

A more psychological NHS: How can we rise to the challenge of the Darzi Review?

- **Adrian Whittington, National Clinical Lead for Psychological Professions, NHS England**
- **Ailsa Swarbrick, Deputy Director of Children and Young People's and Perinatal Mental Health, NHS England**
- **Ali, Paul and Terry, Experts by Experience**
- **Naheem Akhtar, Strategic Lead, National Mental Health Programme, NHS England**



11 November 2024



Plan for the session



Psychological
Professions Week

13 – 17 November 2023

9:30	Welcome and Introduction	Adrian Whittington
9:40	Introduction to the Darzi Review	Ailsa Swarbrick
9:55	Progress towards a more psychological NHS, and what next?	Adrian Whittington
10:25	A more psychological NHS: What do the three shifts mean to the public?	Ali, Paul and Terry
10:45	Q&A Panel	Naheem Akhtar
11:00	End	

Introduction to the Darzi Review

Ailsa Swarbrick

Deputy Director of Children and Young People's and Perinatal Mental Health, NHS England





Background



- Health and Social Care Secretary, Wes Streeting, ordered a independent investigation of the NHS in July 2024
[Independent investigation ordered into state of NHS - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/independent-investigation-ordered-into-state-of-nhs)
- Professor Lord Darzi, a surgeon, independent peer and former health minister was chosen to lead it
- Findings from the review would feed into the Government's 10 year plan to reform the NHS
- The Darzi report was published on 12 September [Independent investigation of the NHS in England - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/independent-investigation-of-the-nhs-in-england)

Conclusion: the NHS is in critical condition but its vital signs are strong

“The NHS has extraordinary depth of clinical talent, and our clinicians are widely admired for their skill and the strength of their clinical reasoning. Our staff in roles at every level are bound by a deep and abiding belief in NHS values and there is a shared passion and determination to make the NHS better for our patients.

They are the beating heart of the NHS. Despite the massive gap in capital investment, the NHS has more resources than ever before, even if there is an urgent need to boost productivity.”



Challenges include...

Performance



Waiting times, including for mental health services, have “surged”



Outcomes for cancer, cardiovascular and dementia care



The NHS budget – too great a share is being spent in hospitals, too little in the community

Drivers



The impact of the pandemic and its aftermath



The patient voice is not loud enough and too many staff are disengaged.



Austerity – in revenue and capital funding



Findings most relevant to psychological professions

One million people waiting for mental health services (April 2024), 345,000 for over 13 weeks

Mental health referrals have grown rapidly (up 300% for children from 2016-2024)

Challenges growing parts of the mental health workforce including mental health nurses

Mental health = 20% of the disease burden but only 10% of the resources

Psychological impact on staff of the pandemic still felt, with significant increases in referrals

Growth of autism assessment referrals, with 125,000 people waiting over 13 weeks, most of them children

Success stories: NHS Talking Therapies, and psychological component to cardiac rehabilitation

Suggested Themes

Re-engage staff and re-empower patients

Lock in a shift of care closer to home

Improve productivity

Simplify and innovate care for a neighbourhood NHS

Technology

Clarify roles and accountabilities in NHS structures

Contribute to the nation's prosperity



Three big shifts in healthcare underpinning the NHS 10 Year Plan



Sickness



Prevention



Hospital



Community



Analogue



Digital



Next Step: A new 10 year health plan for the NHS

- Largest ever staff engagement exercise in NHS history to harness frontline views, and those of patients and the public
- This includes all with an interest in psychological healthcare!
- Aim to make the best practice normal across the country.
- Ideas can be submitted via the [Change NHS online platform](https://change.nhs.uk)

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CONVERSATION
ABOUT THE NHS**



**CHANGE
NHS**

Get involved now
change.nhs.uk

Progress towards a more psychological NHS, and what next?

