



# The Development of a Northern Senior PWP Network

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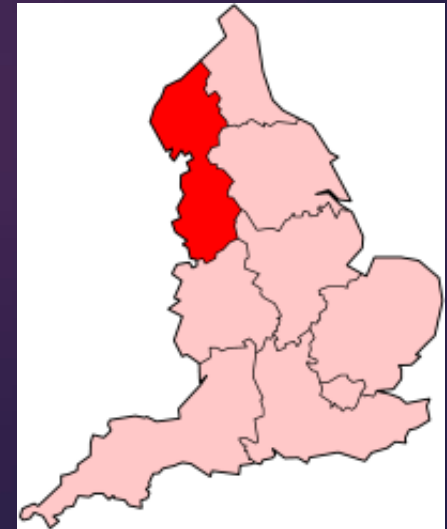
# Aims of the Session

- ▶ Overview of PWP Networks in North West, North East and Yorkshire and Humber
- ▶ Developing a collaborative northern network
- ▶ What do you want from the network
- ▶ Actions and ways forward



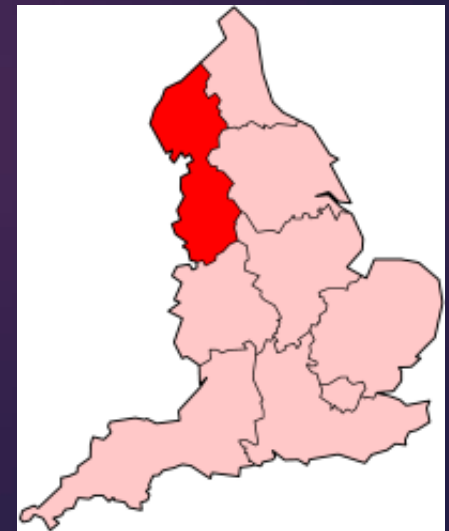
# North West PWP Professional Network

- ▶ Well established PWP masterclasses supported by IAPT (since 2011)
- ▶ Launch of Psychological Professions Network (PPN) in 2013 provided opportunity to formalise network
- ▶ Inaugural Senior PWP Network meeting in October 2014
- ▶ “The group supports the work of the PWP Professional Network, and provides a forum to begin to consider issues which arise for the PWP workforce both at a local and national level, with a view to sharing best practice, strengthening our voice and promoting parity of esteem”



# Northwest Senior PWP Network structure

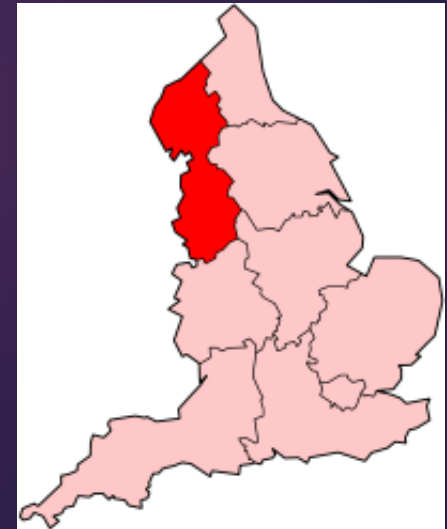
- ▶ Chair and deputy chair nominated by members of the PWP Network
- ▶ Chair attends the PPN Workforce board – enabling PWPs to have an equal voice amongst other psychological professionals
- ▶ PWP Network supports 3 masterclasses a year
- ▶ Senior PWP Network meet bi-annually with a specific focus on undertaking work to address challenges and move forward developments and innovation



# North West Senior PWP Network

## Actions so far

- ▶ Following first meeting, report published and shared within other IAPT and PPN networks
- ▶ Agreed key priorities for the group:
  - ▶ Professional development and CPD for existing practitioners
  - ▶ Promoting and maintaining professional standards of the workforce
  - ▶ Recruitment and retention
  - ▶ Setting up the PWP Professional Network and representation on the PPN workforce board



# Progress so far...

- ▶ Recruitment and Retention Best Practice Guide
- ▶ Updated PWP Person Specification Trainee, Qualified and Senior PWP



## **Best Practice Guidance for the Recruitment and Retention of Trainee, Qualified and Senior Psychological Wellbeing Practitioners (PWP)**

Liz Kell, Chair of PWP Professional Network; Katie Kay, Deputy Chair of PWP Professional Network

