

NORTH WEST PSYCHOLOGICAL PROFESSIONS NETWORK
Expressions of Interest – North West Supervision Scoping Project
Up to 15 days over a 4 month period*
Applications invited from experienced professionals up to AfC Band 8b

The North West Psychological Professions Network (NWPPN) are pleased to announce an exciting development opportunity to deliver on a highly valuable piece of scoping work, contributing to the regional and national PPN work programme, and are inviting expressions of interest by **Friday 13th January**.

Expressions of interest are invited from senior psychological professionals to lead an important piece of work scoping the current and future supervision requirements of the 12 psychological professions across the North West of England.

With the planned expansion in workforce and the widening of the range of professions and interventions offered in the psychological professions family, there is a need to consider how this can be delivered.

Each of the psychological professions has different supervision requirements, with different supervisory training requirements. These also vary depending on whether the supervisee is in training or has completed their qualification. Supervision requirements include core profession supervision, additional therapies/therapeutic intervention supervision to ensure high quality practice and fidelity to the model and some roles have more than one supervision requirement that may include case management supervision and clinical skills supervision. With these elements in mind, together with expansion in training for a range of interventions, the demand for supervision is increasing. This is increasing the demands on service provision due to the limited availability of supervisors and their availability to deliver supervision. In addition, individual practitioners may provide supervision for a number of professions or interventions.

Consideration around the volume of supervision – numbers at any one time, frequency as well as the need for the supervisors themselves to maintain their clinical and supervisory skills – should also be recognised as part of this scoping exercise.

Given the pressures on services and challenges with recruitment, it is important that there is a clear understanding of what is required and how this may be met currently. In addition, considering approaches across an ICS or regional footprint may enable an increase in capacity if there is a structure and support system to attract potential supervisors to these roles. Opportunities to attract individuals interested in developing their careers, extending their hours, retiring and returning could be explored further. It will be helpful to consider what models may work in growing and retaining expertise within supervision. Structures that offer opportunities for supervisors to develop may contribute to this.

This work is highly relevant not only to providing high quality services to the users of the NHS, but also to consider the importance of supervision for the well being of staff, who want to feel supported to deliver high quality interventions and experiences to the users of our services. This is of exceptional importance in the recruitment and retention of the psychological professions

What does the role involve?

The role will focus on understanding the current supervision capacity and demand in the North West, understanding the training requirements for supervisions across the psychological professions, and ensuring the supervisory provision in the North West is fit for purpose, including in consideration of new and developing roles, and to explore the potential model for a structure and support system for supervision in the North West of England.

Successful candidates will work with the North West Psychological Professions Network (NWPPN), in collaboration with Health Education England North West (HEENW) and partner organisations, to achieve a number of identified outcomes, including:

- Undertake a regional mapping/scoping of current supervision requirements for the psychological professions
- To quantify the expansion supervision requirements for the new roles and upskilling trainings
- To map current capacity and undertake a gap analysis.
- To map opportunities to increase supervisor capacity
- To provide recommendations and an implementation plan (including resource requirements) to increase supervisory capacity and expertise in the Northwest

*The suitable candidate would be a qualified psychological professional with significant expertise in supervision and/or training. We are looking for the work to be initiated in February 2023 by negotiation for a period of up to 15 days (within the funding envelope) for completion of the work by the end of June 2023 at the latest.

For full details please see the **NW Supervision Scoping Project Person Specification**

It is proposed that funding up to the equivalent of a Band 8b psychological professional be available to ensure sufficient resource is available. It is proposed that a psychological professional be recruited on a sessional basis to deliver the outputs (described in Proposal above). It is anticipated that this could be undertaken via 12 – 15 days work (within the funding envelope proposed).

How to apply

Expressions of Interest are invited via completion of Expression of Interest for Supervision Scoping Project form explaining how you meet the person specification, what you will bring to the role, and how you will practically manage the commitment alongside others in your portfolio.

Submissions of Expressions of Interest Forms to be emailed to Dr Kirsty Sturzaker Kirsty.sturzaker@hee.nhs.uk

Closing date – 13th January 2023

For informal enquiries contact: Dr Kirsty Sturzaker, Clinical Fellow for the Psychological Professions, PPN & HEE(NW) Kirsty.sturzaker@hee.nhs.uk