

Yorkshire and the Humber IAPT Providers Network

Minutes

6 November 2019, 09:45-15:45

Novotel, 4 Whitehall Quay, Leeds, LS1 4HR

No.	AGENDA ITEMS	Action By
1.	<p>Welcome, Apologies and Introductions. Minutes from the Last Meeting (12.06.19) and Matters Arising, Andy Wright, IAPT Advisor, Yorkshire and the Humber Clinical Networks</p> <p>Andy Wright welcomed everyone to the meeting and conducted introductions around the room.</p> <p>Andy Wright informed the meeting that the IAPT Providers network had been running for four years.</p> <p>The minutes of the last meeting were reviewed and accepted as a correct record.</p>	
2.	<p>Wellbeing Exercise: Checking In, Andy Wright, IAPT Advisor, Yorkshire and the Humber Clinical Networks</p> <p>Wednesday 6 November was National Stress Awareness Day. Andy Wright asked the attendees to take time to discuss what they appreciated about their IAPT service, especially at the moment, when the focus is on targets and KPIs.</p> <p>Feedback from the tables included:</p> <ul style="list-style-type: none"> • Reflecting/appreciating the people they work with. • Support from the leadership team, admin support and clinicians. • Teams supporting each other. • Work being carried out to deliver autonomy within the service. • Staff especially trainees. • Flexible working including the work being done in Sheffield to support staff. <p>Andy Wright thanked the attendees for their thoughts and feedback. He reminded everyone about the importance of balance and the need to occasionally take time out.</p>	
3.	<p>Senior PWP Update and Checklist Discussion, Heather Stonebank, Yorkshire and the Humber Clinical Networks</p> <p>Heather Stonebank provided the attendees with an update on the activities of the Senior PWP Network which is now three years old. The presentation covered the key topics discussed in the Network, learning from the network and key topics going forward.</p> <p>Heather Stonebank asked the attendees to support their Senior PWPs to attend the Network meetings.</p> <p>Heather Stonebank continued by asking the attendees to consider, and discuss, the following points from the "Working as a PWP in conditions that challenge personal values: Survey feedback":</p> <p>What is in our power to support our existing and future workforce?</p> <ul style="list-style-type: none"> • What is your response to the information in the survey? • Is there any actions you will take away? <p>Feedback from the tables included:</p> <ul style="list-style-type: none"> • The attendees were shocked but not surprised by the results. • We haven't specifically asked our PWPs those questions. How do we get that conversation or dialogue started? • There are difficulties in terms of referrals and pressure on front end services. 	

	<ul style="list-style-type: none"> • How do we attract people into the PWP role and recognise career progression? • We recognise the need for support and having skilled people in post. • We can't escape the targets. • We have talked to the teams and put resources in place i.e. agile working. • There are often difficulties getting service users to step 4 and these vary between services. • Therapists come into base once a week so peer support is available. <p>Please see the presentation slides for more information.</p>	
<p>4.</p>	<p>Update on IAPT Training, Mike Lewis and Gaynor Clark, Health Education England</p> <p>Mike Lewis, Mental Health Project Manager and Gaynor Clark, Workforce Planning Lead from Health Education England (HEE) presented an update on IAPT Training to the attendees.</p> <p>Mike Lewis explained that HEE are responsible for ensuring the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place by commissioning training courses, education etc.</p> <p>Mike Lewis continued that HEE is looking at how we can address the large turnover of PWPs with recruitment. HEE has a three year commissioning plan and are about to go out to tender for IAPT and HIT training providers as there are currently only 100 places available in Yorkshire and the Humber for PWP trainees. All IAPT places appear to be fully funded in Yorkshire and the Humber. HEE are also looking at PWP Apprenticeships which could appeal to an alternative cohort of students. HEE are currently capturing the demand for 2020/21 and online questionnaires on IAPT and IAPT modality demand will be made available early in 2020.</p> <p>Please see the presentation slides for more information.</p> <p>Question: On the core IAPT trajectory slide you showed the number of training places required with only one HEI commissioned to deliver 150 trainee places and the trajectory exceeds what is available how can the trajectories be achieved?</p> <p>Answer: We are not going to hit 226 by next year but 186 is feasible. HEE are looking at providing other university courses by 2021 and are also looking at expanding current provision in HEIs already providing the training.</p> <p>Question: How can we build relationships between providers and HEE?</p> <p>Answer: HEE are working across the north to identify barriers that stop people getting training and supporting people to stay in the role. It is important to build relationships with providers and to have a handle on what training provisions are needed. We are looking at career pathway promotion, different recruitment strategies, PWP apprentices and want to commission on 3 year cycles.</p> <p>Question: PWPs are moving straight to HIT roles once they have completed 2 years of training. Could we extend PWP experience requirements to 4 years instead?</p> <p>Answer: The curriculum is set by HEIs and out of our hands but we can feed this back to the HEIs. We could also explore supportive training modalities to help PWPs with the transition of roles.</p> <p>Question: We have to negotiate with CCGs regarding salary support. I understand that 40% goes in the baseline but CCGs say they don't know what percentage salary support there is. How can we help CCGs to identify this funding support?</p> <p>Answer: The money is in the CCG baseline but it is not ringfenced. However, an indication of the amount for training should be identifiable.</p> <p>ACTION: <i>Vicki Dodds and Sarah Boul to check what monies have gone into the CCG baselines and see if an indication of the amount for IAPT trainee funding can be identified.</i></p> <p>Question: Is the three year commissioning plan specific to Yorkshire and the Humber?</p> <p>Answer: No. It is a national three year plan.</p>	<p>Vicki Dodds/Sarah Boul</p>

