

COUNSELLING AT WORK JOURNAL

Summer 2010 Issue

- CoverData protection and privacy: small print or big picture?

Peter Jenkins casts an eye over recent trends

- Client, practitioner and employer issues as part of the same public sector organisation

Anita Silvester presents a summary of her research findings

- The sensational body

Tony Buckley illustrates a somatic approach making important distinctions between traumatic and developmental injury

- Fit for business

Emma Cruse considers the difference between 'workplace counselling' and 'counselling in the workplace' based on her view of the 2010 BACP workplace conference

Spring 2010 Issue

- Spring 2010 Issue CoverVeterans' mental health

Dr Walter Busuttill describes the role of third sector charity Combat Stress, its community outreach services and bespoke residential treatment programmes

- Economic recession: the implications for employee motivation

Vicky Sinclair explores the strengths and weaknesses of traditional cognitive models such as expectancy theory

- Beyond the face before you: considering the internal dynamics of your organisation

Dr Michael Walton introduces four 'world views'

- Mimetic desire and workplace conflict

Damian Stoupe argues that when desires shift to needs, we trigger new behaviours

- Whistle while you work?

Peter Jenkins investigates the position of workplace counsellors with regards to disclosure of wrongdoing 'in the public interest'

Winter 2009/10 Issue

- Winter 2009/10BACP Workplace membership survey 2009

Kevin Friery and Rick Hughes reflect on the findings - Workplace harassment: Generic or a result of context?

Dr Michael Walton looks at the motives - Becoming research practitioners: freedom and values

Fiona Gardner, Steven J Coombs and Amanda Larcombe reflect on the opportunities - Weathering the storm

Resilient managers thrive during a recession, explains Maurice Quinlan

- Assessing pressure in the workplace

Gill Thurgood and Karen Crampin champion resilience training to combat pressures at work - Meet the BACP Workplace executive - Criminal Justice Forum

Details of a new BACP initiative

Autumn 2009 Issue

- Autumn 2009 Positive transformation as a response to trauma

Janice Scott describes the origin and process of the London Underground Trauma Support Group programme - Mediation: the gift from psychology

Linda Hoskinson highlights the important contribution to be made to workplace mediation by counsellors and psychotherapists - Pandemic pandemonium

Mandy Rutter explores how the workplace can respond to the psychological issues of swine flu - Insecure attachment and its consequences

Insecure attachment lies at the root of much poor parenting and many social ills. By reflecting on their clients' issues from an attachment perspective, practitioners can choose modes of therapeutic input that help to address these unmet needs, writes Andrea Perry - How to maximise the chances of career satisfaction and career success

Vicky Sinclair reflects on the research evidence

Summer 2009 Issue

Summer 2009 Why BACP Workplace?

Kevin Friery explains the thinking behind ACW's name change to BACP Workplace

Putting the management into stress management

Emma Donaldson-Feilder and Rachel Lewis discuss the findings of research that explores the role of the line manager in staff wellbeing

Initiatives to manage bullying

Jean Crispin offers a shortened version of her talk at the 2009 Health and Wellbeing Conference

Mental health in the workplace

Carolyn Roberts reflects on the work of Scottish charity SAMH to help better educate organisations

Reading the runes?

Peter Jenkins offers an update on recent cases concerning workplace

stress

Not just losing your job

Mandy Rutter explores the alarming link between job loss and suicide

NHS commissioning

Introducing a new BACP publication

Spring 2009 issue

Spring 2009 Cover Friend or foe? The influence of the invisible client

The challenge for the organisational supervisor, says John Towler, is to honour the needs of both the supervisee and the organisation

The role of resistance in organisational change programmes

Vicky Sinclair presents a critical examination of theory and empirical evidence

Semantics or substance? Preliminary evidence in the debate between life coaching and counselling

Kerryn Griffiths and Marilyn A Campbell

Psychological trauma

Keith Guy and Nicola Guy introduce the Rewind trauma intervention model

Mindfulness in practice

Mindfulness-based approaches can introduce people to fundamentally new ways of responding to life experiences and cultivating a deeper sense of health and wellbeing in their lives, and this makes them a useful resource in tackling workplace stress and problems, writes Wendy Harvey

Workplace bullying

Damian Stoupe discusses the latest developments

Winter 2008/2009 issue

Working with redundancy.

