

Newsletter of the New Zealand College of Clinical Psychologists THE SPECIALIST ORGANISATION FOR CLINICAL PSYCHOLOGISTS

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### Inā tere ngā kapua, he hau kei muri

When the clouds move, there is a wind is behind them (The only way to move forward is with united support)

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#### President's Report for NZCCP Council meeting July 2023

Tricia Stuart & Angus Maxwell

# Presidents Report to Council 31st July 2023

Since our last meeting at conference the executive and staff have been kept busy with a range of activities with the shared goal of representing and advocating well for Clinical Psychology in Aotearoa. Most of those endeavours are covered in detail in other part of our agenda so this report will only touch on them within the context of our strategic direction (represented by our Pou)



#### Creating Space for Excellence

Paul, Caroline, and the journal editors have put huge time and effort into getting the journal indexed. The lasted edition is looking fantastic.



#### Leading the Way

Through involvement in the Code of Ethic group and the Acknowledgement to Māori group.

Luke and Angus also participated in the International Project on Core Competencies in Psychology (IPCP).

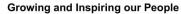


#### Speaking Up

Members of the executive, Paul and Carline continue to work diligently to bring the voices of Clinical Psychologist to the forefront through meetings with politicians, ACC representatives, PSRG, PPAF.

#### Strengthening the Waka

The executive continues to focus on good governance, reviewing our functions and developing portfolios, The staffing and planning in the national office all goes toward strengthening our waka. Continued work on the strategic plan, including the commissioning of some graphics to support its communication.



We continue to look for educational opportunities and support the branches in their training plans. The Te tiriti o Waitangi workshop as well as the national He Puna Whaakata workshops and the Webinar series.



#### **Bringing People Together**

Conference, a great success with lots of very positive feedback from those attending. A great opportunity to catch up and deepen the personal connections with colleagues.

The grant for those effected by the floods has gone live.



#### **Celebrating Diversity**

Like the population we serve clinical psychology is a diverse profession. We are enriched by this diversity and committed to its support and to ensuring it is heard. As well as our enduring commitment to cultural trainings we are currently supporting research on the lived experience of psychologists.

#### NZCCP Membership News

#### Newly approved NZCCP members

The National Executive welcomes the following new members who have joined the College since the last ShrinkRAP.

#### **Associate Members**

Alexander Bijl-Brown, Auckland Angus Elkington, Waikato Dasha Fedchuk, Wellington Emily Cory, Auckland Frances Neill, Auckland Jacobus du Plessis, Auckland Jayne Hartstone, Waikato Laura Stanley, Auckland Lucy Mclean, Wellington Sarah Buggins, Otago Sarah Gilmour, Wellington Tracey Delport-Williams, Wellington

#### Full Members

Alana Malloy, Wellington Alicia Myburgh, Bay of Plenty Annie Caines, Auckland Elise Martyn, Bay of Plenty Ilse Beukes, Manawatu-Whanganui Janelle Mutton, Wellington JC Coetzee, Auckland Kirsten Robertson, Canterbury Nicola Gillan, Nelson Sophia Bennetts, Canterbury Veerle Poels, Bay of Plenty Zara Godinovich, Auckland

#### As a Full Member, each may now use the acronym MNZCCP.

The National Executive congratulates these people on attaining their new membership status.

#### NZCCP membership Benefits include:

The **Find a Clinical Psychologist resource** which also now has an availability field so you **can indicate** whether or not you are available for new clients and referrals, and also *when* you are available. If you are in private practice and/or you already have a listing please go to <u>https://www.nzccp.co.nz/your-account/manage-your-private-practice-details-for-publication/</u> to add or update your private practice details and please make sure that you include your availability! This is an excellent resource if you wish to refer clients to someone of good standing when the client changes location. It also serves to generate referrals for interested clinicians.

Free access to 25 video recordings/year of the work of master therapists and different therapeutic approaches, from Psychotherapy.Net for ongoing Continuing Professional Development.

**NZCCP hosted Zoom presentations:** The College continues to host a series of monthly hour long continuing education webinars for members. Most of these are available to view <u>here</u>.

**Free access to ProQuest's Health Research Premium Collection Central,** the world's most varied collection of health sciences literature.

Access to excellent Professional Indemnity Insurance: Members of the College can purchase membership of the <u>Medical Protection Society (MPS)</u>, which provides access to legal advice and representation in the event of a hearing. The <u>Medical Protection Society (MPS)</u> also facilitates a free EAP style counselling service for members who may be having difficulties or issues in their personal or professional lives.

