

The Scottish Institute of Human Relations
- understanding people -

Annual General Meeting

**2nd OCTOBER 2003,
7:00pm at 13 Park Terrace, Glasgow**

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**Annual General Meeting
of
The Scottish Institute of Human Relations**

2nd OCTOBER 2003, 7:00pm at 13 Park Terrace, Glasgow

ANNUAL GENERAL MEETING 2003

A G E N D A

- 1. Introduction and Welcome to Members**
- 2. Minutes of AGM 2001/2002 – 03 October 2002**
- 3. Matters Arising**
- 4. Chair's Report**
- 5. Annual Report: Receiving of Reports and Clarifying Questions. (Tabled)**
- 6. Financial Report and Adoption of Annual Accounts: (Tabled)**
 - i) Treasurer's Report
 - ii) Adoption of Audited Accounts 2002/2003
 - iii) Re-appointment of Auditor
- 7. Council Members: Elections**
 - i) Retiral by Rota:
(eligible for re-election)**
 - ii) Vacancies for Members of S.I.H.R. Council**
- 8. Date of Next A.G.M. 2004**
- 9. Close of Business**

**Minutes of the 32nd Annual General Meeting of
The Scottish Institute of Human Relations held
On October 3rd 2002 at 13 Park Terrace, Glasgow**

PRESENT

Sarah Colles, Elspeth Crawford, Sandra Davies, Robin Hall, John Shemilt, Joyce Watkinson, Anne Wood, Marie Kane, Richard Hosking, Jane Naismith, Jenny Overton, Margaret Daniel, Margaret Toft, Molly Ludlam, Frances Love, Chris Holland, Susie Lendrum, Tammy Fransman, Alison Lee, Romma Clements, Linda Treliving, Max Paterson, Alistair Owen

GUESTS

David Main (Whitelaw Wells), John Hodge (Balfour and Manson)

SIHR STAFF IN ATTENDANCE

Fraser Thomson (Business Manager), Pamela Sinclair (Administrative Officer), Margaret Frissing (Secretary to Child and Adolescent Psychotherapy Department), Debbie Hindle (Head of Child & Adolescent Psychotherapy Department).

APOLOGIES

Helen Alexander, Una Armour, Ronald Beasley, Peter Bowes, Judith Brearley, Juanita Brown, Theresa Brown, Joaquin Canizares, Ellinor Fairbairn Birtles, Anne Fielden, Mary Fraser, David Goodacre, Dr JD Haldane, Eileen MacAllister, John McDonald, Janette Montague, Kedzie Penfield, Jill Prentice, Rhiannon Pugh, Derek Raffaelli, Wendy Raine, Judith Russell, Vi Shannon, Neville Singh, Graham Shulman (Staff), Nora Smith, Rosemary Stewart, Carolyn Strobos, Dr David Tait, Dr Valerie Walker, Elspeth Wight, Joanna Wood

1. Introduction and Welcome

- 1.1 John Shemilt welcomed those in attendance at the Annual General Meeting at 7:00pm. He explained that due to rail and motor delays a number of members were held up getting to this meeting on time. The delays meant that the meeting was inquorate for the time being and would begin as soon as a quorum of fifteen members was in attendance. He explained to those members present the statutory regulations surrounding a meeting of this nature and expressed his confidence that the meeting would go ahead in line with statutory regulations.
- 1.2 At 7:19pm the meeting became quorate and began.
- 1.3 As the elected Chair of Council, John Shemilt chaired the 32nd Annual General Meeting of the Scottish Institute of Human Relations. John welcomed all the members who had travelled to the meeting and thanked them for their continued support, as without their participation and support the Scottish Institute could not continue in existence.

1.4 John extended a warm welcome to John Hodge from Balfour and Manson (Institute Solicitors) and David Main from Whitelaw Wells (Institute Auditors). He thanked them for their work over the year and for attending the Annual General Meeting.

2. Minutes of the Annual General Meeting 06 October 2001 and 13 December 2001

2.1 John Shemilt took the opportunity to remind members that administrative and management complications the previous year had led to there being an Annual General Meeting held on 06 October 2002 and an Extraordinary General Meeting held on 13 December 2002. Items 2 and 3 referred to the accuracy of minutes of both of these meetings.

2.1.1 John Shemilt asked the meeting to comment on the accuracy of the minute of the Annual General Meeting held on 06 October 2001 and the Extraordinary Meeting held on 13 December 2001.

John Shemilt suggested an error in the minute of 06 October 2001. He informed the membership that under -

ITEM 8 – The minute records Chris Holland’s and Molly Ludlam’s retiral. The minute does not reflect the fact that they were then re-elected. It was therefore suggested that the minute be changed by adding at the end of the sentence
“and were elected”

The change to the minute was **proposed by Sandie Davis** and seconded by **Sarah Colles**.

The membership **accepted** the amended minutes as an accurate record of the Annual General Meeting held on 06 October 2001 and the Extraordinary General Meeting held on 13 December 2001.

3. MATTERS ARISING

3.1 John Shemilt asked the meeting if there were any matters arising from the Annual General Meeting held on 06 October 2001 and the Extraordinary Meeting held on 13 December 2001. There were no matters arising.

4. CHAIRMAN’S REPORT

4.1 The Chairman, John Shemilt read from a prepared statement circulated to all members before the meeting.

John Shemilt then requested questions. There were no questions related to the Chairman’s report.

5. ANNUAL REPORTS

5.1 Marie Kane commented on the high quality of the information presented to members at the Annual General Meeting. She thanked John Shemilt for his report and thanked members of staff, and especially project leaders, for the time and effort that they had put

in to providing the necessary information. Marie proposed a vote of thanks to Project Leaders and staff for their efforts in preparing for the Annual General meeting.

The motion was **proposed by Marie Kane** and **seconded by Molly Ludlam**.

- 5.2 The meeting was told that a number of Annual Reports remained outstanding such as the Human Resources Committee Report and the Finance and General Purposes Committee. These reports would be included in a future final draft of the Annual Report.
- 5.3 Elspeth Crawford asked if the reports by Project Leaders could be made available to the work group that is responsible for updating the Scottish Institute website. Following a discussion it was agreed that, subject to a confidentiality review of the information presented, appropriate information would be made available for posting on the website.
- 5.4 The membership **approved** the Annual Reports enclosed in their papers for this Annual General Meeting.

6. FINANCIAL REPORT AND ADOPTION OF ANNUAL ACCOUNTS

- 6.1 Alistair Owen, Treasurer presented his report based upon a statement and figures that had been distributed to members. In addition to the statement prepared by the Treasurer, a number of full sets of Annual Accounts were made available to the membership for reference.

Alistair explained to the membership that the process undertaken, in order to produce completed Annual Accounts for the Institute had changed. In the past the Institute had been heavily reliant upon external agents for the compilation and completion of Annual Accounts. This process meant severe hold-ups in the production process and at what was often great expense to the Institute. This was no longer the case.

It was explained that the current method of preparing the annual accounts was to complete as much as possible internally through the work of the Treasurer and Finance Officer. This has meant that the draft accounts were completed internally to a high standard and presented earlier to Council for discussion.

Alistair also thanked the Auditors Whitelaw Wells for their hard work in the timeous preparation of the final audited accounts.

Alistair reported that the financial year 2001 – 2002 had presented a deficit of around _130,000. This was comprised of the use of established reserves and an operating deficit. Alistair informed the membership that as at 31 March 2002, the Scottish Institute had reserves of _423,338 of which _288,000 were free reserves. He informed the membership that the current reserves meet the Scottish Institutes policy which requires a minimum reserve of 3 – 6 months operating costs.

The Treasurer presented the findings of an investigation into the financial trends in the Scottish Institute over the last four years. He found that the Scottish Institutes Annual Accounts have shown an underlying deficit for the last four years. The deficits have not

always been obvious because of one off events such as the sale of the Albany Street premises and the impact of the Lottery Funded Project. The true extent of the analysis showed that the Scottish Institute has been running an underlying deficit of at least _50,000 per annum.

Alistair told the membership that the figures had been presented to Council and that meetings have been held to address the lack of income both at a strategic level and at operational levels with Project Leaders. The significant difference between the accounts presented for 2001 / 02 and the previous year was a severe drop in income. This was therefore the major area currently being addressed by Council and Project Leaders.

Alistair explained that significant improvements had been carried out in the financial processing which has led to improved monitoring of financial information and the improved availability of management accounting information. These improvements have meant that problems can be identified earlier and moves to improve income generation have started earlier and should bear fruit quicker.

John Shemilt thanked Alistair for his report and presentation. He invited questions from the floor.

6.2 Q. Tammy Fransman expressed relief at the frank and honest report presented by the Treasurer. She asked how the Scottish Institute was going to raise _50,000 in the course of the next financial year?

John Shemilt explained that the raising of _50,000 was not expected in one go or from one source alone. Income generation was the responsibility of all members, project leaders, staff and funders. He highlighted the improvements to the financial systems as being crucial to the work of income generation. The information being made available would isolate good practice and in-turn the modernization of the fee structure would also lead to improved income generation. He emphasized that the financial system was still improving and the Finance and General Purposes Committee would continue to work on income generation.

Q. Jenny Overton stated that she thought that the Scottish Institute should examine the fee structures when addressing the issues surrounding income generation.

It was agreed that the Finance and General Purposes Committee would be looking at the fee structure with a view to modernizing it and improving income generation.

Q. Elspeth Crawford questioned the totals for membership subscription income?

Frances Love reminded the meeting that the membership fees collected did not necessarily reflect the exact number of members in the organization. This was because members joining mid way through the year did not pay the full fee. The Business Manager also explained that he had found some discrepancies in the membership subscriptions income. This had led to the distribution of a number of letters reminding

members that membership subscriptions were due for renewal. This has so far led to some monies being received for lapsed membership subscriptions.

Q. Elspeth Crawford also suggested that the Scottish Institute was missing out on a new market which has come about as a result of the Scottish Executives' McCrone Report into education training. She suggested that this report highlighted a lack of appropriate training for teachers. She considered the Scottish Institute as a possible provider of these training courses.

Members noted Elspeth's comments on training opportunities within the Education field. It was recognized that these were similar to the findings of other members working to source training opportunities through the Scottish Executives Social Work Services Inspectorate.

