

Unit Title: **Approaches to Counselling in Organisations**



Please note that this unit is expiring from any new learner registrations on 31/12/2019. Please contact AIM Awards for information on replacement qualifications on 01332 341822.

Unit Level:	Four
Unit Guided Learning Hours:	60
Ofqual Unit Reference Number:	D/506/3111
Unit End Date:	31/12/2019
Unit Sector:	1.3 Health and Social Care

Unit Summary

This unit will provide learners with the skills, knowledge and understanding needed for counselling in organisations. Learners will consider skills and techniques, particularly from a brief therapy model, relevant to the practice of counselling skills within an organisational setting in a professional and ethical way.

Unit Information

It is expected that before the unit is delivered, the tutor will have read the Qualification Specification to ensure all conditions regarding Rules of Combination, delivery, assessment and internal quality assurance are fulfilled. Additional guidance is available below as Assessment Guidance for Learning Outcomes and Assessment Criteria in **bold**.

This unit has 5 learning outcomes

LEARNING OUTCOMES	ASSESSMENT CRITERIA
The learner will:	The learner can:
1. Understand the nature of counselling in organisations	1.1. Analyse the key issues arising for counsellors practising in workplace settings 1.2. Evaluate the time-limited outcome orientated nature of workplace counselling
2. Understand the context of counselling in organisations	2.1. Illustrate the use and application of counselling skills for people in workplace settings 2.2. Assess the use and application of counselling skills for people in workplace settings
3. Understand ethical practice when working in organisations	3.1. Review key challenges to ethical practice for clients in workplace settings

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LEARNING OUTCOMES	ASSESSMENT CRITERIA
The learner will:	The learner can:
4. Understand risk management in a counselling interaction	4.1. Assess potential key risks to the: (a) counsellor (b) client
5. Know about an awareness of self in relation to others in workplace counselling	5.1. Identify ways in which self-awareness has developed in workplace counselling

Assessment

This unit is assessed by an internally set and assessed journal of up to 800 words per session.

Indicative Content

Learning Outcome 1

1.1 Key issues: on-site counselling compared with a counselling service provider: tensions, strengths and challenges to boundaries.

1.2 Time-limited: fundamental principles and stance of Solution Focused Brief Therapy as an example of a time-limited approach.

Learning Outcome 2

Context of counselling in organisations: employees' issues and their impact upon the workplace, transition and change in the workplace, redundancy issues, co-worker difficulties, alcohol and substance abuse, Personal problems from 'outside' the organisation.

Learning Outcome 3

Ethical practice: ethical issues – confidentiality/responsibility to the organisation/employer/access to records.

Learning Outcome 4

Risk management: health and safety issues for counsellor and client.

Reading List

Required Reading

Carrol, M and Walton, M (2009) **Handbook of Counselling in Organisations**. London: Sage.

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O'Connell, B and Plamer, S (2003) **Handbook of Solution-Focused Therapy**. London: Sage.

Roberts, R and Moore, J (2010) **Counselling and Psychotherapy in Organisational Settings**. London: Sage.

Recommended Reading

Carroll, M (1996) **Workplace Counselling: a systematic approach to employee care**. London: Sage.

Cartwright, S and Cooper, C L (1996) **Managing Workplace Stress**. London: Sage.

Nathan, R and Hill L (2005) **Career Counselling**. London: Sage.

Ross, R R and Altmaker, E M (1994) **Intervention in Occupational Stress: a handbook of counselling for stress at work**. London: Sage.

EXPIRING