



**EMDR New Zealand Association
Accreditation Guideline:
Minimum Criteria for EMDR
Practitioners and Training**

Dated: 10 November 2014

Introduction

This document draws content from the International Guidelines for Minimum Criteria for EMDR Standards and Training (2013) as agreed by the Global Alliance and from the EMDR Europe Guidance Information Sheet. Their aim was to organise and distribute minimum training standards that uphold the quality of EMDR education and facilitate the delivery of effective and efficient mental health services by all EMDR providers.

EMDR New Zealand (EMDRNZ) is responsible for defining the minimum standards required for EMDR clinicians seeking accreditation for becoming accredited EMDR Practitioners, Consultants and Trainers in New Zealand.

The purpose of the guideline is to set forth the minimum standards for training and education that have been agreed upon by the EMDRNZ. In each section, the minimum criteria will be presented. It is recognised that minimum standards are not ideal or gold standards, and it's hoped that all clinicians will aspire to standards that reflect the highest quality of training possible.

Why is accreditation important?

There are several reasons why EMDR New Zealand considers accreditation to be of extreme importance. In the acquisition and development of skill and knowledge an EMDR clinician moves from being an EMDR novice to hopefully achieving a high level of EMDR proficiency and expertise. One of the important ways of showing this achievement this is through accreditation.

Accreditation has many benefits:

- Maximises the teaching and learning experience of EMDR training
- Ensures ethically sound and robust EMDR clinical practice
- Enhances EMDR treatment fidelity
- Monitors and maximises client/ patient protection
- Enhances quality control
- Greatly assists towards research fidelity

As a means of achieving this EMDR New Zealand Practice Sub-Committee has developed two competency based frameworks. The first of these is designed for those working towards becoming an EMDR New Zealand Accredited Practitioner and the second for those seeking EMDR New Zealand Accredited Consultant status. The main elements of these frameworks are that of the EMDR clinician demonstrating key competencies.

Section One: Practitioner Accreditation Criteria

1. Prerequisites for Participation in Basic training in EMDR

Training is restricted to mental health professionals (with a clinical experience) who have a minimum of a four year tertiary qualification (post-graduate level or equivalent) or higher relevant to the mental health sector. Qualification includes:

- a. Fully registered health professionals with specialist training in mental health (Psychiatry, Clinical Psychology, Psychotherapists, Nurses, Mental Health Social Workers), training needs to include training in specific psychological interventions, like CBT, DBT etc.
- b. Mental health professionals not covered by New Zealand legislation: e.g. Counsellors, who have a minimum of four years academic study, incl. Master's degree or have completed post-graduate qualifications (Honours, Graduate Diploma or higher) in mental health; have undertaken training in Specific psychological interventions and have worked two years full-time (or part-time equivalent) under supervision in a mental health setting.
- c. All clinicians should be registered with their professional association.
- d. Postgraduate degree in progress (may not practice EMDR without supervision until degree is completed).

Other professions may be considered but should have relevant academic qualifications, training in psychological interventions and work experience in the mental health sector.

2. Criteria for EMDR New Zealand Practitioner accreditation

The central component of the competency based framework for EMDR New Zealand Accredited Practitioners is that of the EMDR protocol. EMDR Clinicians need to demonstrate their competency in each of the eight phases of EMDR. *Please note however that competency can only be assessed and determined by an accredited EMDR New Zealand Consultant.*

Clinicians seeking accreditation as an EMDR New Zealand Practitioner must meet the following requirements:

- Completed an accredited EMDR New Zealand training programme to at least Weekend/Level 2 (the EMDRNZ website will explain New Zealand relevant Practitioner levels) or equivalent (assessed by EMDR New Zealand Practice Sub-Committee on an individual basis)
- One year clinical practice of EMDR after completion of the basic training
- Completed a minimum of 50 EMDR sessions
- Treated a minimum number of 25 clients
- Undertaken a minimum of 20 hours consultation/ clinical supervision with an EMDR New Zealand Consultant, which includes witnessing the applicants EMDR clinical work either through a video recording or in-vivo

- Supplied two references, one from an EMDR New Zealand Consultant and the second from a person who can comment about the applicants professional practice and standing
- That the applicant is a member of the EMDR New Zealand Association

3. Criteria for EMDR New Zealand Consultant accreditation

EMDR New Zealand considers that the role of the EMDR consultant plays a pivotal part in the future development of EMDR no more so than in the accreditation process itself. EMDR consultants have a key responsibility in maintaining quality assurance and high standards of practice in EMDR. As a consequence EMDR consultants need to demonstrate their considerable EMDR clinical experience and expertise. In addition they must demonstrate their supervision, consultation and teaching skills.

