involvement in and contributions to the processes of the psychotherapies that they practice in accordance with their specific methods

1.2.2. **Theoretical Study**: There will be a general part of university or professional training and part which is specific to Psychotherapy. University or professional courses leading to a first University degree or its equivalent professional qualification in subjects relevant to Psychotherapy may be allowed as a part of, or the whole of, the general part of Psychotherapy theory, but cannot contribute towards the 4 years of specific Psychotherapy training. Theoretical study (500 to 800 hours) during the 4 years of training specific to Psychotherapy should include the following elements:

- Theories of human development throughout the life-cycle
- An understanding of other psychotherapeutic approaches
- A theory of change
- An understanding of social and cultural issues in relation to Psychotherapy
- Theories of psychopathology
- Theories of assessment and intervention

1.2.3. **Practical Training**: This will include sufficient practice (not less than 300 hours) under continuous supervision (not less than 150 hours) appropriate to the psychotherapeutic modality and will be at least two years in duration.

1.2.4. Placement in a mental health setting or equivalent professional experience: The placement must provide an adequate experience of psycho-social crisis and of collaboration with other specialists in the mental health field.

2. Minimal requirements for training organizations

- 2.1. Supervision, training and, where applicable, personal Psychotherapy should be provided by practitioners whose training meets the criteria of the ECP. Advanced training for trainers and supervisors are not covered by these criteria but will be required.
- 2.2. Training courses are required to be registered with their relevant NAO and accredited by their relevant EWAO. Then they are recommended to apply to the Training & Accreditation Committee (TAC) for European Accredited Psychotherapy Training Institute (EAPTI) status. The detailed criteria and procedures for obtaining EAPTI status are contained in the TAC document. The TAC is responsible for checking and accepting the quality and procedures of the training organization and subsequently recommending it to the Governing Board for EAPTI status.
- 2.3. Training organizations must publish its criteria and procedures for selecting students.
- 2.4. Training organizations must publish their criteria for completing the educational program - the modes of assessment (practical and academic), as well as other requirements for ending the education.
- 2.5. Each training organization should have either their own ethical codex and complaint procedures, which should be compatible with SPUH's code of ethics, or the students should be informed that in a case of ethical dilemmas, SPUH code of ethics would be applied. Training organization must ensure that students are familiar with SPUH code of ethics
- 2.6. Training organization should have a plan for a sudden loss of a member of staff trainers, or other situation which can block the implementation of the program so that the students have reinsurance that they will be able to finish the program they enrolled

6) Belgium

In Belgium, Psychotherapy has been described since July 10, 2016 (De Block law) as a form of treatment within mental health care and not as a separate health care profession with recognition.

There is here a distinction between two groups of practitioners of Psychotherapy:

1. All persons who start their studies from the **2017-2018 academic year** and who meet the following conditions:

- they have recognition as a doctor, clinical psychologist or clinical remedial educationalist;
 - they have followed additional specific training in Psychotherapy of a minimum of 70 ECTS at a university or college; or by a training institution that cooperates with a university or college
 - they have followed a professional internship in the field of Psychotherapy of at least 2 years of full-time practice (or the equivalent in the case of part-time practice).
2. **Acquired rights** are provided for all persons who are already working as Psychotherapists or who start their studies no later than the **2016-2017 academic year** .

3 categories of acquired rights are provided:

- Persons who have completed their studies no later than the **2015-2016 academic year** may (continue to) practice Psychotherapy under the following conditions:
They have a WUG title * or a non-WUG title of at least a bachelor's degree - they have a specific Psychotherapy training successfully terminated - they can provide proof of the practice of Psychotherapy but no later than 01/09/2018.
- Persons who start the specific Psychotherapy training course during the **2016-2017 academic year** may (continue to) practice Psychotherapy under the following conditions:
 - they have a WUG title or a non-WUG title of at least a bachelor's degree ;
 - they have terminated their training in Psychotherapy successfully
- Persons who start a study program of at least bachelor's level during the **2016-2017 academic year** at the latest , may practice Psychotherapy under the following conditions: - they have a WUG title of at least bachelor's level or a non-WUG title of at least bachelor's level ; - they have successfully completed the specific Psychotherapy course; - they have followed a professional internship in the field of Psychotherapy of at least 2 years of full-time practice.

Persons without a health care professional title who have acquired rights as described above can only perform psychotherapeutic activities under the supervision of an autonomous practitioner of Psychotherapy in an interdisciplinary context with regular intervision.