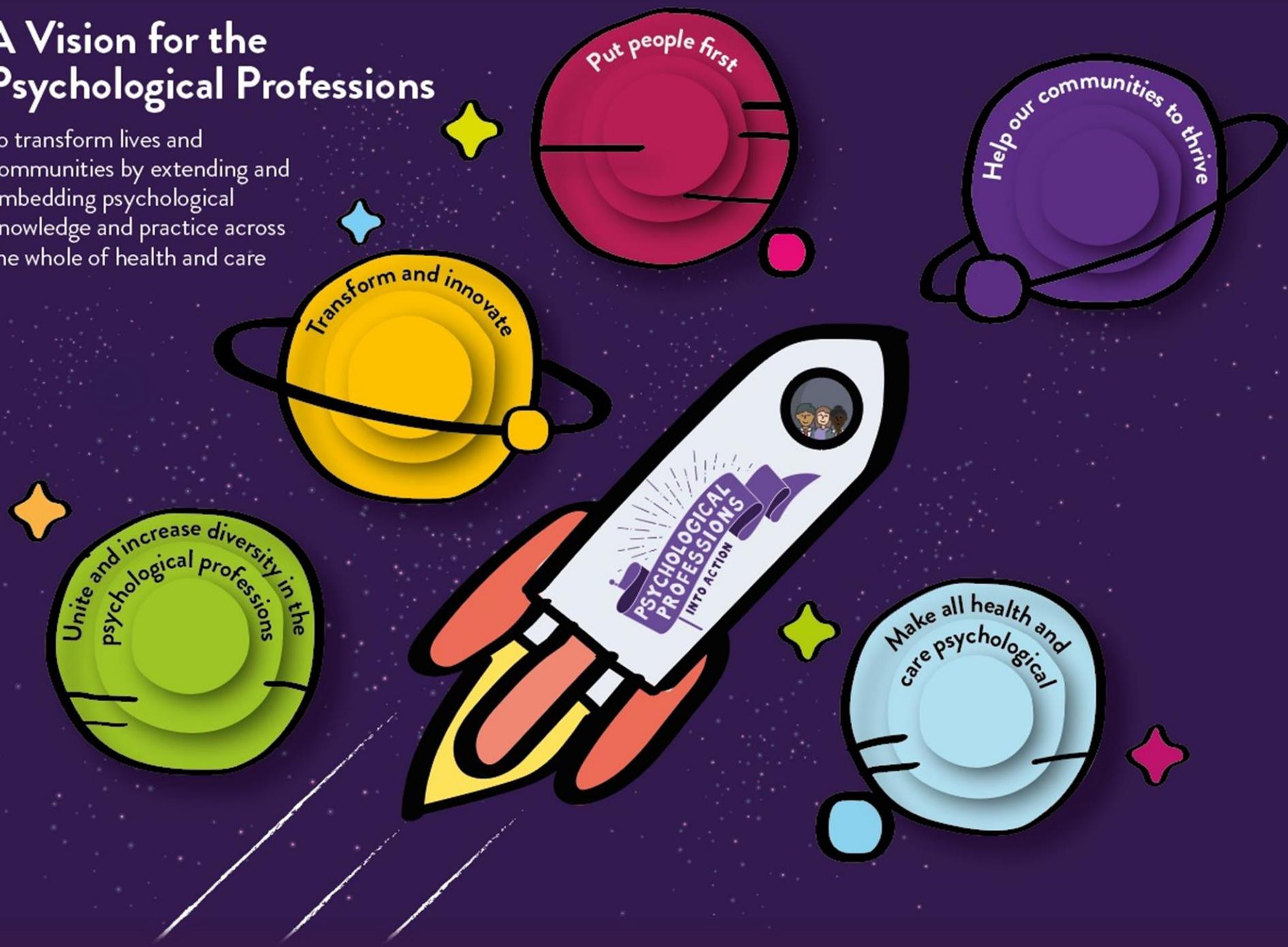
Adrian Whittington

National Clinical Lead for Psychological Professions,
NHS England



A Vision for the Psychological Professions

To transform lives and communities by extending and embedding psychological knowledge and practice across the whole of health and care



Uniting the Psychological Professions



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The Psychological Professions in England

November 2024

Psychologists

- Clinical Psychologists
- Counselling Psychologists
- Forensic Psychologists
- Health Psychologists

Associate and Assistant Roles

- Clinical Associate in Psychology
- Assistant Psychologists

Psychological Therapists

- Cognitive Behavioural Therapists
- Counsellors
- Child and Adolescent Psychotherapists
- Adult Psychotherapists
- Family and Systemic Psychotherapists
- Psychological Therapists (other)
- Art, Drama and Music Therapists (with AHP professional leadership)
- Medical Psychotherapists (with Medical professional leadership)

Psychological Practitioners

- Psychological Wellbeing Practitioner
- Education Mental Health Practitioner
- Children's Wellbeing Practitioner
- Mental Health and Wellbeing Practitioner
- Youth Intensive Psychological Wellbeing Practitioner



Uniting the Psychological Professions



We inform, enable and influence NHS commissioned healthcare to maximise the benefits of the psychological professions for the public



Uniting the Psychological Professions



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What next?



Recognised registers?



Schools of psychological professions?

