



Australian Government

Assessment Requirements for CHCGRP005 Plan and provide group counselling

Release: 1

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Modification History

Release	Comments
Release 1	<p>This version was released in <i>CHC Community Services Training Package release 3.0</i> and meets the requirements of the 2012 Standards for Training Packages.</p> <p>Merged CHCFCS805B/CHCGROUP805B/CHCGROUP806B/CHCGR OUP807B.</p> <p>Significant changes to the elements and performance criteria. New evidence requirements for assessment including volume and frequency requirements. Significant change to knowledge evidence.</p>

Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be evidence that the candidate has:

- planned, facilitated and evaluated at least 3 different group counselling sessions, each with a minimum group size of 5 people
- facilitated sessions that individually or cumulatively involve:
 - sessions with varied goals
 - participants of different genders ages
 - participants with different issues and challenges
- managed the group counselling process according to established group work principles using the following communication and counselling skills:
 - challenging
 - collaboration
 - conflict resolution
 - different styles of group leadership
 - effective non-verbal communication
 - empathetic responding
 - focusing
 - listening
 - negotiation

- paraphrasing
- reframing
- questioning
- summarising
- techniques for maintaining group cohesion
- completed a structured process of evaluation and reflection for at least 3 group counselling sessions.

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the work role. This includes knowledge of:

- legal and ethical considerations for group counselling work, and how these are applied in organisations and individual practice:
 - codes of conduct
 - discrimination
 - duty of care
 - ethical dilemmas in practice, and processes for ethical decision-making
 - mandatory reporting
 - practitioner client boundaries and implications of unequal balance of power
 - privacy, confidentiality and disclosure, including limitations
 - records management
 - work role boundaries – responsibilities and limitations of group interventions
 - work health and safety, including:
 - stress management
 - supervision requirements for group counselling work
- nature of complex interpersonal interactions and relationship, including:
 - abuse
 - conflict
 - power balances
 - how these play out in group situations
- systemic therapeutic group work interventions and their application and evidence base:
 - cognitive/behavioural
 - solution focused
 - systemic approaches
 - mutual aid model
- strengths, limitations, and contraindications of specific group counselling models, including risks of harm associated with models that incorporate assumptions of family dysfunction, pathogenesis, or cultural deficit
- how group counselling may be used at the:

- individual level
- sub group level
- whole-of-group level
- processes, practices and factors for consideration in selecting participants for group counselling
- types of information and supports needed to prepare participants for group counselling
- models, theories, principles and practices of group work, including:
 - establishing agreements about how the group will operate and guidelines for behaviour
 - different stages of group development
 - different types of group leadership
 - uses and abuse of group techniques
 - responses to disclosures in groups
 - management of conflict and challenging behaviour
 - strategies for learning and change
- transference and counter transference issues that arise in group counselling and how to manage these
- group and individual defences and how these can be managed
- communication and counselling techniques and how they are applied in the group process:
 - challenging
 - collaboration
 - conflict resolution
 - effective non-verbal communication
 - empathetic responding
 - focusing
 - listening
 - negotiation
 - paraphrasing
 - reframing
 - questioning
 - summarising
- factors that affect the dynamics of a group, including:
 - attempted sabotage of process
 - avoidance of discussion of conflict
 - challenging feedback
 - conflict between or among participants/ facilitators
 - group splitting
 - inappropriate use of behaviour or relationships
 - manipulation of other participants
- challenges and mistakes in leading counselling groups and strategies for how to address and avoid these

- methods for measuring effectiveness of group counselling interventions
- role of reflective practice and the nature of a counselling reflective practice framework
- referral sources for group members in need of additional services
- role and importance of self awareness and influence of own beliefs and attitudes.

Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions. The following conditions must be met for this unit:

- use of suitable facilities, equipment and resources, including:
 - group member information
 - organisation policies and procedures
- modelling of industry operating conditions, including:
 - scenarios that involve groups comprising at least 5 people.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e0c25cc-3d9d-4b43-80d3-bd22cc4fle53>