

Psychological Wellbeing Practitioners: The High Skilled Workforce Delivering Low-Intensity CBT

Introductions and Agenda

Senior PWP at Shropshire IAPT since March 2021.

Trained as a PWP in the 3rd year of my Integrated Masters at the University of Reading, completing my clinical placement at Buckinghamshire Healthy Minds.

Worked as an agency PWP in Hampshire during my 4th year of university.

Started working with Shropshire IAPT as a PWP in 2019.

Introductions and Agenda

- Introduction to the PWP role and where we sit in psychological therapies.
- Investing in the PWP workforce; looking at the changes both nationally and at a service level.
- The five PPN planets
- Where do we go from here?

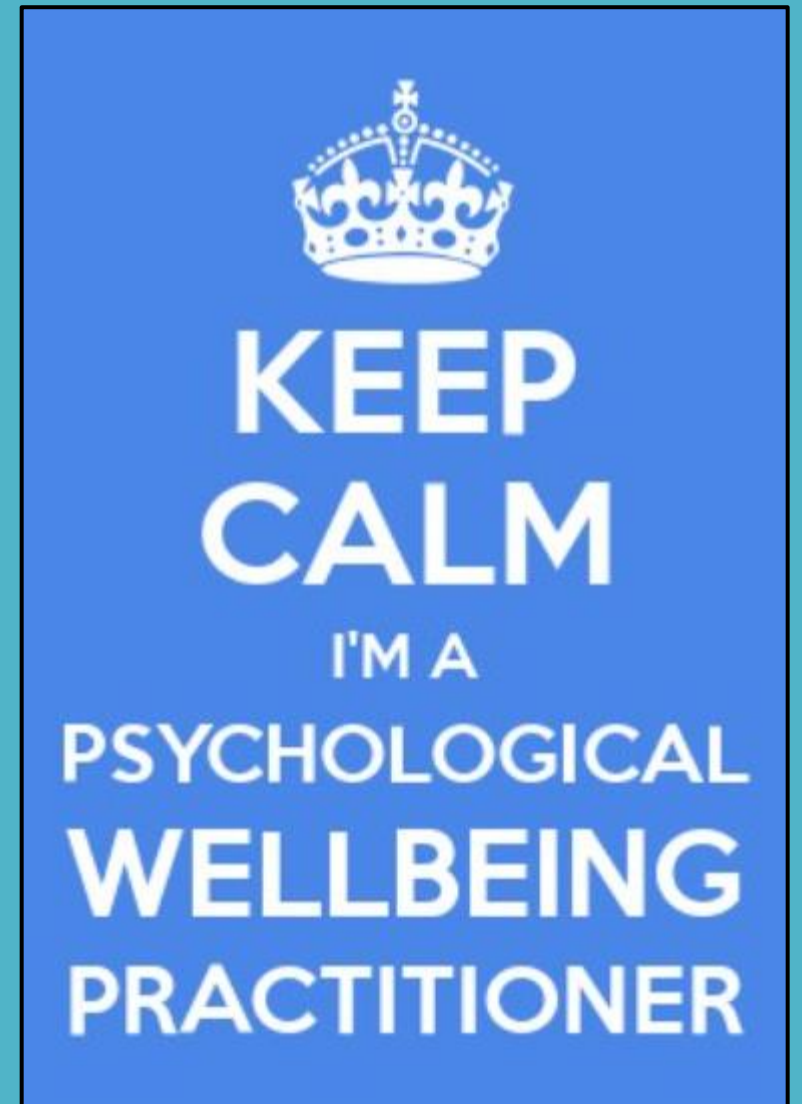
What is a Psychological Wellbeing Practitioner?

