

Developing Governance Processes: *New Roles in the Psychological Professions*

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Why Consider New Roles?

Implementing new roles can:

- Fill a system/workforce gap or need
- Meet patient need more effectively, efficiently and sustainably
- Offer attractive career progression
- Increase workforce retention

Risks

However, without careful planning and consideration implementation can:

- Destabilise existing roles
- Put strain on infrastructure, including supervision
- Isolate and frustrate new staff
- Create an unsustainable role

The image shows the front cover of a booklet titled "Good Practice in New Workforce Roles". The cover features the NHS logo at the top right and the HEE logo at the bottom right. Below the titles, there is a large pink header "Good Practice in New Workforce Roles" with a yellow swoosh graphic underneath. The main body of the cover contains four small photographs: one of a group of people in a meeting, one of a woman smiling, one of two people working at a desk, and one of two people sitting and talking. At the bottom left, there is a purple rectangular box with white text that reads "Developing people for health and healthcare" and the website "www.hee.nhs.uk".

This document from HEE highlights important considerations when implementing new roles, such as:

- Using a systematic approach
- Building the right governance structures
- Building shared values and the right culture
- Understanding existing resources and the extra resources required
- Engaging leaders and bringing stakeholders together
- Planning and resourcing the right training
- Monitoring and evaluating the process throughout the implementation

The Psychological Professions:

12 Psychological Professions in the NHS in England

- Adult Psychotherapists
- Child and adolescent psychotherapists
- Children's wellbeing practitioners
- Clinical psychologists
- Cognitive Behavioural Therapists
- Counselling psychologists
- Counsellors
- Education mental health practitioners
- Family and systemic psychotherapist
- Forensic psychologists
- Health psychologists
- Psychological wellbeing practitioners

Professions with a specialist psychological focus within other NHS professional groupings

- Art therapists
- Drama therapists
- Medical psychotherapists
- Music therapists
- All mental health professionals

Wider occupations with a particular psychological focus

- Dance movement psychotherapists
- Family interventions practitioners
- Occupational psychologists
- Play therapists
- All practitioners of psychological therapy and intervention
- All health and care professionals