EMDR New Zealand Association accredited practitioners seeking accreditation as a EMDR NZ Consultant must meet the following requirements:

- Applicants need to have a minimum of three years experience as an EMDR New Zealand Practitioner
- Treated a broad range of clients of varying diagnoses and complexity
- Completed a minimum of 300 EMDR sessions
- Treated a minimum number of 75 clients
- Participated in consultation of consultation for a minimum of 20 hours by an accredited EMDR consultant.
- Participate in regular clinical supervision of their own on-going EMDR clinical work
- Have undertaken a minimum of 24 hours EMDR related Continuous Professional Development (CPD) since becoming an EMDR New Zealand Practitioner
- Submitted a minimum of three video recordings or in-vivo sessions of an EMDR clinical session, an individual EMDR clinical Supervision session and of a Group EMDR Clinical Supervision

Note: In order to establish a sufficient number of local Consultants, EMDR NZ will follow the worldwide model of accrediting Consultants from the existing pool of facilitators, where recommended by an EMDR NZ accredited trainer. This process will be reviewed after three years from the date of this document, by the full EMDR NZ membership.

4. Who processes my EMDR New Zealand accreditation application?

In processing accreditations these are done through EMDR New Zealand who will have a specific committee responsible for dealing with EMDR New Zealand Accreditation applications from its members

5. Re-accreditation & Continuing Education

- EMDR Practitioners, Supervisors/Consultants are required to seek re-accreditation with EMDR NZ every five years.
- Re-accreditation will allow the EMDR NZ Practitioner/ Supervisor/Consultant to continue to be listed as an EMDR Practitioner/ Consultant on the EMDR NZ website.
- Be currently practising EMDR in relation to AIP Adaptive Information Processing Model
- The application for re-accreditation should include :-
 - a. Proof that he/she is a full member of the EMDR NZ
 - b. Evidence that he/she has previously met the accreditation criteria (certified EMDR NZ) and that you have full professional standing/ status, and not facing any disciplinary consideration/ action
 - c. Evidence that he/she has acquired 50 EMDR/ AIP based credits during the 5 year period since the last accreditation. (1hour=1credits)
 - d. EMDR NZ will determine a reasonable mix of EMDR activities to fulfil the 50 credits. This may include attendance at conferences, presentations research activities, supervision, teaching activities, reading and clinical research and contributions to the development of EMDR at national or local level.
 - e. EMDR NZ has the discretion to consider mitigating circumstances when the re-accreditation criteria have not been met and allow the re-accreditation (developing mitigation criteria).
 - f. If re-accreditation is not applied for, or the applicant fails to meet the required standard the accreditation will be withdrawn and the member will be removed from the list of accredited practitioners on the EMDR NZ website.
 - g. If re-accreditation is not applied for or is not granted the member will not be allowed to refer to themselves as an accredited EMDR NZ Practitioner or use the term EMDR accredited practitioner in their professional literature and communications.
 - h. Members without accreditation will not be able to use or display the EMDR NZ logo.
 - i. A member whose accreditation has lapsed will be required to re-apply for and complete a lapse member accreditation application in consultation with an EMDR NZ Consultant/Supervisor.

6. Continuing Personal Development and Credit Process

1. EMDR NZ Trainers, Consultant /Supervisors and Practitioners with recognised expertise will be entitled to apply for EMDR NZ credits for their presentations and EMDR related work with members.
2. Credits may be withdrawn if the practitioners work is unsatisfactory.

3. The EMDR New Zealand conference will be awarded 16 credits.
4. Recognised presentations will be awarded credits by EMDR New Zealand

Practitioner Accreditation Flow Chart

EMDR NZ Trainee

- Meets mental health professional criteria and academic qualifications (see EMDR NZ accreditation guideline for criteria)
- Is in the process of completing a basic training programme (Weekend/Level 1 and 2, plus 10 hours of supervision)



EMDR NZ Accredited Practitioner

- Completed an accredited EMDR NZ basic training programme
- Practiced EMDR for one year since completing of Basic training
- Completed a minimum of 50 EMDR sessions
- Treated a minimum number of 25 clients
- Undertaken a minimum of 20 hours consultation/ clinical supervision with an EMDR New Zealand Consultant which includes witnessing the applicants EMDR clinical work either through a video recording or in-vivo
- Supplied two applicable references
- That the applicant is a member of EMDR New Zealand



EMDR NZ Accredited Consultant

- Is an Accredited EMDR NZ Practitioner
- Applicants need to have a minimum of three years experience as an EMDR New Zealand Practitioner
- Treated a broad range of clients of varying diagnoses and complexity
- Completed a minimum of 300 EMDR sessions
- Treated a minimum number of 75 clients
- Participated in consultation of consultation for a minimum of 20 hours by an accredited EMDR consultant.
- Participate in regular clinical supervision of ongoing EMDR clinical work
- Have undertaken a minimum of 24 hours EMDR related Continuous Professional Development (CPD) since becoming an EMDR New Zealand Practitioner
- Submitted a minimum of three video recordings or in-vivo sessions of an EMDR clinical session, an individual EMDR clinical Supervision session and of a Group EMDR Clinical Supervision

Section Two: Training Accreditation Criteria

Trainers and their training programme (including materials) must be accredited by the EMDR New Zealand Practice Sub-Committee to offer an accredited EMDR training programme in New Zealand. The EMDR New Zealand Practice Sub-Committee reserve the right to apply requirements and/or request supporting material in addition to those outlined below.

