

IPSS Code of Professional Conduct and Ethical Practice in Psychotherapy.

FOREWORD

From October 1st. 2019, IPSS adopted the UKCP Code of Ethics and Professional Practice, which replaces the previous IPSS Codes of Ethics 2009, revised in 2018. The clauses below of this document contain sections of that earlier IPSS policy which were drawn up to support the implementation and review of Ethical practice and Professional Conduct of IPSS members. It is the Council's intention that the content of this document and any future amendments are consistent with the UKCP Code of Ethics and Professional Practice. Where this is not seen to be the case then advice should be sort from the IPSS Chair of Ethics.

Expectations remain high that everything possible is covered but we are all fallible. We do hope that it will meet the needs of IPSS members and support the organisation's relationship with UKCP.

It also remains the case that in its approach to ethical practice in psychotherapy work IPSS comes from a position where it is assumed that all IPSS members work within the transference and counter-transference and that they are fully aware of how fantasy plays a part in the transference.

For accreditation candidates who come new to their psychotherapeutic work within a psychoanalytic frame IPSS would point both them and indeed IPSS members to the transference when issues arise which may be difficult to clarify. We place a great deal of responsibility upon the supervisor and would add that we hope that when issues arise in supervision which are difficult to clarify, that supervisors seek further clarification from other colleagues and/or from the IPSS Ethics Committee, and/or from their indemnity insurers.

Revised by IPSS Council (October 2019)

1 INTRODUCTION

- 1.1 As a member organisation, CPD. training provider and organisation accrediting psychotherapists, IPSS recognises and wishes to clearly define an IPSS Code of Professional Conduct and Ethical Practice in Psychotherapy for the guidance, benefit and protection of new applicants for membership and accreditation, practising psychotherapists (The IPSS Membership) - and their clients, and also to cover all Trainers and members of the Accreditation Committee. It is expected that all will read this IPSS Code of Ethical Practice in Psychotherapy and Professional Conduct. along with the UKCP Code of Ethics and Professional Practice (2019) and UKCP Complaints and Conduct Process; prior to joining IPSS as a new member, an applicant for accreditation, and a trainer offering in house CPD or member of the Accreditation Committee or practising as a trained psychoanalytic psychotherapist within the IPSS membership. All are required to adhere to the UKCP Ethical Principles and Code of Professional Conduct. All are subject to the IPSS Code of Professional Conduct and Ethical Practice in Psychotherapy.

- 1.2 IPSS recognises the importance of rules of conduct in psychotherapeutic practice, and the potential that may occur where ethical practice is breached and it is IPSS's earnest desire that members of the public are protected. All members are subject to the UKCP Complaints and Conduct Process in their work as psychotherapists that provides for the overseeing of possible breaches of professional conduct by members and providing clients a process whereby a complaint about a psychotherapist goes directly to UKCP. It is taken that all understand this.
- 1.3 The Ethics Committee can advise and support members on Ethical matters and support any internal investigations. Breaches of Professional Conduct will be referred to UKCP for consideration and possible sanction. Clients complaining about a psychotherapist will be advised to contact UKCP for their complaint to be dealt with under the UKCP Common Complaints Process.
- 1.4 IPSS has prepared Grievance Guidelines to address internal disputes between members, which include any dispute between a member and an IPSS committee or between the Council and its members.
- 1.5 A significant majority of the IPSS Code of Ethics and Code of Practice (2009) concurs with the UKCP Code of Ethics and Professional Practice (2019) that now supercedes it. Parts of that earlier document may continue to offer useful elucidation and guidance on ethical matters in psychotherapy practice so are provided here in Appendix 2 as Guidance only.

2 THE ETHICS COMMITTEE

- 2.1 Ethics Committee has primarily an ethical function. It is concerned with ethical principles. Ethical principles are at the core of our work, whether it be in training and supervising individuals, in our practice, in our dealing with the public and with each other, etc.
- 2.2 The Ethics Committee's function therefore is to guide and support the membership in respect of their ethical dilemmas and in the promotion of good practice. The Ethics Committee hears, considers, advises and aims to empower its members to deal with their complaints themselves. In this aspect, the IPSS Ethics Committee cannot decide or give an outcome to complaints, as this would be counter to the principles of ethics. Ethics committees have an information and supporting role not a deciding function. Ethics Committees can only decide if there is a case to answer and whether due process has been followed.
- 2.3 IPSS will setting up ad hoc panels to hear internal grievances.