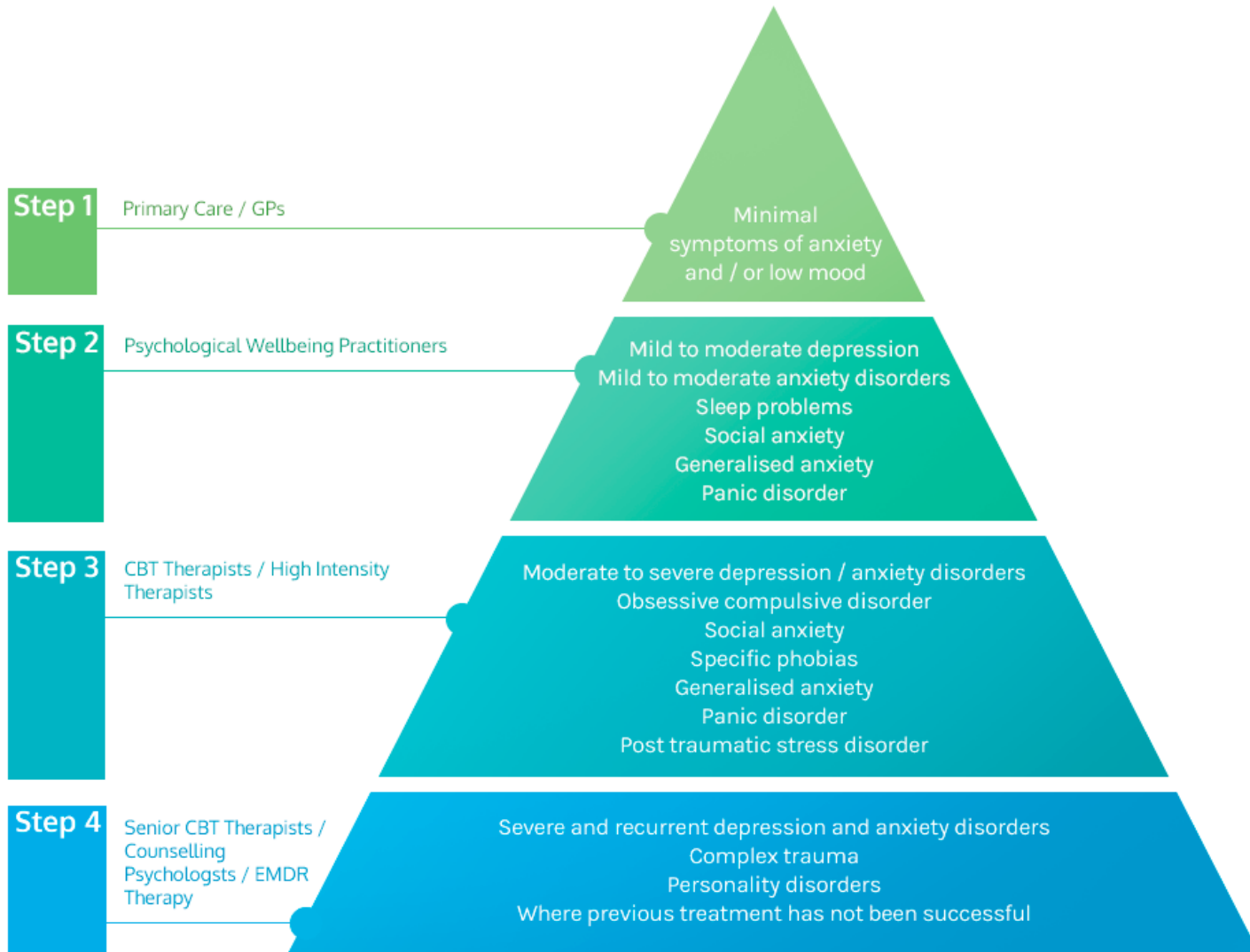
Psychological Wellbeing Practitioners (PWPs) are trained to assess and support individuals with common mental health problems.

Assessing, supporting and signposting clients at their initial stages of access, PWPs are the fountain of knowledge within IAPT services.

Delivering low-intensity cognitive behavioural therapy for 'mild to moderate' depression and anxiety disorders, PWPs utilise a range of guided self-help and CBT interventions, providing therapy in 30 minute sessions; with a course of therapy typically lasting 6-8 sessions.