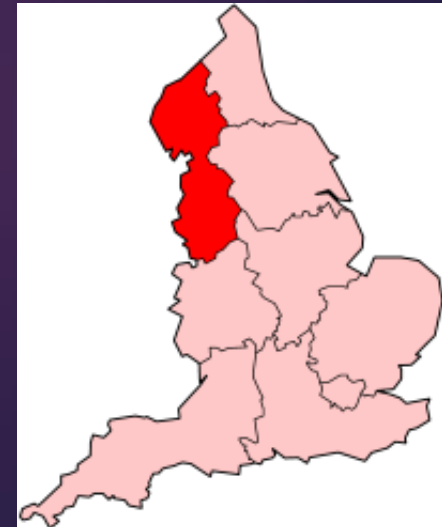
This guidance has been developed with input from the Senior PWP group within the North West PWP Professional Network.

### **Introduction**

The Psychological Wellbeing Practitioner (PWP) workforce is relatively new, created within the Improving Access for Psychological Therapies (IAPT) programme. As the role has developed a number of challenges have become apparent, particularly in regards to recruitment and retention, which are common to most, if not all services:

- The trainee PWP role, is significantly oversubscribed: it appeals to a wide range of individuals, in particular to the large numbers of psychology graduates, (which significantly increase every year in the UK): it is not unusual for 1 trainee PWP post to receive well over 100 applications in 24 hours
- The qualified PWP role is very difficult to recruit to, with a relatively small pool of the PWP workforce to recruit from, with services ultimately 'stealing' from each other. It is not unusual for a Qualified PWP advert to receive no suitable applicants, resulting in multiple re-advertisements
- The senior PWP role is a newer development for this workforce, where there is currently limited career opportunities (including remaining within the PWP setting), and as such generates a moderate level of applications, but often from very newly qualified PWPs who may not have the desired level of experience

This guidance aims to help support organisations overcome some of these barriers to successfully recruit and retain an effective and healthy PWP workforce.



# PWP Code of Conduct



## **‘The Psychological Wellbeing Practitioner (PWP) Code’: Professional Standards of Practice, Performance and Behaviour**

### **Introduction:**

This code has been developed to set out a clear set of standards for Psychological Wellbeing Practitioners (PWPs). This is a consensus statement to support good practice and governance for adoption by the PWP professional network in collaboration with providers and commissioners in the region.

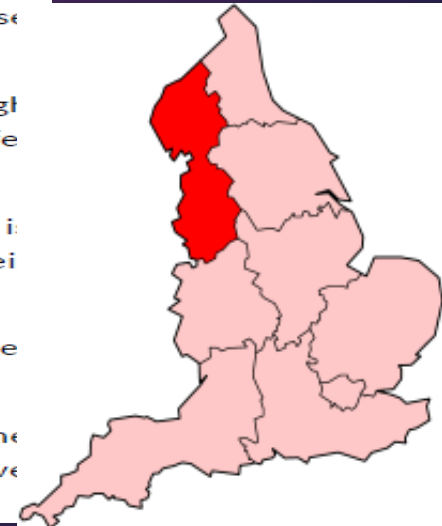
It is envisaged that trainee PWPs will be working towards this code throughout their training, whilst all qualified PWPs (Including PWPs working in senior roles) are expected to behave in accordance with these standards, whether working in direct clinical work or in another role, such as research or leadership.

For the many committed and expert PWPs this code presents a way of reinforcing professionalism; through signing up to the code PWPs have an opportunity to demonstrate their commitment and delivery of safe effective and high quality work.

The standards drawn out are non-negotiable but are broad enough to be flexible in a range of settings. It is envisaged that organisations employing PWPs will also be able to utilise this code to be clear of their expectations of the PWP workforce.

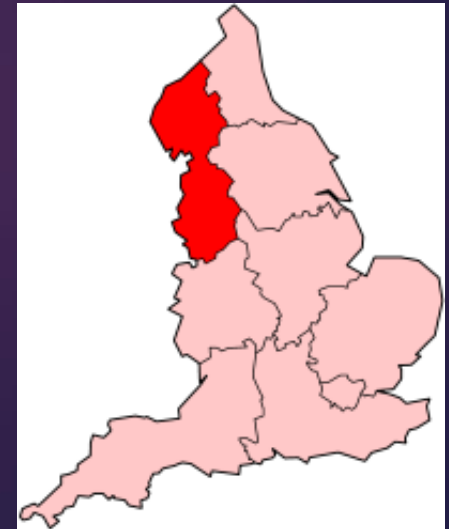
The code contains a series of statements that taken together signify what good PWP practice looks like putting the interest of patients first. It is safe and effective and promotes trust through professionalism.

