

Table Top Discussions on Leadership, Data and The Future

Summary Feedback

Key Points on Leadership:

- Making the role fit for purpose – potential changes to job specifications
- Training on communications, managing changes, managing conflict, providing constructive feedback
- No formal leadership training available, would be good to have this in place
- Having a formal place within the management team would be helpful
- Being trained on how to feedback to managers – having the time for this and how to feedback appropriately
- Training courses on leadership in IAPT, maybe a course via the leadership academy?
- More information on apprenticeships
- Shared information on what is available
- PWP is not recognised as a core profession, how can this be resolved?
- Cultural shift – from a traditional top down approach to help facilitate change
- More involvement of Senior PWPs at a senior management level
- Communication
- Leading on a project/special interest group/champion
- Leadership training – recognition as a core profession

Key Points on Data:

- Helpful to influence clinical practice/relate to the patient journey
- Increase the PWPs ability to understand – what does the data look like and what does it mean
- Good to use within supervision, team meetings etc.
- Useful to identify themes to why people do not recover
- Individual recovery rates per month would be helpful
- Access to data to use in care management would be helpful
- Sharing information
- Having a data quality lead
- Protected time to understand data – how/why to capture and how to feedback
- Presentation form NHS Digital
- How it is used and communicated is really important
- Interpreting the data – help!!!
- How to implement change based on data

- Use of audits/deep dive – themes, demographics, what works for who? Age, recovery, dose, where people go from RA's.
- Data informed decision making
- Swamped by data – too much to be meaningful
- Use of meaningful data for the therapist in supervision – but guidance on how to manage this in a supportive way is needed.

Key Points on The Future:

- Accreditation / recognition of role
- Regular speakers to attend Senior PWP Network and update
- Guest speakers
- Recovery – how to achieve and how to maintain?
- Engagement tips/guidance
- Team morale/wellbeing
- Share experiences within teams
- “Key messages” from above
- How to make a band 5 post more desirable
- Keep the Senior PWP Network going!
- Recognition of the workforce as a core profession
- More learning on Long Term Conditions
- Sharing good practice
- PWP-ACT training
- CPD for PWPs – further training
- Senior Network to continue and be used to organise training – keep the meetings going and ensure all Senior PWPs are aware of them
- Training on different pathways i.e. perinatal, long term conditions etc.
- IAPT specific leadership skills/management
- Future of the PWP role – accreditation/recognition
- Recruitment and retention
- Maintaining / meeting recovery – ideas from other services
- Wellbeing!
- Bringing the PWPs or team together – the importance of supporting each other, sharing good practice especially across services in large geographies.