Graham Whitehead discusses the implications for practice and research

Good counselling can't hide bad management.

Andy Jarosz identifies three organisational attitudes to employee wellbeing

Research into the effectiveness of workplace counselling: new developments.

Professor John McLeod provides an update

Emotional Freedom Technique.

Janice Scott explains energy psychology integration in the workplace.

The organisation and the counselling service provider.

Rachel Weiss examines the components of a successful working relationship

Autumn 2008 issue

Diversity in the workplace

Michael Lilley contemplates the unspoken truth

Policing the memory of a firearms officer

Treating police officers in the same manner as other significant witnesses ignores science and the differences in status and task performance, say David Blocksidge and Dr Bill Lewinski

In case of emergency

Hashi Syedain looks at the latest strategies for staffing in a crisis

CIPD conference: workplace wellbeing

Rick Hughes discusses the results from a questionnaire completed at the BACP/ACW exhibition stand

Improving access, improving options

Megan Brown reflects on how Rochdale Mind supports people

Workplace behaviours research

Details of the new Centre for Research on Workplace Behaviours, which will research the causes and effects of workplace bullying

Summer 2008 issue

On the phone

Mark Winwood discusses his qualitative exploration of psychological assessment delivered over the telephone in the context of an employee assistance programme.

CORE Net and ARM-5 – are they worth using?

Based on a presentation at the 2008 BACP research conference, Gisela Unsworth summarises her ongoing PhD research into therapists' and

clients' perceptions of using CORE Net and ARM-5 in the NHS

A short autoethnographic narrative: living and working with trauma

David Jackson takes us on a personal journey

Tomorrow's workplace counsellors

Norman Claringbull investigates the possibility of creating a new, knowledge-based, formally regulated specialism

Practitioner performance at its best: the integration of CORE data into case management

Stephen Hubbard explains the value within an employee wellbeing programme

Spring 2008 issue

From counselling room to training room: stress workshop for managers:

PART 1/PART 2

Karl Gregory and Nicola Banning outline the content of a valuable course for managers and then go on to explain their role as trainers

The bogus stress concept:

Angela Patmore considers the implication for counselling when definitions are inaccurate

Coming out:

David Shields introduces the workplace programmes at Stonewall

Do you intend to have children?:

Mike Burnitt and Isabel McKenzie expose the changing attitudes surrounding equality and diversity

Debt and the workplace:

Diane Watson reviews how debt affects people and considers ways to support them

Managing anger:

Ways to create a healthier work environment

Winter 2007/08 issue

Bullying:

Damian Stoupe's workshop from the 2007 conference

Bullying & Harassment:

An exploration of the HR/counselling interface and how to make it work more effectively

Coping with the Law:

Neil Goodrum clarified key points in the relevant legislation at the 2007 ACW conference

Access denied:

Peter Jenkins investigates issues of personal data and privacy in the 'surveillance society'

Care for the Counsellor:

Shirley Cullup reflects on how practitioners can look after themselves

A year in the life:

In 2006, Nicola Banning gave us quarterly updates about her year as a newly trained workplace counsellor. Here, she shares her 2007 update

Vocational Rehabilitation Association:

Mapping out a path for workplace rehabilitation by Tim Dawson

Autumn 2007 issue

The BACP review of research into workplace counselling:

Implications for research policy and practice. John McLeod has an update

Workplace interventions for people with common mental health problems:

Bob Grove and Linda Seymour discuss the Sainsbury Centre research

The Dodo – still alive and well:

Barry McInnes reflects on the evidence and its implications for workplace therapy providers

The bottom line of executive coaching:

Gladeana McMahon reflects on the measurement of coaching effectiveness

Handling missing data in workplace counselling research:

Rachael Williams investigates

Summer 2007 issue

Death, bereavement and the workplace:

David Charles-Edwards reflects on the opportunities available to organisations

The 'bully' within:

Caitlin Buon and Tony Buon call for a stop to the profiling of 'the bully'

Reflecting on the ties that bind:

Changes and competencies in workplace counselling supervision. Elspeth Schwenk considers the tools needed by supervisors in a rapidly changing field

Health reform in England:

Louise Robinson explores the implications for workplace counselling

Rising from the ashes of burnout:

Gordon Symons describes his work in helping a successful, professional man recover from burnout and depression; Paul Robins, the client, shares the experience from his perspective

Where's that flip chart?:

