Yorkshire and the Humber
Clinical Networks

Table Top Discussions on Senior PWP Network

Summary Feedback

Key Points:

How are you encouraging the integration of learning from the SPWP network in your service?

- Services need to implement a feedback process/meeting to and from the Senior PWPs.
- Service managers and clinical leads need to invest in the Network, encourage people to attend and then ensure the learning is spread through the service.

How can we develop their leadership potential?

- Questions around this include:
    - How to align to overall trust strategy and style?
    - How can relatively junior people access leadership training courses?
    - How do we balance “general” vs “clinical” leadership?
- Suggestions include:
    - Ensure career path is clear and create room for ambition
    - Offer early exposure to “basic” skills as early as possible i.e. project management
    - Mentoring in place for those taking the step up from PWP
    - Create opportunities for Senior PWPs to deploy skills in real situations i.e. involve them in recruitment
    - Bring them into senior forum meetings – learn from watching and contributing

What key messages does the provider forum want to send to the SPWP network?

- Senior PWPs are doing a good job.
- We want the network to continue.
- We will continue to support/encourage Senior PWPs to attend.
- Recognition of the importance of the Senior PWP role as a role model for others.
- Senior PWPs will be given responsibility and freedom to act.
- Seniors should be part of the decision making process.
- Seniors should have a career management pathway.
- Develop the quality of the Step 2 offer and maintaining it, despite PWP turnover.
- How do we retain Senior PWPs? What do you need in terms of development?
- Senior PWPs to work closely with data analysts

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