Q. Tammy Fransman asked if the Scottish Institute was considering applying for EEC funding?

The Business Manager explained that there were no immediate plans to source funding from the EEC. He explained that the Scottish Institute has a wide and experience network of members operating in a number of fields. This network has not been used effectively to explore local areas of funding and should be fully explored before extending out with our operating boundaries. Funding is always more successful when there is an element of personal contact and the Scottish Institute has not used its own contacts to their full potential. The EEC is a good source of future funding and will be explored as is appropriate for the project.

Q. Richard Hosking asked if Council was working toward being able to provide costs for each Department and project?

John Shemilt replied that it was.

A general discussion ensued during which Chris Holland suggested that the Institute is investing in long term trainings which do not provide a high return on the investment. He suggested that the membership subscription for the Institute is very low in comparison to other similar Institutions and trainee consultants are charged a very low rate for their course. The Institute gets little in return.

Both Molly Ludlam and Debbie Hindle detailed work that they were carrying out to raise income. Debbie highlighted a lack of resources as being a key restriction to her work in income generation.

John Shemilt brought the discussion to a conclusion by stating that there was lots of potential income generation in the Institute and what was needed was a clear and balanced approach to the opportunities. The coming year was going to be a hard year requiring a lot of energy, enthusiasm and teamwork by the members of the Institute.

The motion to accept the annual reports was proposed by **Frances Love** and was seconded by **Elsbeth Crawford**.

- 6.3 The Treasurer thanked the Auditors Whitelaw Wells for their hard work in the timeous preparation of the final audited accounts and suggested to the current Council that the services of Whitelaw Wells be continued for another year.

Frances Love proposed the retention of Whitelaw Wells as auditors for the Scottish Institute of Human Relations Ltd for the Year 2002 / 03. This was seconded by **Chris Holland**.

6.4 **SPECIAL RESOLUTION**

The meeting was asked to consider the following Special Resolution amending the Articles of Association:

That Article 24 of the Company's Articles of Association, namely that 'The Council shall consist of the directors of the Company who shall comprise (a) elected members who shall not exceed eight in number (b) Secretary of the Company ex officio and (c) such persons who are not members of the Company, not exceeding three in number, as may be invited in terms of Article 25 hereof.'
be deleted and that it is replaced by the following Article:

'The Council shall consist of the directors of the Company who shall comprise (a) elected members who shall not exceed ten in number (b) Secretary of the Company ex officio and (c) such persons who are not members of the Company, not exceeding three in number, as may be invited in terms of Article 25 hereof.'

John Shemilt and Molly Ludlam explained that the purpose of this amendment to our Articles of Association would be to increase with effect from October 2002 the number of elected places on the Council of Management to ten members. As there was no proposal to change the quorum stipulated in the Articles, as seven Council members, of whom four must be elected members, the effect of this is to change the proportionate nature of the quorum.

It was explained that the current membership was seen as restrictive as it was limiting the amount of work and projects conducted by Council. The hierarchy of the Institute had been flattened and it was felt that a larger number of Council members would be beneficial to the Institute and the sub Committee structure.

Following a show of hands **the special resolution was adopted unanimously.**

7. **COUNCIL MEMBER ELECTIONS**

- 7.1 John Shemilt reported that Liz Burns had decided to stand down from Council because she has a number of international concerns which mean that she cannot give the time she wishes to the Scottish Institute. John expressed his deep thanks and that of the Council and Institute for the dedicated service which Liz has provided.

7.2 As was indicated to the membership before the meeting both John Shemilt and Frances Love had retired by rotation and were available for re-election. In the absence of any further nominations both **John Shemilt and Frances Love were duly re-elected to Council.**

7.3 John Shemilt reported that two members, Elspeth Crawford and John Macdonald had expressed a willingness to be elected to serve on Council. Unfortunately nominations of these two members had arrived and missed the statutory deadline. It was explained that the only existing way that these or any other members could serve on Council before the next AGM would be if they were co-opted by the new Council. This matter was therefore referred to the new Council.

8. DATE OF THE NEXT ANNUAL GENERAL MEETING

8.1 The date of the next Annual General Meeting was remitted to Council.

CHAIR'S REPORT

CHAIR'S ANNUAL REPORT 2002-2003

I am proud to present this report on behalf of my fellow members of Council. Reflecting on this eventful year, I am immediately aware of the difficulty of encapsulating all the activities in this brief account. This has been a year of achievements for which there are many people to thank; concerns too, whilst they are an inevitable part of organisational life, should be acknowledged. I also want to look ahead, to anticipate with you the coming year, and to summarise our plans and proposals for addressing the challenges.

Before recalling some of the past year's main events, I want to record formally, on behalf of us all, SIHR's appreciation of John Shemilt for his vital contribution as chair from October 2000 until January 2003. We are all aware of how hard he worked and of the amount which he carried for and with us all. Our heartfelt thanks go to him for the huge commitment he made in helping SIHR to recover and reshape itself.

Restructuring.

Having assessed the serious issues pre-occupying us over the last two years, Council has pursued the essential task of re-developing and re-structuring. Of course this is a process which has to be continual, in response to the environment. With the loss of SIHR's paid directorate, Council took on the executive role, as a necessary short-term adaptation to a crisis. During the past year however, it has been able to oversee a shift to the delegation of some important functions to sub-committees and to staff. This has been enabled in great measure through the consolidation of a strong administrative team which has helped to service the sub-committees. We are enormously dependent on the very able and efficient support of our two offices in Edinburgh and Glasgow and I want to acknowledge in this the contributions of Fraser Thomson, our Business Manager, Pamela Sinclair and Diane Henderson, our Office Managers, and Margaret Frissung and Linda Thomson.

With the assistance of this team, it has also been possible to reform our financial management and structure. Alistair Owen, our Treasurer will report in detail about our financial performance. We are extremely grateful to him and particularly to our Finance Manager, Alison Gisby, for their help in adapting our financial systems to the 21st century. Thanks to their patient, but dogged! ministrations, we are now able to have ready access to quarterly accounts and have introduced a cost centre system, with five centres representing our major areas of business activity.

All this means that we are no longer speculating anxiously in uncertainty about our current position. Now that we can assess much more accurately what drives our income and expenditure, we can plan ahead more responsively and responsibly. The climb back to financial health is slow. Expenditure still exceeds our income, but our steps are now based on and guided by much firmer data. This work has contributed specifically to the thinking of **The Reshaping Group**, set up by Council to consult members and formulate plans based on our future resource needs. Following consultation, we announced the decision to relocate, at an appropriate time in the coming year, from 13 Park Terrace to more suitable central Glasgow premises.

In all of these matters, we all owe a debt of gratitude to the **Finance Committee**. This committee has relinquished its general purposes function to focus on the task of financial restructuring. This

sub-committee, chaired by Frances Love, has continued to meet monthly. We recognise that their work carries for the organisation much of its anxiety. In addition to his contribution to this Committee, Chris Holland has also acted, until June 2003, as Company Secretary and has given me, in taking on the Chair, particular support. I want to thank him for this. Frances Love has generously taken on this role.

The Human Resources Committee has completed, with Fraser Thomson's help, the important task of establishing a full range of personnel policies for SIHR. Stakeholder pensions have been introduced for administrative staff. It is remarkable to reflect that this committee has only been in operation for 20 months. It is currently collaborating with the **Ethics and Standards Committee**, chaired by John Macdonald, to consult with members in the drawing together of SIHR-wide Policies for the Protection of Children and Vulnerable Adults.

The Membership Committee, with Linda Treliving as its chair, has presided over a steady growth in the membership – now standing at 133 Full Members and 61 Network Members. In their thoughtful document: “Developing a Transparent and Inclusive Membership” recently printed in the Newsletter, the committee has translated Council's wish to make membership much more accessible into a straightforward enabling process. Plans to introduce two new categories for student and retired members are in hand.

You will know that Council decided this year to increase the membership subscription to £100 for Members and £35 for Network Members, a move which we felt was justified, given that the rate had remained static for so long.

And last but not least in respect of restructuring, in the early spring, Council asked teams and services to reconstitute their collaborative discussions in **Regional Inter-team Meetings**. Council hopes that these forums will again form natural channels for communication and consultation with those working most directly in the organisation.

Communication, consultation and review stand out as continuing essential processes. They are all embodied in the work of a **Search Conference**. Our second such event was held in February. The process of ‘searching’ seems to be invaluable to a membership organisation such as ours, giving as it does, time to review, to claim our strengths and to face our challenges. We are grateful to the planning group led by Richard Hosking and to the Conference Managers Steve Burgess and Elspeth Critchley.

Sustainability.

Whenever we convene as a whole organisation, the sum and number of our parts, our working groups, is manifest. The wide applicability of psychoanalytic-psychodynamic-systemic thinking leads to a proliferation of interest groups sheltering under the SIHR umbrella. Whilst there is extraordinary wealth in this, there has to be a concern that the umbrella will not, cannot, be large enough to shelter everyone. In truth we are a small organisation with big ideas. Out of this nice problem two inter-linked themes have emerged this year, those of sustainability and partnership.

Our courses, as the Annual Report shows, have responded to external requirements for accreditation and validation, with notable successes in Counselling, Child Psychotherapy and Family Therapy and Systemic Practice, although at some cost in terms of staffing resources. The Counselling courses have unfortunately had to be set aside, but the development investment made by Margaret Toft and Sarah Colles will remain important for the future. Whilst seeking to

maintain the high staff - student ratios, so valued by SIHR's students, course teams are adjusting to the constraints and working to develop courses to meet needs of accreditation and the professional development of SIHR's members. We remember too the long commitment of Joaquin Canizares and Robin Hall who this year laid down their leadership of respectively the Introduction to Psychoanalytic Studies and Organisational Consultancy.

Partnership.

Partnership emerged at the Search Conference as a clear future direction. We have welcomed the shared exploratory day with The Family Resource Network in March and even closer collaboration with the Scottish Child Psychotherapy Trust. We are delighted at the progress of moves, initiated by John Shemilt, for a partnership with Yorkhill NHS Trust to establish shared posts in child psychotherapy and family therapy. We hope this may lead to the creation of a model which can be replicated to ensure the future of Child Psychotherapy and Family Therapy training in Scotland.

Furthermore, we have embarked on negotiations with the University of Edinburgh to set up a Centre for the Study of Human Relations. There will, of course, have to be an extensive evaluation by members of the 'balance sheet' implications of this proposal, but it is an important and exciting one to consider.

