

# New Roles in the Psychological Professions

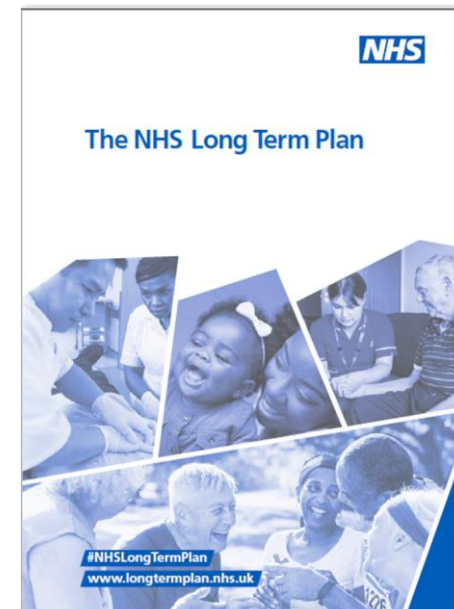


**Dr Gita Bhutani**  
**National PPN Development Lead**  
**Co-chair – PPN England**  
**Co-chair - PPN North West**  
**&**  
**Director for Psychological Professions,**  
**Lancashire & South Cumbria NHS FT**  
[Gita.Bhutani@lscft.nhs.uk](mailto:Gita.Bhutani@lscft.nhs.uk)








<http://www.ppn.nhs.uk/>

# Context

- 🌀 People want psychological approaches
- 🌀 NICE recommends psychological treatment for many conditions
- 🌀 Most people who could benefit aren't offered a psychological treatment
- 🌀 Significant economic benefits






# Challenges

-  Access and choice
-  Waiting times
-  Choice of therapy
-  Recruitment and retention
-  Staff turnover & career progression not managed
-  Vacancies and difficulties in recruiting
-  Workforce development and planning is fragmented

# And there's Covid?

- Before COVID
  - Long-term plan
  - Workforce gaps
  - New roles
- During COVID
  - Demand for psychological intervention
  - Need for staff support
  - Modelling the demand for psychological interventions
- Long COVID
  - Post-COVID?
  - Workforce gaps
  - New ways of working
- NHS Reform




# How will we achieve this?

-  A huge expansion in psychological professions
-  Upskilling for the wider workforce to enable psychological approach across the whole of healthcare
-  Opportunities for innovation and new roles

# The 12 Professions

Psychologists	Psychological Therapists, Psychotherapists and Counsellors	Psychological practitioners
Clinical Psychologists	Cognitive Behavioural Therapists	Psychological Wellbeing Practitioners
Counselling Psychologists	Counsellors	Children's Wellbeing Practitioners
Forensic Psychologists	Child and Adolescent Psychotherapists	Education Mental Health Practitioners
Health Psychologists	Adult Psychotherapists	
	Systemic Family Therapists	

## And new roles...

-  Mental Health and Wellbeing Practitioners
-  Clinical Associates in Psychology
-  Associate Psychological Practitioners

Role	Qualification	Entry Level	Apprentice-ship	Salary on quali-fication	Population or specialty area	Current position
<b>Psychological Wellbeing Practitioner</b>	Graduate Certificate / PG Certificate	Under-graduate or post-graduate routes available	Yes (alongside standard route)	Band 5	Adult – Improving Access to Psychological Therapies (IAPT) services	National rollout
<b>Children &amp; Young People’s Wellbeing Practitioner</b>	Graduate Certificate / PG Certificate /	Under-graduate or post-graduate routes available	No	Band 5	Children’s services	National rollout
<b>Educational Mental Health Practitioner</b>	Graduate Certificate / PG Diploma	Under-graduate or post-graduate routes available	No	Band 5	Mental Health Support Teams (Education Settings)	National rollout
<b>Clinical Associate in Psychology (CAPs)</b>	Masters	Degree in Psychology	Yes	Band 6 but subject to review	Depending on setting of apprenticeship e.g. child, adult in-patient	Employer led trailblazer with adoption in some regions
<b>Associate Psychological Practitioner (APPs)</b>	PG Diploma	Degree in Psychology	No	Band 5	Depending on deployment e.g. physical health, mental health, primary care	Pilot project in the North West Coast
<b>Mental Health and Wellbeing Practitioner (MHWP)</b>	Graduate Certificate / PG Certificate /	Under-graduate or post-graduate routes available	No	Band 5	Adult community mental health (secondary care)	National rollout planned

# Meeting the demand for psychological intervention

- Disruptive innovation
- Range of new roles
- Challenges to make this more coherent
  
- Collective approach to meet the aim of maximising benefits of psychological interventions for people

# Current career development

- 🌀 Fragmented
- 🌀 No clear progression for most psychological professions
- 🌀 Inconsistency in funded training routes
- 🌀 Limited career development opportunities
- 🌀 Accreditation and regulatory inconsistency

# Current career development

## Lack of synergy

-  None of the roles enable transition into another role supported by additional training or experience.






## Lack of transferable learning / 'credentialing'

-  None of the roles enable recognition of previous acquired experience

## Graduate focussed entry

-  Challenges around widening participation

# Still work to be done...

-  Entry points are increasing
  -  Developing opportunities for development and career progression
  -  Accreditation and registration
  -  Advanced practice and leadership
- 
-  An integrated approach....

# What Next?

## An integrated approach to career frameworks....



Thank you

Questions?