The code has been developed as a synthesis of other professional codes of conduct, including that of the Nursing and Midwifery Council (NMC) and the British Association for Behavioural and Cognitive Psychotherapies (BABCP).



# PWP Wellbeing

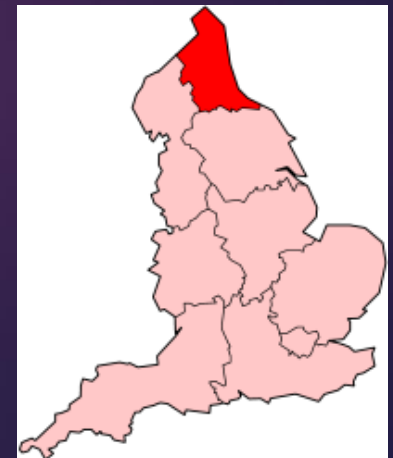
- ▶ BPS and New Savoy Staff Charter launched in February 2016 at the Psychological Therapies National Conference
- ▶ Launched in response to 2015 staff survey with respondents increasingly reporting feelings of failure and depression as well as a relentless focus on targets
- ▶ Pathfinder site as part of charter to understand wellbeing specifically in relation to the PWP workforce
- ▶ Survey link:



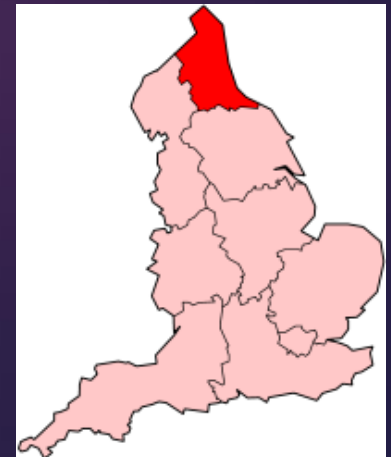
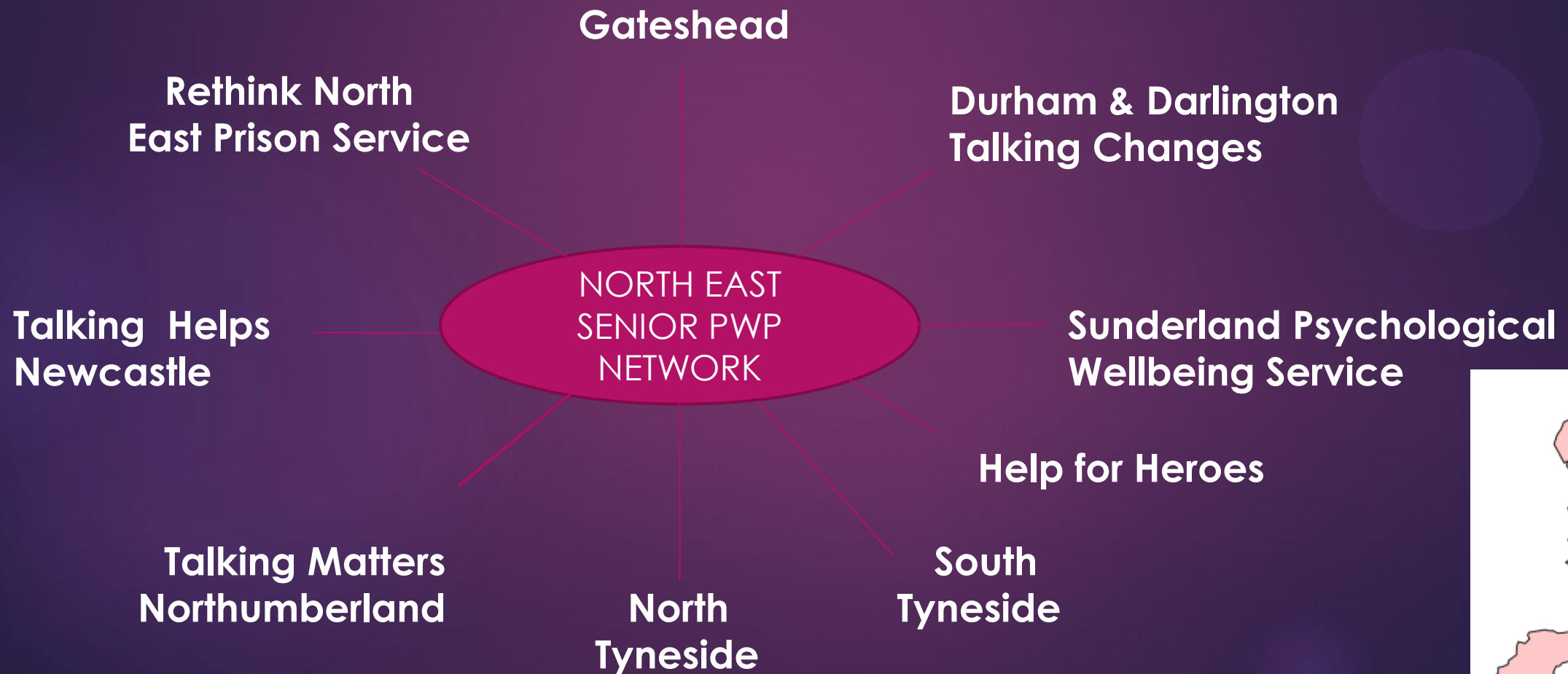


