

Welcome to the
North West Psychological Professions Network
New Roles in Psychological Professions
Clinical Associates in Psychology (CAPs) Workshop

7th November 2019, 1pm – 4pm at King’s House Conference Centre



13:10 – 13:30

New Roles and the NHS Long Term Plan – Psychological Professions Workforce Expansion

Dr Gita Bhutani

**Associate Director for Psychological Professions, Lancashire Care NHS
Foundation Trust & Chair of the Psychological Professions Network
North West**



PPN
NORTH WEST



Psychological
Professions Network

PROMOTING EXCELLENCE IN PSYCHOLOGICAL HEALTH & WELLBEING

www.nwppn.nhs.uk

@NWPPN



Health Education England

What is the PPN?

- ✓ Free membership network for all psychological practitioners in NHS services / Universities and associated stakeholders
- ✓ Provides workshops / events linked to a strategic NHS agenda
- ✓ Communicates with members about news and relevant issues
- ✓ Supports workforce planning, development and commissioning

What it isn't

- ✗ A professional body
- ✗ A network that represents any specific professional group above others
- ✗ A body that represents individual practitioners
- ✗ A body led entirely by the agenda/interests of its members
- ✗ A network representing mental health more broadly

Our mission

We join together to *inform* both the strategic stakeholders and our members around key areas.

We seek to *enable* our members to engage with each other and relevant partners in supporting collaboration and promotion of evidence based practice across the whole health service.

We seek to *influence* policy, practice and organisations to ensure that psychological approaches are embedded within health and social care for all.



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<https://youtu.be/CndI0KisNM8>

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THE 12 PSYCHOLOGICAL PROFESSIONS IN NHS FUNDED HEALTHCARE

PSYCHOLOGISTS

PSYCHOLOGICAL THERAPISTS, PSYCHOTHERAPISTS & COUNSELLORS

PSYCHOLOGICAL PRACTITIONERS

Learn more from the Psychological Professions Network
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THE 12 PSYCHOLOGICAL PROFESSIONS IN NHS FUNDED HEALTHCARE

PSYCHOLOGISTS

- CLINICAL PSYCHOLOGIST**
Applies psychological knowledge across healthcare settings
- COUNSELLING PSYCHOLOGIST**
Works across settings using a range of talking therapies
- FORENSIC PSYCHOLOGIST**
Works with offenders in the criminal justice system, usually in prison or secure settings
- HEALTH PSYCHOLOGIST**
Applies psychological knowledge to improve physical healthcare

PSYCHOLOGICAL THERAPISTS, PSYCHOTHERAPISTS & COUNSELLORS

- COGNITIVE BEHAVIOURAL THERAPIST**
Provides cognitive behavioural therapy to help people develop strategies for change
- ADULT PSYCHOTHERAPIST**
Uses specialist training in individual, couple or group therapy to help with emotional distress and mental health difficulties
- COUNSELLOR**
Uses a recognised counselling framework to explore and resolve distressing issues
- CHILD & ADOLESCENT PSYCHOTHERAPIST**
Uses specialist training to work across the healthcare system with children, young people and parents
- SYSTEMIC FAMILY THERAPIST**
Works with family members and other close relationships to strengthen resilience and find solutions together

PSYCHOLOGICAL PRACTITIONERS

- PSYCHOLOGICAL WELLBEING PRACTITIONER**
Provides brief CBT-based interventions to adults with mild to moderate anxiety or depression
- CHILDREN'S WELLBEING PRACTITIONER**
Provides brief evidence-based psychological interventions to promote mental wellbeing
- EDUCATION MENTAL HEALTH PRACTITIONER**
Works with children and young people in school and college with brief psychological interventions

Learn more from the Psychological Professions Network
 @KSSPPN kss-ppn.nhs.uk @NWPPN nwppn.nhs.uk