Subject to clearances and funding

Expanding the Psychological Professions



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100% growth since 2016

Staff in Post

Mar-2016 to Aug-2024

Headcount WTE

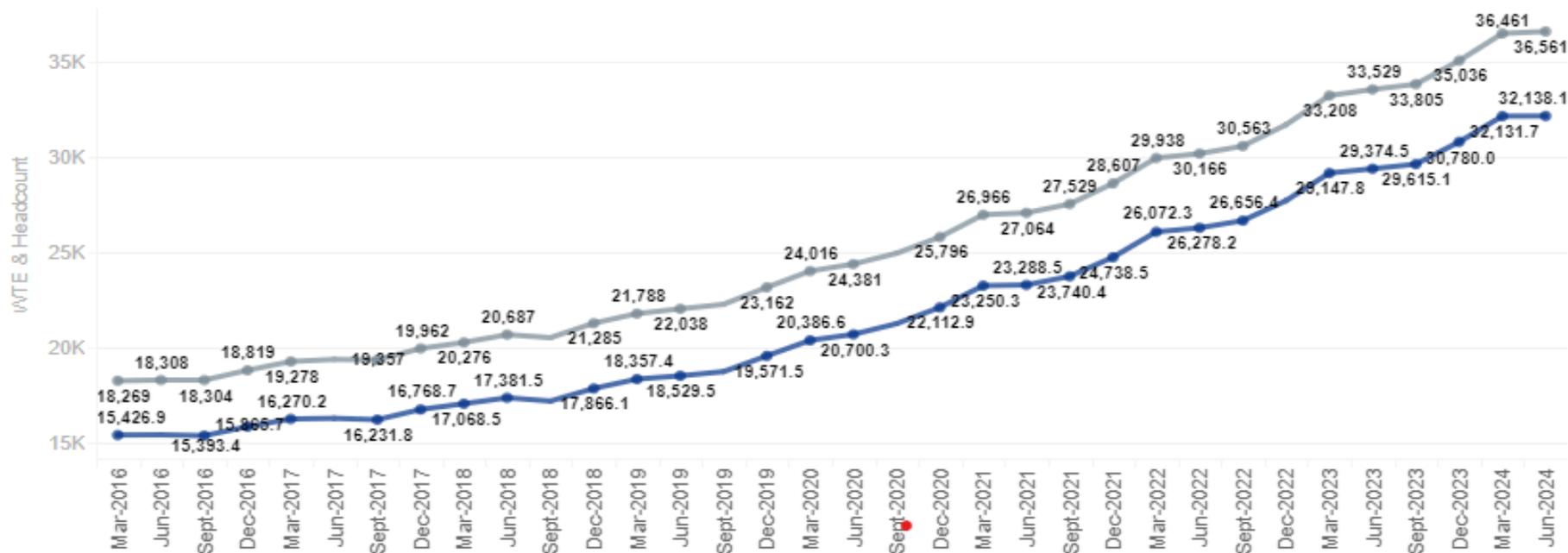


Quarter/Month Dates

Actual/% Change

Quarterly Dates

Actual Values



