



## **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

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## **Roslyn Hope**

**National Workforce Advisor  
IAPT Programme**

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## **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

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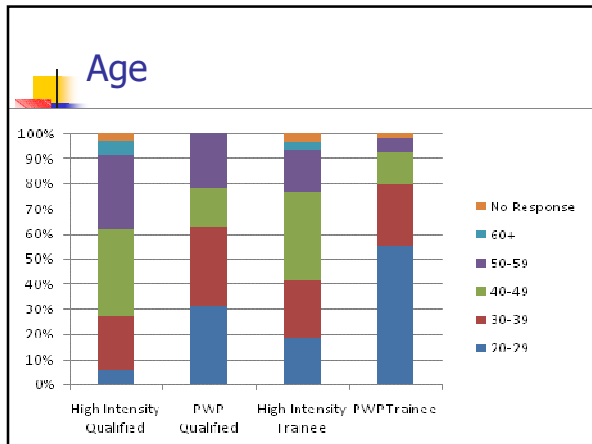
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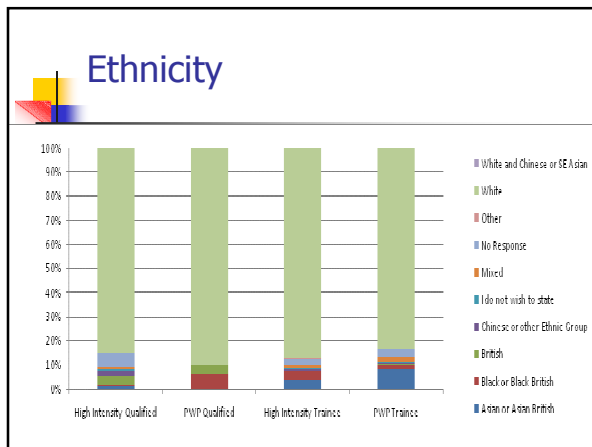
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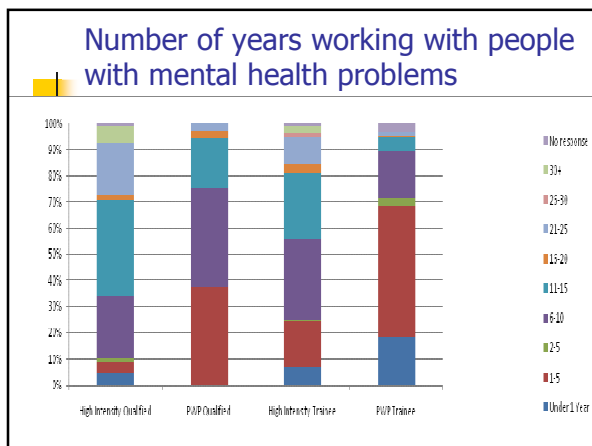
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**Steve Pilling**  
Director, National Collaborating Centre for Mental Health  
Research Department of Clinical,  
Educational & Health Psychology  
University College, London

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**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 1<sup>st</sup> 2 to 3 weeks

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**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)

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## 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)

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## 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

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## 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

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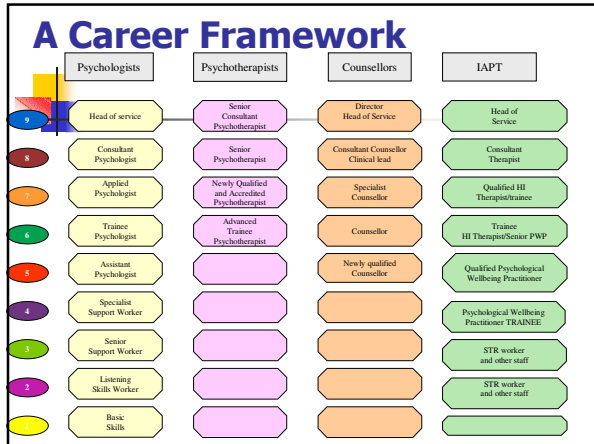
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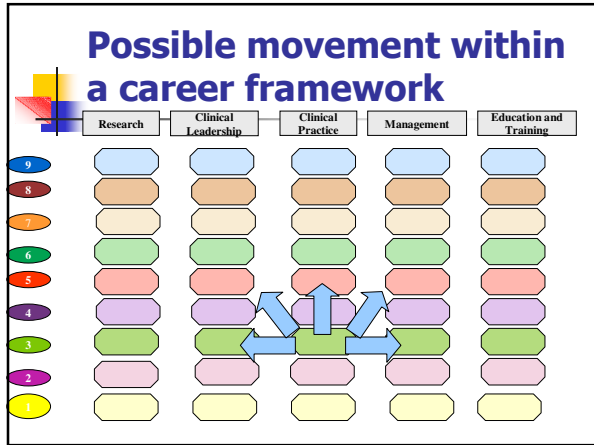
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### Lord John Alderdice

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

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## 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

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## Malcolm Allen



Chief Executive Officer  
British Psychoanalytic Council

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

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## Diane Waller



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

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## 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

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