The **Facebook group for private practitioners** provides a forum for sharing ideas and information relating to running a private practice. Click on this link and ask to join the group: https://www.facebook.com/groups/1974851039510715/. The College's Facebook activity also includes other discussion groups including the teletherapy discussion group, the family court special interest group, Psychologists Providing Services to NZ Police group, student members group, and branch groups for Auckland and for Otago/Southland. Recently added groups include All Members'' Facebook group, which is open to all College members, and the NZCCP ACC Clinical Psychology Providers Group, a discussion/support page for NZCCP members who work under the ACC Contracts. If you're a Facebook user, please feel free to click on and sign up to those groups. Please don't hesitate to let me know if you want me to create more regional or special interest groups within the page.

Please to go the **NZCCP facebook page** at <u>https://www.facebook.com/nzccp/</u> to post and to like and share events and other interesting and relevant information.

#### Benefits of College membership for Clinical Psychology Students - Kaimātai Hinengaro Tāuira

#### Resources for students

You can find information on various topics related to clinical psychology work here (<u>https://www.nzccp.co.nz/membership/members-only-resources/recommended-resources-2/</u>). This will grow over time as we ask College members who work in each area to add their "go to" resources. If you have a resource you've found particularly helpful please share it with us by emailing Caroline (Executive Director) at <u>office@nzccp.co.nz</u>.

Mentoring programme

We have had many wonderful senior clinical psychologists offer their support for our <u>Tuakana/Teina</u> <u>Mentorship Programme</u> for trainee and early-career psychologists. If you are interested in being part of this scheme, either as a mentor or receiving mentorship, you can sign up <u>here</u> any time.

#### Advocating for students:

The College leadership meet regularly with government ministers and write letters in support of issues pertaining to clinical psychology students. If there are issues you would like the College to address on your behalf, please let us know by contacting your local student rep or the national student representatives (General Student Representative George Guthrie and Māori Student Representative Irie Schimanski are available to kõrero with at <u>studentreps@nzccp.co.nz</u>).

NZCCP member benefits for clinical psychology students include:

- Free professional indemnity insurance with the Medical Protection Society (MPS). MPS also facilitates a free EAP style counselling service for members who may be having difficulties or issues in their personal or professional lives.
- Free access to 25 video recordings/year of the work of master therapists and different therapeutic approaches from Psychotherapy.Net for ongoing Continuing Professional Development.
- > <u>Annual scholarships</u> and student prizes at our annual conference
- Reduced subscription fees for the first two years of membership of the College after you graduate
- The NZCCP has a strong emphasis on supporting Māori through clinical psychology training and tautoko the kaupapa of <u>Te Paiaka Tipu</u> (Māori psychology students) and <u>He Paiaka</u> <u>Totara</u> (Māori psychologists).
- Short videos for NZCCP student members: NZCCP student reps interviewing a number of different clinicians from various fields (i.e. Corrections, private practice, DHB), including our very charismatic Maori psychologists, talking about their work and other extremely useful topics.
- NZCCP student member Facebook group at <u>https://www.facebook.com/groups/172521526883530/</u> for clinical psychology students across New Zealand to connect with each other and the College.

For a full list of please go to Clinical Psychology Students - Kaimātai Hinengaro Tāuira

The **NZ College of Clinical Psychologists website** has lots of other relevant and interesting information and events, also available directly from the following links:

Professional development events: <u>NZCCP Events</u> <u>Other workshops and Seminars</u> For a more detailed list of what's coming up please go to <u>National Education Training Timetable</u> *Job vacancies:* <u>North Island</u> <u>South Island</u>

#### **NZCCP** Grants and Scholarships

We congratulate the inaugural 2023 Cyclone Gabrielle Grant winners, while at the same time commiserating with those who missed out.

NZCCP is delighted to announce the following grant recipients:

**Elle Black**, Gisborne, for funding to apply for Russ Harris's online workshop on ACT for Grief and Loss.

**Esther Yong**, Auckland, for funding to attend the upcoming Pacifica Congress Annual Conference in Hobart this year.

**Misha-Joy Clark**, Hawkes Bay, for funding to do a 300 hour trauma-informed movement facilitation course, to use with her ACC sensitive claims clients to run trauma-informed somatic groups in the Hawkes Bay region.

**Nadine von Rothkirch**, Gisborne, for funding to attend further EMDR specialist training, and to enable a locally run EMDR group for people affected by recent events.