Expanding the Psychological Professions

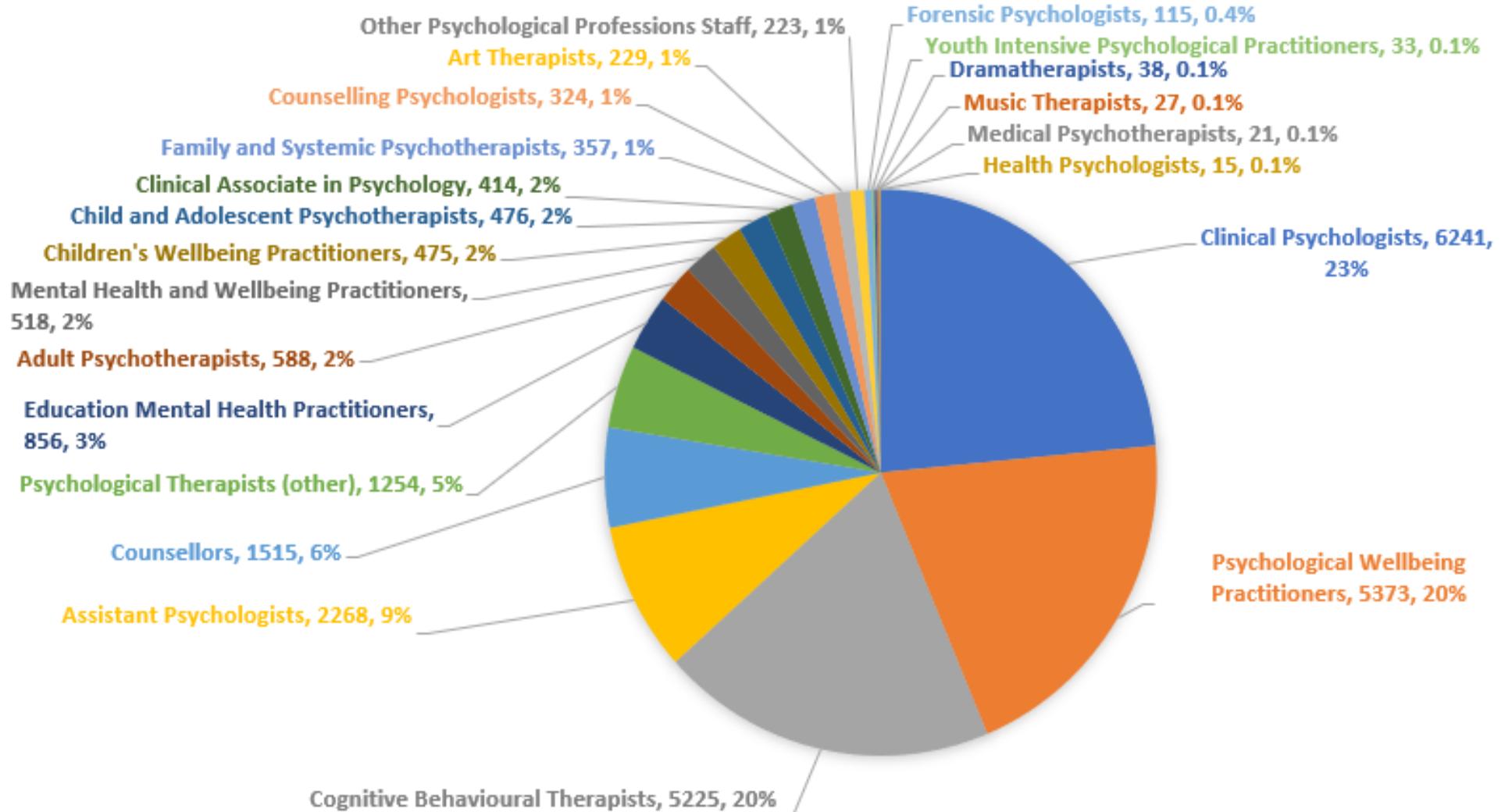


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April 2023

NHS
Benchmarking



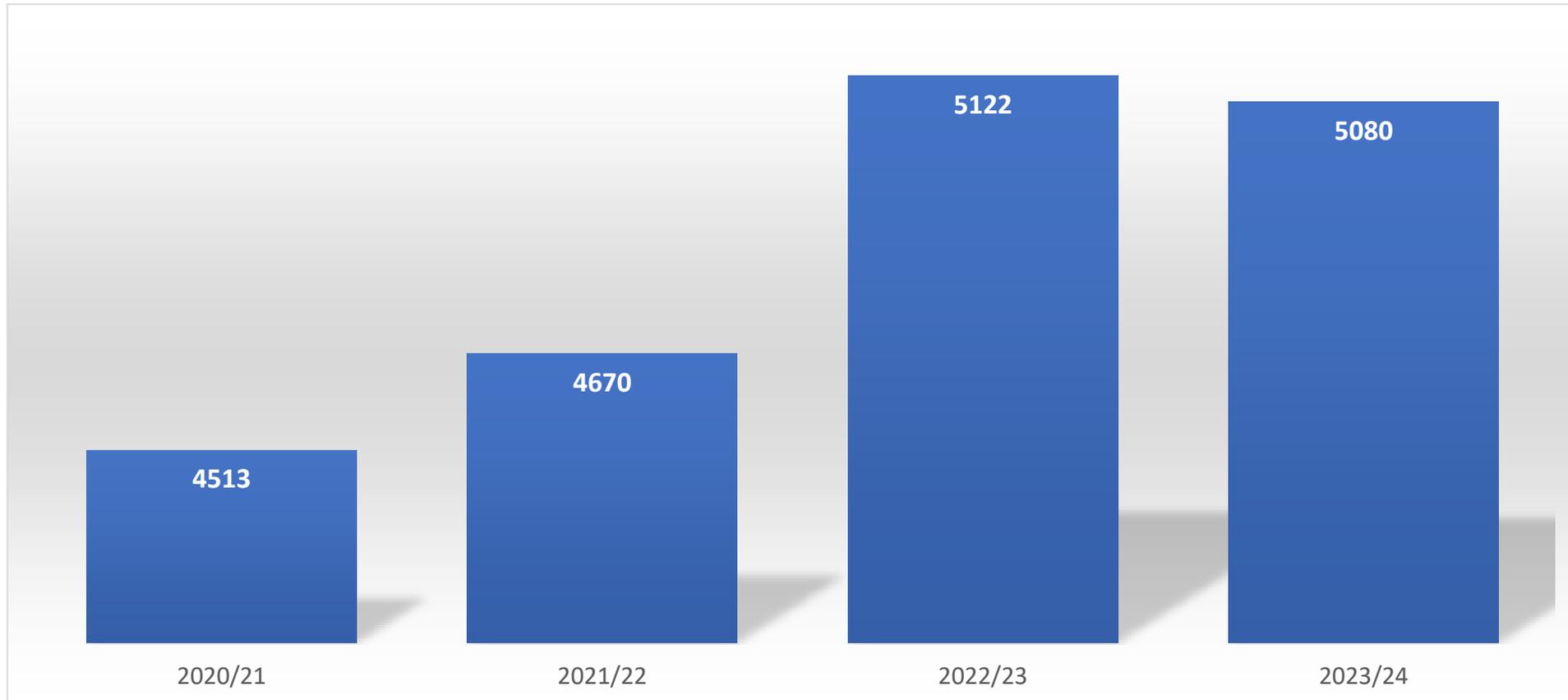
Expanding the Psychological Professions



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Growth in training – all psychological professions



