



## **SCOPE OF SERVICE OF THE COUNSELING DIRECTORY (<http://counseling.pk>)**

The Counseling Directory (TCD) is a privately owned forum founded by Omar Tauseef in 2015. TCD serves as a listing service for consumers to look up professional and ethical therapists who have gone through rigorous checks to be listed. The Directory isn't a peak body or a credentialing institute and aspires to establish itself as a premier directory of mental health professionals. It doesn't declare anyone's suitability to practice, but reserves the right to decline someone's listing request if the assessors believe that a therapist doesn't fulfill criteria for listing. An applicant may also be declined if they don't hold a good reputation with regards to their ethical and professional practices as known in the professional circles.

## **THE DEVELOPMENT OF THE DIRECTORY PROCESS**

TCD was established as a 'giving back' project by connecting ethical therapists on a forum. While the mental health field is unregulated in Pakistan, the directory set itself out to list only those therapists who hold a good community reputation as well as verified credentials. The Directory started out with a dozen likeminded therapists holding degrees from the U.S, U.K and Australia asking "who all can we reliably refer clients to?", and set itself to promote practitioners known in the community to practice according to the best ethical practices in the field.

As there's no state credentialing standards set for the mental health field in Pakistan, the criteria for listing for the Directory was determined by prominent, foreign qualified therapists like Maryam Suheyli, Daheem Din, Omar Tauseef, Jasmyn Rana, Muntaha Ahmed, Meera Afzal etc. in consultation with their supervisors. These criteria are available on <http://counseling.pk/get-listed/>. There is a differing criteria for various qualifications e.g. holders of a Master's degree from countries with established mental health credentialing like from the U.S, UK, Australia and Canada is different from that for those who have a local qualification (See Listing Criteria below).

These standards aim to set minimum cut offs for academic exposure, client hours worked, personal therapy received, supervision history, CPD etc. and ensure that every therapist listed at TCD is at par with globally set benchmarks for personal and professional development.

## **THE PRESENT STANDING OF THE DIRECTORY**

Every year around 20-30 therapists request to be listed on this directory, however, only 8-10 make it to the standards we have set. The Directory has set itself to list people within a narrow band of competence and not others. TCD receives more than 25,000 views every month. Most therapists listed here receive dozens of high quality referrals every year from Pakistanis all over the world. It also serves to distinguish you as a therapist whose practice is seen as ethical, professional and humane by some of the most prominent therapists and supervisors in the field.

## **THE DIRECTORY IN NUMBERS**

In 2019-20 The Directory had 177,000 page views as compared to 142,000 the previous year. The total number of users who visited increased about 25% to 18,000. This year's most searches were for:

Nisha Irfan 8282, Natasha Wali 5602, Fatima Hussain 5329, Meera Afzal 4916

Most therapists receive between 10-50 inquiries through the directory in a year.

Presently the directory has 38 mental health professionals listed from Pakistan, Canada, Hong Kong, Australia, Netherlands and USA.

## **THE LISTING CRITERIA**

**STREAM A:** Completed Master's degree from UK, U.S, Australia, Canada in Counseling, SW, MFT, Clinical Psychology etc.

**STREAM B:** Completed Master's degree from Pakistan in Counseling, SW, MFT, Clinical Psychology supplemented with CPD, foreign diplomas

**STREAM C:** Completed Advanced-Diploma/Diploma from Therapy Works/CPD

**STREAM D:** Tertiary qualification like Life Coaching, Nutritional Counseling, Wellness Coaches, Addictions Counselors, Play Therapists, Speech Therapists, Occupational Therapists etc. will be assessed on a case-to-case basis upon presenting their credentials

## BASIC REQUIREMENTS

STREAM A	STREAM B	STREAM C
<ul style="list-style-type: none"> <li>-600 hours Supervised work</li> <li>-Personal therapy during training</li> <li>-Ongoing supervision, letter from current supervisor</li> <li>-Ongoing CPD commitment</li> <li>-Known to adhere to APA/BACP standards of ethical practices</li> <li>-Holds a positive community reputation for being ethical</li> </ul>	<ul style="list-style-type: none"> <li>-1000 hours Supervised work</li> <li>-Personal therapy during training</li> <li>-Ongoing supervision, letter from current supervisor</li> <li>-Ongoing CPD commitment</li> <li>-Known to adhere to APA/BACP standards of ethical practices</li> <li>-Holds a positive community reputation for being ethical</li> </ul>	<ul style="list-style-type: none"> <li>-1000 hours Supervised work</li> <li>-Personal therapy during training</li> <li>-Ongoing supervision, letter from current supervisor</li> <li>-Ongoing CPD commitment</li> <li>-Known to adhere to APA/BACP standards of ethical practices</li> <li>-Holds a positive community reputation for being ethical</li> </ul>

## PROCESS FLOW FOR THE LISTING

1. Submission of CV, copies of degrees/diplomas, name of supervisor and other professional references, program of study, other evidence you would like to be considered for your listing
2. You will provide consent for TCD to seek anonymous community feedback regarding your work. This is done through our network of colleagues, by asking them about the reputation you may have in the eyes of supervisors and senior therapists who may have known your work
3. You will pay a non-refundable review fee of Rs.10,000 which is paid to the reviewers who take out time from their extremely busy schedules to have a look at your paper work and speak with you. (Their profiles are attached below)
4. Committee of Three (3) senior therapists/accredited supervisors will review your request and make a consensus decision – All three members have to say yes for you to be successful. The present review committee comprises of Maryam Suheyl, Meera Afzal and Omar Tauseef (Their profiles are attached below)
5. If an applicant has a dual relationship with one of these committee members, another senior therapist would be substituted in the committee to conduct your review
6. You will appear for a short interview with two or all the members of the review committee over Skype/Whatsapp video unless if you're personally known to them in a supervisory capacity for 2+ years