	<p>Question: How can services forecast training requirements for the next 3 years if there is no clarity on the funding?</p> <p>Answer: The Long Term Plan means that CCGs should be planning their requirements over the next 5 years, although funding is not guaranteed for five years. There is also a Mental Health Workforce Planning survey ongoing and it feeds in training for the current workforce, how to recruit, modality and what training is needed to retain the workforce so this should help.</p> <p>Question: When salary support was reinstated it was “up to 60%” is it “up to” or is it 60%?</p> <p>Answer: Salary support is 60%.</p> <p>Question: Mike Lewis asked the attendees how difficult was it to recruit trainee PWP’s? Would it help to use a lead provider to interview across the patch? This could be an ICS lead provider rather than an HEI.</p> <p>Answer:</p> <ul style="list-style-type: none"> ○ It would be an interesting concept considering the demographics coming into the cohort. ○ A good idea in principle. ○ It would be preferable to grow your own trainee from somebody who lives and works in the locality rather than somebody who comes to the locality to do the training and then moves on. ○ A system that showed where people have applied and been offered places would be helpful. 	
<p>5.</p>	<p>Assistant Practitioners in Mental Health, Kay Helliwell, Project Team Manager: Assistant Practitioners for Mental Health, North of England</p> <p>Kay Helliwell presented to the attendees on “A Workforce Development Project for the North of England led by Health Education England North West in collaboration with Mersey Care NHS Foundation Trust”</p> <p>The presentation included the role of an Assistant Practitioner (AP), the transformational contribution of the AP, the HEE workforce transformation offer for trainee APs in mental health, the AP education programme, the selection process and next steps.</p> <p>Please see the presentation slides for further information.</p> <p>Question: Why are the figures for APs in mental health so low?</p> <p>Answer: The pilot study in Greater Manchester provided rich learning and identified a need for APs within mental health and so for future cohorts this learning will be shared widely.</p> <p>Comment: Andy Wright stated that perhaps IAPT services had missed the first opportunity after the IAPT manual came out in 2018 amid concerns around training and the training route of an AP for IAPT services. However, APs could be another way of growing the local workforce.</p> <p>Question: What would the support structure look like within the service/HEI?</p> <p>Answer: The AP is a supervised role and the supervisor would be a PWP within an IAPT service. The PWP would link in with the HEI for support and the supervision would be used as part of the PWP progression ladder.</p> <p>Question: Would the AP have a qualified mentor?</p> <p>Answer: The PWP would be the qualified mentor.</p> <p>Question: In terms of a qualified mentor, would they do different training to the supervision course?</p> <p>Answer: HEE will be looking to provide a toolkit and will also work with the HEIs but it is work in progress. However, with the current provider there is a one day course together with an introductory day for mentors.</p> <p>Question: The recruitment process is restricted in terms of increasing the pool of</p>	