Joanne Garner introduces a core concept of transactional analysis

Qualitative approaches in workplace counselling research:

Chris Athanasiades and Allan Winthrop propose a systematic research methodog

Spring 2007 issue

Cognitive behavioural approaches:Gladeana McMahon presents a guide through the principles

Psychological aspects of the role of cabin crew:Chris Partridge and Tracy Goodman explore the impact at British Airways

The psychodynamic workplace:Elsbeth Crawford explores workplace counselling from a psychodynamic perspective

Duty of care:Peter Jenkins keeps an eye on the changing landscape

Thinking holistically:Sue Lieberman presents Gestalt and other ways of working with organisations

Flashbacks:Paul Burns reflects on the nature and variety of flash backs and ways of responding to them when they happen within a session

Winter 2007 issue

Treading lightly:Evan George discusses the solution-focused approach in practice

Reality therapy:John Brickell introduces the practical concepts behind the theory

From sympathy to empathy:Mandy Rutter reflects on the post-NICE options for critical incident management and the power of peer support

Workplace counselling: building an evidence base from practice:Barry McInnes explores the role of the new CORE National Research Database for Workplace Counselling

Counselling isn't for the "completely bonkers"!Mandy Larcombe shares her recent research

A year in the life of a newly trained counsellor:Nicola Banning completes her first year

Autumn 2006 issue

Trauma and stress:John Hall explores the issues involved in working with those at high risk of exposure to psychological trauma from conflict and disaster

One for the road?:Andrew Kinder and Dr Steve Deacon discuss the impact of alcohol and drugs misuse within the workplace

Innovation at the MoD:The Ministry of Defence is trialling a scheme that uses a mix of in-house and external services to support employees. Phil Histon describes the scheme and its advantages

Tackling workplace stress:Gisela Unsworth describes how Kingston Hospital won the 2006 Human Resources Excellence Award for best management practice in tackling workplace stress

A long tradition of caring:Susan Guy highlights the focus on employee welfare at Boots The Chemists

New workplace counselling models:Norman Claringbull maps out the current and future landscape

A year in the life of a newly trained counselor:Nicola Banning continues to chart her journey

Workplace counselling:who is the consumer?: Kevin Friery identifies reasons for contracting and

accessing counselling

Summer 2006 issue

Reporting distress – duty of care within the media:Mark Brayne highlights the measures taken to support correspondences reporting from disaster and war zones

Interview – Dr Neil Greenberg:Rick Hughes interviews Dr Neil Greenberg of the King's Centre for Military Health Research about Trauma Risk Management

Battling combat stress:Robert Marsh explains how the charity Combat Stress works to treat and support those ex-Servicemen and women who sustain psychological injury as a result of, or exacerbated by, their Service life

Isn't it NICE to be ignored when you're stressed?:John Durkin exposes the dangers of a rigid adherence to National Institute for Clinical Excellence (NICE) trauma guidelines and merits the use of peer-support interventions

Workplace counselling and the 'duty of care'. What next?:Do employers view work place counselling as a shield against litigation or a weapon fighting for duty of care? Peter Jenkins investigates

Ensuring workplace mediation is successful:Linda Hoskinson reviews how our 'duty of care' affects the 'reasonable steps' employers and mediators are taking when making mediation more accessible in the workplace

Relationship serenity:Coach Michael Neill demonstrates that a 'duty of care' combines both a duty to others... and to oneself

A year in the life...:Newly trained counselor Nicola Banning chronicles her journey – part 2

Spring 2006 issue

CPD: a matrix guide:Elsbeth Schwenk considers a CPD platform for workplace counsellors

CPD: the role of reflexivity:Susy Churchill discusses the values of being a reflective practitioner

Suicide: the effect on the counselling psychologist:Anopama Kapoor examines ways to counteract these effects and the implications for training and practice

Suicide and sudden death:Details of the forthcoming ACW training event

The Macwhinnie years:Rick Hughes interviews Lynn Macwhinnie, past ACW chair

Bullying at work:Damian Stroupe reflects on the emotional fallout

A year in the life...:Newly trained counselor Nicola Banning chronicles her journey

Consumer debt:the cost to the workplace: Ian Gordon identifies financial phobia as a debt denial condition

Winter 2006 issue

Counselling supervision in organisations:Sue Copeland demonstrates how supervision can add value to an organisation

Supervision in cyberspace:Anne Stokes discusses the opportunities for online supervision