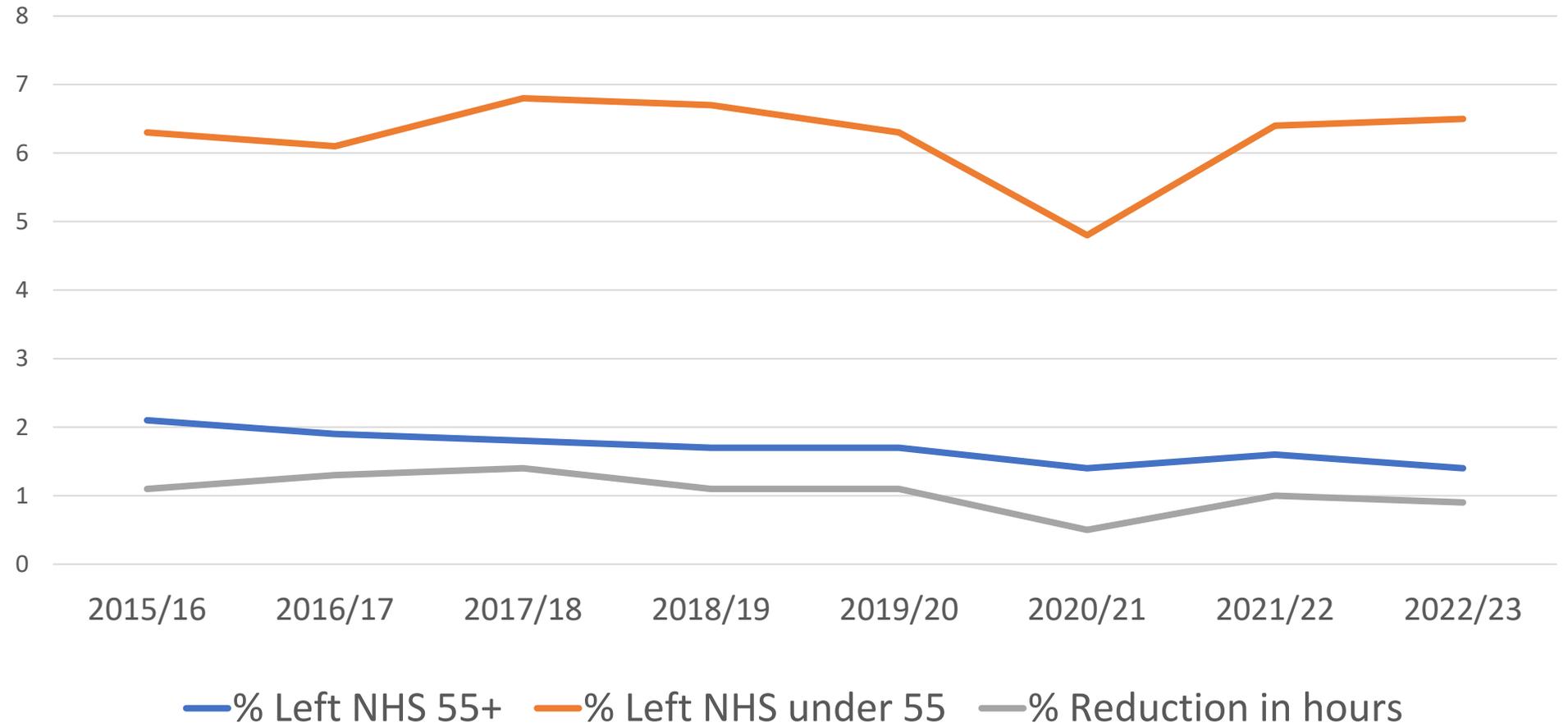
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NHS retention
is holding up
(ESR data)



Expanding the Psychological Professions



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What next?

Psychological professions to grow by 24,000 – 26,000 posts by 2037

Expansion of psychologists, psychological therapists and psychological practitioners across pathways

Train 15,000 more psychological therapists and psychological practitioners from 2023-2026

Commitment to review and potentially increase the ambition

Commitment to grow apprenticeships

Strong emphasis on retention



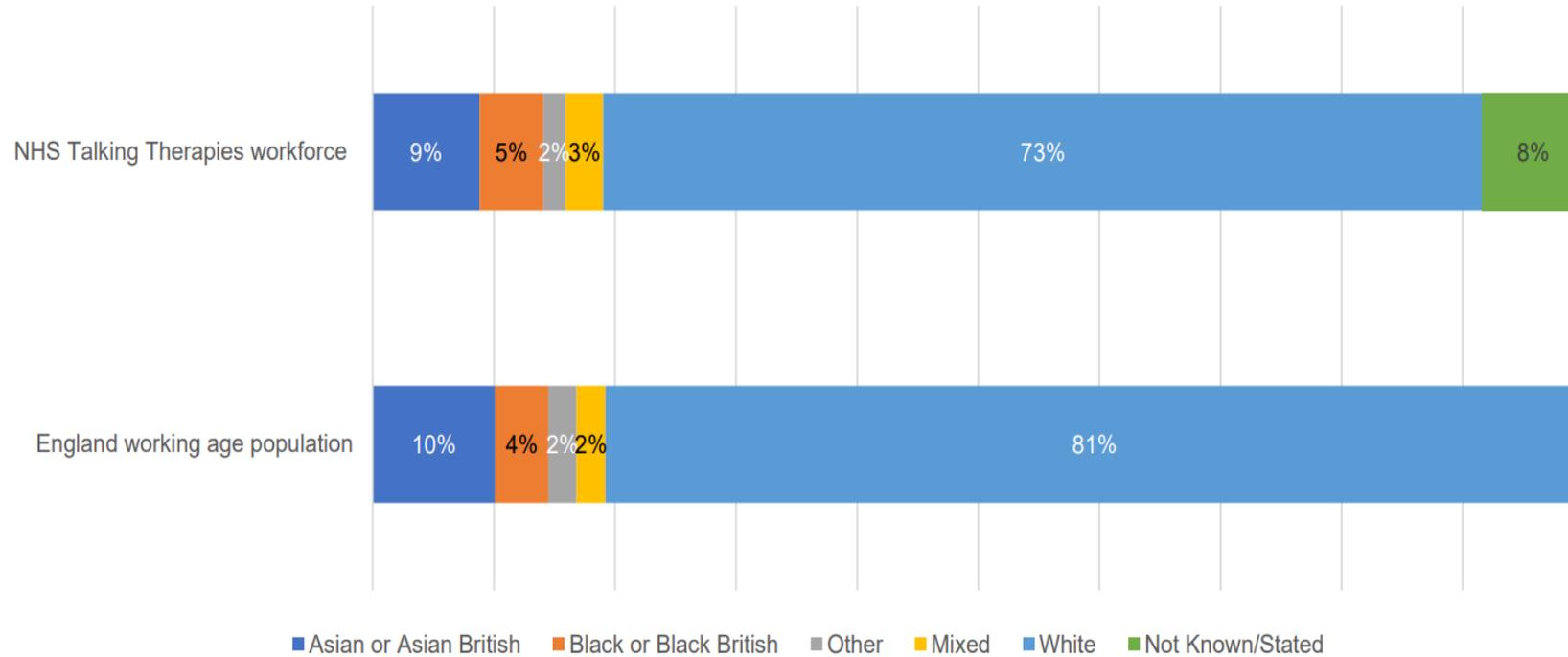
Increasing Diversity in the Psychological Professions