	<p>applicants for PWP students from professionals i.e. nurses and/or clinicians who would like to retrain but they are band 5 while PWP or AP apprenticeships are band 4.</p> <p>Answer: It is an interesting point and something we need to consider going forwards.</p> <p>Question: What would the AP role look like in an IAPT service?</p> <p>Answer: The original pilot in the North West was in an IAPT service and the September cohort also included IAPT students.</p> <p>Question: What are the differences between an AP and a PWP apprenticeship?</p> <p>Answer: The difference is largely that the two roles are at different levels. An AP can go into multiple professions while a PWP apprenticeship means that you specifically want to go into IAPT. An IAPT AP could be a stepping stone into the PWP role.</p>	
<p>6.</p>	<p>Holding Differences - Working Inclusively in Low Intensity Interventions, Adriana Nitranska PWP, Sheffield IAPT</p> <p>Adriana Nitranska presented to the attendees on Holding Differences – Working Inclusively in Low Intensity Interventions.</p> <p>Andy Wright thanked Adriana Nitranska for a very interesting presentation and congratulated her on being the first PWP to speak at the IAPT Providers Network. Andy Wright continued that it gave the attendees a taste of the quality of work done at PWP and Senior PWP level.</p> <p>ACTION: Please contact Saiqa Naz – saiqa.naz@hotmail.co.uk - if your service would be interested in holding an IAPT BAME workshop.</p> <p>Please see the presentation slides for more information.</p> <p>Question: Can anything be done to improve awareness at university level during the training curriculum?</p> <p>Answer: Yes, use the IAPT Black, Asian and Minority Ethnic Service User Positive Practice Guide. The guide is a fantastic resource and is supported by research, experts and evidence.</p> <p>Question: What is the role of clinical supervision to help PWPs work with difference?</p> <p>Answer: Supervision is short and focussed on risk often but holding supervision groups rather than case management sessions could help to address working with difference in a safe environment. Providers need to make protected space to discuss the issues, as it is everyone’s issue not just those who are working with difference because of their cultural background or language abilities.</p> <p>Question: How could you integrate the IAPT BAME guide into case management?</p> <p>Answer: The measures we use can be difficult for some therapists depending on their background and/or ethnicity. We also need better materials which have been correctly translated. The guide has an audit tool and this could help services to understand where they are at.</p>	<p>All providers</p>
<p>7.</p>	<p>Every Mind Matters Campaign, Laura Hodgson, Health and Wellbeing Programme Manager, PHE</p> <p>Laura Hodgson presented to the attendees on the Every Mind Matters campaign which was launched on 7 October 2019.</p> <p>ACTION: Laura Hodgson asked the attendees to share the Every Mind Matters video which is available on YouTube.com - https://www.youtube.com/watch?v=ThvogdoC-q4 Please contact Laura – laura.hodgson@phe.gov.uk if you need the video in a different format or would like any of the posters or resources which are available online at PHE.</p> <p>ACTION: Laura Hodgson encouraged all attendees to look at https://www.nhs.uk/oneyou/</p>	<p>All</p> <p>All</p>

	<p>ACTION: <i>Laura Hodgson asked the attendees to embed the action plan tool on your service providers website.</i></p> <p>ACTION: <i>Please also contact Laura Hodgson if you would like to become an ambassador for the Every Mind Matters campaign.</i></p> <p>Question: The campaign has the NHS logo on it but who has led the campaign? Answer: The campaign has been led by Public Health England with involvement from NHS England. I would recommend that you look at what is being signposted in your area before disseminating information further in your service. If the signposting in your local area is not appropriate please contact your local authority public health lead.</p> <p>Question: Service providers aren't asking service users what prompted them to contact/be referred to IAPT. Should service providers monitor that and feedback to Public Health England? Answer: Yes, that would be really useful although only if it is information that is simple to collect. Laura Hodgson explained that she was not sure how the evaluation team are monitoring the effects of the campaign and offered to contact the evaluation team for an overview on this.</p> <p>ACTION: <i>Laura Hodgson agreed to contact the evaluation team.</i></p> <p>Question: GPs are Step 1, has there been any specific promotion around the Every Mind Matters campaign with GPs? Answer: The promotion was done nationally at PCN level but it was a challenge. All practices received a pack of information but GP engagement is challenging and more activity with promotion in Primary Care could be the next step for Public Health England. Comment: Bassetlaw IAPT advised that they met with their GPs to inform them about the campaign and provided some education. This was effective and to date the service have not experienced a spike in IAPT referrals.</p> <p>Question: Is the campaign available on an app? Answer: No. Public Health England are aware that there may be some demand for an app, but the content has been made available for mobile use.</p> <p>Question: Could any thought be given to the campaign being available via an app? ACTION: <i>Laura Hodgson agreed to feedback to the development team.</i></p>	<p>All providers</p> <p>All</p> <p>Laura Hodgson</p> <p>Laura Hodgson</p>
<p>8.</p>	<p>Core IAPT: Sharing Successes – Table Top Discussion</p> <p>Andy Wright asked attendees to spend a few minutes on their tables discussing the following questions:</p> <ol style="list-style-type: none"> 1. What is good about your current Core IAPT Service? 2. What successes could you share with other providers? 3. What would you like to see in the future that could make your service even more successful? 4. Who could help you to achieve success? <p>Please see the attached feedback from the tables.</p>	
<p>9.</p>	<p>Apprenticeships in IAPT, Andy Wright, IAPT Advisor, Yorkshire and the Humber Clinical Networks</p> <p>Andy Wright and the attendees discussed the newly established PWP Apprenticeship.</p> <p>Andy Wright stated that the PWP apprenticeship could become a landing point for people starting a second, or third, career with opportunities to recruit from non academic backgrounds and thereby form a blended workforce. However, it was acknowledged that services may not be big enough to do it their own so Andy Wright suggested that a Yorkshire and the Humber working group be formed to look into the apprenticeship scheme across the region.</p> <p>ACTION: <i>Please contact Andy Wright – andywright1@nhs.net – if you would interested in joining the PWP Apprenticeship working group to look at the</i></p>	<p>All</p>