During this year too, a new group, the **Social Services Advisory Group**, was set up to assist SIHR to build on the Feasibility Study recommendations (2001). We thank this group for helping to draw up funding applications to promote partnerships to increase SIHR's involvement in professional development in social work.

Celebration.

This report would not be complete without some celebratory fanfares. One has to be for the extra-ordinary achievement of the international conference co-hosted with IIORT, 'The Legacy of Fairbairn and Sutherland' drawing over 100 people from 11 countries. It gave us an awareness of our legacy and emboldened us to put SIHR on the map, not only nationally but internationally. We should be identifying ourselves wherever we go as SIHR members. Many people were involved in this partnership enterprise, but special acknowledgement should go to Christine Wilson for her Herculean tenacity in making it happen.

A second fanfare should be sounded for the Newsgroup, led by Elspeth Wight, not only for continuing to produce the Newsletter, so much valued by all members, but for its complete re-creation of the Prospectus, now a truly splendid guide to SIHR.

The Year Ahead.

In the year ahead, we await the outcome of this year's endeavours, including that of two major funding applications just submitted. Council's agenda includes revision of the Strategic Plan. It will also have in mind the question of recruitment to leadership roles in the organisation. I have been privileged to have the trust and support of Council and I look forward the prospect of seeing through some of the current projects before I demit office in October 2004.

Molly Ludlam, October 2003.

ANNUAL REPORTS 2002/2003

ADULT PSYCHOANALYTICAL PSYCHOTHERAPY TRAINING COMMITTEE
- Annual Report (April 2002 to March 2003)

The Training Committee consists of:

Dr. C.J.S.Holland, *Chair*

Frances Clark *Minutes Secretary*

Murray Leishman *Honorary Secretary*

Dr. Judith Russell, *Curriculum*

Coordinator

Joaquin Canizares – Library Representative

Dr John Shemilt (Psychiatry liaison - West)

Mrs Jill Walker (Tutor for 2000 Group)

Dr. Bob Whyte (waiting list management)

Ken Robinson (Newcastle Training link)

J. Sperber

Dr Valerie Walker (Tutor for 2001 Group)

Introduction and purposes

This training, the only Training in Scotland for psychoanalytical psychotherapists, has continued to undergo its own evolution, adapting to the experiences of trainees, trainers, and the graduates, who fill senior posts in the N.H.S. or the Independent sector, in Scotland and England.

The British Confederation of Psychotherapists, with its International standards, provides Professional Registration, while the Qualification is through the Scottish Association of Psychoanalytical Psychotherapists.

The S.A.P.P. membership includes all the psychoanalytical psychotherapists working in Scotland, and provides many Continuing Professional Development opportunities, as well as increasingly setting requirements for professional practice.

Work Carried Out

As well as those who joined the course in January 2003, as part of the rolling programme, nine trainees continue in their Academic Seminar Course and its fourth year continuation. They maintain their intensive training cases, working under weekly supervision, while continuing their own analysis.

The staff work is mostly carried out by the Committee members. However to extend the range of Teaching Staff we have recruited from a wide range of Adult Psycho-therapists, Child Psycho-therapists, as well as Consultant Psychiatrists and Psychologists in the Health Service, and in Independent Practice.

Very considerable amounts of time are contributed *free gratis*, which has enabled the direct costs of the course to the Institute to be kept very low, but can not continue indefinitely.

Also for the trainees this advanced professional training, taking four or five years, is equal to well over half the work for a Ph.D. – without the grant funding.

The trainees who have graduated in the last few years have become Consultant Psychotherapists or moved into Independent Practice – some combining the two fields.

The N.H.S. makes some contributions for the few Specialist Registrars, but does not now in Scotland support such training nearly as adequately as before. So actually this Independent Training is supporting the N.H.S. very considerably!

Developments and Plans

The major changes recently have been the move to two seminars each Tuesday evening for most of the course, while extending the course from three to four years, and developing an Annual Intake, each January – where possible, hence a “rolling “ programme. Now we have remodelled the fourth year significantly so that after the three years of prescribed seminars a quite new Fourth year retains the Clinical Seminars throughout while the prescribed academic seminars have been replaced by self directed reading of specialist topics with tutorial assistance, reading diaries and seminars for sharing the learning, with careful monitoring. Each trainee presents two papers to the reading seminar.

This provides opportunities for each trainee to develop towards their own personal professional aspirations, with different career paths as mentioned above.

It is intended that this new fourth year allows for choice of individual study paths, while it is also a model for professional life, with personal reading and regular clinical discussion in a peer group, supported by consultation where appropriate, which will supercede the regular supervision of the training years as the psychotherapists become established in their professional careers.

Further development of liaison with Education, Health and Social Services is clearly required, as well as a more formal dialogue with S.A.P.P., our “qualifying body”.

Difficulties

Financial matters continue to need to be addressed; the Institute is engaged in much more concerted plans to try to obtain some core funding for its training activities. Trainings are always expensive and most occur within University settings with Government funding. The present fees and much *free gratis* work allows some contribution to the Institutes overheads for the course, but grants for trainees and external core funding are required for this advanced professional training to continue on a sound basis.

Future Plans

Our Targets and General Aspirations are embedded in the headings above.

Survival of working at a high standard: recruitment of Senior Staff: recruitment of trainees: more liaison with Professional Colleagues within SIHR, the statutory services, Scottish, British and International Professional Colleagues: contributing to SIHR’s future plans for Conferences: gaining funding for student grants and Course Funding. Make more use of SIHR’s rich resources of Child Psychotherapy, as well as Group Relations experience and Family Therapy expertise.

Dr C.J.S. Holland, August 2003

ADULT PSYCHOTHERAPY SERVICE, EDINBURGH

- Annual Report

Membership

Joaquin Canizares, Judith Fewell, Tammy Fransman (convenor), Chris Holland, Penny Holland, Murray Leishman, Molly Ludlam, Jill Prentice, Jonny Sperber, Jill Walker, Valerie Walker.

Introduction

The Adult Psychoanalytic Psychotherapy service is a vacancy service whose purpose is to provide psychoanalytic psychotherapy for the public in Eastern Scotland. Members attend monthly meetings.

Activities

Meetings were two hours long and divided into clinical (one and a half hours) and business (a half hour) sections.

During the year the main focus of activity in the clinical section involved assigning referrals for assessments, discussion of assessments, placing patients with suitable therapists and if not suitable for psychotherapy, making referrals and contact with other health professionals etc. Careful attention has been paid to these procedures and the members of the service are constantly refining techniques (eg. working out guidelines, for example on confidentiality etc.)

There has been very limited time for feedback of ongoing clinical material.

Referrals allocated from the end of August 2002 to September 2003 are up from 22 during the previous year to 35 this past year.

In the business section discussion took place on a new system of accounting. This new system is now in place and appears to be successful.

Secondly, in view of the appointment of two new members to the service, criteria for membership of the service were discussed and documented. Two new members were appointed in Feb.2003 – Judith Fewell and Jill Prentice.

Thirdly, questions of CPD (exchange of information via conferences, workshops and meetings), confidentiality and professional wills have also been addressed during the year.

Fourthly, co-operation between members of the service and the marital counselling service has occurred.

Fifthly, there has been a fruitful exchange of ideas between representatives of the psychoanalytic psychotherapy service, the child and adolescent service, the counselling service and the marital therapy service. In particular, the possibility of clinical co-operation has been stressed. This group has now become part of the inter-team regional meeting.

Finally, it is hoped that an Introductory Course in Psychoanalytical Studies will be established by 2005. Jill Prentice has expressed an interest in organizing this course.

Conclusion

The main problems still stem from a lack of time and resources. Therefore it is particularly difficult for members to discuss ongoing clinical material (with the possible use of external consultants) as well as to network. Attention needs to be directed to attempts to creatively resolve these difficulties.

Tammy Fransman, August 2003

ADULT PSYCHOTHERAPY SERVICE, GLASGOW

- Annual Report

Members: Dr Alison Haggith, Ms Elspeth Wight, Mr Derek Raffaelli, Ms Frances Clark, Dr John Shemilt and Mr John Macdonald.

Since last year we have had no applications to join the service. The levels of referrals have remained at two per month. Some referrals are seeking to be seen at the end of the day / early evening and at present we have no vacancies at these times.

We have also had several requests for training analysis and these requests are placed on a waiting list. John Macdonald coordinates with analytic trainees looking for such patients.

We have had no meetings with colleagues in the counselling service but there continues to be a healthy collaboration between the two services and Team Leaders.

We are aware of being a small working group and therefore have limited capacity for expanding clinical work.

We continue to meet on a monthly basis for clinical discussion and service management.

John Macdonald, August 2003

CHILD PSYCHOTHERAPY DEPARTMENT

- Annual Report

Introduction

This Department embraces a range of projects within the SIHR. The aims of the Department are threefold: to raise awareness and support professionals in their work with children and young people; to deliver pre-clinical and clinical trainings to full accredited qualification; and to provide clinical services for children, young people and their families.

Work Carried Out

The work carried out in the Department is related to numbers 1 and 2 of the strategic plan and can be summarized as follows:

A PROFESSIONAL DEVELOPMENT

(1) Child Psychotherapy Discussion Group - Project Leader: Gita Ingram

Child Psychotherapy Discussion Group 2002-2003 Year Report

In the year 2002-2003 CPDG gave three presentations. Having good attendances at meetings has continued to be a challenge in the past few years and this year the group experimented with moving away from evening presentations in favour of lunchtime or day time presentations.

The year started with an evening presentation on 23 September 2002, in Edinburgh entitled: *An Examination of the Health Needs of Looked After Children – Bridging the Gap to Health Care.*

Presenters were **Dr Helen McInnes** and **Donald Morris** from the Residential Health Care Project in Edinburgh. The talk gave a real insight into the lives of children and young people in residential care and the challenging task of beginning to address their health needs, including mental health needs. The speakers' profound understanding of their subject brought the presentation alive and generated an involved discussion and much enthusiasm from the audience.

The second presentation was a lunch time talk in Edinburgh on 27 January 2003 by **Francesca Calvocoressi**, Child Psychotherapist, entitled: *The Imaginative World of Children in Therapy.* Francesca combined material from children's literature with material from therapy sessions in a fascinating way and generated a lively discussion amongst a large audience about the very basics of therapy. We concluded that the accessibility of the title and the new timing had drawn so many people from a wide range of work settings to this meeting.