**Ursula Bach**, Auckland, for funding to support her work with ACC clients for sensitive claims.

In an amendment to the June ShrinkRAP the **NZCCP Presidents Award**, of \$1,500, has since been awarded to **Hester Roberts** to to support her Doctorate programme by funding monthly external cultural supervision for the year, specifically, from a Māori advisor and LGBTQIA+ advisor.

The College heartily congratulates all award recipients.

Invitations to apply for the 2024 grants and scholarships will be sent out in December.

#### Journal NZCCP

The next Journal, Vol 33 (2) 2023, will be published at the end of 2023. The theme for this issue will be EMDR.

We welcome your submissions for this issue, provided you can get them to us by mid-October at the latest!

Articles may be short (even a few paragraphs) or longer, experiential or data driven, and about (for instance) psychological practice, personal experience, or reflections. Material can be published anonymously if you prefer.

Here are some types of submissions:

- case studies
- descriptions of innovative practice
- accounts of your experiences
- empirical research
- poems
- opinion pieces
- reviews of talks you have attended or books you've read
- an opinion about a piece we have previously published.

Please also let us know if there are any other clinical psychologists you think we should approach.

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					SEPTEMBER 2023

We are very much looking forward to receiving your wonderful submissions (which can be submitted online here: http://www.nzccp.co.nz/about-the-college/publications-and-resources/journal-nzccp-article-submission/)!

Thank you for your help, Paul, Wade, Liesje, Caroline and Kara

#### **Ethics Advisory Panel Report**

Sarah Drummond

In recent times, the panel received a query about what action a psychologist should take if they have concerns about the conduct of another psychologist. For the purposes of this edition of ShrinkRAP we thought it useful to spell out the relevance here of s2.1.11 of the Code of Ethics for Psychologists Working in Aotearoa/New Zealand. S.2.1.11 lays out a series of actions which can be taken if a psychologist considers another psychologist has engaged in "clearly harmful activities".

The Code goes on to provide the following actions as guides:

talking informally with the psychologist (or member of another profession),

formally recording concerns,

obtaining objective information and,

if possible, the assurance that the harm will discontinue and be corrected,

and reporting to the appropriate regulatory body, authority, and/or committee for action.

The Panel saw this query as a useful reminder of these steps but also to keep in mind an awareness of other sections of the Code of Ethics that you consider might have been breached in laying out the grounds for considering another psychologist to be engaging in `clearly harmful activities'.

This query was also a useful reminder of the first aspect in the process provided above, in relation to addressing concerns directly with the psychologist concerned in the first instance rather than taking concerns directly to an organisation or authority.

#### **NZCCP Webinar Series: Reminder Call for Presenters**

Following on from the message sent earlier this year, the College is keen to continue with the series of bi-/monthly 1-2 hour continuing education Zoom sessions for members.

- These sessions will be held as Zoom meetings, 7-8pm on the first or second Monday or Tuesday of the month, and, dependent on the presenter's preference, could be followed by an up-to-one hour discussion time in which interested attendees could discuss the topic in greater detail.
- The series is intended to cover a wide range of clinical psychology related topics and will be an opportunity for psychologists to learn both about their own field and also to become familiar with work and new developments in other fields of practice.
- It is hoped that the programme will be set well in advance to help members plan their attendance.

We are once again calling for expressions of interest from members who would like to present in this zoom presentation series. If you have a topic that you are passionate about and that you think that other members would get value from learning about, please let us know by contacting me at <a href="https://orginal.com">office@nzccp.co.nz</a> with:

- The title and/or topic of your webinar
- A brief abstract
- Months between July and December 2023 when you will or won't be available to present.

#### Te Whatu Ora: Internship Insights August 2023

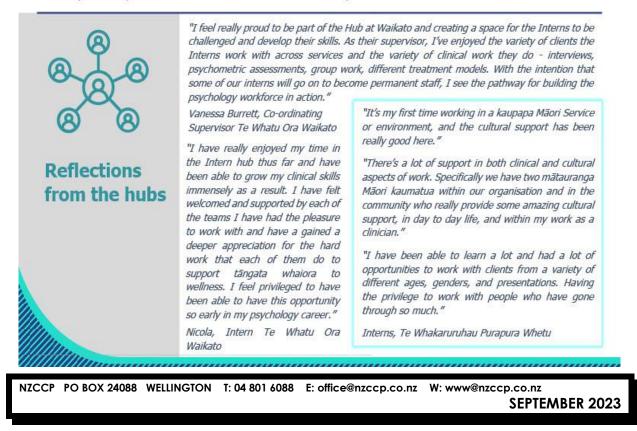


#### A korero with the Mental Health and Addictions Workforce Team

Welcome, Nau mai, haere mai, in this edition of Internship Insights we have updates from two Intern Hub Services and a review of the May Hub hui that was hosted by Hauora Waikato. Importantly we will also let you know what is happening in relation to planning the Mental Health and Addictions individually-funded internships for next year. We hope that this newsletter can start conversations and connect new networks, and that these lead to collaborative ideas to support the psychology workforce.

