

**Yorkshire and the Humber Clinical Network
Senior Psychological Wellbeing Practitioners Network
3 November 2020, 10am – 12:30pm**

Minutes

No.	AGENDA ITEMS	Action By
1.	<p>Welcome, Apologies, Introductions and Checking In, Andy Wright, IAPT Advisor, Yorkshire and the Humber Clinical Networks</p> <p>Andy Wright welcomed everyone, especially those joining for the first time, to the meeting and thanked the attendees for taking the time to connect virtually and come together to share best practice. Sarah Boul conducted housekeeping.</p> <p>Andy Wright asked each attendee to “check in” by introducing themselves and sharing one piece of advice for colleagues that their experience of COVID-19 Wave 1 had taught them. Examples included:</p> <ul style="list-style-type: none"> • Establish a difference between home life and work life • Exercise to balance the fatigue of working from home • The importance of taking regular breaks • Eat well • Learn something new • Appreciated the small things • Treat yourself • It’s ok not to be ok • Team walking challenge • Learn to delegate • Set a monthly goal • Wear shoes during working hours • Stay connected to people • Be more flexible around the working day • Be truthful with colleagues when you are struggling • Acknowledge the positives • Look after your backs and shoulders to prevent skeletal issues <p>Andy Wright thanked everyone for their contributions and continued that check ins are important to share, listen and to offer encouragement to all.</p>	
2.	<p>Wellbeing Exercise – Desk Exercise, Sarah Boul, Quality Improvement Manager, Yorkshire and the Humber Clinical Networks</p> <p>Sarah Boul introduced a YouTube desk exercise video and encouraged all attendees to exercise on a regular basis as looking after our physical wellbeing is as important as looking after our mental wellbeing. Please see the link below: https://www.youtube.com/watch?v=EwKswl4Wyqs&feature=youtu.be</p>	
3.	<p>Adaptations and Opportunities: Part 1 – Group Supervision and Remote Working, Poppy Danahay, North Yorkshire IAPT/All</p> <p>Poppy Danahay presented to the attendees on the adaptations and opportunities that have happened in group supervision and remote working since the start of COVID-19 pandemic.</p>	

	<p>Please see the presentation slides for more information.</p> <p>Following the presentation, Lottie Hutton from the North Yorkshire IAPT team explained that prior to implementation the team carried out research into change management and concluded that they needed to be aware of “laggards” – people resistant to change – and get them involved.</p> <p>Heather Stonebank suggested that all new initiatives should be given a timeline and her top tip was “let’s give it a go and review in a few months.”</p> <p>Andy Wright then asked the attendees for comments about change management.</p> <p>Rhyann Morley stated that Barnsley IAPT had had the same problem when introducing group sessions, but they decided to use group slots, led by two practitioners, who then rotate round the groups as partners. The team also looked at problem solving including positives and challenges and they further gave staff a vote on new initiatives to enable them to have a sense of involvement and ownership. Please see the attached presentation slides for further information.</p> <p>Following a brief discussion, it was agreed to relaunch the Senior PWP Online Forum to enable members to share good practice, ask questions and keep in touch.</p> <p>Action: Sarah Boul to circulate the Senior PWP Online Forum joining instructions.</p>	<p>Sarah Boul</p>
<p>4.</p>	<p>Adaptations and Opportunities: Part 2 – MS Teams Live and Supporting Trainees, Heather Stonebank, Sheffield IAPT/All</p> <p>Heather Stonebank led a discussion, and asked the attendees for top tips, on their experiences in delivering interventions via MS Teams and/or MS Teams Live.</p> <p>Feedback included:</p> <ul style="list-style-type: none"> • Adapted group sessions to run on MS Team following feedback from the initial sessions although the service is still deciding what group numbers work best. • Use MS Teams to deliver CBT skills where the course was adapted to include COVID-19. The course is delivered live, twice a week, with 15-20 patients on each course. Patients are encouraged to use the chat-box and the course has been well received with good feedback while some patients actually prefer the online sessions. IAPT teams do need to be well organised and although we have been forced to work this way some practitioners have thrived. The team have also pulled together a document guide to protocol and are findings that really helpful. • Clinicians come into base to deliver MS Teams sessions and feedback has been sought at the end of each course. However, recovery rates appear to be lower than when therapy is delivered face to face. • MS Teams is used for groups who need interaction. However, the stress management course is less interactive so has been pre-recorded on Vimeo and attendees are encouraged to contact the service if they have any questions. The advantage of the pre-recorded session is that people can watch it at any point within that week and feedback has been really useful from patients. 	

