

The Psychological Professions Workforce in the South West

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<https://www.ppn.nhs.uk/south-west>

<https://www.ppn.nhs.uk/resources/ppn-publications/42-ppn-south-west-workforce-report-final/file>

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SOUTH WEST
Psychological
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PROMOTING EXCELLENCE IN PSYCHOLOGICAL HEALTH & WELLBEING



The Psychological Professions in
the South West:
Workforce Report
March 2021

Self, P.J., Gallop, C.A., Cavanna, A.R., Laidlaw, K. and
Partridge, S.

Who Are the Psychological Professions?

- There are currently **12 Psychological Professions** in NHS funded services
- These Professions are **not Allied Health Professions**, Medics or Nurses and not currently represented by a clear leadership structure within NHS arms-length bodies
- They represent a small % (about 2% nationally) of overall NHS staff but a **large % of Mental Health and Learning Disability staff** (12% nationally and greater when IAPT included) and an increasing % of CYP staff

PPN
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*THE 12 PSYCHOLOGICAL
PROFESSIONS IN NHS
FUNDED HEALTHCARE*

PSYCHOLOGISTS

**PSYCHOLOGICAL
THERAPISTS,
PSYCHOTHERAPISTS
& COUNSELLORS**

**PSYCHOLOGICAL
PRACTITIONERS**

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- They have historically been a disparate group with different professional bodies, different regulators and different training routes.
- Often lacking senior professional leadership within provider or strategic organisations and even lacking clear consistent workforce coding.
- As a result not been well represented in NHS workforce, planning or strategic bodies and their skills, needs and potential have not been well understood or utilised.

PSYCHOLOGISTS

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

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What do we know about our current Psychological Professions Workforce?

South West Summary Oct 2020

- **2350** Psychological Professionals in NHS (ESR)
- **2008** WTE Posts
- Estimated **100** additional PPs not in ESR
- 15-20% Work outside MH

Required Expansion

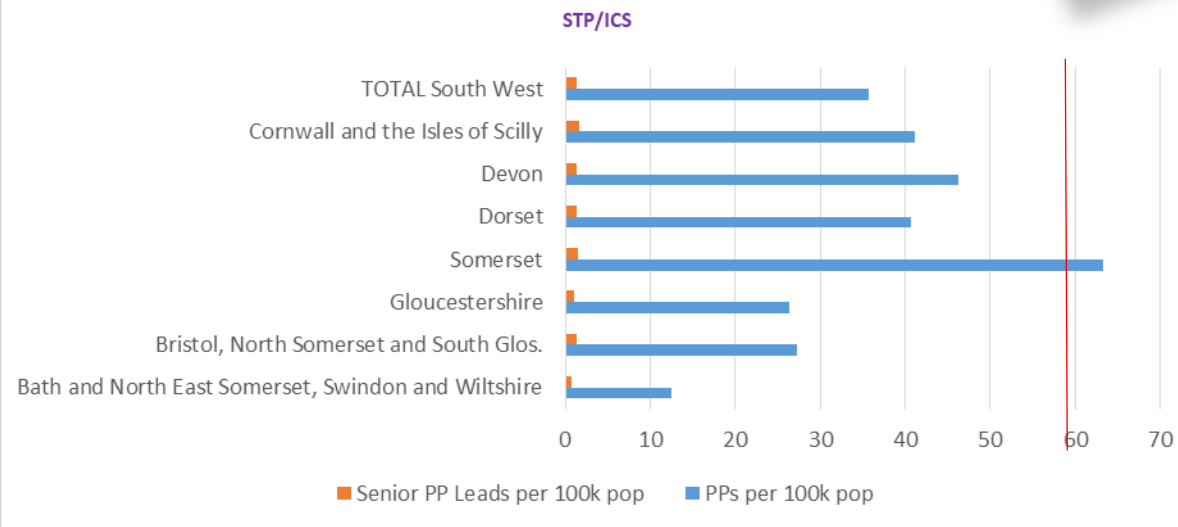
- 65% Expansion = 1300 more PPs in South West by 2024

Diversity of PP Workforce

- PPs are predominantly Female, Young, White, Highly Educated and not disabled.
- Compared to SW population Gender and Disability
- Issue of diversity and educational levels of entry



