

Editorial

33 About job clustering

Vital to implementing the NHS job evaluation scheme, but what is it and how does it work?

34 Agenda for Change FAQs

35 Job profiles for counsellors

39 Primary cares

In the first of a series of personal reflections, John Hague talks about the effect of change and modernisation in the NHS on his life as a GP

40 On the receiving end

An agoraphobia sufferer shares her experience of counselling

42 Book reviews

44 Counselling at the Centre for Women's Health within the Sandyford Initiative

Tina Campbell describes the pioneering work and developments in counselling at this Greater Glasgow NHS flagship



48 FHCP update

Shane Buckeridge reflects on the achievements of FHCP in 2004 and highlights challenges for 2005

48 Last word

What do you think about counselling, the NHS and the ongoing changes? Penny Gray, *HCPJ*'s new Managing Editor, welcomes your views



Passing a wayside pulpit some time ago I noticed a pithy little phrase, 'Change has always occurred'. It is one of those phrases that has stuck in my mind, and it serves as a useful antidote to an unrealistic longing for absolute stability and sameness that comes over me from time to time. That desire to be able to rely absolutely on everything being in the same place, being able to

work in precisely the same way, and for the landscape of our lives to remain in some state of heavenly permanence I am sure overcomes us all from time to time. Even those of us who thrive on stress-induced adrenaline have moments when we long for it all to come to a halt.

This edition of *HCPJ* could well disturb you if you are hoping for peace in our time. By now most you will have realised that our health-care service is one arena where constant change is the order of the day. Some of it is challenging and feels threatening; some is intrusive to our work patterns and ways of being for our clients, our colleagues, our families and ourselves. Some change brings great opportunity or reward and recognition for work well done; some can be embarrassing and expose weaknesses and shortfalls; and some can seem disastrous in its annihilation of the present order. The contributions offered here have elements of all of these things. External pressures from government are described, and we are invited to respond. FHCP and BACP are doing their best to do so proactively by entering into dialogue and making constructive comment. I am alluding in particular to the articles of Roslyn Hope and Alan Cohen, and all the mention that is made of NICE by Susanna Lawrence, Nancy Rowland and myself.

We must not forget the positive aspects of the changes in the NHS. I have no doubt that you will avidly consume all the material on Agenda for Change, and that by the time that you read this, many of you may have attended one of the focused seminars that FHCP is providing at the end of January. Many counsellors are due to benefit from this development, and I am sure that I join you in applauding the significant work on Agenda for Change by Patricia Seber, Deputy Chair of FHCP. It is important that we do not lose sight of the developments that are going on with our GP colleagues. Accordingly, in the first of a series of regular columns, John Hague provides us with some useful insights into the impact of the new GP contract. In addition, those of you who did not manage to get to the FHCP conference at the end of last year have the benefit of articles based on several of the presentations. The rest of us will have some hard copy on which we can reflect, along with features on such innovative projects as the Sandyford Initiative in Glasgow.

Change is always occurring, and it seems to me that we need some hard thinking on the nature of our priorities when we respond. Inevitably we will have to adapt, reflect and develop. It would be good to hear some responses to the challenges presented here, and I know that Penny Gray, our new Managing Editor (whom we welcome) will be very pleased to hear from you.

John Eatock

BACP Lead Advisor for Healthcare Counselling and Psychotherapy