Supervising workplace counsellors: How far does responsibility stretch within organisations, asks Peter Jenkins

Suicide and sudden death: Andrew Kinder examines how counsellors are prepared for suicide and sudden death in organisations

The workplace counsellor's toolbox: Elspeth Schwenk looks at how our multitasking skills impact on our identity and training

EAP referrals: Gordon Machin presents a day in the life of an EAP affiliate counsellor

Setting up in private practice: Dorrit Prichard offers advice for counsellors thinking about going it alone

Autumn 2005 issue

Mental health at work: Tara St John discusses the factors that affect mental health in the workplace and looks at what employers can do to help

Stress and mental health in the work-place – the interview: Rick Hughes talks to Henrietta Marriage, Head of Mind's Legal Unit, about the implications of the recent report, Stress and mental health in the workplace

Vocational rehabilitation: Leonie Nowland responds to the need to manage absence and proposes a new role for workplace counsellors

Attendance, absence and alignment: Kevin Friery discusses the psychological contract as a key factor in the employment relationship

Disabled clients: As stress and work-life balance issues are targeted, Marie Larkin reflects on the need to cater for disabled clients

Resource appointments: Angie Gaspar, Kim Pearl and Max West explain how a new way of working reduced the client waiting list

London bombings: Nicola Gale and George Leach describe the support given to staff from two London NHS teaching trusts

The London Underground response: Alison Dunn describes the biggest challenge ever faced by Transport for London's occupational health department

Bereavement support: Ann Dent explains how models of grieving can help counsellors support the bereaved

Summer 2005 issue

The development of EAPs in the UK: Colin Grange charts the evolution of EAPs

Critical incident services post-NICE: Dr Michael Reddy discusses the trend to de-pathologise post-incident responses

When self-referrals can be too little, too late: Linda Hoskinson assesses the range of referral sources

From little acorns mighty oaks grow: EAP developments in new markets: Richard Hopkins

EAP beginner's guide: Allan Turner discusses responsibilities, competencies and opportunities

Employee counselling Tony Buon considers whether managers should become involved

The trauma business Geoff Holmes reflects on humanity in trauma support

The psychology of trauma management in organisations Vicky Langston reflects on the relevance of the ACW conference to her work in military health research

Legal update: the case of the boiled frogs Peter Jenkins takes an amphibious and lighthearted look at duty of care

From CEPEC to ACW Shirley Cullup researches the evolution of ACW

Spring 2005 issue

A bridge over troubled water: bringing together coaching and counselling Tatiana Bachirova and Elaine Cox

Behavioural contracting and confidentiality in organisational coaching Gladeana McMahon explains that organisations may request some feedback on workplace coaching assignments, but that in order to safeguard confidentiality, effective initial contracting issues can help maintain such boundaries

The evolution and success of workplace coaching Patrick Williams

C is for coaching: an overview By teasing out the real value of coaching in organisations, Lindsey Waddell explores how leaders can improve their performance and increase their skills

A framework for coaching standards: clearing the way through the jungle Gil Schwenk outlines the recent work of the European Mentoring and Coaching Council to develop standards among the coaching community

Workplace counselling: a poor relation? Andrew Kinder argues that there is a difference between working in private practice and working for an employee assistance programme – and that training courses fail to prepare trainees for what he asserts is the main growth sector in counselling

Employee beliefs and attitudes about workplace counselling: a research issue of practical importance Employees access counselling services with a set of expectations. Research is crucial, says John McLeod, to help us determine how, why, where and when employees might access such services

Winter 2004 issue

A model of work stress to underpin the Health and Safety Executive advice for tackling work-related stress and stress risk assessments Stephen Palmer, Cary Cooper and Kate Thomas

Stress - does it mean anything? Kevin Friery asks if stress is a useful construct for workplace counsellors

Work-related stress - a new framework Nicholas Booker introduces the HSE's new Management Standards

Debriefing in the fire service Laura Lawrence and George Barber describe the integrated approach of the critical incident debriefing team at the Tyne and Wear fire and rescue service

Stress audits: what are they and why bother? Andrew Kinder outlines an organisation's duty of care to employees and reflects on the recent HSE Management Standards as a means to an effective stress audit