The Constitutional Court ruled in a judgment of 16 March 2017 that persons who already practiced Psychotherapy on 1/09/2016 but do not qualify for an acquired right because they do not meet the conditions may continue to practice Psychotherapy without additional conditions.

* WUG title:

De gecoördineerde **W**et betreffende de **U**itoefening van de **G**ezondheidsberoepen. These are all rights and obligations arising from the law that are valid for clinical psychologists, clinical remedial educationalists and Psychotherapy practitioners.

The Psychotherapy regulation came under this law on July 10, 2016.

7) Ireland

THE IRISH COUNCIL FOR PSYCHOTHERAPY

COMMON TRAINING FRAMEWORK

Level 9 (Masters) on the National Framework of Qualifications, or its equivalent represents the minimum current academic qualifications for ICP Psychotherapists. The total duration of training for Psychotherapists is 3,200 hours spread over a minimum of seven years. This seven year period comprises an initial under-graduate component, or equivalent, followed by a specific Psychotherapy training.

ICP Psychotherapists are trained to work with deep-seated problems, including mental illnesses, personality disorders and with problems that lead to the risk of suicide. The postgraduate modality based theoretical training of the Psychotherapists involves up to 800 hours of academic study augmented by up to 600 hours of clinical practice under close supervision (on a ratio of 1:4 hours).

There is also a focus on personal therapy or equivalent reflective practice accounting for 250 hours. In addition, Psychotherapists are required to be committed to rigorous standards of continuous professional development and supervision. This rigorous training means that a Psychotherapist engages in ongoing assessment and conceptualisation of the presenting problem(s).

8) Malta

Level 7 (Masters) on the National Framework of Qualifications, or its equivalent represents the minimum current academic qualifications for Psychotherapists in Malta. The total duration of training for Psychotherapists is spread over a minimum of seven years. This seven year period comprises an initial under-graduate component, or equivalent, followed by a specific Psychotherapy training comprising a minimum of 3200 hours.

The Board of Psychotherapy Professions in Malta is responsible for the regulation of the profession of Psychotherapy. This Board has been constituted under the Psychotherapy Professions Act (2018) Chapter 587 of the Laws of Malta. The Malta Association for Psychotherapy is responsible for proposing candidates for the European Certificate of Psychotherapy (ECP) through the European Association for Psychotherapy. The Malta Association for Psychotherapy requires its members to meet the professional and ethical standards based on the EAP standards and the Strasbourg Declaration.

Master in Gestalt Psychotherapy (Malta)

General information and rationale:

The *Master in Gestalt Psychotherapy* programme, is an NCFHE accredited, MQF Level 7, part-time programme carried out over a timeframe of 4.5 years. This programme aims to provide the learner with all the necessary knowledge, skills and competences, required to work as a Gestalt Psychotherapist. The programme is harmonized with all the standards prescribed by the *European Association for Psychotherapy* and *European Association for Gestalt Therapy*. All national requirements for becoming a Psychotherapist are met and are in line with the 2018 Psychotherapy Profession Act (Malta). After finishing this programme, the student will be in a position to apply for a warrant in order to begin to practice Gestalt Psychotherapy competently and professionally in the best interests of their clients.

Course outline (Modules):

1. HISTORY AND ROOTS OF GESTALT THERAPY
2. THEORY OF GESTALT THERAPY
3. HUMAN ORGANISM AND ENVIRONMENT
4. TECHNIQUES OF GESTALT THERAPY 1
5. DIAGNOSIS
6. PSYCHOPATHOLOGY FROM A GESTALT RELATIONAL PERSPECTIVE
7. THE GESTALT THERAPIST IN THE THERAPEUTIC RELATIONSHIP
8. FIELDS AND STRATEGIES OF APPLICATION
9. PRINCIPLES AND APPLICATIONS OF ETHICS
10. TECHNIQUES OF GESTALT THERAPY 2
11. DIFFERENT PSYCHOTHERAPEUTIC APPROACHES
12. PEER EXPERIENCE GROUPS WITH SUPERVISION
13. CORE PLACEMENT 1: FIELD PLACEMENT IN A CLINICAL SETTING UNDER MENTORSHIP
14. CORE PLACEMENT 2: CLINICAL PRACTICUM (WORKING WITH CLIENTS) UNDER SUPERVISION
15. SUPERVISION

9) Austria



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Psychotherapy

is an independent therapeutic method used in healthcare to treat mental, psychosocial or psychosomatic behavioural disorders and conditions.

