

Establishing a Voice for the Psychological Professions in Workforce Planning

Aims

- To recap on the Psychological Professions Networks and the expansion challenge
- To define the new roles that psychological professionals can play
- To consider implications for the recruitment, retention and career path of psychological professionals

The Psychological Professions Network Alliance:

- Aims to maximise the benefits of all psychological professions in NHS funded healthcare.
- Consists of workforce networks from both the North and South of England. It includes the full range of psychological professions.
- Gives a voice to the psychological professions by developing connections between psychological professionals and policy-makers, workforce planners and commissioners.



Psychological
Professions Network

PROMOTING EXCELLENCE IN PSYCHOLOGICAL HEALTH & WELLBEING



*Implementing Stepping forward to 2020/21:
The mental health workforce plan for England*

Delivering the Expansion in the Psychological Professions



The Psychological Professions Network Alliance
A collaboration of regional networks sponsored by Health Education England to give voice
to all psychological professions in workforce planning and to promote excellence in practice

Delivering the Expansion in the Psychological Professions

5 key recommendations

1. Clarity around the number of training places required for each psychological professions group
2. Modelling, tracking and holding local systems to account
3. Transitional arrangements
4. Use of psychological professions to support shortages elsewhere
5. Career pathways map

New roles and career paths

Diversity of the Psychological Workforce



Psychological Professions in mental health

- Applied Psychologists: Clinical Psychologists, Counselling Psychologists, Health Psychologists, Forensic Psychologists
- Psychological Therapists: CBT, Systemic & family therapists, CAT, Solution-focused, IPT
- IAPT: High intensity therapists, Psychological Wellbeing Practitioners
- Psychotherapists: Adult, Child & Adolescent, Psycho-analytic, Group analytic
- Counsellors: Person-centered, couples counsellors
- Arts Psychotherapists: Art, music, drama

New & extended roles / new ways of working

Non-medical Approved Clinicians

- Can be Clinical or Counselling Psychologists, Nurses, OTs, Social Workers
- Takes 1.5 – 2 years to train & complete portfolio under supervision
- Need Home Office Approval
- Can then be deployed as RC

Benefits & impact

- Psycho-social approach where MH Act is used
- Improved service user experience and outcomes
- Better use of resources
- Fill some gaps in psychiatry workforce
- Reduce spend on locums / agency

“Multi-disciplinary Collegiate Team” skill mix approach

What is it?

Use of non medical RCs & prescribers in skill mix together with Consultant Psychiatrists and SAS Doctors, either for 1 ward or across 2-3 wards. Potential also for community model.

Benefits & impact

- Improved outcomes,
- Better use of multidisciplinary skills & resources,
- Enables better use and retention of psychiatry workforce

New roles in Primary Care

- **Psychologists in GP practices**

e.g. clinical psychologist from TEWV FT based within a general practice in Catterick. In 6 months 260 individuals seen, 800 appointments & 100+ case consultations. Referrals to secondary care reduced.

- **Primary care
Psychology-led service
for people with
complexity & LTCs**

e.g. Consultant Clinical Psychologist-led MDT in Bradford, formulation based treatment packages, improved outcomes and reduced use of A&E and physical healthcare

New roles in IAPT expansion

- **IAPT 25% prevalence & LTC expansion**
 - New High Intensity Therapist LTC posts
 - New PWP LTC posts
 - New leadership & supervisory posts
 - Opportunities to expand health psychology?
- **IAPT SMI implementation**
 - Posts to support EIP standard
 - Standards expected for Bipolar Disorder and Personality Disorder access to evidence based treatment

Peer Support Workers / Peer Workers

What are they?

People with lived experience of mental health problems working as members of an MDT in the community or in an inpatient setting

Benefits & impact

- Principle of co-production
- Improved engagement
- Improved service user experience and outcomes
- Cost-effective skill mix
- Career pathway for people with lived experience

Working with HEE

The future, beyond 2021

- National senior MH leaders bi-monthly seminars
- Chaired by Lord Willis of Knaresborough
- Other representation includes: RCPsych, RCSLT, RCOT, BASW, DHSC, Mind + others
- The aim of the group is to provide a longer term perspective to what the mental health workforce of the future should look like (Post Stepping Forward/2021)

Working with HEE cont

- Broad themes of discussions include:
 - 15,000+ Psychology graduates with a first class or upper second class degree each year
 - Looking at good practice globally
 - Looking at the upskilling the wider workforce
 - Developing new roles, but not loosing existing
 - Prevention agenda – community psychologists
 - Working at top of license
 - What does success look like for your profession?

Next steps: will become an Expert Reference Group

Career Mapping



Workshop

What's important in considering new roles?

- What type of new roles would we like to see?
- How do they fit with our existing roles?
- What needs to develop to support our workforce development?
- Where do we need to make our voice heard?