PWPs have a fast paced, high volume role, typically holding the highest caseloads and having the highest client turn over in IAPT services.



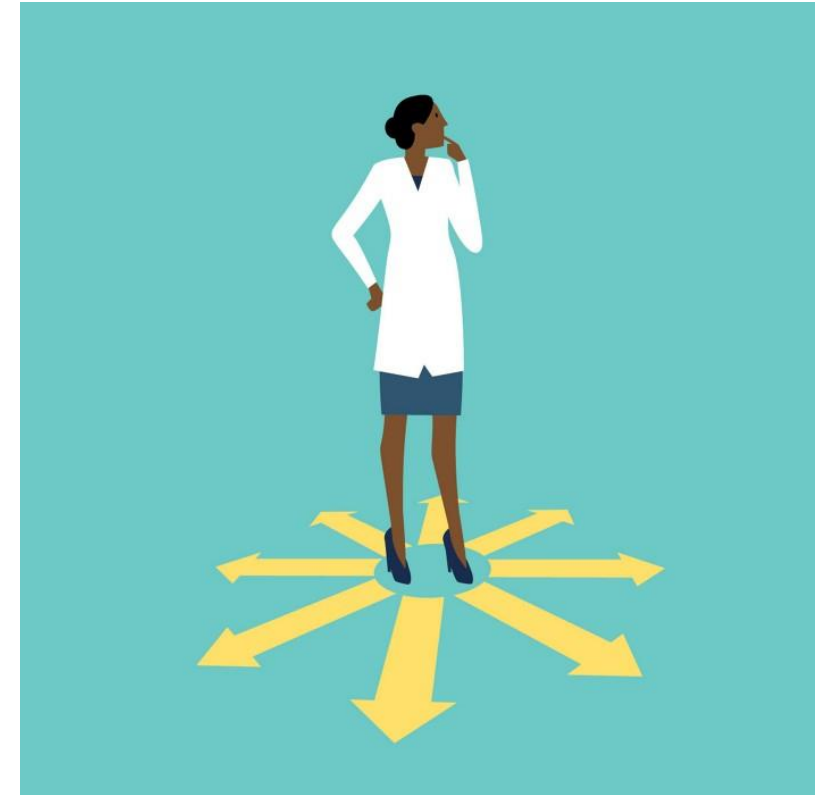


PWPs typically work at Step 2 of the stepped care model, however they also work alongside with Steps 1-4, employment service and community teams to help ensure that clients get the most appropriate care.

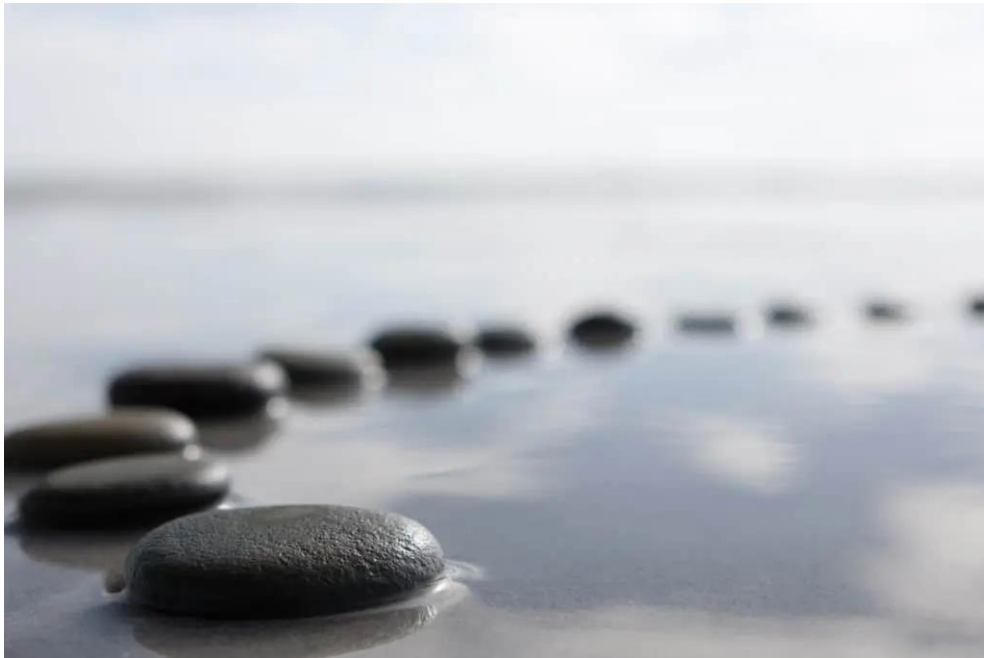
Despite the highly skilled workforce within the PWP role, retention rates are universally low.