Professional title:

Psychotherapeutin/Psychotherapeut

(psychotherapist)y text

Education:

Two-phase theoretical and practical education and training:

- General section (propaedeutic)(in German: Propädeutikum)
- Specialised section (specialism)(in German: Fachspezifikum)

Prerequisites of education:

Persons may enrol for the psychotherapeutic propaedeutic made up of 765 hours of theoretical instruction and 550 hours of practical training if they:

- meet the university entrance qualification requirements or
- have completed education and training as a qualified nurse or
- are admitted, by official decision, to the psychotherapeutic propaedeutic by virtue of

their aptitude after obtaining an appropriate expert opinion from the Psychotherapy

Advisory Council.

Persons may enrol for the psychotherapeutic specialism made up of 300 hours of theoretical instruction and 1,600 hours of practical training if they:

- have reached the age of 24 years
- have completed one of the professional education courses or university programmes

identified in the Psychotherapiesgesetz (Psychotherapy Act), or

- are admitted by official decision to the psychotherapeutic specialism by virtue of their

aptitude after obtaining an appropriate expert opinion from the Psychotherapy Advisory Council.

Professional qualifications:

Requirements for practicing the profession of psychotherapists independently:

- Successful completion of the psychotherapeutic propaedeutic and specialism
- Legal capacity
- Age of 28 years
- Evidence on medical fitness and trustworthiness necessary for fulfilling the duties of the profession
- Registration on the list of psychotherapists: <http://psychotherapie.ehealth.gv.at/>

Legal basis:

Psychotherapiegesetz (Psychotherapy Act), Federal Law Gazette No. 361/1990

EWG - Psychotherapiegesetz (Law on the Recognition of EEA Diplomas in Psychotherapy),

Federal Law Gazette I No. 114/1999

EWG - Psychotherapieverordnung (Ordinance on the Recognition of EEA Diplomas in

Psychotherapy), Federal Law Gazette II No. 409/1999

Accredited training organisations are listed on the website of the Ministry of Health:

<http://einrichtungen.ehealth.gv.at/SucheEinrichtung.aspx>

The Situation in Austria now:

Psychotherapy is an independent profession regulated by Austrian law since

1990 (Psychotherapy Act, 361st Federal Act of June 7, 1990 on the Exercise of Psychotherapy).

The Psychotherapy Act regulates the training, practice and exercise of professional psychotherapy, as well as the legal framework for the Psychotherapy Advisory Council („Psychotherapiebeirat“) and brought about the psychotherapists' equal footing with doctors. 1990 is a long time ago. Now we are planning to modernise our law. Our goal is an academical training of psychotherapy in Austria.

Furthermore, the competent supervisory authority, namely the Federal Ministry of Health (<http://bmgf.gv.at/>) issues additional professional guidelines on a regular basis which ensures that not only the legal framework, but also the exercise of psychotherapy in practice comply to very high standards. One of the key documents is the Professional codex („Berufscodex“).

Training: To qualify as a psychotherapist in Austria candidates have to complete their professional training which comprises two stages:

a general training („Propädeutikum“) which is followed by

a specialist training („Fachspezifikum“).

Both, the general part (preparatory instruction in psychotherapy, duration: 1-3 yrs) and the specialist part (specialist instruction in psychotherapy, duration: 3-6 yrs), are taught in theory and in practice and include personal psychotherapy, as well as supervision.

Accepted preparatory trainings for entry are not restricted to undergraduate courses in medicine or psychology, allowing for a broader access route.

Applicants should have completed training at one of the following institutions or have completed one of the listed courses, respectively:

academy for social workers or a former teaching institute for advanced social occupations

academy of pedagogy teaching institute with public teaching authorisation for marriage and family counselling

short study course in music therapy or a university training course in music therapy

university studies in medicine, pedagogy, philosophy, psychology, publishing and communication science, or theology.

In Austria psychotherapy training is by tradition mainly provided by private training organisations; i.e. associations, societies and institutes for psychotherapy, which have to seek accreditation by the Ministry of Health. Over the past decade tendencies to academicise psychotherapy training have intensified.

In total the Ministry of Health has accredited 18 training organisations to provide the general training and 39 to provide the specialised training.

References:

1. EAP website documentation:
<https://www.europsyche.org/about-eap/documents-activities/template-for-a-national-Psychotherapy-law/>
2. UK Council for Psychotherapy (UKCP) Training Standards of Education and Training (2017) The Minimum Core Criteria.

Appendix:

Core Competencies of the European Psychotherapist:

www.europsyche.org/search/Core+Competencies