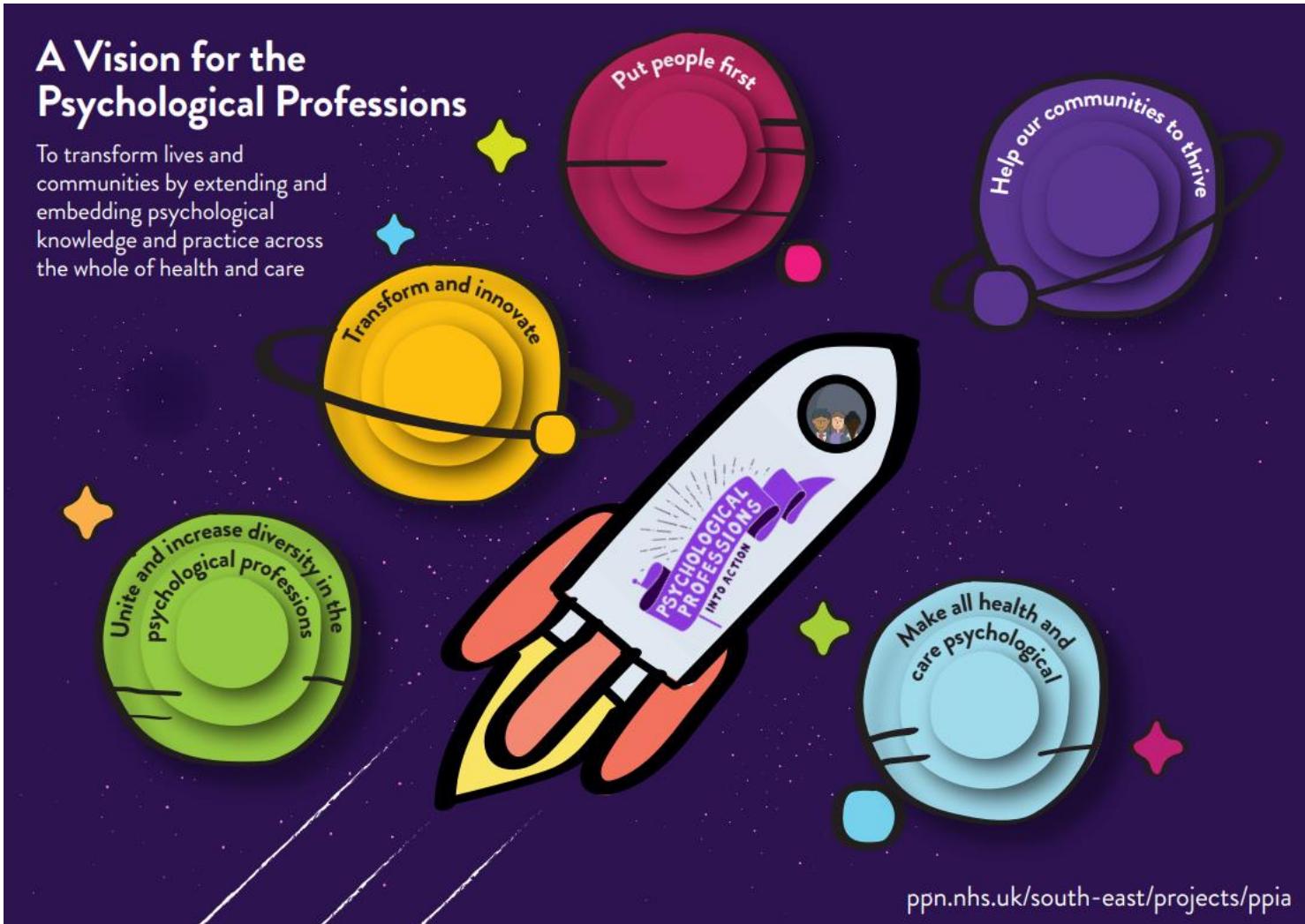
Professions with a particular psychological focus, primarily outside of NHS commissioned services

- Educational psychologists
- School counsellors
- Sport and exercise psychologists