The good news is that there is a record number of Clinical Psychology interns (93) seeking internships in 2024. Our understanding is that this may be the result of some training programmes increasing intake following the 2019 uplift in SAC funding (the amount Universities are funded per student). With Te Whatu Ora modelling showing that an intake closer to 350 per year may be required to meet the projected ten-year need, there is still so much to do.

Including the 11 interns from the Child and Family Psychology programme in Canterbury (also eligible for funded individual internships), there will be 104 interns eligible in 2024 for the 40 funded Mental Health & Addictions Workforce internships. Twenty of these are available for individual internships.



Hubs hui: an update from Caitlin Aberhart, University of Canterbury Clinical Psychology Programme Director supporting Purapura Whetu Trust

In May, Hauora Waikato showed great manaakitanga in hosting a hui for all of the internship hub providers to come together and wānanga about the internship hub pilot programme. It was amazing for myself and my colleagues from the Purapura Whetu Te Whakaruruhau hub to connect with the teams from the Hauora Waikato Rongomauri, Te Whatu Ora Waikato hub, and Northern Region hubs, as well as those from the Mental Health and Addiction Workforce team.

If I had to identify a theme from the day, it would be he waka eke noa (a waka we are all in together). While we learnt that each of our hubs operate quite differently and have faced differing challenges in the establishment of our hubs, we all shared a commitment to providing our interns with the best experience possible. I was particularly heartened to see our shared commitment to increasing the cultural competence of our interns and to see early signs that the hubs are providing students with all the experiences that they need to become great practitioners. I am excited to continue working in the development of these hubs.



Harris, Karaitiana Tickell, Hohepa Tawhara Bottom row: Rose Silvester, Vanessa Burrett, Aroha Waipara-Panapa, Kirsty Dempster-Rivett

The MH&A Workforce team have informed the training programmes about the number of funded individual internships that are available to their interns for 2024. As for 2023, this allocation is proportional to the number of interns in each training programme. As you can probably appreciate, there are a range of other workforce factors that we juggle within this equation.

In seeking the best fit for their interns, training programme coordinators have been asked to connect with a broad range of internship providers, including those in primary MH&A and NGO services. If you are a provider who can offer an internship, please help the

training programmes by letting them know. 2024 has some targeted funding, so training programmes have been asked to prioritise Child and Adolescent and Pacifica services, alongside existing priorities of Kaupapa Māori, and rural/regional services. As with all that we do, the intention is to develop internship capacity and capability of all MH&A providers, and to minimise obstacles that internships pose to the training pipeline and workforce growth.

We have some tentative good news. We are engaged in processes to expand on the IHS model for 2024 and 2025. We will be updating the training programmes if any internships arise from this new opportunity.

Silvester, Clinical Psychologist/Project Cathy McGachie, Programme Manager, Te Hohepa Tawhara, Prinicpal Advisor Māori, Te Rose Te Whatu Ora National Commissioning Whatu Ora National Commissioning Mental Whatu Ora National Commissioning Mental Lead.  $\bowtie$  $\square$  $\sim$ Mental Health and Addiction Workforce Health and Addiction Workforce Health and Addiction Rose.silvester@health.govt.nz Cathie.mcgachie@health.govt.nz Hohepa.tawhara@health.govt.nz

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#### Office of the Privacy Commissioner project on children and young people's privacy

We are launching a new project looking at how best to protect children and young people's privacy rights.

We at the Office of the Privacy Commissioner (OPC) know that children and young people's privacy is a topic of concern for many. As a result, the policy team at OPC has established a major project to review New Zealand's laws and rules that protect the privacy of children and young.

We want to know whether the current laws and rules are fit for today's challenges, or whether we need to change anything.

To do this, we need to hear from you what it's like to use the current system, and what concerns might be out there.

#### We would like to hear from you!

Today we are reaching out to NGOs, advocates, and professionals who work with children across all sectors. We want to hear about what your concerns are around the collection, protection, use and sharing of children's personal information (including photos and videos).