The third presentation took place in Glasgow on 27 June 2003, when **Ann Horne**, Consultant Child Psychotherapist, offered audiences a second opportunity to hear her present her paper *Sexuality in Childhood and Adolescence.* Unfortunately, the turn out was disappointing, probably because this was the last day of the school term. However, those who attended were in for a treat with consideration of normal development of sexuality in childhood and into adolescence and adulthood, with a wide variety of case examples. Ann's immediate and humane way of presenting allowed the audience to think with her about both problematic therapeutic situations and the worrying trend of labelling much normal childhood behaviour as sexualised and of concern. This talk was truly thought provoking and inspiring.

CPDG look forward to another year of lunch time talks in Glasgow and Edinburgh. In addition, we are jointly with the Association of Child Psychology and Psychiatry organising a conference in Edinburgh on 14 November 2003, entitled *Attachments: How Babies Learn to Relate.*

**(2) Clinical Conversations - Project Leaders: Joan Herrmann
Jill Prentice**

Membership:

Clinical Conversations is organised by a planning group. The membership of this group is: Jill Prentice and Joan Herrmann, periodically assisted by others.

Introduction:

Clinical Conversations is an occasional workshop, which originated in, and remains under the auspices of the Child Psychotherapy Department. The workshop brings together up to 25 clinicians, working with children and adults, who are all roughly of a similar 'generation': those who have recently qualified; those nearing qualification and some other practitioners, psychodynamically trained, who do not easily have access to intensive clinical workshops. In addition, and according to numbers, some senior clinicians involved with the Institute's training programs for children or adults, are invited to attend as guest participants.

A central aim of the workshop is to provide an opportunity for child and adult psychotherapists to learn about each other's psychoanalytic work and to broaden and deepen our thinking and practice with the assistance of a senior clinician whose clinical experience bridges both younger and older patients.

Work carried out the past year: One workshop - David Bell (20 participants)

In anticipation: Margot Waddell (September 03, 15 participants)

Difficulties Experienced:

In accordance with the aims of the workshop, to allow a free exchange of ideas and learning between relatively inexperienced clinicians, we need a new planning group from this 'generation'

The series depends on the willingness of clinicians to contribute clinical material for discussion. While there is general agreement that this is a very valuable experience, we have at times had to struggle to find volunteers.

An inevitable obstacle is the problem of arriving at a date, which does not conflict with other events.

Future Plans:

Jill Prentice and Joan Herrmann are standing down after the September workshop with Margot Waddell. If it is to continue, we need two individuals, one working with children and one with adults to take on the planning and organisation. We are willing to help the new organisers with the planning of their first workshop.

It would be very valuable to establish a similar workshop for more senior clinicians.

The Planning Group would like to thank Debbie Hindle for her continuing and unstinting support of Clinical Conversations.
(Joan Herrmann, September 2003)

(3) The Child in the Mind of the Other: Psychoanalytic perspectives on how children are seen and understood

- 11 November 2002: Graham Shulman 'The Child of Fiction: A Psychoanalytic study of Henry James's novel *What Daisy Knew*
- 25 November 2002: Sylvia Wilson 'Remembering the objects: Narrative, reconstruction and deconstruction in the transference and countertransference
- 9 December 2002: Molly Ludlam 'The Child in the mind of the Parental Couple

(4) Through the Lens of a Child - in conjunction with the Glasgow Film Theatre

11 February 2003	The White Balloon	Margaret Malcolm
11 March 2003	Ma Vie en Rose	Elaine McAllister
1 April 2003	My Life as a Dog	Annie Baikie
13 May 2003	The Sixth Sense	Graham Shulman

(5) Conversations in Childhood - in conjunction with the Edinburgh Book Festival

15 August 2003	The Myth of the Family	Debi Gliori/Joan Herrmann
18 August 2003	The Resourceful Child	Julie Bertagna/Debbie Hindle
19 August 2003	The Influential Book	Lindsey Fraser/Annie Baikie

(B) TRAINING ACTIVITIES

(1) Clinical Training in Child Psychotherapy

(a) Current Student Group

2000 intake: 5 students

(1 student on maternity leave from January 2003 - expected return January 2004)

2001 intake: 5 students

2002 intake: 5 students accepted

2 on full time basis

2 on interim basis - 1 of whom has been off sick since Easter 03, not expected back in the near future

1 did not take up her place as no child psychotherapy training post available

2003 - No Intake

(b) Teaching Staff

Debbie Hindle

Graham Shulman

Sheila Spensley

Janet Shaw (from September 2003 Janet will be teaching with the Northern School and cannot continue her commitment with us)

Sylvia Wilson (from September 2003 Sylvia will teach more seminars and will continue to contribute to the M.PsychPsych course)

Moira Shulman - M.psych.psych.tutorial

(c) M.psych.psych

From September 2002, three people enrolled to undertake their

M.psych.psych:

Francesca Calvocoressi

Elaine McAllister

Janet Sherrard

Each of these students was taught in individual tutorials and should submit their portfolios to the Exam Board at the Tavistock by the end of September 2003.

(2) Therapeutic Skills with Children and Young People

(a) 2002-03

From 2002 this course was taught in Glasgow only. Although this involved a 'move' for a few students, overall the number of students increased significantly with 22 students registered taking in overall 55 seminars. All new students were enrolled by University of Strathclyde. APEL was applied for by previous students. Four students are still registered with University of Glasgow.

(b) Teaching Staff

Debbie Hindle

Graham Shulman

Judith Brearley

Kate Mulligan

Ann Snedden

(3) Infant Mental Health

(a) Five students began this course in January 2003. One student had previously taken Child Development Research and Baby Observation as part of other courses the year prior to commencing. This course is a pilot scheme and needs to be reviewed and evaluated before offering it again.

(b) Teaching Staff

Debbie Hindle

Graham Shulman

Judith Russell

(c) A meeting is being convened in September 2003 to discuss how we might take this course forward. Grant funding has been applied for and Sylvia Wilson has offered to work on pursuing academic accreditation for the course.

(4) Direct Work with Children

This was a 10 week course led by Annie Baikie and Janet Sherrard (both Child and Adolescent Psychotherapists) From January to March 2003. This is our first 'out-reach' course and is expected to be repeated in Aberdeen from January 2004.

(5) Intensive Study Days

14 November 2002 Mr Fakhry Davids 'Internal Racism in the Clinical Setting'
29 May 2003 Ms Annie Baikie 'A psychodynamic approach to learning disability' 'Do you know Makaton?'

C Clinical Activities

(1) Children and Young People's Service, Edinburgh

Graham Shulman
Molly Ludlam
Francesca Calvocoressi

(2) Children and Young People's Service, Glasgow

Debbie Hindle

(3) Consultations provided:

a. Reidvale Playground: Debbie Hindle

This consultation is ongoing and should be completed by December 2003

**b. Specialist Registrars Individual Therapy Supervision Group:
Graham Shulman**

**c. Sick Children's Hospital Individual Therapy Group Consultation:
Graham Shulman**

d. Harmeny School, Balerno: Francesca Calvocoressi

D DIFFICULIES EXPERIENCED

The lack of strategic planning for child psychotherapy in Scotland continues to be a problem, especially in relation to the limited number and ad hoc nature of the development of trainee child psychotherapy posts. In 2002-03, this limited the number of students who could begin the clinical training.

E FUTURE PLANS FOR THE DEPARTMENT

In May 2003 we submitted a proposal to the Post Qualifying Consortium for Social Work in Scotland to accredit the Therapeutic Skills with Children and Young People course as leading to the Advanced Award in Social Work (AASW). It is hoped that if this course does receive accreditation more social workers will be supported to apply to the course and will receive professional recognition for it.

We have several projects in mind for this next year. It is hoped that Joan Herrmann and Francesca Calvocoressi will offer a short course on *Working with Adolescents*. Annie Baikie is also planning to develop a course for professionals working with children and adolescents who have a learning disability. Grant funding may be applied for in relation to this course. From January 2004, we plan to mount a second film series with Glasgow Film Theatre on adolescence.

Throughout the last year, negotiations have taken place to see if closer links could be made between the Clinical Training and the NHS and an SIHR post may be established in Glasgow, with the hope that another post be created in Lanarkshire. Such a model has implications for developing a more strategic approach to training in Scotland.

The above development, however, will affect our capacity to offer Clinical Services for Children and Young People within the SIHR and we would envision these services closing, in the first instance in Glasgow.

We have continued to push for closer recognition from the Education Consortium (NHS), but progress has been slow.

DEBBIE HINDLE
Child Psychotherapy Department, 2003

COUPLES WORK DEVELOPMENT TEAM

- Annual Report 2002-2003

Members of the Team **Molly Ludlam**
Linda Treliving } Core group
Grant Wilkie

Caroline Adamson
Wendy Gibson
Rhiannon Pugh

Aim: The Couples Work Development Team is a national initiative which aims to promote the development in Scotland of psychoanalytic and psychodynamic approaches to psychotherapy with couples. Its members pursue opportunities to fulfil this aim primarily in East, West and Central regions, as well as combining nationally when possible to host conferences and opportunities for continuing professional development.

Work Carried Out:

Maintaining strong links with Couple Counselling Scotland (CCS) in Tayside and Lothian. Linda Treliving presented a paper to a CCS-SIHR Conference in September 03, 'Couples Surviving Childhood Abuse.'

- **Contribution to the Fife and Tayside annual programme of meetings.** Caroline Adamson presented clinical work with couples to this group.
- **Couples Work Interest Group, Edinburgh.** This group has continued to meet bi-monthly and is attended by counsellors and psychotherapists working in a number of different settings.
- **Contribution to SIHR-IIORT Conference 'The legacy of Fairbairn and Sutherland,' August 03.** Molly Ludlam was a discussant following a presentation by Jill and David Scharff on the application of Object Relations Theory to psychotherapy with couples.

Difficulties Experienced

Pressures of work in other SIHR and NHS quarters have meant that the team has not been able to collaborate nationally this year.

Future Plans

- From January 2004 a short-life – 12 meeting – group for Ministers and their Partners. This group will meet in Edinburgh and will explore and address the pressures on clergy-spouse relationships.
- From January – November 2004: 'Brief encounters with couples': a course, jointly sponsored by SIHR, CCS and Couple Counselling Lothian, meeting monthly in Edinburgh to study brief work with couples using as a text the recently published book of the same name, edited by Frances Grier.
- A seminar for team members to focus on how to collaborate nationally as well as to consider members own continued professional development.
- Resumption of a national programme conference, in collaboration with other SIHR groups and or an external organisation.