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NHS Talking Therapies 2023



Increasing Diversity in the Psychological Professions



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Clinical Psychology Entry – Targeted Action 2019-2024



9 point action plan
built into
recommissioning of
clinical psychology
training



Leadership
commitment, staff
and supervisor
training



Mentoring for
potential ethnic
minority applicants



Paid experience
schemes for under-
represented groups



Curriculum and
admissions reviews



Support for
minoritised trainees
on programmes

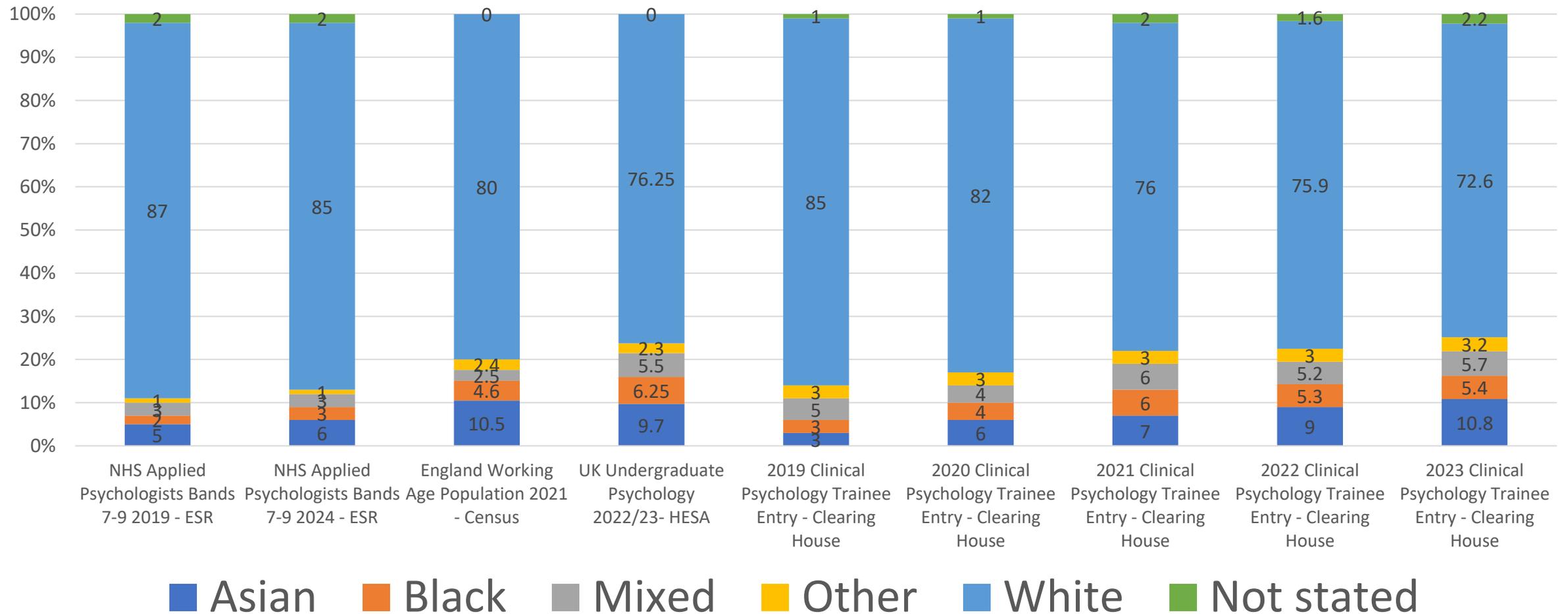
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Clinical Psychology Entry – Progress 2019-2024



Increasing Diversity in the Psychological Professions



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What Next? Further work to tackle inequity



Targeted action to tackle inequities in admissions by all protected characteristics and socio-economic background



Those from postcodes with lowest participation rates in higher education have lowest application success rates



A wider gap has opened up between women and men, with women having higher application success rates



Further consolidation of progress with equity and inclusion across ethnicities

Transforming and Innovating in the Psychological Professions

Leadership infrastructure



Recognition of Chief Psychological Professions Officer role



A PPN in Every Region



National Professional Leadership



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Transforming and Innovating in the Psychological Professions