Next year, we plan to reach out to children/mokopuna, their families/whānau, and their hapū and iwi directly. We are waiting until next year to give us time to construct an engagement programme in place that is authentic, safe (including culturally), and inclusive of all children.

#### You can join the conversation a number of ways!

We have provided lots of ways for you to join the conversation.

On the OPC website you will find;

- A background to the project
- A link to an anonymous survey that you can fill out.
- A facilitation pack to help you organise a meeting/hui with your organisation's colleagues/members to discuss children's privacy. The pack contains a set of questions to guide discussion, as well as a template to help you take notes and send your thoughts to us.
- How to make a written submission
- How to arrange a meeting with us
- How to arrange a phone call with us

The website also has a link to the <u>privacy policy</u> for the project so you can see how we will use the information you send to us.

We would like to hear from you by COP 30 November 2023.

Questions? If you have any questions, please contact us at children@privacy.org.nz

We thank you in advance for contributing your time and expertise to this important kaupapa.

#### Preparing the market for new ACC sensitive claims contract

After two years of engagement with the sexual violence sector to evolve the support ACC provides to survivors of sexual violence through the Integrated Services for Sensitive Claims (ISSC), ACC is getting ready to go to market with its new ISSC contract in April 2024.

To prepare the market for the ISSC contract, ACC will be hosting 23 in-person information sessions in 18 locations across Aotearoa New Zealand beginning 25 October.

During these sessions, participants will learn about upcoming changes to the ISSC and how to apply to tender for the new ISSC contract. These half-day sessions are open to existing ISSC suppliers and providers, and any organisations interested in tendering for the new contract. To learn more and register, visit: <u>https://www.acc.co.nz/ISSCsessions</u>

#### ACC/NZCCP/NZPsS liaison meeting, 24 July 2023



ACC NZPsS+NZCCP Agenda Items - ACC Minutes 24 July 2023 written response - 24

#### **Observations of my favourite animal, and how it guides my clinical practice.** *Cecilia Small*

Floyd is the therapy dog at our adolescent inpatient unit. He is a 2-year-old Maltese Shih Tzu cross. His furry face has a distinctive "Zorro mask", his grooming is impeccable, and he has a slight under bite that gives the impression of a perpetual smile. He belongs to one of our colleagues but loves to mingle and often quietly slips away to join a meeting. His leisure activities include tramping and motorbike riding.

Floyd brings an energy to the workplace that brightens up people's day, and he isn't shy to exhibit the unique traits of his personality. He has an excellent memory and greets someone he met as a pup as a long lost friend. Floyd is patient, polite and non-judgemental, and trusts everybody who treats him kindly. He provides a sense of safety for young people and warns staff if he senses trouble.

What I have a learnt from Floyd to guide my clinical practice is not to lose my sense of humour and playfulness, to match the energy of the young person, and to be authentic. Floyd reminds me that clients should always be treated with courtesy, and they should feel welcome, safe, and accepted unconditionally. Floyd also emphasises the importance of self-care by taking regular



"toilet breaks", having tasty snacks during the day, and having a lie-down in the afternoon.

#### **Our Clever Authors**

#### Title: *Embodied, Embedded, and Enactive Psychopathology: Reimagining Mental Disorder* Author: *Kristopher Nielsen, PhD, MSc*.

This book reexamines the question 'What is Mental Disorder?'. Via engagement with current neuroscientific and philosophical thinking, a novel framework for the conceptualisation, explanation, and treatment of psychopathology is presented. While exploring some big philosophical questions along the way, this book is also written with clinicians in mind. The penultimate chapter presents a taxonomy of the various approaches to formulation, and also features some practical tools for everyday clinical practice.

# Part poetic memoir, part hopepunk battlecry, a clinical psychologist documents her journey through professional burnout to healing and growth.

Clinical psychologist Kerry Makin-Byrd appeared successful and balanced. She treated trauma survivors at the University of California, San Francisco and published research at the National Center for PTSD and New York University. But as COVID-19 spread across the globe, Kerry joined approximately 5 million medical professionals experiencing work burnout.

This lyrical poem details first her unravelling, then her journey to a new peace. Makin-Byrd reports her disintegration with wrenching precision. Happily, her evolution receives the same care and scrutiny. Drawing from her expertise in posttraumatic growth, moral injury, and compassion practices, she deftly integrates the wisdom of poets, philosophers, and scientists into a healing roadmap for us all.

