



A Brave New Workforce: Expanding Choice, Improving Quality Symposium


New Savoy Partnership Conference
26 and 27 November
Lord John Alderdice, Malcolm Allen, Sarah Davidson,
Roslyn Hope, Steve Pilling, Diane Waller

1



Roslyn Hope

**National Workforce Advisor
IAPT Programme**

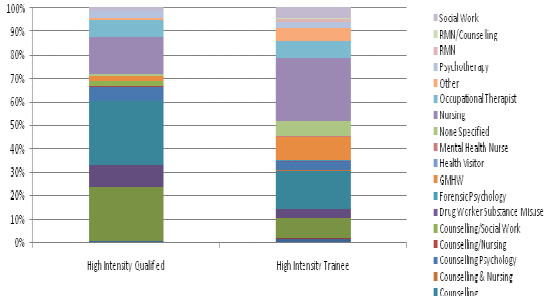


New Ways of Working for Psychological Therapists

- An inclusive process and direction of travel
- Describing priority areas for further development
- Building on consensus to deliver evidence based psychological therapies
- Building evidence through collection of outcome data
- Agreeing quality standards for workforce and training, built on competence and offering career development
- Implementable at a local level

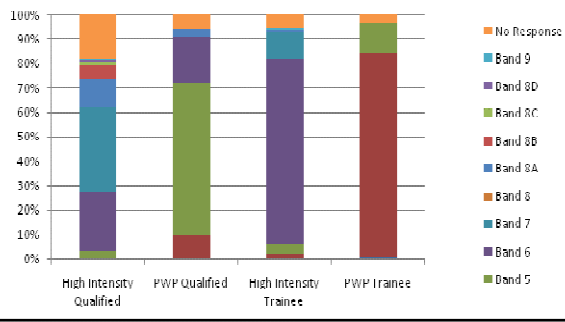


Professional Groups



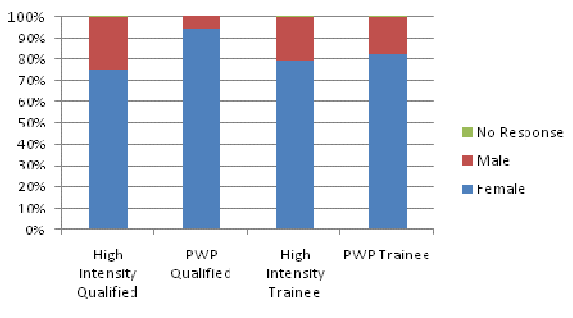


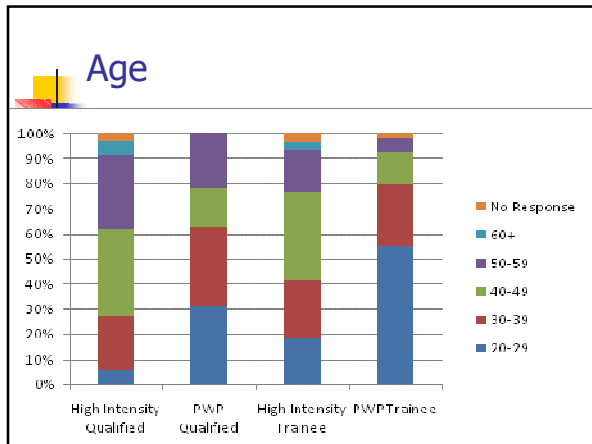
Banding

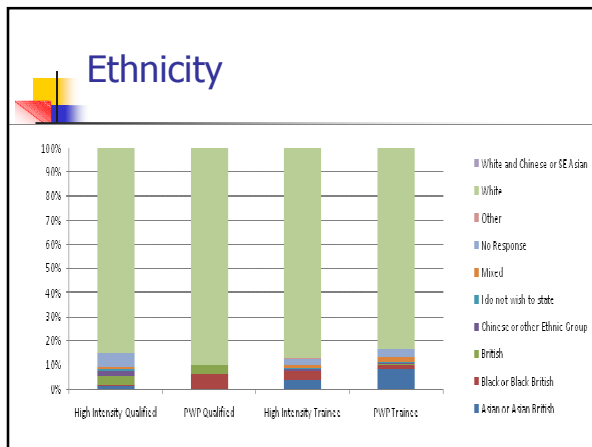


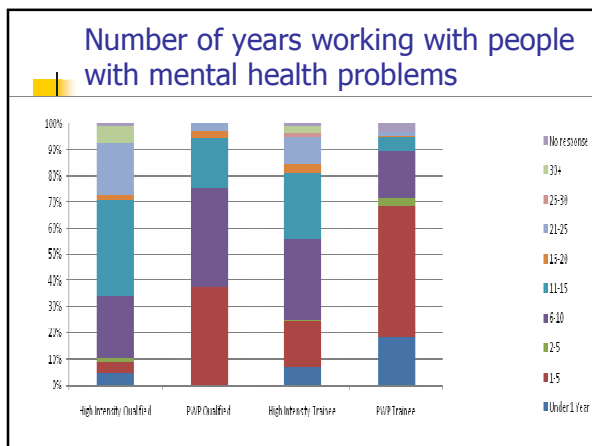



Gender












Steve Pilling
Director, National Collaborating Centre for Mental Health
Research Department of Clinical,
Educational & Health Psychology
University College, London



