

**New Ways of Working for Applied Psychologists
(Afternoon Core Group Meeting)
Thursday, 18 May 2006
The Work Foundation, London**

Attendance

Jan Burns	Chair Group of Trainers in Clinical Psychology
Tony Lavendar	Joint Chair, British Psychological Society (BPS)
Roslyn Hope	Joint Chair, Director of National Workforce Programme - NIMHE
Graham Turpin	Division of Clinical Psychology
Bill Davidson	Service User Representative, NWW team
Marc Lyall	Skills for Health
Ian Baguley	Associate Director, NIMHE
Mike Wang	Psychology Representation on NWW for Psychiatrists
Dave Shaw	Sports & Exercise Division
Antony Vasselos	AMICUS
Valerie Rezin	AMICUS
Sharon Greensil	Physiotherapy
Neil Brimblecombe	Department of Health
Val Huet	Art Therapy
Tim Cate	Chair Elect for DCP
Robert Kidd	Mental Health Bill Workforce
Ann Smyth	NHS Education for Scotland
Suzi Iyadurai	Division of Child & Educational Psychology

Apologies

Peter Bannister	Membership & Professional Training Board, BPS
Fiona Wilks Riley	Chair of Division of Forensic Psychology
Shelagh Morris	Professional Officer - AHP
Peter Kinderman	Standing Committee for Psychologists in Health & Social Care

1. Notes of Last Meeting

The notes of the meeting held 2 March 2006 were approved.

2. Action Points Arising

2.1 UK representation.

Graham Turpin has spoken to the Northern Ireland DCP Executive and offered an invitation to join the group. They have not yet responded. **Action: Tim Cate to follow up**

2.2 Multidisciplinary representation and reference group.

At the last meeting it had been agreed that it would be helpful to proceed to explore the issues and ideas put forward by Peter Kennedy regarding ensuring multi-professional input into New Ways of Working for Applied Psychology (NWWAP). A specific group had been suggested to be established, however following discussion about the complexity of the current set of meetings and project management thereof, the following was agreed:

1. The New Ways of Working in Mental Health National Steering Group, which is already a multidisciplinary group, should be asked to critique all work coming from the NWWAP group.
2. The National Mental Health Partnership group has a workforce sub group and they have agreed in principle also to critique work.

3. Stakeholder Conference

Tony clarified that the purpose of the stakeholder conference was to consult with a wider group of people at this reasonably early point in the process. Stakeholders being the wider family of psychology and people in the field, and also non psychologists, service users and carers.

Currently, people have been invited through Regional Development Centres (RDCs), to provide a multidisciplinary team and more broadly through the NWW groups and the BPS. It was agreed that further advertising should take place in the following:

- The RDCs through their networks and e-bulletins. **Action: Roslyn Hope**
- 'The Psychologist' publication. **Action: Tony Lavendar**
- Service Users and Carers through the BPS Networks and the SHA WDD Leads. **Action: Tony Lavendar**

3.1 Format of the programme

As we want to consult about the work to date, we need to spend much of the day in project group workshops. Project Leads therefore will take responsibility for planning their sessions. It was agreed that admin support, in the form of a recorder in each project group [7], who could write up what was being discussed would be ideal. Tony is to approach Tim Cornford. **Action: Tony Lavendar.**

Ian Baguley agreed to find 2 of the 7 recorders. **Action: Ian Baguley**

It was felt that the draft programme needed to be revised in order to ensure that each of the 7 project groups had an opportunity to present in the plenary session, to ensure that all participants could get up to speed with the key issues before going into project groups. It would be important to send out project stream briefs and membership along with the programme to help people make an important choice about which workshops they wish to attend. The programme is to be revised in the light of the discussion.

Action: Tony Lavendar / Roslyn Hope

3.2 Scottish Conference

Ann reported that a similar event was going to be run in Scotland on 6 October 2006 and all project leads had agreed to participate. The NHS is funding this and the event will take place at Heriott Watt University in Edinburgh.

Rob Kidd representing Wales reported that he was sending the details of the English conference to the Welsh office.

4. Project Groups Key Issues Feedback

4.1 Mental Health Act

No information.

4.2 Team Working

Steve Onyett reported that the group was producing a document called "Working Psychologically in Teams". For the conference there would be three issues they want to explore in particular, 1) the separation or integration of psychologists from and in teams, 2) psychologists being able to offer team facilitation and 3) research questions around team size.