### **SUCCESSFUL REVIEW:**

7. In case of the review being successful, you would be asked for a supervisory reference letter
8. You'll be asked to submit a write-up, picture and a one-time, technical listing fee of Rs.10,000 to have your profile created on TCD. You will be allowed unlimited changes to this profile whenever you'd like
9. Profile will be put up in 3 business days upon completion of 7-8 above

### **UNSUCCESSFUL REVIEW**

1. You will receive written feedback from the reviewers for their reasons for not approving your listing, as well as a potential roadmap of improvements in your profile for your listing to be allowed at a later point in time
2. Therapists found to have a history of ethical violations, or community feedback being negative regarding them, may not be given a right of a second review and will be informed accordingly
3. In case the reviewers propose certain requirements to be met, which you're able to fulfill, you'll be allowed one free review, at a future date that the reviewers will set for you

### **REVIEW TIME FRAMES**

A review will be conducted every few weeks. When you submit your documents, you will be informed when the next review date is expected. This will be dependent on the reviewers being able to find common free time as well as the number of pending reviews. The assessors will aim to complete the review and interview within two weeks of the review date.

### **POST-LISTING ETHICAL VIOLATIONS AND DE-LISTING**

1. After your being listed with TCD If it is reported that you have violated professional and ethical standards through credible sources, your listing may be suspended or terminated. Credible sources will be defined as your employer, clients, or a colleague reporting your impairment (Please see American Counseling Association, Code of Ethics, Points *c2g, i2b*) **<https://www.counseling.org/Resources/aca-code-of-ethics.pdf>**
2. The committee members will review the evidence provided, and will seek an explanation from you (in writing or an interview)
3. Violations will assessed in accordance with their severity. A plan of re-listing may be discussed with your supervisor and communicated to you
4. Upon your following through corrective measures through the agreed time-frames, you may be relisted
5. In case of serious ethical violations where a therapist's work is established as being harmful to clients, your listing may be permanently taken down without any further review opportunities

## **THE DIRECTORY FEES**

1. Rs.10,000 Review fee paid with the initial documentation (Non-refundable)
2. Rs.10,000 Technical fee paid after a successful review (Non-refundable)
3. Rs.2000 voluntary contribution every year, if you believe the directory brings you good referrals

## **REVIEWER PROFILES**

### **Maryam Suheyl**

Maryam is a certified Marriage and Family Therapist. Having received her MS in the subject from the prestigious Northwestern University, IL on the Fulbright Scholarship she currently runs her clinical practice in Lahore. She has also taught at various universities in Lahore including Punjab University, Beaconhouse National University, and University of Central Punjab. In the past she has headed the guidance counseling department for all 148 schools of The City School network, introducing counseling services to the system. She continued similar work with Lahore Grammar Schools developing programs to help students develop holistically and meet their counseling needs.

Maryam has recently been working with big corporations and the development sector to develop psycho-social intervention programs to address a diverse nature of problems. Her recent clients are K-Electric Pakistan and International Committee of the Red Cross (ICRC). She has additional certifications in supervision from CPCAB (UK) and in training the trainers from Staff College London. She has been teaching, training, and running groups for various institutes within Pakistan. The latest was a consultation and training with Punjab Commission of Status of Women and Violence Against Women centers in Punjab.

### **Meera Afzal**

Meera is a foreign qualified therapist based in Islamabad. She works with both individuals and couples, however, her area of specialization resides in individual based therapy, centered on an integrated approach of Psychodynamic, Humanistic and Cognitive Behavioral Therapy (CBT). She has completed a double degree, with a MS in both Clinical and Counseling Psychology from Illinois State University on the Fulbright Scholarship, and holds qualification to sit for her LCPC license in Illinois on her return.

Meera provides consultation to other Mental Health facilities, such as Concern for Mental Health, while working as part of a multidisciplinary team alongside other Clinical psychologists,

Psychotherapists, and Psychiatrists. Her previous work experience includes working in Quaid-e-Azam International Hospital- Islamabad, Lahore Grammar School, Chestnut Health Systems – United States, and Childs Guidance Services- Lahore,

She has been involved in other projects alongside SOS Children’s Foundation and Care Foundation. Meera is certified in Cardiopulmonary resuscitation Certified (CPR certified) and Basic Crisis Prevention Intervention Certified (CPI certified).

### **Omar Tauseef**

Omar Tauseef is an experienced psychotherapist, supervisor and trainer based in Australia. He’s a Fulbright scholar who completed his graduate studies from NYU. Omar has trained in some of the best institutes for counseling and psychotherapy in the world and has been instructed by prominent names such as Dan Siegel, Jack Kornfield, Bob Resnick, Michael Soth, Jan Mojsa, Daniel Donohue, to name a few.

Omar has worked with hundreds of prominent individuals from all walks of life individually, in groups and in workshops. He’s a sought-after therapist who has made appearances on TV, social media, radio and newspapers to advocate for mental health needs in Pakistan. He has done organizational work on themes like self-awareness, building self-efficacy, emotional regulation, stress management, work-life balance, assertiveness training, relationship building skills, wellness management, mindfulness based management, nurturing positive thinking, developing a culture of empathy etc.

**BY SUBMITTING YOUR DOCUMENTS FOR A REVIEW, YOU AGREE TO THE REVIEW SUCCESS/FAILURE BEING THE DISCRETION OF THE REVIEWERS. YOU FURTHER AGREE TO YOUR PROFILE BEING DE-LISTED UPON ANY ETHICAL VIOLATION BEING NOTIFIED**