	<i>feasibility of moving the scheme forward.</i>	
10.	<p>Any Other Business and Reflections on The Day</p> <p>Older Adults in IAPT: Feedback from national working group</p> <p>Andy Wright advised the attendees that he and Heather Stonebank are part of the older adults in IAPT working group, which are looking to produce best practice guidelines similar to the BAME ones recently published.</p> <p><i>ACTION: If any services have examples or case studies of good practice working with older adults please email them to andywright1@nhs.net.</i></p> <p>- “Psycho-education”</p> <p>Andy Wright asked the attendees to consider an alternative name for “psycho-education” as it has been fed back from service users that the phrase has negative implications.</p> <p>- Registering for the Day</p> <p>Andy Wright fed back to the attendees that it is really important that they register on Eventbrite to attend the network events. This is really important for ensuring the venue is of the right size and is facilitated appropriately</p> <p>.</p> <p><i>ACTION: Please ensure that you register for future IAPT Provider Network events via Eventbrite.</i></p> <p>Andy Wright then invited all the attendees to reflect on the day and consolidate their learning.</p> <p>Andy Wright asked everyone to complete the evaluation form and wished everyone a safe journey home.</p>	<p>All</p> <p>All</p>
	ITEMS FOR INFORMATION:	
	<p>Diabetes UK:</p> <p>Rachel Martin from Diabetes UK attended the meeting and signposted attendees to information leaflets on the tables regarding diabetes and emotional health. A link between diabetes, depression and anxiety has been identified. Further information is available from the Diabetes UK website: :https://www.diabetes.org.uk/professionals/resources/shared-practice/psychological-care/emotional-health-professionals-guide or please contact Rachel Martin: rachel.martin@diabetes.org.uk</p> <p>Future Meetings:</p> <p>The next meeting will be held in Winter 2020. A booking link and save the date will be circulated in due course.</p>	

Summary of Actions

No.	Action	Owner
1	Vicki Dodds and Sarah Boul to check what monies have gone into the CCG baselines and see if an indication of the amount for IAPT trainee funding can be identified.	Vicki Dodds and Sarah Boul
2	Please contact Saiqa Naz – saiga.naz@hotmail.co.uk - if your service would be interested in holding an IAPT BAME workshop.	All Providers
3	All Providers to share the Every Mind Matters video which is available on YouTube.com - https://www.youtube.com/watch?v=ThvogdoC-q4	All Providers
4	Please contact laura.hodgson@phe.gov.uk if you need the Every Mind Matters video in a different format or would like any of the posters or resources which are available online at PHE.	All Providers
5	All Providers to embed the action plan tool on their IAPT service providers website.	All Providers
6	All Providers to contact Laura Hodgson if you would like to become an ambassador for the Every Mind Matters campaign.	All Providers
7	Laura Hodgson to feedback to Public Health England on evaluation of the campaign and app development opportunities	Laura Hodgson
8	Please contact Andy Wright – andywright1@nhs.net – if you would interested in joining the PWP Apprenticeship working group to look at the feasibility of moving the scheme forward.	All Providers
9	If any services have examples or case studies of good practice working with older adults please email them to andywright1@nhs.net .	All Providers
10	Please ensure that you register for future IAPT Provider Network events via Eventbrite.	All Providers