- September 2005: a joint conference between SIHR and the Society of Couple Psychoanalytical Psychotherapists to be held in Edinburgh.

Molly Ludlam, September 03.

COUNSELLING CO-ORDINATING COMMITTEE
– Annual Report

Much of the year was taken up with support to training ventures in counselling, both at certificate and diploma level. Sadly lack of numbers prevented either course being repeated. Much thanks go to Margaret Toft and Sarah Colles who worked extensively to promote these courses. With their departure there is something of a vacuum regarding training apart from the CPD seminars but Alison Lee and myself have continued to meet regularly to liaise between the counselling services.

Peter Yeo

Chair: Counselling Co-ordinating Committee, September 2002

THE DEVELOPMENT OF PSYCHOANALYTIC STUDIES

- Annual Report

Project Leader: Joaquin Canizares, Psychoanalytic Psychotherapist,
Member of the Training Committee of the Adult Psychotherapy Course

Aim

To contribute to strengthening the link between SIHR and the community by further developing opportunities for learning in the area of psychoanalytic studies in an attempt to build bridges to the community and raise the profile of SIHR in the public domain.

Method

The programmes are designed for those individuals with an interest in psychoanalysis and for professionals who already have a firm investment in the field either from a clinical or academic perspective as well as for those in the general public.

The Main Programmes consist of:

1. One Year Introductory Course in Psychoanalysis
2. Public lectures and events for the general public on contemporary issues from a psychoanalytic perspective
3. Study group, events and conferences on psychoanalysis and the cinema

Current Work

The One Year Introductory Course in Psychoanalysis took place between October 2002 - June 2003.

The course started with 18 candidates but, as usual in any of these kind of courses, two people dropped out after the 1st term. The final meeting was in the form of an appraisal in which students were very appreciative of the high quality and standards of the lecturers and seminars and of the course as an introduction to the world of psychoanalysis in particular and to culture and the arts in general.

Difficulties Experienced

I found the office staff very professional and supportive, but the Institute lacks the physical space to offer such programmes. It proved extremely frustrating trying to carry out the teaching activities and use of the equipment to 18 people within the small confines of the library room. In fact, I had to reject 4 potential students because of this lack of space.

Future Plans

Although I have already officially stepped down from the project, this project like other major ones needs a regular and committed leader to develop it and place it in the mainstream of Institute life with considerable linking to other projects. All indications are that there is a public interest in the main programmes and that these would have a substantial and steady earning potential for the Institute, also bring potential clients to other trainings and services. This of course would give us a face and fulfill the aims of the project.

J CANIZARES, 2003

Note: Jill Prentice will now lead this project.

EDINBURGH COUNSELLING SERVICE

– Annual Report

Membership

Gatekeepers: Liz Perry, George Davidson, Peter Yeo.

Members: George Davidson, Liz Perry, Molly Ludlam, Chris McGregor, Susan Maciver, Christina Miles, Rosemary Stewart, Christine Walker, Peter Yeo.

Introduction

The Edinburgh Counselling Services offers psychodynamic counselling to private individuals, couples and as a new development to families (where all members are over 18 years of age). In addition it provides brief focussed work to employers of voluntary and statutory agencies on a contractual basis. Supervision and Consultancy are also offered to practitioners and managers in the counselling field. A further development has been a contract for brief counselling to the DASH employment programme, working with young people who were formerly homeless, starting in August 2003.

Work Carried out (01/04/02 – 31/03/03)

No. of New Referrals	76	47 female	29 male
No. Referred Elsewhere	17		
No. Contact Lost	8		
No. New Referrals Seen	51	29 female	15 male 7 couples 2 families
0/0 New Referrals Places	89		

In contrast to the previous year, the Counselling Service has been relatively stable regarding both membership and a sense of purpose. Much hard work culminated in agreement to the appointment of part-time development worker viz. myself to work from April 2003 at increasing the profile of the Counselling Service and also to facilitate new ways of working, e.g. with DASH and other agencies to expand the range of clients seen in accordance with the Scottish Executive's policy of Social Inclusion.

Future Plans

Future plans include the possible development of a counselling service to asylum seekers/refugees in partnership with a voluntary organisation working with homeless young homeless and the further development of work with on a contractual basis particularly with employees of voluntary organisations.

Peter Yeo

Counselling Development Worker, August 2003

EXTERNAL RELATIONS GROUP **- Annual Report**

Membership

Eileen Francis, Penny Holland, Molly Ludlam, Gail McCail, Max Paterson, Neville Singh, John Macdonald (Glasgow link), and Sue Healey (Tayside link).

(In keeping with the psychodynamic perspective which belongs to the 'search process' members of the group may have roles related to their respective interests; no one is present as a 'leader'.)

Introduction

Following its inception at the first Search Conference (January 2000) our small group has been reflecting on ways "to reposition SIHR in its field of interest and influence". From our point of view to reposition includes to return to/retrieve SIHR values and practice and, in particular, that it reconnects with its ideal as an open adaptive learning system.

The primary task of the group is seen to be to explore, on behalf of the membership of the SIHR, the possibilities for constructive relationships with other organisations whose interests might be served by drawing upon the resources available within SIHR membership, as representing psychodynamic thought and practice in Scotland.

To repeat the position we outlined last year, we have come to see the need, in the spirit of the Search Conference and the SIHR as "an open adaptive learning system", for a grouping concerned with "unplanned change" (compared with the functions of the Council within a "planned system"). Thus we have proposed that an ON-GOING EXTERNAL RELATIONS GROUPING would have certain tasks:

- (1) The generation of new ideas, opening up issues, in relation to the Strategic Plan and/or major issues in the public domain.
- (2) Being a channel for ideas concerning linking, from within or without the SIHR.
- (3) Keeping the issue of external relations before the membership (through the Newsletter, the preparation of papers etc.

In summary, we recognise that the continuing survival of the SIHR will depend on the quality of the inter-personal, inter-professional and inter-institutional relationships, which are established.

Work carried out

FAMILY RESOURCE NETWORK

Gail McCail and Max Patterson, now with Eileen Francis, have continued developing the links between the Family Resource Network (FRN) and the SIHR, which they have been nurturing since the inception of the ERG, culminating in a Consultation Day, held at Leith Academy, on March 15th 2003. (cf SIHR Newsletter Issue 11). (The Family Resource Network represents the interests of some 40, or so, membership bodies covering the provision of support to children, to parents and to families.)

The Consultation provided a chance for the SIHR and the FRN to learn about each others main areas of interest and their mutual interest in training. The SIHR learned of the FRN Training Centre, which offers training recognised by the Scottish Qualification Agency to small voluntary bodies, and the Student Project which "provides practice learning opportunities for diploma and social work students within the voluntary sector".

Follow up meetings in May and July 2003 provided the SIHR members with opportunities to examine the SIHR's role, or potential role, in the wider Scottish Society – in extending areas of training to group work training (e.g. for Sure Start staff), counselling skills for staff involved in family visiting, support and learning systems of families with chronic illness, disability or autism.

SCOTTISH CIVIC FORUM (SCF).

The ERG has a direct relationship with the Scottish Civic Forum (a key strategic body funded by the Scottish Executive which includes over 600 voluntary bodies among its membership). The SIHR has been encouraged to become member organisations this year. Eileen Francis (Education and Research) and Neville

Singh (Health) continue to contribute to the work of the SCF Council. In April Eileen Francis was a member of the planning group organising Imagine Scotland, a conference held on the eve of the Scottish Parliamentary elections to imagine what Scotland would be like in 10 or 20 years time; it built on earlier experience - Imagine Chicago and Imagine Leith - and attracted 200 attenders. With its focus on participation, the SCF continues to develop forums, enabling cross sectional communication, regarding such issues as discrimination and sustainability. The forthcoming collaboration with the Centre for Human Ecology to launch an action research network in Scotland has attracted an unexpected degree of interest.

VECTOR

Several members of the SIHR contribute to this Education Forum, which is connected with the Values Education council and the Scottish Civic forum. Its most recent event, co-ordinated by Gifford Lind, discussed a contribution from a distinguished Norwegian educationalist on creativity and the Norwegian school system. Through participation in the work of VEC, the policy and practice of SIHR is communicated to other member organisations with an interest in emotional intelligence and emotional literacy.

PRIMARY CARE

A group of Institute related professionals, (GP's and counsellors/psychotherapists), with a working interest in Primary Care met in Edinburgh over the last 18 months to explore ways in which the psychodynamic approach of the SIHR might be of use in the Primary Care setting. Unfortunately, the initial interest of the Post Graduate GP Deanery in collaboration with the SIHR, (regarding the role of reflective practice and mentoring in the continuing professional development of GP's and to improve their morale), was not pursued. Meanwhile the group has been supporting one of the GP's in setting up an independent peer support group with the LHCC. And two members of the group spent a four-month GP sabbatical in New Zealand, researching/comparing aspects of GP morale in the two countries.

With the retirement of two members of the group from Primary Care work, it was agreed to put the group into "wraps". Jill Prentice has become the link person in Edinburgh relating to the nationally based Primary Care Section of the Association of Psychoanalytic Psychotherapists in the NHS (APP). There may be opportunities in the future to develop psychodynamically orientated lectures/workshops as part of the GP Post Graduate lecture programme, which have been successfully established through the Glasgow SIHR.

GROUP WORK

Eileen Francis, Max Paterson and Christine Wilson have met with members and with representatives of voluntary agencies (focussed in FRN and in Fife) to explore possibilities for an extension of group work as a response to internal and external interests in training in varied formats. One consistent request is to offer a year long training programme for counsellors in voluntary agencies, some trained and experienced in individual counselling but without training or experience in working with groups.

Future Plans

The Second SIHR Search Conference, February 2003, followed a similar format to the first (cf SIHR Newsletter, Issue 11). However, two years on its whole orientation was different; External Relations did not become the focus of an action group this time – all the action groups and issues were infused with the importance of an outward looking perspective. However, one action group took as its focus “Partnerships”; they explored collaboration, encouraging existing linking (e.g. with the FRN), and proposing the exploration of new opportunities in the training and clinical spheres.