	<p>Heather Stonebank continued by asking attendees for feedback on what their organisations were currently doing to support trainees.</p> <p>Feedback included:</p> <ul style="list-style-type: none"> • A buddy for each trainee. • Sending trainees a timetable every Friday for the following week which results in more check ins and conversations therefore feel more connected. • MS Teams training sessions recorded and available on shared drive which means trainees can access it whenever they need to. • Set up a PWP chat box on MS Teams • Use Skype for Business as trainees can easily see by the colour coding whether somebody is available or not. • Offer a weekly check in. • It is easier to organise observations through MS Teams as no longer travelling. • Prioritised bringing trainees back into the workplace. 	
5.	<p>IAPT Wellbeing Workshops Feedback and Discussion: what next with your learning? Andy Wright, IAPT Advisor, Yorkshire and the Humber Clinical Networks</p> <p>Andy Wright explained that IAPT Step 2 and Step 3 Wellbeing Workshops, led by Dr Andrew Beck, were held in September. The evaluation from the workshops highlighted the majority of people found the workshops to be valuable. It should be noted that wellbeing and burnout was an issue pre-COVID.</p> <p>Please see the presentation slides for more information.</p> <p>Andy Wright asked the Senior PWP Network attendees to consider and discuss the next steps i.e. do we include similar sessions for managers in the potential leadership programme offer?</p> <p>Discussion points raised included:</p> <ul style="list-style-type: none"> • CBT therapy is the most effective way to deal with wellbeing and burnout and following the training has found that it is easier to directly ask about burnout and have more open conversations. However, we need managers to be involved to implement changes. • Manager involvement is needed. Practitioners can talk about it but managers don't always listen, so nothing gets done. Supervision has a purpose; however, practitioners have massive caseloads so there is not enough time to discuss patients let alone burnout. But supervision is needed with most people working remotely. • We keep discussing burnout so do we need to acknowledge that there is a problem with the job role? How can we adapt the role and service to prevent burnout? • National guidelines are competing against staff and maintaining staff wellbeing. Services are being asked to increase their throughput and focus on results. It sometimes feels that if one person takes their foot off the brake that means that somebody else has to pick up the work. • The danger of hitting the target but missing the point. <p>Andy Wright informed the attendees that there is an IAPT Provider Network, which Heather Stonebank feeds back to on discussions held at the Senior PWP Network and feedback on this discussion would be included in Heather's update.</p> <p>Action: Heather Stonebank to feedback to the IAPT Providers' Network on burnout and how it can be supported.</p>	Heather Stonebank

<p>6.</p>	<p>IAPT Preceptorships, All</p> <p>Sarah Boul explained that there is an ongoing national discussion around the value of preceptorships with two services launching a Preceptorship Programme and Alliance Psychological Services in Teesside having developed a PWP Preceptorship Guide.</p> <p>Please see the presentation slides for more information.</p> <p>Sarah Boul then asked the attendees to consider the following discussion points:</p> <ul style="list-style-type: none"> • Are there services in Yorkshire and the Humber that already offer preceptorship programmes? • Would a Yorkshire and the Humber preceptorship guide/programme be useful to services? <p>Action: All to give some thought to IAPT preceptorships and share thoughts/comments via the online forum.</p>	<p style="text-align: center;">All</p>
<p>7.</p>	<p>IAPT Leadership Training Offer, Andy Wright, IAPT Advisor, Yorkshire and the Humber Clinical Networks</p> <p>Andy Wright informed the attendees that the Yorkshire and the Humber Clinical Network were proposing to develop an IAPT Leadership Training Programme the aims of which would be:</p> <ul style="list-style-type: none"> • Encourage new ways of working in Y&H that holds learning at the heart of the success of IAPT services • Develop greater understanding of what good learning looks • Develop learning potential at all levels • Develop a programme that supports IAPT services to understand what better suits for their services <p>Please see the presentation slides for more information.</p> <p>Action: All to give thought as to whether they would prefer the training to be as a cohort of Senior PWPs or in their own services. Please share your thoughts/comments via the online forum.</p>	<p style="text-align: center;">All</p>
<p>8.</p>	<p>Any Other Business and Checking Out, All</p> <p>Sarah Boul informed the attendees that NICE have been reviewing digital options for IAPT services and the outcome of this work so far has been published online. Sarah Boul encouraged services to review the information and use it to inform decision making in the service.</p> <p>Action: Please review and circulate the link, below, within your service: https://www.nice.org.uk/about/what-we-do/our-programmes/nice-advice/improving-access-to-psychological-therapies--iapt-/submitting-a-product-to-iapt</p> <p>Andy Wright asked the attendees for a sense check of what is happening with their service's waiting lists and what teams were doing to manage them as we head into a second lockdown phase.</p> <p>Action: Please send details to Andy Wright – andywright1@nhs.net or Sarah Boul – sarah.boul@nhs.net</p> <p>Andy Wright checked out for everyone on behalf of Yorkshire and the Humber Clinical Network and thanked everyone for attending.</p>	<p style="text-align: center;">All</p>

	ITEMS FOR INFORMATION:	
	Future Meetings: The next Senior PWP Network meeting will be in January/February 2021 – date to be confirmed.	