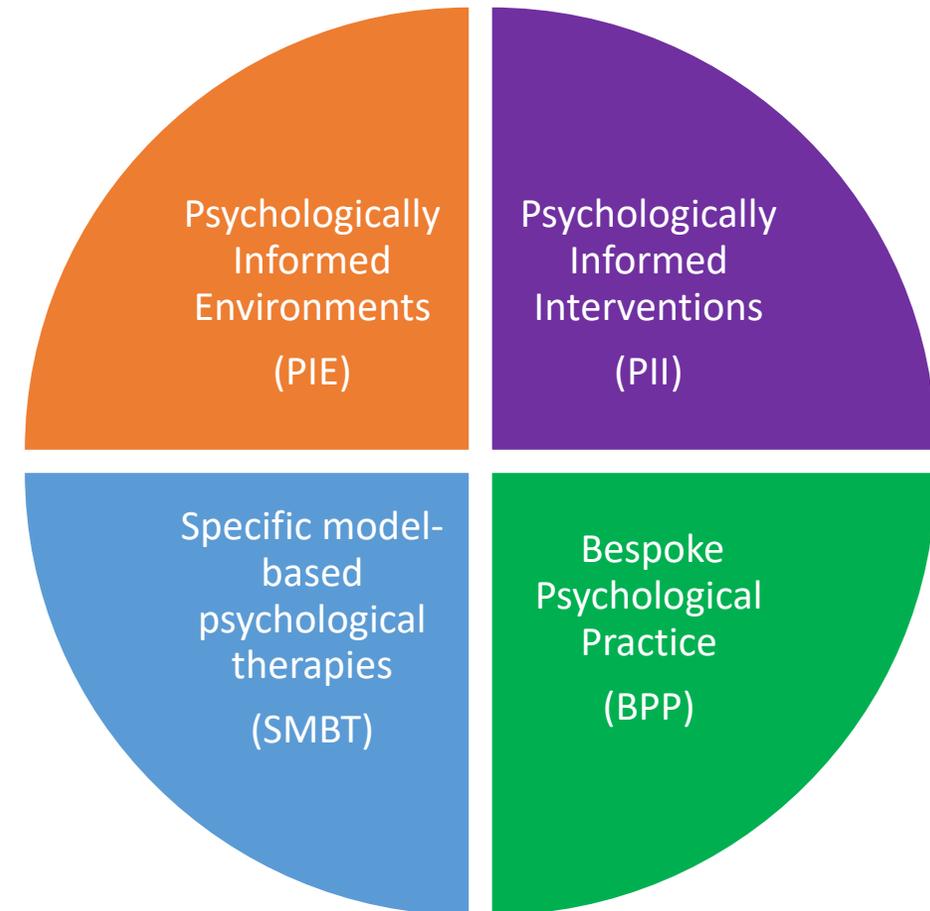


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What next?

Consolidation of roles across all areas of psychological practice



Three big shifts in healthcare underpinning the NHS 10 Year Plan



Sickness



Prevention



Hospital



Community



Analogue



Digital

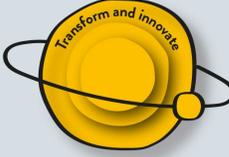


The three big shifts – the Opportunity



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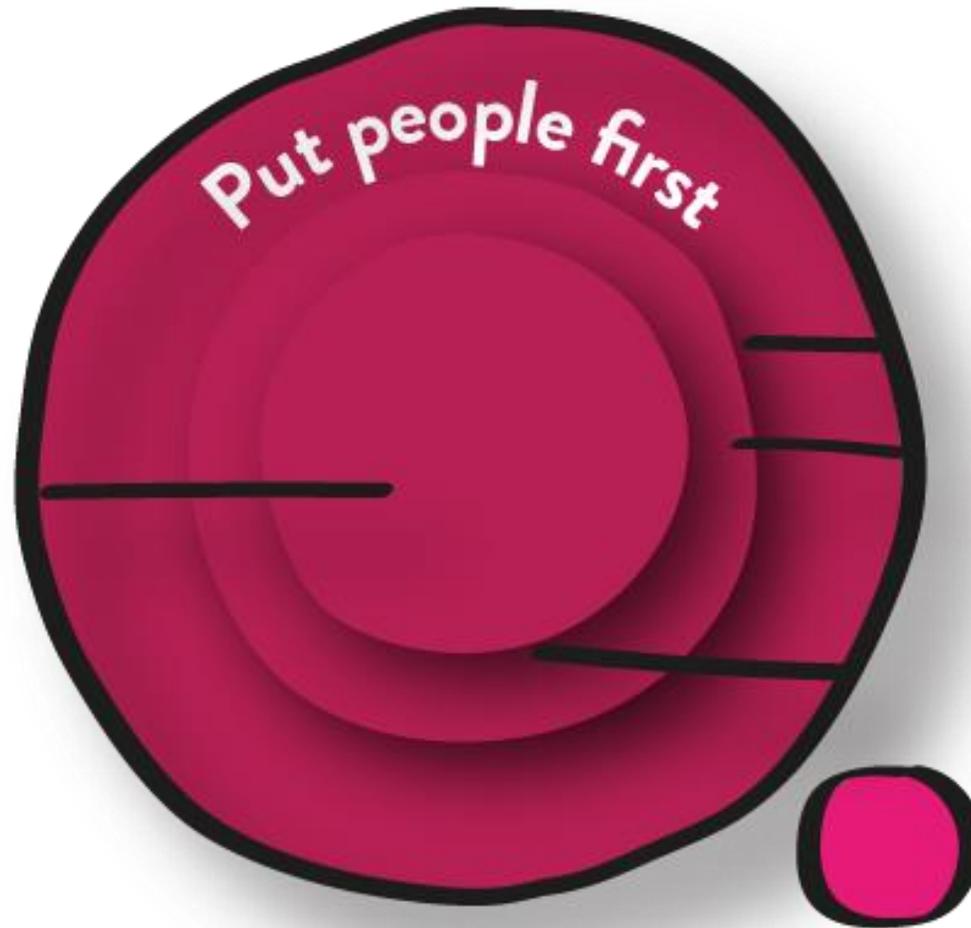
 Treating illness		Preventative approach 		Demonstrate impact of psychological practice in prevention
 Hospital		Community 		Strong role in new neighbourhood health services
 Analogue		Digital 		Lead evidence-based change

Alignment to the needs of the public



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A more psychological NHS: What do the three shifts mean to the public?