At the end of the Conference, the members of the existing External Relations Group, put to the Conference their perception of the need for an on going grouping, with the wider remit, to keep the issue of External Relations before the membership and the council of the SIHR. The existing members would be very willing to continue to develop and explore this task and would very much welcome others to join them. There was agreement that this was a useful proposal. It seemed appropriate to wait and watch developments in the aftermath of the Conference. However, the members of the group propose to meet in the autumn to review the situation, the state of existing initiatives and the appropriateness of new tasks.

The following contributed to this report:

Eileen Francis, Penny Holland, Gail McCail, Max Paterson and Neville Singh. August 2003

FAMILY THERAPY PROJECT

- Annual Report

Courses

The Family Therapy Project had another busy and successful year in term 2002-2003.

We were able to run an introductory course with 17 members. The course took place in Glasgow, led, once again, by Alison Burgess, from Cumbria, and Bill Ness, from Tayside. This is, in many respects, the "shop front" for family therapy training. As such, the way that Alison and Bill have developed and delivered the course has built a reputation which helps recruitment.

We also ran an intermediate course with 10 members. The trainers, Alison Andrew, from Glasgow, and Marian Gerry, from Orkney, have this stage of the course - where students begin to focus much more closely on their own practice - working well. The form of the course has been adapted a little this year, in line with Strathclyde University requirements, without too much difficulty. Several members of the intermediate group hope to proceed to advanced training.

We reintroduced the advanced course this year, with Duncan Tennant, from West Lothian, leading the Glasgow based academic component of this course, with 10 members. Eight of those students also took on the clinical part of the course. This is based in small groups attached to clinics around Scotland - in Glasgow, with Alison Andrew, in Dundee, with Bill Ness and, in our most northerly clinical course to date, with Marian Gerry in Inverness.

Applications for 2003-4 courses are still coming in. At the time of writing it looks as if all the courses will be well filled.

Academic validation

This the first year the course has been offered as an academically validated course. There have been significant challenges in running the course while relating to two institutions. In this respect, Duncan Tennant, who has led our liaison with Strathclyde University this year, deserves particular credit for his patience and perseverance. Our students, too, have been very tolerant in the face of uncertainties surrounding procedures. These matters have been dealt with much more satisfactorily in the final term, with the help of Lorna Dougall at Strathclyde University.

Project news

In last year's report I said that I was unable to continue as project leader. Although the circumstances leading me to wish to step down remain as they were, I have been unable to do so, since we are unable to identify a replacement. This unfortunate situation resonates with wider SIHR organisational dilemmas. Nonetheless I hope we will be able to find a remedy. In the meantime I am grateful to Alison Andrew and Duncan Tennant who have taken on additional responsibilities in relation to project management.

We are grateful to our administrative colleagues, Linda and Diane, in the office in Glasgow. Their work is critical to such success as the courses enjoy. The good-natured manner in which they do that work is always noted and valued by our students and project members alike.

Graham Bryce, August 2003

GLASGOW COUNSELLING SERVICE

- Annual Report

Team Members:

Audrey Charleston, Romma Clements, Sarah Colles, Alison Lee (Project Leader), Jenny Overton, David Sagar, Margaret Toft, Joyce Watkinson, Anne Wood.

Purpose of the Project:

To provide a psychodynamic counselling service to organisations and self-referring members of the public. To provide couple counselling using a psychodynamic model. To provide counselling and workplace supervision to practising counsellors and other professionals.

Summary of Work undertaken in 2002-3:

- 90 requests for counselling received; of which 18 were for couple counselling.
- small amount of ongoing work supporting requests from voluntary organisations for employee counselling;
- 1207 sessions were undertaken altogether, including supervision and couples work.

There has recently been a significant increase in requests for couples work, and the service has responded by instituting a couples work group to support and develop skills of practitioners in working with couples. This group meets monthly.

We have recruited one new member (David Sagar) who joined in February, and we may look to recruit new counsellors over the next year, to maintain team strength and to allow existing members to take time out to develop their own skills through training.

The transition to a self-managed financial structure has been cautiously welcomed: our autonomy as practitioners is enhanced by this change. We continue to debate the important issue of variable fees in order to ensure that those really in need of help can access it, and we look forward to a review of fee structure as the next move in this direction.

Alison Lee, August 2003

INTER REGIONAL TEAM MEETINGS

- Annual Report

EDINBURGH

Members (Projects/Departments): Counselling, Psychotherapy Service, Clinical Conversations, Adult Psychotherapy Training, Council, Couples Work Development Team, Seminar for Advanced Practitioners in Counselling, Development of Psychoanalytic Studies and Child Psychotherapy Department.

The first meeting of this group took place at the end of June 2003. Its primary task is to facilitate the exchange of information and to develop new initiatives arising from the work of different services and projects using the facilities of the Edinburgh office.

While the group is still feeling its way, early matters on the agenda include a) meeting with the Reshaping Group, b) an input to the Child Protection Policy for SIHR and c) planning greater integration of SIHR training courses.

Peter Yeo
Interim Secretary, August 2003

GLASGOW

Members (Projects/Departments): Counselling, Psychotherapy, Supervision, Council, Organisational Consultancy, Dip Psychodynamic Counselling, Introduction to Counselling Skills, Family Therapy, Child Psychotherapy Department and Administration.

This meeting was first convened by Derek Raffaelli and met monthly to discuss issues and developments within teams and across SIHR.

There was a period following the departure of Derek that left a vacuum and an uncertainty about the role and authority of the meeting and it ceased to function.

Following an invitation by our Chair to reconvene the meeting we have been meeting regularly since March 03.

Although we are often small in numbers we recognise it is important to meet to discuss common areas of concern and this will be of particular value in the months ahead.

John Macdonald is able to provide a link to Council. The meeting is currently convened by Alison Lee.

John Macdonald, August 2003

TAYSIDE AND FIFE GROUP

The Scottish Institute of Human Relations, Tayside and Fife Group has been meeting for the last ten years. Our first venue was Linda Treliving house in Meikle. Our intent is to keep psychoanalytic ideas and thinking alive.

We meet once a month on a Saturday Morning. The Saturday Morning Club. First of all we have a business group chaired by Vi Shannon. In this meeting we think about and attend to house keeping matters. We also discuss matters arising from round and about. We have a programme planning committee chaired by Kath Yates. We try to think about what we need to think about for our purpose.

We have a programme of invited speakers. We then have an hour and a half to listen, consider and discuss the ideas presented. Attendance at these presentations is by invitation. Our guests are interested professionals, who have contacted members and expressed an interest in our way of thinking and in attending the meetings. Our guests come from a wide variety of professions. We usually have about 20 people at our forum.

The programme for 2002 /3 was organised around the theme of transference and counter transference. We ask our contributors to bear this in mind when addressing their topic. This year Chris Holland and Kath Yates presented a live supervision session. John Shemilt talked about Autistic Spectrum Disorders. Molly Ludlam discussed confidentiality and Michael Hare Duke talked about dying, endings and funerals. Nick Dunne and Duncan Tenant focussed on transference and counter transference in therapeutic groups for children and adults, while Caroline Adamson discussed these issues in relation to couple counselling. Janet Sherrard spoke about the psychoanalytic treatment of a child.

The programme for 2003/4 will focus on the Unconscious. Any one who is interested in attending could contact a member of the group.

The group is entirely voluntary. We have gained CDP approval for the meetings.

This year saw two changes. One was the change of venue from Dundee to Perth. We meet now in the fin de siecle surroundings of the ballroom of the Murray Royal Hospital. The other change was the departure of Linda Treliving to Aberdeen. Linda has been a very important member of the group over the years. We observed this with a valedictory lunch at the Exceed restaurant in Perth. We wished Linda well in Aberdeen.

Kath Yates, August 2003

THE NEWSGROUP **- Annual Report**

Membership

Elspeth Wight, leader/ newsletter editor, Elspeth Crawford, website manager, Francesca Calvocoressi, Wendy Gibson, Alison Lee. We thank Janette Montague and Caroline Adamson for their participation during 2002/3; we were sorry that time commitments meant they were unable to continue.

Introduction

The newsgroup is interested in communication; communication between members, between the different parts of the organisation and between the SIHR and the public. The newsgroup holds responsibility for the newsletter and SIHR's website, and has undertaken to re-write and produce the new-look prospectus on behalf of Council.

The newsletter is 'for members by members': a free and open space for communication on matters of common interest. It has an independent editorial remit. The website, and the prospectus however are primarily concerned with the presentation of SIHR to the general public.

Development / work carried out

Newsletter;

During this financial year the group continued to produce a 20 page newsletter every 3 months. Its primary aim is to help create a lively informed and involved membership, but the newsletter also has a usefulness in marketing ourselves. Hence the newsletter is available to students and non members at either office and the central pages of the newsletter are designed as a 'pull out advertisements' for members to display at their place of work. We would like to encourage all members to use them in this way. Similarly we would hope that present members might pass around the newsletter to encourage new members. Spare copies are available at the offices.

The newsgroup is happy for allied organisations to use the newsletter for giving information about their events, not only as this is of interest to the membership, but also in the belief that forging co-operative links with like minded organisations is part of our future.

We were grateful to 'Standard Life Insurance Company' for the free colour printing of each issue in this financial year. As the time of the newsgroup and that of all the contributors is donated the newsletter was at no cost to the Institute in 2002-3.

Website;

The chief aim of the website, as it is compiled at the moment, is to communicate a sense of SIHR to the general public. Of course it is also hoped that all the network and members use it too, but it does not yet have a private or 'passworded' space, because this takes time and technical understanding to develop. The chief work done this year has been to maintain the site in its present form, and update the information within its pages as often as necessary; the events and news pages include a wide selection of items of general interest- as much as is made available to the web-editor. There have been some additions too to the book reviews and occasional papers pages. More of these would also be welcome.

One of the greatest communicative experiences of the web is that it is available worldwide, so it

is with pleasure that we can report having had contact from a few people internationally.

Prospectus;

In 2002/3, considerable work was put into planning a new prospectus - an important part of SIHR's marketing strategy, now in the final phase of production. The aim was to make 'who we are' and 'what we do' more accessible to the public. We studied carefully comparable documents, and thought around what a member of the public might want to ask about us. We proposed a document that was in two parts: an outer booklet/ folder that describes ourselves, our history, and our approach, that would hold a separate, annually renewable prospectus, outlining our the courses, seminars, and services. The outside booklet would be available to hold course and conference material etc.