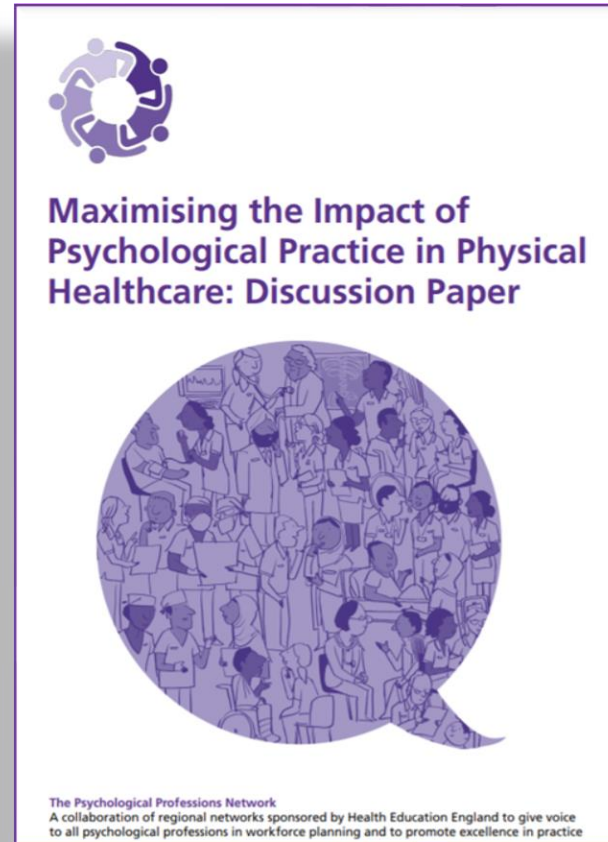
Figure 3 - Number of Psychological Professionals and Senior Professional Leads per 100,000 population by



The Workforce Opportunities

Available Supply of Talent

- In addition to specific Psychological Professions expansion required in NHS policy, numerous support roles that could be filled by Psychological Professionals
- People Plan, staff wellbeing support and supervision - the potential to improve retention, resilience and productivity of rest of workforce
- Unlike other professions there is an untapped potential workforce supply
 - 1/24 Graduates hold Psychology degrees
 - Very high application numbers for entry-level qualifications and roles



New Roles and Ways of Working

- Development of New Psychological Roles
 - Clinical Associate Psychologists, MHWPs, Assistant Practitioners, CWPs, EMHPs
- Better utilisation of existing Professions that are not always attracted to the NHS
 - Counsellors, Health and Counselling Psychologists
- Upskilling and Utilisation of Leadership Competencies
 - Multi-Professional Approved Clinicians
 - Clinical Leadership and Director roles
 - Support to Peer Support Worker roles
 - Clinical Neuropsychology
 - Psychological Therapies for SMHP
- Expansion of funded training and apprenticeships
 - Clinical Psychology, Child Psychotherapy, Family and Systemic Psychotherapy, CAPs and PWPs.

Supply, Implementation and Sustainability Challenges

Table 2 - Professional Body Accredited Qualifying-Level Training Courses in the SW Region

Profession	Professional Accrediting Body	No. of Courses in Region	Approx. No. Qualifying per year (2020)
Counselling Psychology	HCPC	1 (UWE)	TBC FOI in process
Health Psychology	HCPC	1 (UWE)	10
Clinical Psychology	HCPC	3 (Bath, Exeter, Plymouth)	36
Forensic Psychology	HCPC	0	0
CBT Therapists	BABCP	3 (Exeter x2 and Bath DClinPsy)	87
Systemic and Family Psychotherapy	AFT	1 (Exeter U)	9
Child Psychotherapy	ACP	0 but some HEE funded out of region	6 (HEE funded)
Adult Psychotherapy	UKCP/ BPC/BACP	Information not available	Information not available
Counselling	UKCP/ BACP/NCS	9 (Various)	Information not available
PWPs	BPS	2 (both Exeter U)	210
CWPs	N/A	1 (Exeter U)	25
EMHPs	N/A	1 (Exeter U)	61

Art Therapy	HCPC	0	0
Music Therapy	HCPC	1 (UWE)	TBC FOI in process
Drama Therapy	HCPC	0	0

Locally Reported Workforce Implementation issues in the South West

- **Visibility**
PPs not represented in data or in workforce forums
- **Fragmentation**
PPs siloed in different operational structures
- **Sustainability**
Lack of professional and workforce infrastructure
- **Leadership**
Lack of senior leadership posts to shape strategic implementation

Supply through Training

Current commissioned training places not sufficient to meet expansion requirements
Trust level workforce plans short-fall in numbers

System Level Workforce Planning

Could not identify any direct PP involvement in any of 7 ICS forums in SW!





11 Recommendations Covering:

- Improvements in Workforce Intelligence
- Development of Regional Workforce Forum for PPs
- **Engagement of Senior PPs in ICS forums and structures**
- Support for Senior Roles at Trust and Regional Level
- Multi-Year Regional Workforce Strategy for PP Expansion

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Breakout Rooms - Meet People in your Local System

- Please introduce yourself and explain your role and current involvement with the system or workforce planning (if any) in your area
- Was there anything new in the information presented or detail that can be added from local experience?
- What are the local big issues that the systems are facing and initial focus of attention at system level in local areas?
- How can Psychological Professions help with these?
- What are the issues that Psychological Professions are facing in the local area?
- How can System leads help with these?
- How might leads for Psychological Professions and System workforce leads work together locally?
- What are the barriers to this and how can they be overcome?