They would like to ensure that there is some discussion around the complexity of systems and the implications for leadership. The focus will be on a full age range of people and how to achieve influence and legitimacy for NWW within organisations.

4.3 Care Pathways

Tina Ball reported that the group had decided to map the current workforce; AMICUS is to produce a document in the autumn. The group is looking at age profiles and equality, particularly in bands 7 to 9 of the Career Frame, linking in with the National Occupational Standards and national assessors.

They would like the stakeholder event to explore the role for consultant psychologists. They would also like examples of good practice in the form of vignettes. They would also like to explore job planning for psychologists; Tina is to check out whether other professions are doing this through contacting Shelagh Morris. **Action: Tina Ball**

As part of this, they also want to think about what a 'good' psychologist looks like.

Suzi mentioned the work done in 360 degree feedback from service users and others about what characteristics were most desired in psychologists and this resulted in the highlighting of issues like interpersonal skills and punctuality, rather than specific professional competencies. Tina is interested in looking at service user literature and any information from the research to be sent to Jan Burns. **Action: All**

4.4 New Roles

John Taylor reported that there are 8 work streams, which included:

- The critical review of the graduate worker; how it has developed and been evaluated and what can we learn from the process.
- Reviewing the work of assistant psychologists and what clinical interventions they undertake.
- Regulation; working with Ros Mead on her more general work.
- Learning from Scotland and associates based there.
- Evaluating the psychology associate role.
- Developing a bolder vision of what psychological welfare of the system might look like in the future.

The group wishes to have an additional meeting on 13 July before the stakeholder event.

Steve Onyett offered to circulate a document that will be helpful in this process.

Action: Steve Onyett

4.5 Organising and Delivering Psychological Services

Tim Cate reported that their group was looking at models of service delivery to include issues around leadership and guiding principles for the service structure and delivery. He has a trainee on placement, who is doing a project on leadership for the autumn.

4.6 Education and Training

Mike Wang reported the following:

- The graduate basis of registration: the BPS Committee for this has requested an applied psychologist to join it. This is the first time this offer has been made and it was agreed it was a very positive step.
- 6 training routes are being looked at and they're intending to describe these in no more than two pages in an appendix in the final document.
- They are reviewing the "Kinderman Model" and revising it.
- The issue of whether leadership was included in training was raised as this will need to be addressed.

Bill Davidson reminded the whole group that their key focus was to improve the experience of service users and their families.

5. Improving Access to Psychological Therapies

NWWAP Sub Group has to date fulfilled the function of overseeing the wider IAPT workforce project. Three key areas that are being addressed are:

1. Competencies

2. Education and Training
3. Skill mix

A workshop was held on 17 May with Skills for Health, DH regulation, NICE Guidance and others to explore what was required and how it might be taken forward. The outcome demonstrated that there was a lot of good will to collaborate and a project proposal was to be worked up by Skills for Health.

Roslyn reflected that the IAPT WF group, although intended to save time in performing one and the same function of the project group for NWWAP, this was proving confusing to people and difficult to coordinate. She was uncertain whether there was a need to have a separate group for psychologists. Tony and Graham felt it was important to be transparent for what the implications were for psychologists. It was agreed that this should be discussed outside of the meeting. **Action: Roslyn Hope, Graham Turpin and Tony Lavendar**

6. New Ways of Working National Update

Roslyn gave a brief update on progress, and particularly highlighted the following:

1. The paper on complexity is being developed between Christine Vize, Associate Director of New Ways of Working and Felix Davis from the BPS. Roslyn is to circulate the latest draft for information. **Action: Roslyn Hope**
2. Creating Capable Teams Approach. The work to date has been recently reviewed and is in the process of being revised. The NWW groups will be asked to critique it during the summer.

7. Any Other Business

- 7.1 The outcome / product of the NWWAP needs to be thought about in terms of how it can be pulled together in a single document. Tony and Roslyn will put together a draft for the next meeting. **Action: Roslyn Hope and Tony Lavendar**
- 7.2 There is a meeting facilitated by the Denise England and Skills for Health on developing the Career Framework in Mental Health on 16 June 2006. Graham Turpin is to circulate details. **Action: Graham Turpin**

8. Dates of Future Meetings

14 July 2006 (CONFERENCE in Wolverhampton – if you wish to attend, please complete the booking form and return to Amy Vollans)

29 September 2006 (Venue to be agreed)

November 2006 (Date & venue to be agreed)