The core components (at a minimum) for an accredited EMDR programme include:

Trainer Qualifications:

1. The trainer must hold a postgraduate degree in a mental health field and a license, or certification by his/her country of residence to provide psychotherapeutic services.
2. The trainer must be a member of their national EMDR National Association.
3. The trainer must be accredited with their Regional Association and, in the absence of a Regional association, with their National EMDR Association as an Approved Consultant (EMDRIA) or as an Accredited Trainer (EMDR Europe) , or Approved Trainer (EMDR Ibero America, EMDR Asia).
4. Responsibilities of the Trainer
 - a. Trainings should be organised within the trainer's national boundaries.
 - b. The trainer should notify the National Association of the schedule for the training.
 - c. If the trainer wishes to train outside his/her own country, he/she should have the approval of the EMDR national organisation in the country where the proposed training is to occur. This must be obtained first and prior to the announcement of the training. If there is no national association, then the trainer should contact the Regional Association for that geographic area to receive their consent for the training. Consent will be based on the following:
 - i. Both the trainer, training material, and the curriculum must be approved by the National/Regional EMDR Association in the geographic region where the training is to be held.
 - ii. The trainer must uphold all standards for training that are established in the country or region where the training is to be held.
 - d. Inform participants about how and where to get consultation for Basic Training
 - e. Provide information about the national association.
 - i. Before the training is completed, the trainer must make sure that trainees are fully informed about how to join their national EMDR Association and how to become a Certified or Accredited EMDR practitioner.

- ii. The trainer is responsible for ensuring that trainees are encouraged to continue their professional development by becoming Certified or Accredited.

Curriculum Criteria (Minimum):

1. The syllabus should be consistent with Francine Shapiro's latest edition of her text "EMDR: Principles, Procedures and Protocols".
2. The content of the training and all training manuals must be approved by the Regional Accreditation body according to their procedures.
3. The trainer may determine the order in which material is presented, although some advanced information should only be taught after the trainee has had time to practice basic EMDR skills. The Regional Associations will establish the minimum amount of time between the training modules and the practice requirements.
4. The EMDR training should only include EMDR-related material. During EMDR training, it is unacceptable to train participants in the application of other intervention methods not consistent with Shapiro's textbook.
5. The training should contain various exercises to build experience and skills in implementing standard EMDR protocols and procedures.

Structure of Training

The following constitutes the current minimum standards for the structure of EMDR Basic Training. We recognise that the minimum standard is not ideal and aspire to exploring, through experience of our Regional Associations and outcome data, what might constitute a more ideal Basic Training structure to achieve the goals of fully trained and well-prepared EMDR clinicians.

Minimum Structural Requirements:

1. Basic training must include a minimum of 20 hours lecture
2. Basic Training must include a minimum of 20 hours of supervised practice within the training environment (see Supervised Practicum)
3. A minimum of 10 hours of case consultation must be included as a part of Basic Training (see *Consultation as Part of Basic Training*)

Supervised Practicum

1. The goal of Supervised Practicum is to facilitate the demonstration and practice of the EMDR methodology as outlined above in the Shapiro text.
2. The supervised practicum should be appropriately scheduled to allow adequate teaching time for the full explanation of the component to be demonstrated and practiced.
3. Practicum includes group exercises to strengthen understanding of the theoretical model and the methods. Clinical practice exercises may be done in dyads or triads.
 - a. The role of the clinician is required for each participant
 - b. The role of "client" is required for each participant

- c. The role of “observer” is preferred but not mandatory. It is recognised that it is not always possible to fill the role of Observer during the supervised practicum.
4. Faculty Requirement: Practicum faculty may be an Approved/Accredited Trainer or an Approved/Accredited Consultant

Consultation as Part of Basic Training

Consultation provides an opportunity for the integration of the theory of EMDR along with the development of EMDR skills. During consultation, trainees receive individualised feedback and instruction in the areas of case conceptualisation, client readiness, target selection, treatment planning, specific application of skills, and the integration of EMDR into clinical practice:

1. Consultation must be provided by an Approved/Accredited Trainer, Approved/Accredited Consultant, or Consultant in Training under the direction of an Approved/Accredited Consultant
2. Time Requirement: 10 hours of consultation are required (usually 5 hours after each part of the basic training) and are provided in developmental increments to extend over the course of the training.
3. Clinical consultation can take any of the following formats:
 - a. Group consultation
 - b. Individual consultation.