Often PWPs go on to be High Intensity CBT therapists, Counsellors or Clinical Psychologists (which is amazing!)

What started as a defined role itself has become a stepping stone into wider psychological therapies...



“Stepping Stones: the Teenage Years of the PWP World”



A collaborative blog post by Elizabeth Ruth (Not a Low-Intensity Guru), Liz Kell, James Spiers and Sam Torney reflected on this odd space that the PWP role currently finds itself in.

We are a fairly new role and find ourselves changing and moving with IAPT, but with this comes some need for structure and dare I say rebellion...

The role of a PWP is in it's teenage years and is starting to carve itself our what is wants to be, as are the PWPs in the role. There is now a greater move to further the PWP role and push for career development within the role...

However with this there comes a need for greater investment in the PWP workforce

Not a Low-Intensity Guru:

<https://notaguru.blog/2021/07/17/stepping-stones-the-teenage-years-of-the-pwp-world/>

Investing in the PWP workforce after qualification...

On a national level there has been a large change for PWPs signally a hopeful move to greater investment...

Registration is here!

The move to start professional registration for PWPs (with the BABCP and BPS) is a huge step in recognising the role clinically and the contributions of PWP workforce to psychological professions.

It hopes to increase CPD and training opportunities, ensuring that PWPs are given the time to access the necessary CPD. This furthers not only the development of the PWP workforce but puts more emphasis on the development of each individual PWP within a service.

It also helps to provide better care for clients, regulating PWP work across services and improving training.

Professional registration however is not enough in itself to increase retention rates and further the high skill base there already is; Investment needs to be at service level and beyond the clinical CPD (although very important!).



Investing in the PWP workforce after qualification...

What are we doing at Shropshire IAPT...

We have introduced regular CPD/Development meetings 1:1 with our qualified PWPs to discuss their training and development needs, which allow us to regularly check in and ensure that we are meeting our PWP training needs. It also allows the PWPs to hold the service to account for their training and development, and to have a space to talk openly about what they want out of their role.

These meetings not only focus on the 7 core areas in line with best practice manuals but also on areas of interest with the wider service; including service development, leadership and starting new groups/therapeutic opportunities.



Training and
development

Social Media

Networking

Service User
Forums

Therapeutic
Group
Development



Staff Benefits...

As it is still in the early stages we are hoping that the following will happen for our PWP's:

- Increased job satisfaction and an increased sense of purpose within the PWP role
- More diverse workload leading to less burn out
- Further skill development outside of the traditional Step 2 role, leading to a more skilled force (more so than the are!)
- Wider job opportunities outside of PWP...



Client Benefits

As it is still early stages we are hoping that the following will happen for our clients:

- More confident and supported workforce leading to better clinical outcomes
- Care at the least intrusive level, in line with the stepped care model, which is more tailored to their needs.
- Greater say in their care and the direction of the service they enter



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



Where do we go from
here...

- ❑ Further CPD investment both nationally and at a service level
- ❑ Greater communication between PWPs:
 - NHS Futures Platform
 - Joint working between teams to offer wider networking and training opportunities

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