Ali, Paul, Terry

Experts by Experience



Any Questions?

Naheem Akhtar

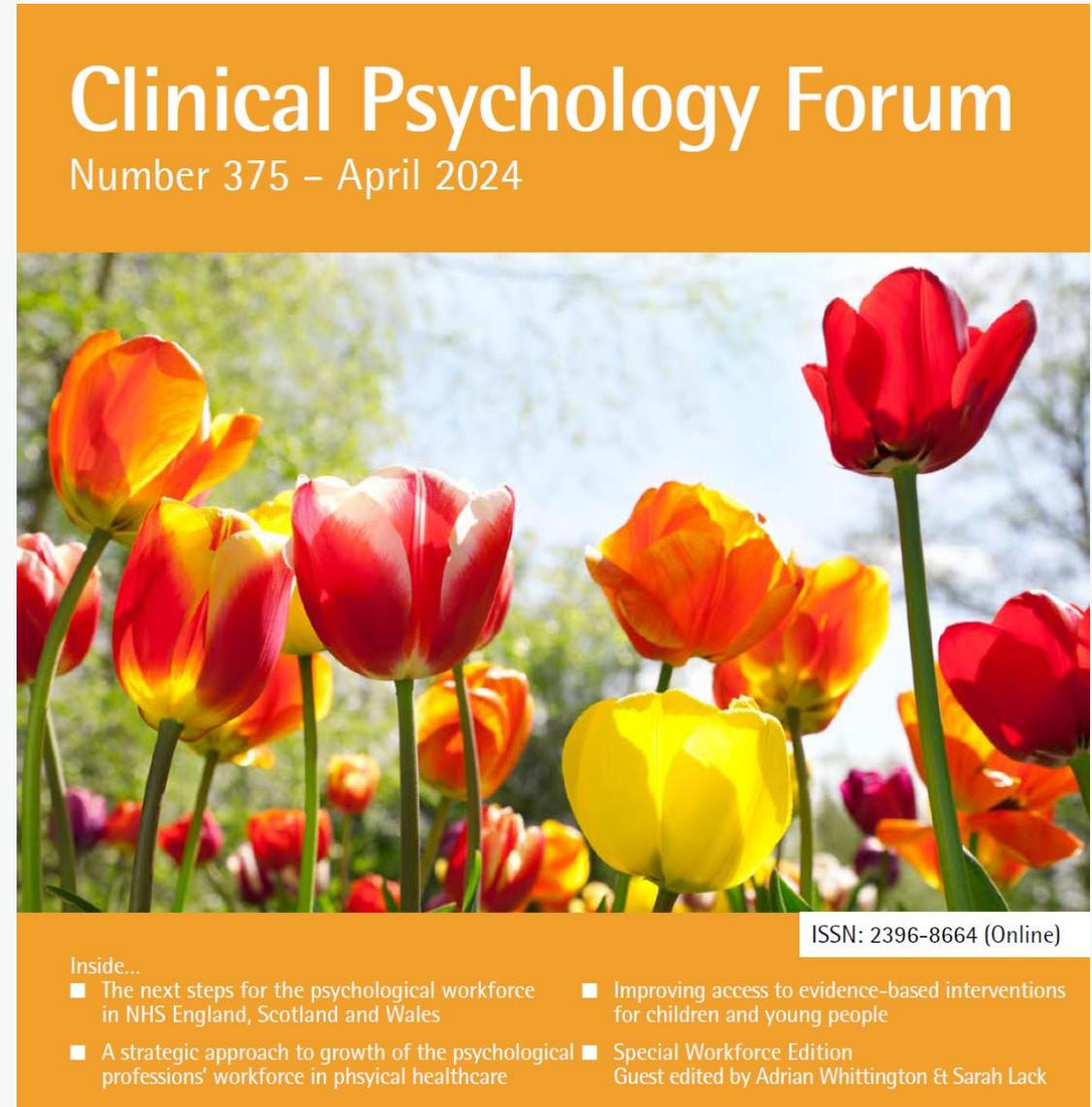
Strategic Lead, National Mental Health Programme, NHS England



Find out more

[Free to download](#)

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Inside...

- The next steps for the psychological workforce in NHS England, Scotland and Wales
- Improving access to evidence-based interventions for children and young people
- A strategic approach to growth of the psychological professions' workforce in physical healthcare
- Special Workforce Edition
Guest edited by Adrian Whittington & Sarah Lack

Have your say! The NHS Ten Year Plan

- The entire country is called upon to share their experiences of our health service and help shape the government's 10 Year Health Plan.
- This includes all with an interest in psychological healthcare!
- Ideas can be submitted via the [Change NHS online platform](https://change.nhs.uk)

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