# North East

- ▶ Established in 2015, inspired by the success of the North West network
- ▶ Aim was to develop a forum which could consider ways to support the PWP workforce, share best practice & service developments & consider development opportunities & progression within the PWP role.
- ▶ Senior PWP Network meet quarterly. So far there has been a specific focus on sharing good practice from North West and considering ways of mirroring such good practice in the North East



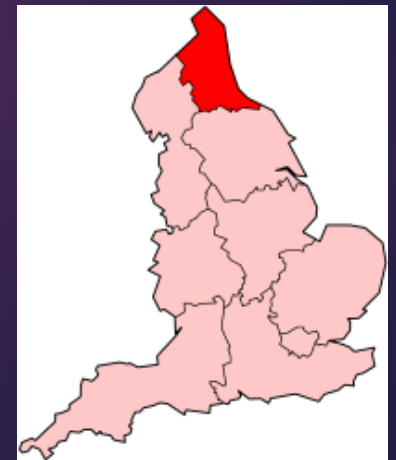
# Northeast Senior PWP Network structure



# North East Senior PWP Network

## Actions so far

- ▶ Following documents developed by the North West Senior PWP network sent to the IAPT Provider Forum:
  - ▶ Updated Band 4-6 job description/person specification
  - ▶ PWP Code of Conduct
  - ▶ PWP Best Practice Recruitment & Retention Guidelines



# North East Senior PWP Network

## Actions so far

- ▶ Development & dissemination of PWP CPD Survey
  - ▶ 30 responses
  - ▶ Results indicate that on the whole PWPs receive little access to relevant CPD
  - ▶ Suggestions were given for future training topics:

**Working with complexity & comorbidity**

**Refresher on core interventions**

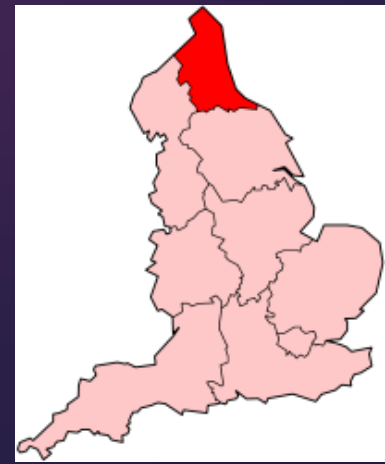
**Self-esteem**

Training themes

**Leadership**

**Assertiveness**

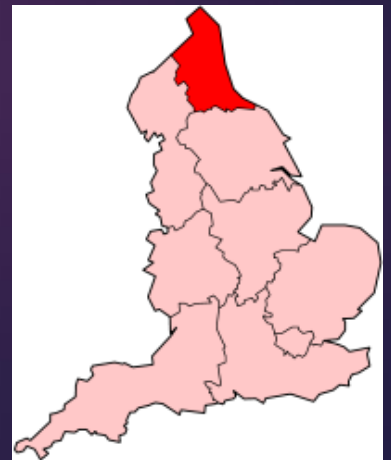
**Guidance in addressing social issues, i.e. benefits**



# North East Senior PWP Network

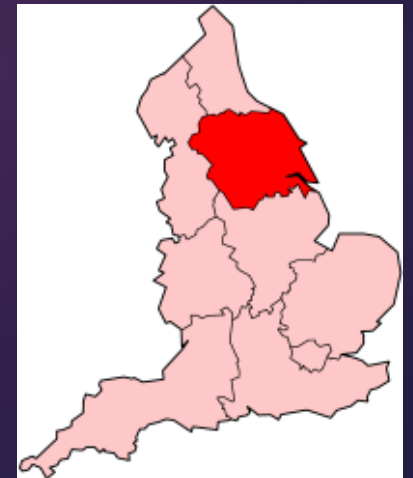
## The Next steps...