PPN Animation – Who we are and what we do

<https://youtu.be/osRe6fim7jM>



New Roles and the NHS Long Term Plan – Psychological Professions Workforce Expansion

Dr Gita Bhutani

Chair of PPN North West

&

Associate Director for Psychological Professions,

Lancashire & South Cumbria NHS FT

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Psychological Professions Opportunities & Challenges

Dr Gita Bhutani

Chair of PPN North West






&

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Priority areas for health and social care

-  Older age and dementia
-  Major health conditions
-  Prevention and health inequalities
-  Workforce
-  Digitally enabled care

Opportunities

- 🌀 Making a more psychological NHS
 - 🌀 People want psychological interventions
 - 🌀 NICE recommendations
 - 🌀 Most not offered a psychological treatment nor choice
- 🌀 Five Year Forward View
- 🌀 NHS Long Term Plan

National Psychological Professions Workforce Group

- 🌀 Psychological Professions Strategy
- 🌀 Integrated Workforce Plan
- 🌀 Optimised Training and Career Paths
- 🌀 The Right Leadership

Associated Projects

- 🌀 Mental Health Careers and Psychology Graduate Career Pathways (NSW DU)
 - 🌀 Mapping psychological professions careers
 - 🌀 Entry requirements (qualifications & experience), typical job description, career progression, typical profile of successful applicants





Associated Projects 2

Approved Clinicians

-  Increase the numbers from clinical psychology, mental health nursing, occupational therapy and social work

Associated Projects 3

Advanced Clinical Practice

-  Focus on extended roles and creating consistency and coherence
-  Multi-professional
-  Multiple workstreams
 - Standards, LD, Mental health, older people
-  Relevance and eligibility for psychological professions
 - Limitations

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Associated Projects 4

Consultant framework

 Developed with a focus on nursing and AHPs

 Inclusion of additional professional groups

- Healthcare science, Pharmacy
- Psychological professions?





 Relevance and eligibility

- Pathway approach?

Improving career routes in Psychology to improve supply to NHS in NW Coast ICS footprints





 Innovation Agency, LWAB, HEE

 Recommendations

-  Design and deliver an integrated post-graduate career structure to enable young professionals to join the NHS on qualification and build a progressive career within the North West Coast system
-  Develop new Educational approaches and courses designed to enable graduates to enter the NHS as a qualified clinician
-  Establish a structure to manage and administrate the single progressive career development structure across the NWC
-  Operational dependencies; relating to operational delivery of a new approach and to overall efficiency of workforce planning in Psychological care roles

Assistant Practitioners

Assistant PWP pilot

-  Support for PWPs
-  Opportunities for non-standard entry points into training
-  Pilot project demonstrated contribution to supporting PWPs e.g. resources, group work
-  Further development locally

What does this all mean for us?

- 🌀 Opportunities to develop innovative solutions locally
- 🌀 Expanding our workforce locally with new (and existing) roles
- 🌀 Psychological professions can help meet workforce gaps and deliver the demand for psychological interventions
- 🌀 Focus across health care including prevention

What's our current context?

- 🌀 How does relate to your organisation?
 - 🌀 Workforce pressures
 - 🌀 Training developments
- 🌀 What do you need to do to meet future demands?
 - 🌀 Priorities by organisation/profession
- 🌀 Opportunities for joint working?

What do we want to do?

- 🌀 Individual development by organisation
- 🌀 Collaboration across providers
- 🌀 Partnership with HEIs to deliver identified roles/training/development

15:00 – 15:45

Round table discussion

Facilitator Clare Baguley

Table discussions & Skype participants to feedback via Sli.do using

#NWCAP19 at app.sli.do/



Round Table Discussion - Questions

- Is there a place for the CAP role in the organisation you represent?
- What would this look like?
- What would need to happen to take this forward?
- What help would you need?
- What obstacles could you foresee?
- How could these be overcome/mitigated?
- What are your **Three Key Actions**?