3 PROFESSIONAL COMPETENCE AND CONDUCT

COMPETENCE.

- 3.1 The Institute of Psychotherapy and Social Studies (IPSS) has trained its members to professional competence in practising individual psychoanalytic psychotherapy. All IPSS members shall comply with the IPSS and UKCP standards for professional practice and CPD set out in the "CPJA 5-yearly Reaccreditation Statement 28/9/13" and IPSS's "5 yearly Reaccreditation Policy Statement".

- 3.2 Membership of IPSS affirms competence for independent practice. Members will, however, need to maintain their competence and ability to be permitted to practise over time by attending to their personal and professional development.
- 3.3 Members and applicants shall not work professionally when under the influence of alcohol or drugs or when incapacitated by infirmity or illness. Should such impairment of skill or judgement occur it would constitute a dereliction of duty. Members recognise that personal problems and other conflicts may, on occasion, interfere with their professional effectiveness. In such circumstances they should either refrain from practice or seek appropriate professional assistance, supervision, support psychotherapy or advice.

CONDUCT.

- 3.4 The psychotherapist agrees to inform IPSS and UKCP if they are:
- (a) Convicted of a criminal offence, receive a conditional discharge for an offence, or accept a police caution;
 - (b) Disciplined by any professional body or membership organisation responsible for regulating or licensing a health or social-care profession; or
 - (c) Suspended or placed under a practice restriction by an employer or similar organisation because of concerns relating to practise of psychotherapy, competence or health.
- 3.5 If a member of IPSS is convicted of a criminal offence, receives a conditional discharge for an offence, or accepts a police caution it will be put to UKCP for consideration. UKCP will consider any implications their conviction, conditional discharge, or in exceptional cases police caution, may have for their professional practice. The UKCP membership committee will consider and assess potential risk posed to clients or for public confidence in the register and may reject their application for registration or removal of name from its register on such grounds. Where a member is disqualified from the UKCP register, the member will automatically lose their IPSS membership.

4 PROFESSIONAL WILLS

Members and applicants are required to appoint a professional colleague or other responsible person who has agreed to be their professional executor who has agreed to take responsibility to inform clients, supervisees, IPSS and other professional bodies in the event of their sudden death, illness or expulsion. The name of the professional executor should be made known by applicants to their supervisor, and by members to IPSS at the time of annual membership renewal as part of Continuing Professional Development (CPD).

5 COMPLAINTS BY A CLIENT AGAINST THEIR PSYCHOTHERAPIST.

All complaints by a client about a psychotherapist are dealt with directly by UKCP through the UKCP Common Complaints Process. All clients of members who wish to make a complaint against that member should be advised how to contact UKCP.

6 GRIEVANCE PROCEDURE FOR IPSS MEMBERS, CONTRACTED STAFF AND THE ORGANISATION OF IPSS

6.1 IPSS Grievance Guidelines are in place and a grievance procedure can be invoked by IPSS members and by the organisation of IPSS. Accreditation candidates have a separate procedure for complaints and grievances.

6.2 It is the appropriate procedure for the following:

6.2.1 If a member of IPSS considers he/she has experienced bullying, sexual harassment, or harassment and/or discrimination on grounds of race, gender, sexuality, disability, class, religion and age by the organisation of IPSS.

6.2.2 If a member of IPSS considers that the organisation's procedures are undemocratic or lack transparency and accountability and that they have suffered discrimination as a result.

6.2.3 If an IPSS member has a grievance not directly to do with psychotherapy (e.g. harassment, assessments, accreditations).

6.3 IPSS members are defined here as qualified and registered members of IPSS who are currently in practice and are accredited members of CPJA.

6.4 It is to be hoped that grievances may generally be resolved through informal negotiation between the parties concerned, and that the Grievance Procedure is only invoked as a last resort, when all informal attempts at reconciliation have broken down.

6.5 If the grievance clearly demonstrates a direct breach of the Code of Practice it will be addressed as a potential breach of Professional Conduct.

Reviewed. David Jones. October 2019.