Workplace counselling Max Henderson, Matthew Hotopf and Simon Wessely

Stress counselling - help or hindrance? Angela Patmore of the Daily Mail has often criticised 'the stress industry'. Alison Dunn challenges her views by illustrating the benefits of an integrated stress response by the London Underground and Transport for London

Research matters: case study research - exploring innovative approaches to practice All counselling service providers appreciate the need to monitor their effectiveness. John McLeod continues his research column by reflecting on the value of case study research as an innovative approach to practice evaluation

Autumn 2004 issue

Trauma management vs stress debriefing Dr Jo Rick and Dr Rob Briner discuss the options

Tackling the macho culture Mark Brayne, director of the Dart Centre for Journalism and Trauma's operations in Europe, reveals how foreign correspondents can prepare for and cope with reporting in hostile environments

Consultation, debriefing, review or supervision? Eileen Pickard and John Towler consider the implications of the language and culture of a profession for the workplace

Eclecticism and integration within workplace counselling John Lees debates the therapeutic position of counselling in the workplace

Managing staff after a workplace incident Mandy Rutter shares her thoughts on the role of managers after a traumatic incident and offers some general guidelines

Research matters Professor John McLeod introduces a new regular research column

Ethical guidelines for researching counselling and psychotherapy This extract from the recently published guidelines by Tim Bond gives a flavour of the importance of this crucial area for practitioners

Managing data protection and client information systems Peter Jenkins reviews the latest legal position for counsellors on data protection

Queries and dilemmas What should you say in a report to a client's employer?

Agenda for change Barry McInnes and George Leach clarify the impact on staff counsellors

Summer 2004 issue

ACW Conference - keynote speech: Alan Jamieson, Deputy CEO of BACP and irrepressible 'blue sky thinker', offers his view of careers, communication and the future of counselling

A personal view: John Herring attends his first ACW conference

Conference, workshops and networking: Accreditation, coaching, running your own business, trauma and debriefing

Predicting the future: Tony Buon prophesies the future of workplace counselling and EAPs

(0.8 MB) Do counsellors make good mediators?: Nora Doherty argues that additional training is necessary

What's the use of CORE?:Geoff Holmes makes up his mind at a conference for workplace counsellors

In conversation:Andrew Kinder and Peter Jenkins discuss the legal position on workplace stress

EAP provision within occupational health:Christine White describes the approach to workplace counselling taken by her EAP

Queries and dilemmas:Exploring the dual nature of EAP contracts

Where are we going?:Caroline Toll explains why she felt excluded from the ACW conference

Obituary - Margaret Jarvie:Maggie Harris pays tribute to the 'Mother of Counselling'

Spring 2004 issue

One head, many hats:Anne Millar describes the challenges of she faces as a senior welfare officer and counsellor at Lothian and Borders Police Headquarters

Specialist practitioners:Should workplace counselling become a specialist profession in its own right? Norman Claringbull considers the issues that could arise

In the firing line:What are the limits of employer duty of care? Peter Jenkins investigates how the Ministry of Defence deals with massive claims for compensation

Gulf War Syndrome:The collapse of the legal battle against the Ministry of Defence

Adapting to client needs:Peter Walters illustrates his approach in an NHS setting

From welfare to workplace counselling:Andrew Kinder and Richard Park examine the changing role of counselling and welfare services at the Royal Mail Group

The trauma trade:Patrick Carlyon shares an Australian view of counselling disaster survivors

A marriage of convenience:Kathy Donnelly describes her work with an EAP at Shell

Winter 2003 issue

Inequality is not an option:Pauline Alexander describes how the Disability Discrimination Act might impact on the provision of counselling services

Legal perspectives:Peter Jenkins talks about the increase in litigation concerning stress and the impact on workplace counsellors

(3.6 MB)Developing work contracts:Do counsellors need to create formal contracts with clients and employers? Elspeth Schwenk says it's well worth the effort

Queries and dilemmas:Is a counsellor's duty to a former client or to their employers? John Towler and George Leach offer their views

Stress in court:The Court of Appeal ruling on stress provides an definitive interpretation of the responsibilities of employer and employee. Andrew Kinder considers the implications

The Data Protection Act:Mike Penhaligon describes the process of notifying

Gestalt: A powerful organisational tool for change?Rachel Weiss finds it invaluable in the development of her counselling practice

A beacon of excellence: Gisela Unsworth reports. Kingston Hospital's HSE award for its stress prevention policy and highlights areas applicable to other organisations