- ▶ Next meeting scheduled for December 2016
- ▶ Hopes to secure funding for additional CPD opportunities for PWPs
- ▶ Possible linking up with BABCP to set up a PWP SIG



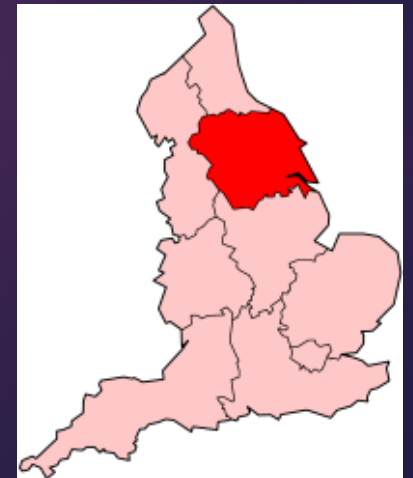
# Yorkshire and Humber

- ▶ Inspired by the North West Senior PWP network at last years PWP conference
- ▶ To provide a forum for Senior PWPs in Yorkshire and Humber, supported by NHS England
- ▶ Importance of sharing good practice
- ▶ Diverse and dynamic roles which are constantly evolving



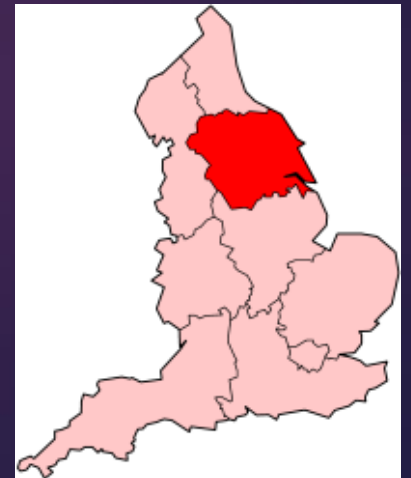
# Purpose

- ▶ To provide a forum for Senior PWPs in Yorkshire and Humber to meet and share good practice and areas of innovation
- ▶ To contribute towards improving IAPT services, step 2 and improving quality of patient care
- ▶ To contribute towards the development of the Senior PWP role



# Aims

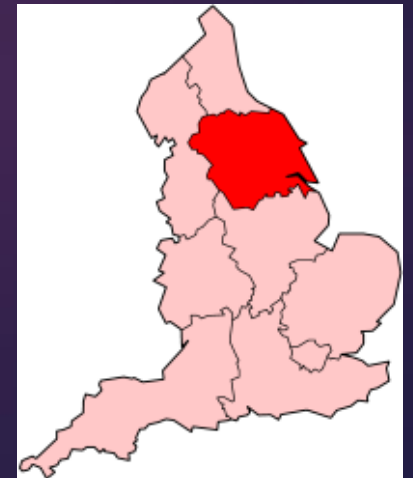
- ▶ Understand and address local, regional and national topics relating to the step 2 role
- ▶ Share ideas, good practice and innovative ways of working to influence improvements in IAPT services and patient care
- ▶ To link with other regional and national networks to share good practice, exchange ideas and support training events
- ▶ Contribute to step 2 research linking with the Northern PRN network





# Our journey to date

- ▶ Established a group of Senior PWPs in Yorkshire and Humber with the support of NHS England
- ▶ First meeting scheduled for **Thursday 13<sup>th</sup> October 2016**
- ▶ Questionnaire developed for understanding the current topics at step 2 for the Senior PWP network
- ▶ Feedback will be provided at next years PWP conference



# Over to you...

- ▶ What are the benefits of a Senior PWP Network?
- ▶ What is working well in the Network and what needs to improve?
- ▶ What do you want from the network?



# Next Steps and useful links

- ▶ [www.nwppn.nhs.uk](http://www.nwppn.nhs.uk)
- ▶ Access to the PWP network page
- ▶ Discussion group
- ▶ Resources to share