The new NICE recommendations for depression

High intensity psychological interventions (1) -

- increased choice
 - Interpersonal Therapy (IPT) and Cognitive Behavioural Therapy (CBT) (but not brief CBT) as before
 - Group CBT (both Dep. Update and Dep. in Chronic Physical Health Problems)
 - Behavioural activation (BA)
 - Behavioural couples therapy (BCT)
- limited use
 - Counselling and short-term psychodynamic psychotherapy
- focus on effective delivery
 - Duration - e.g. CBT (16-20 sessions) and 2 sessions per week 1st 2 to 3 weeks



The new NICE recommendations for depression

High intensity psychological interventions (2)

- Estimating demand
 - 50%+ offered Low Intensity interventions
 - Remaining 40% (80%) treated with CBT, IPT or BA so -
 - 5% -10% BCT
 - 5% -10% psychodynamic therapy/counselling
- Staffing and skills base
 - IPT – competence/training programme underway
 - BCT - extension of the HI CBT role?
 - Counsellors - already in IAPT services?
 - Psychodynamic psychotherapists - already in NHS?
- Training
 - Competence frameworks and training programmes in place (?BCT)

The new NICE recommendations for depression

- Low intensity psychological interventions - increased evidence and choice
 - GSH (including Problem Solving and Behavioral Activation)
 - Group physical exercise
 - Peer support
 - Computerised CBT (broader range of options)
 - focus again on effective delivery
- Collaborative care
 - for mod to severe dep. with chronic physical health problem that has not responded to initial interventions
 - (note medication management not helpful as a stand-alone intervention)

Sarah Davidson

Deputy Clinical Director

Doctoral Degree in Clinical Psychology, UEL

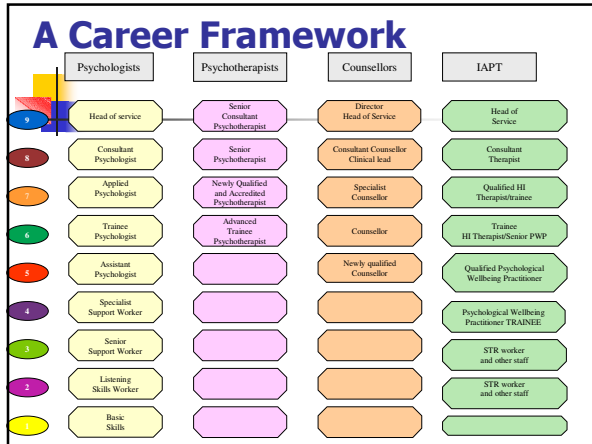
Consultant Clinical Psychologist

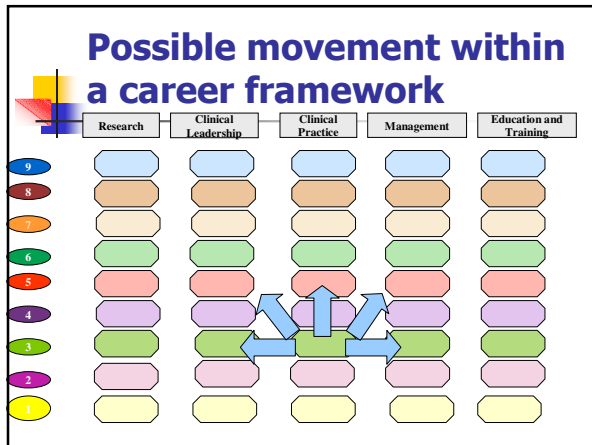
Tavistock and Portman Foundation NHS Trust and

Psychosocial Advisor, British Red Cross

Developing an Integrated Career Framework

- New Ways of Working for Applied Psychologists
- Identification of a range of job descriptions across sectors
- Use of the career framework





Lord John Alderdice

Chair of the National Reference Group for Psychological Therapies National Occupational Standards Development Project

National Occupational Standards (NOS) for Psychological Therapies



NOS were only produced for 4 modalities
CBT, PADT, Family/Systems and
Humanistic Therapies

NOS were road-tested in limited contexts

NOS are guidance not protocols

NOS are useful but not sufficient

They need to be reviewed within 5 years

Malcolm Allen



Chief Executive Officer
British Psychoanalytic Council

Psychological therapists working
collaboratively in Multi-Disciplinary Teams
across care pathways

Diane Waller



Emeritus Professor of Art Psychotherapy
Goldsmiths, University of London
Hon Visiting Professor, Dept of
Psychological Medicine, Imperial College
London.

Regulation of Counsellors and Psychotherapists

- **Statutory regulation part of the quality agenda**

- UK wide standards of proficiency
- Protected titles
- Complaints and public protection

- **Ongoing work to explore potential regulation of psychotherapists and counsellors**

- Analysis from consultation to be considered at HPC Council meeting on 10 December 2009