Difficulties experienced

Perhaps the greatest difficulty has been helping people to think in terms of using these means of communication and in doing so thinking about their own / their group's relatedness to the organisation/membership as a whole.

newsletter;- We continue to stress that we welcome contributions from all, of whatever kind. We would like groups to think automatically in terms of how they might use the newsletter more in communicating to each other and the membership about their activities, problems and ideas.

website;- It does seem that members do not yet use the website as a resource, and although it is beginning to be referred to more frequently in material from various groups, not all does so. The greatest difficulty experienced in web-editing is that its quality depends on being up-to-date, so if it is, it is a benevolent cycle, people return to look again; if it is not, the opposite occurs, and it is used less. But, the web-editor is helpless as she does not produce the material personally, and can only arrange what is supplied. We look forward this year to more contacts from as wide a readership as there is, and intend to steadily work through all the various 'stake holders' within SIHR and find out how the site can best work for them.

Unfortunately our arrangement with Standard Life finished in March 2003 and we have had to turn to a commercial printer in 2003/4 . We continue to look for offers of printing from other sources, (members' suggestions would be helpful).

Future Plans

Our task remains the same; we strive towards the newsletter and Website being an open space for members to use creatively. We thank those who have contributed so far, invite others to do so, and thank those who have sent us encouraging feedback. We also thank the SIHR administrative staff for their invaluable support in these tasks.

Elspeth Wight, August 2003

ORGANISATIONAL CONSULTANCY AND GROUP RELATIONS **- Annual Report**

This year has seen significant changes within the Project. Robin Hall has stepped down from being Team Leader for the Organisational Consultancy Service and joint leader of the Group Relations Project. We would like to acknowledge the contribution and commitment Robin gave to his role. Robin continues to be a member of the service. A successor has not been appointed.

In Glasgow two members have formally left, Mary Fraser and Margaret Toft, and we thank them for all the work they have done. Eileen MacAlister has recently joined the team.

We are considering two structural changes depending on the identification of sufficient resources for managing and staffing them. Firstly, despite the overlap in membership, there may be advantages in separating out Group Relations and Organisational Consultancy in order to focus more closely on the differing tasks. Secondly we are looking at the logistics of re-establishing an Organisational Consultancy team in Edinburgh and developing a job description for the role of team leader.

The Organisational Consultancy Service continues to receive a steady stream of requests for consultancy to organisations, groups and individuals.

Since the completion of the trainings for Managers in the Voluntary Sector, the Project has not provided any other training courses. There have been several enquiries but these did not come to fruition.

Considerable interest has been expressed during 2003 in the development of work with groups within the Institute and a group has been meeting since the Search Conference in February to try to take this forward and to establish a course on understanding and working with groups. A Group Relations Conference would be an integral part of any such development and would be offered to a wider constituency.

At the "Legacy of Fairbairn and Sutherland" conference in August members of the SIHR worked with colleagues from the IORT to provide participants with "Affective Learning Groups" in which intellectual understanding of material presented in conference papers could be integrated with emotional response to them and further illuminated by the dynamics arising in the group. This was a very fruitful experience and thought will be given to how this model might be used more widely.

Previous contacts have been built on to establish a formal link with the newly formed Irish Group Relations Association and a continuing link maintained with the Tavistock Institute's Development Forum for those managing and directing group relations conferences.

The group meets approximately every six weeks in Glasgow and referrals for Organisational Consultancy are being coordinated by Jenny Overton and John Macdonald in the west and Christine Wilson and Frances Love in the east.

Christine Wilson, August 2003

SEARCH Conference - Annual Report

Introduction

“The increasing turbulence present in the current world environment has drawn attention to the incapacity of existing social institutions to produce the response-capability necessary for human survival. A new response capability leading to both personal and social transformation seems to be required. This will need to be based on the primacy of symbolic and collaborative, as compared with individualistic and competitive, relations.”

Eric Trist

The search process enables genuine dialogue, which is fully participative and democratic. This is a radical and necessary departure from the usual pattern of deliberation in existing systems. Such dialogue affords the people of a given system an opportunity much more fully to consider the turbulent environments in which they live and work and to the design and enact a desirable future for their system which is based on the common ground that their dialogue has discovered in the stages of the search process. If the process is fully engaged by the participants, existing or potential systems can become ongoing learning, planning and action “communities”. Such a process may become more robust and effective when participants draw upon the arts for even more creatively expressing themselves. The search becomes thereby a “creative search gathering” or even a “search festival” honouring the primary nature of aesthetic expression in humans.

Steve Burgess

The SIHR Search Conference took place at Scottish Churches House, Dunblane, on 7th to 9th February 2003. Planning group members were Elspeth Crawford, Richard Hosking, Molly Ludlam, Max Paterson and Christine Wilson. About 33 people attended the conference, drawn from SIHR staff, members and network members.

The conference managers were Steve Burgess and Elspeth Critchley. Administration was carried out by Christine Wilson and Pamela Sinclair.

A full description of the conference and the ideas that were produced is given in the 11th issue (June 2003) of the SIHR Newsletter.

The theme of the conference was **Identity, Membership and Work**. An aim was to consider what kind of Institute we wanted to be in the future, and how we could work towards this.

A common theme in many of the pre-conference contributions was the linking of the Scottish Institute with the outside world.

The conference went through the following stages:

1. An examination of our desirable future for the wider world, especially as it affected the membership and work of SIHR.
2. Our ideas on what would be the probable events, issues and trends emerging in the wider world, relevant to the membership and work of SIHR.

3. An "Organisational Sculpt" exercise where people put themselves in positions in the room (and in their bodies) to express their experience of being a member of SIHR.
4. Further contributions on themes for the conference.
5. People's views on the desirable future for SIHR - in small groups, then shared in plenary. People then 'voted' on what they saw as the most important issues.
6. Action groups were formed, to further explore the key issues and examine how we can make the desirable future happen. There were four groups, each examining one of the following topics:
 - Linking between Clinical Services
 - Members meetings
 - Partnerships with other organisations
 - Developing training in working with groups
7. In plenary the groups shared their ideas. It was interesting that there was a common theme in the groups of the need for collaboration, co-operation and networking - both within the Institute and with wider society.

Follow – through

It is proposed that at the October AGM there will be the opportunity for members of the Action groups to give a brief account of the follow through.

Richard Hosking, August 2003

SEMINAR PROGRAMME FOR ADVANCED PRACTITIONERS IN COUNSELLING **- Annual Report**

Membership: Audrey Charleston, Elspeth Crawford, Susan Maciver, Frances McColm, Christina Miles, Liz Perry, Peter Yeo and convened by Jill Prentice.

Introduction: In 1999 some of the Staff Team of the former SIHR training course, Advanced Diploma in Psychodynamic Counselling (1992-98) began meeting to try and hold together some of the essential elements of that training. Meeting through 1999 and 2000 the group began to develop a series of short intensive workshops aimed at experienced practitioners in Counselling. The staff are now piloting this series of 1-day and 1_ day workshops where key psychodynamic concepts and topics central to counselling are considered in depth as part of practitioners' continuing professional development.

The Work Carried Out: Each workshop comprises three main and inter-related components, a "Conversation" about the topic; a Reading Group and an Observational Discussion group. In the Conversation, a counselling practitioner is engaged in discussion of the subject with a colleague from another discipline – Graham Shulman, Child Psychotherapy, Brian O'Neil, Psychiatry and Psychoanalysis, Debbie Hindle, Child Psychotherapy, and Jean Robinson, Child Psychiatry and Psychotherapy, have participated thus far. The led Reading Group provides opportunity for a deeper exploration of seminal/new papers and the Observation Group offers participants the chance to bring a pre-selected piece of their current work for reflection and discussion in a small led group.

The first Seminar - on Transference and Countertransference – was held in Edinburgh in December 2001 and the second, in Glasgow in March 2002, focussed on Anxiety and Depression. A third Seminar was held in Glasgow, March 2003, on Narcissism and a fourth, again on Transference, took place in Aberdeen in May this year.

For this last Seminar we received much help from Gerard Rochford and also Paul Okroj of Couple Counselling Grampian. Grateful thanks are also due to John Fleming & Co who lent us his suite of offices free for the Aberdeen day. A total of 70 participants have signed up for these four events and from the very positive feedback received it is clear there is a demand for this advanced training.

Two areas of difficulty continue. These are buildings and finance. Unless running from Glasgow SIHR it has been difficult to find suitable accommodation to serve between 20 and 30 participants and staff with small group rooms and catering facilities.

Financially, in order to keep the seminars competitive in the marketplace and provide profit to SIHR the fees paid to staff have to be minimal. These events could not take place therefore without an enormous amount of voluntary work by the staff involved. My thanks to these colleagues for their continuing high quality of work, commitment and good humour. Thanks too to our SIHR administrative back-up for advice and assistance in making these seminars so successful.

Jill Prentice, Convenor , July 2003

SOCIAL SERVICES ADVISORY GROUP

- Annual Report

Members: Anne Black, Judith Brearley, Linda Hunt, Molly Ludlam, Una McCluskey, Jill Prentice, Sally Wassell, Joanna Wood.

This group was appointed by SIHR Council in December 2002 and constituted a direct outcome of the Feasibility Study commissioned by the Social Work Services Inspectorate. Its purpose is to advise SIHR in its endeavours to make its courses and resources more available to social workers and to those organisations which train and employ them.

The Terms of Reference of the group are as follows:

***The Social Services Advisory Group** is an advisory group to the Council of the SIHR to which it is accountable.*

***The Objectives** of the Social Services Advisory Group shall be:*

To provide advice and to make recommendations on ways in which SIHR may contribute to social work education.

Tasks:

- 1. To identify tasks which will further SIHR's aim to contribute to social work education and to advise on how these might be undertaken.*
- 2. To advise on and extend the network of people and organisations which may assist SIHR in contributing to social work education.*
- 3. To advise SIHR Council on the management of its resources in their contribution to social work education.*
- 4. To report regularly to SIHR Council via a designated link on the group's activities and recommendations.*

***Membership:** Membership of the Advisory Group shall be of members of SIHR and non-members of SIHR invited at the recommendation of the Council of SIHR.*

Work Carried Out:

The advisory group has met on five occasions since January 2003.