*Ballad of Burnout* is a personal memoir, a travel log to transformation, and a love letter to all helpers. Recommended reading for every teacher, medical professional, caregiver, and working parent who is exhausted.

# Devastatingly honest, reads like a confession and sings with humanity, just what I needed to read."

- Kelly McGonigal, PhD, Oprah's Magazine 2020 Visionary and best-selling author of *Joy* of Movement, The Upside of Stress, and The Willpower Instinct

"Such a personal and revealing manifesto, touching the sorrow of overdone sacrifice and emerging into a Phoenix – a full resurrection into life and reclamation. This work is amazing, and I am grateful that you have chosen to share it with others." -- Robyn D. Walser, PhD, author of *The Heart of ACT, co-author of Learning ACT, The Mindful Couple, Acceptance and Commitment Therapy for Posttraumatic Stress Disorder* and *The ACT Workbook for Anger* 

"Makin-Byrd lays her soul bare, describing webs that I imagine most therapists have been caught in...I was moved and inspired."

- Ben Sedley, PhD, clinical psychologist, author of Stuff That Sucks and Stuff That's Loud



# Trauma Education:

# **Treating PTSD and Complex Trauma** presented by Dr Leah Giarratano (click for biography)

Leah is a doctoral-level clinical psychologist and author with vast clinical and teaching expertise in CBT and traumatology since 1995

A highly regarded trauma focused program for all mental health professionals. Offered in Australia and New Zealand and internationally as a self-paced online (home-study) program, face-to-face learning, or via a 4-day livestream

# Trauma Education: Day 1 - 4 overview (click for detailed narrative)

There is a difference in the best-practice treatment for PTSD and Complex PTSD. This program synthesises practical approaches from several modalities that are publishing positive outcomes for these clients, and presents them using actual cases that will underpin your clinical practice in traumatology. The content is applicable to both adult and adolescent populations. The techniques will be immediately applicable for your clinical practice. The program will explain when exposure-based interventions are indicated and appropriate, and when other therapeutic needs must be addressed first.

Day 1-2 is dedicated to treating PTSD clients utilising a cognitive behavioural approach. Day 3-4 is dedicated to the treatment of Complex PTSD (survivors of child abuse and neglect/ developmental trauma) utilising the phase-based approach and incorporating current experiential techniques showing promising results with this population; drawn from Emotion Focused Therapy for trauma, Metacognitive Therapy, Schema Therapy, Attachment pathology treatment, Acceptance and Commitment Therapy, Cognitive Behaviour Therapy, and Dialectical Behaviour Therapy (click for learning objectives)

## Click for upcoming online offerings

Self-paced online (home study) commencing on delivery of printed materials or on 1 February, 1 April, 1 July, 1 October, and 1 November annually when you pre-register. 14-15 + 21-22 March 2024 Livestream 9am-5pm AEDT for Oceania/Asia 2-3 + 9-10 May 2024 Livestream 9am-5pm CDT for North America 20-21 + 27-28 June 2024 Livestream 9am-5pm AWST for Asia/Oceania 6-9 August 2024 Live in Auckland City – \$1,790 AUD normal fee 5-6 + 12-13 September 2024 Livestream 9am-5pm NZST for Oceania 19-20 + 26-27 September 2024 Livestream 9am-5pm BST for UK/Europe 22-25 October 2024 Live in Brisbane City - \$1,790 AUD normal fee





\$1,590 AUD early bird fee for Auckland and Brisbane available to 31/1/24





Talomin Books Pty Ltd is approved by the American Psychological Association to sponsor continuing education for psychologists. Talomin Books Pty Ltd maintains responsibility for this program and its content.

# 21-22 + 28-29 November 2024 Livestream 9am-5pm AEDT for Oceania/Southeast Asia

Day 1-4 Online Fee \$1,290 Australian Dollars (click for summary of inclusions)

Livestream: The four days are split into two days one week apart (9am-5pm with three breaks 15-30 minutes). Livestream is highly interactive with breakout groups and include four-months of complimentary access to self-paced online to consolidate learning.

Self-paced online Engaging four months access. Not a recording of a past live event.

Both online modes include 4 optional trauma case studies after completing the program to apply the Day 1-4 skills to real cases and improve your trauma case formulations. This optional component (click for details) attracts 12 CPD/ CE Credits.

# Total time commitment is: 30 or 42 CPD/CE hours. (click for CPD/CE details)

Please visit <u>www.talominbooks.com</u> for detailed information about this program or contact us with your questions. Also, watch Leah present an overview of Day 1-4.