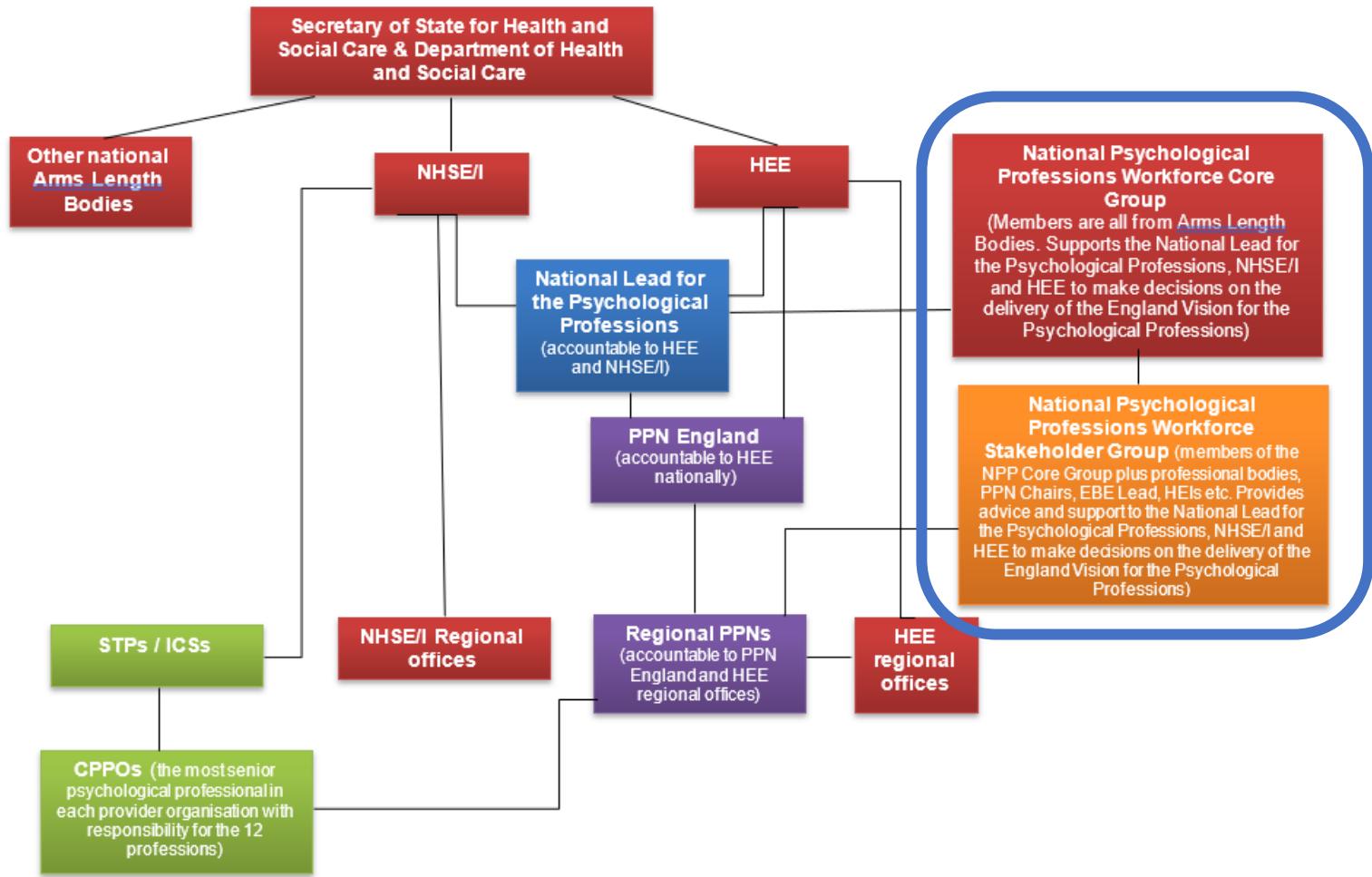
National Psychological Professions Workforce Group:

- Supports the delivery of the National Vision for the Psychological Professions, including the enabling workstreams and related projects
- Provides co-ordinating professional guidance and advice to HEE and NHSE/I
- Provides joined-up professional leadership across the twelve psychological professions
- Includes key stakeholders across Arms Length Bodies, Professional Bodies and Universities
- Connects the national psychological professions work programme with the regional Psychological Professions Networks
- Engages with experts by experience and carers

National Vision for the Psychological Professions:



National Psychological Professions Workforce Group:



Particular Considerations for New Roles in the Psychological Professions:

- A ready supply of people wanting to work in the psychological professions
- Huge workforce gap for psychologically-informed practice
- Some incoherence in current career structure with multiple specific trainings at different levels of practice
- Complex landscape of qualifications and regulation, poorly understood by wider system
- Risks of:
 - Duplication of roles
 - Repeated training paths
 - Lack of career progression
 - Inadequate professional oversight and governance

NPPWG Assessment Criteria for New Roles:

Meets a workforce gap or need, aligned to LTP objectives

Delineation from other roles already in the system

Explicit set of competences that fulfil the workforce need or gap identified

National curriculum or course accreditation framework

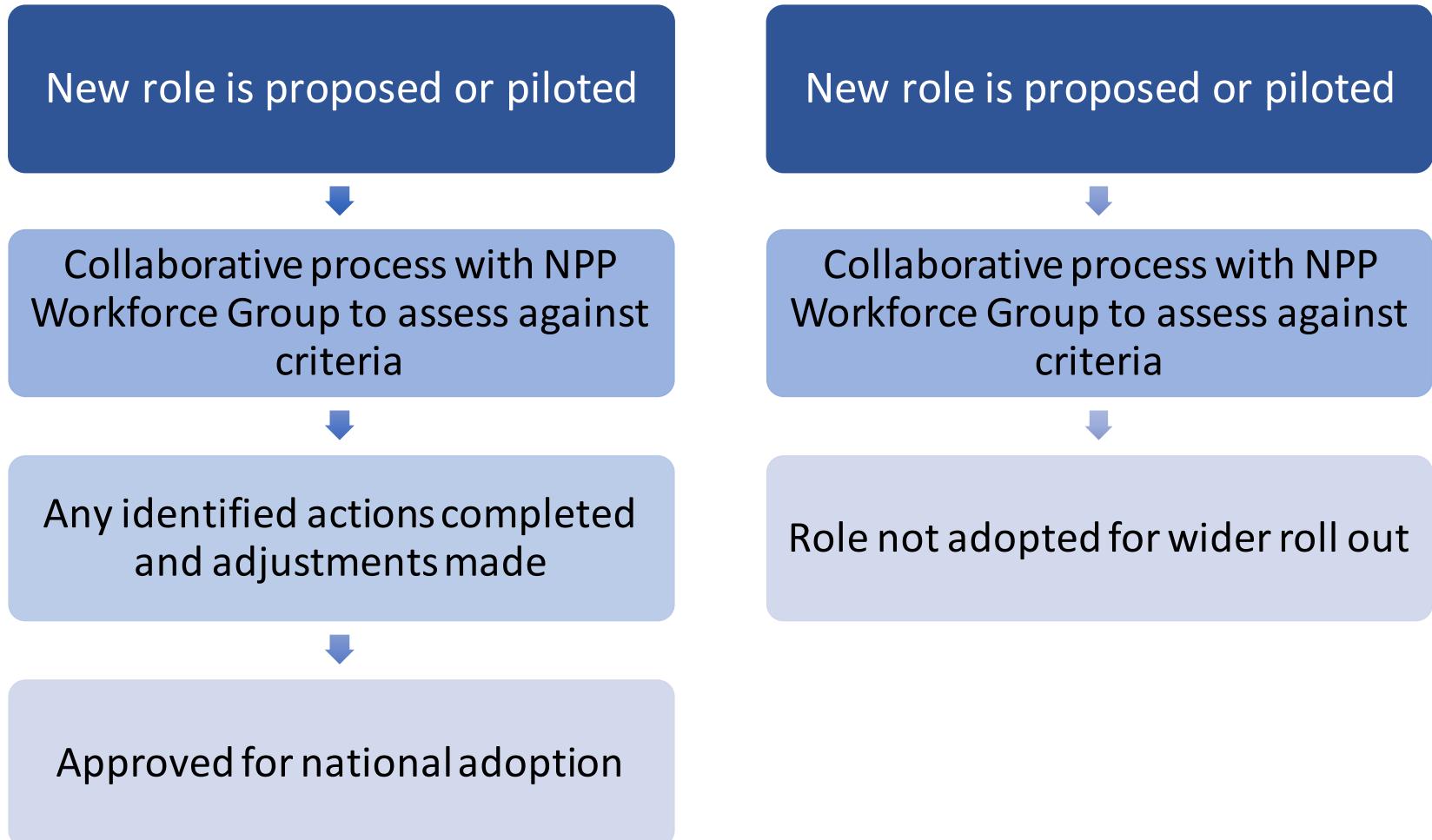
Good governance arrangements, including supervision, leadership, accreditation and access to CPD and career progression

Widespread adoption would integrate with existing roles and minimise counter-productive disruption to other roles

Widespread adoption will create good return on any related investment of public finances

ONGOING REQUIREMENT:
A quality assurance oversight group to sponsor and govern its development

NPPWG Assessment Process for New Roles:



New Roles that have been Evaluated :

- This assessment criteria and process has been or is being used effectively to review the following new roles
 - Children's Wellbeing Practitioners
 - Education Mental Health Practitioners
 - Clinical Associates in Psychology
 - Associate Psychologist Practitioners

Discussion