In August 2003 Jill Prentice joined the group to convene its meetings and to liaise with SIHR Council.

The group has played a major role in assisting SIHR to identify the major areas in which its contribution to social work education would be most effective, and to design a prospectus describing this.

The group has advised SIHR in making applications for grant funding.

Future Plans:

The group will continue to advise SIHR Council on

- management of any funding it is able to secure to increase its contribution to social workers' continuing professional development
- how to make effective links with people and organisations who are interested in applying psychodynamic and systemic principles to enhancing social work practice.

Molly Ludlam: September 2003

SUPERVISION FORUM (previously Supervision Interest Group)
- Annual Report

Membership

Leader: Joanna Wood

Staff Members: George Davidson, Robin Hall, Susie Lendrum, Eileen M^{ac}Alister, Jenny Overton, Elspeth Wight. Anne Tait (about to join)

Purpose

The original purpose of the group was to modify the Psychodynamic Supervision Training and develop the study and practice of reflective Psychodynamic Supervision in relation to different settings and organisations with application across boundaries to a wide range of practitioners.

An emerging task is to address an increasing need to promote dialogue, support and ongoing development for those interested and involved in supervisory practice within SIHR and in the helping professions and agencies outwith.

The work of the group has remained something of an interproject activity, drawing staff from a number of different projects within SIHR and course members from a range of settings and orientations outwith.

Developments/Work Carried Out

The work of this year has been to design and deliver an extended and comprehensive supervisory training opportunity for members and those outwith SIHR who had completed one of the 3 Introductory Modules to Psychodynamic Supervision offered between 2000 & 2003.

The working group required to enlarge and develop into a staff team. This team was gradually recruited and developed a valuably divergent group comprising psychotherapists, psychodynamic counsellors and organisational consultants. They were equally geographically divergent coming from Edinburgh, Glasgow, S.W. Scotland and N.E. England with professional backgrounds in Health, Social work, Education and Pastoral Care.

The group gradually found shape and addressed the task of how to apply the wealth of their experience to delivering Modules 2 and 3 of the course.

Modules 2 and 3 of the Psychodynamic Supervisor took place in Glasgow between October 2002 and April 2003 and were successfully completed and reviewed by 11 members. Of the 11, 4 were members of an SIHR project, 4 had some association or previous training experience with SIHR and for 3 it was their first experience. Their practice involved supervision in the contexts of management, training, independent practice or music therapy, all set in a wide range of contexts; voluntary organisations, Primary and Psychiatric Health Care and Education. There was a similar geographic diversity with members coming from the borders and Dundee as well as Glasgow and Edinburgh.

These 2 modules allowed members to take their learning from Module 1 to a deeper and more experiential level. They enjoyed the diversity, richness of experience and approach of others and

enjoyed much learning and challenge from their different settings as well as support and stimulus. Individually they worked hard to find the authority of their own experience and style.

Objective standards were both supported and held by the appointment of an External Examiner; Dr Anne Nightingale, who held a healthy balance between holding standards and evaluation whilst also supporting the development of learning.

There are currently a considerable number of registered interests in a further course: 12 for all 3 modules, and a possible 8 for modules 2 and 3. It is therefore hoped that the 3-module course will run in 2004.

There is a stated interest, particularly from those who have completed the 3-module course, but also from members of other SIHR projects, in possible opportunities for sustaining and developing ongoing supervisory practice.

In addition, over the year, there have been enquiries about supervision training from a range of services: primary health care in N.E. England, community care counselling services in Ayrshire and a voluntary organisation in Edinburgh.

Difficulties Experienced

Being involved in something of an interproject activity and having a national remit, the group has encountered a number of issues and difficulties as it has evolved, in organisational, financial and logistic terms:-

Organisationally

It has been important and valuable to clarify with Council issues about responsibility, authority and accountability for these developing activities, also to consider lines of communication with both Council and other projects in Glasgow and Edinburgh.

The group's interests and indeed personnel are shared with other projects and it would be valuable to have opportunities to exchange ideas, experience and expertise in relation to supervisory practice. However there remains a question of where exactly the group locates itself within the SIHR

There is a need to delineate and manage boundaries with other groups, with the hope that there could be a dialogue and interchange. Regional inter-team meetings are clearly a valuable opportunity but nevertheless raise for a national project the difficulties of representation in both Edinburgh and Glasgow.

Financially

The divergence of staff's professional groupings and financial structures mean that staff may be involved in same activity/capacity (e.g. Consultancy) but currently work on different fee scales.

The budget and costs of the course need careful review to establish a realistic fee for future courses.

It is also recognised that there needs to be some financial structure to support the activities of the group and it will be valuable to consider ways in which courses and activities might need to budget in a contribution to the financial support of the Forum.

Logistics

The valuable national spread of the staff and indeed the course membership makes participation, communication and representation extremely costly in terms of both time and money.

Only the Glasgow building can accommodate the course and it is only thanks to Diane and Linda that it has been sustained and managed alongside other courses and activities taking place there.

Future Plans

A balance is now required between maintaining the continuity of ongoing training, and the need to modify it in relation to the needs of other organisations and professions who have expressed an interest in Supervision training and supporting the development of ongoing practice.

It would seem that the group needs to extend its remit and develop into something of a Forum- an umbrella organisation, which would oversee and account for ongoing activities in relation to supervision.

A Forum would allow members from different projects and indeed external organisations, dialogue and the exchange of ideas and experience in relation to supervision practice. There is a hope to organise quarterly meetings.

Susie Lendrum and Eileen M^{ac}Alister are currently planning to offering a Consultancy Group for Supervisors to meet monthly in Edinburgh. Similar groups could be offered in Glasgow and S.W. Scotland should there be a demand.

In response to the volume of interest there is a concern to see Psychodynamic Supervision Training taken forward in 2004. While several staff members are keen to continue involvement there is not as yet identified leadership, however, this is being addressed. The course could be taken forward for validation.

Similarly there is a concern to develop outreach work responding and tailoring the training experience to the needs of different disciplines, organisations and settings in the community.

Joanna Wood, September 2003

THE TRANSITION GROUP

- Annual Report

Membership

Dr Grant Wilkie

Mr Derek Raffaelli

Purpose

The aim of the project is to explore the process of transition, and in particular, the personal and organisational issues involved in taking on the role of Consultant Psychiatrist.

The group is open to Specialist Registrars in the latter stages of training and newly appointed Consultant Psychiatrists working in the West of Scotland.

Work Carried Out

The group consists of 12 participants and 2 facilitators (Derek Raffaelli and Grant Wilkie).

Meetings are held on a monthly basis at the SIHR in Glasgow.

The group is open to any SpR in their final 6 months or any newly appointed Consultant Psychiatrist working in the West of Scotland.

Future

We plan to continue with this group. We have been commissioned to write a paper for the main CPD journal for psychiatrists - "Advances in Psychiatric Treatment".

Dr Grant Wilkie, August 2003

THE GUNTRIP TRUST **- Annual Report**

The Guntrip Trust offers bursaries to clergy of all religions to defray the cost of fees for psychotherapeutic work at the Scottish Institute of Human Relations. Applicants first have a discussion with the psychotherapist in SIHR. If they decide to work together or defer to another colleague the applicant may then put his/her financial situation before the Bursar and ask for relief for fees. The Guntrip Trust also assists in payment of fees for couples psychotherapy, group work and other Institute services or courses.

The Organising Secretary is Murray Leishman and he meets with the trustees four times a year –

Reverend Helen Alexander, Sheriff Douglas Allan (Bursar), Reverend Murray Chalmers, Mr Walter Crosby (Treasurer), Father John Fitzsimmons, Canon David Goodacre, Canon Brian Hardy (Chair), Dr Dorothy Heard +, Dr Christopher Holland+, Reverend Russell Jones, Dr Brian Lake+, Reverend David Lyall, and Reverend Derek Murray.

(+ indicates Guntrip trustees who are also members of SIHR)

18 Guntrip bursaries are currently held by Ministers, Priests and members of religious orders (Rabbis have, in the past, appreciated bursary help). These clergy are undertaking SIHR trainings or are undergoing personal psychotherapy. Others are in couples psychotherapy. Guntrip also supports an on-going clergy group conducted by Institute staff.

Over the years we have built up a network of trusts and individual people who are intrigued by this cross over of religious practice and psychodynamic work. We try to spend as we go and so far have not, on account of financial stringency, had to turn anyone away. Some steady effort and some money is required to get the word around to the constituent groupings. The work of the Institute in this way is, of course, steadily put before a number of influential groups in Scotland.

As to the future we steadily add to the number of trustees who are prepared to take responsibility for this work. The major religious groupings in Scotland are represented but our first concern in advising people to service trustees is their understanding of psychodynamic approach to human well being.

Murray Leishman, Organising Secretary
The Guntrip Trust, July 2003

THE SUTHERLAND TRUST **- Annual Report**

Trustees

Brian Atwell (Convenor)	Lesley Boyd (Vice convenor)
Sarah Whitley (Treasurer)	Sheena Blair
Audrey Charleston	Jill Ford
Linda Hunt	Colin Kirkwood
Stephen Tilley	Joanna Wood

June Nelson (Honorary Secretary) Sally Thomson (Development worker)

The Trust currently has 15 Patrons. It will shortly elect 4 more Trustees and is updating its Database.

Introduction

The Sutherland Trust is an independent Charity launched, in 1993, to honour the work of J D (Jock) Sutherland, in Scotland. By providing training grants and organising Lectures and Seminars it aims to promote the education and training of those working in social services, education and health care who seek to increase their skills and understanding in the field of human relations.

Developments/Work Carried Out

Our Development Worker was appointed towards the end of last year and a very successful Lecture, in collaboration with The Howard League, on 'Rethinking the Criminal Justice System' took place in January this year. Since then the Trust has been working on its Strategic Plan and an Autumn Lecture. A Website has been set up and the Database is being updated.

Difficulties Experienced

As always, funding is a major issue, which the Trust is currently addressing. Help from The Gordon Small Trust and the subsequent appointment of a Development Worker has provided a huge boost and we also received support last year from The Esme Fairbairn Foundation and The Swan Mountain Trust.

Future Plans for the Trust

The Sutherland Trust is currently working on its Strategic Plan for the next three years. In general terms, it aims to run two or more Lectures and two Seminars each year, re-instate its Training Grants and undertake Research. It is hoped that a key factor will be collaboration with other organisations.