



DCP England

Newsletter

July 2019

Welcome to the fifth edition of the Division of Clinical Psychology's England newsletter. This month we hear from two more members of the DCP committee, workforce and training updates, information on the NHS Long Term plan and the Topol Report.

England Chair's update – Roman Raczka

One of my first actions after I was appointed as DCP England lead in January was to work with the BPS Comms team and Lawrence Moulin (DCP Comms lead) to design and develop the DCP England Newsletter. We wanted to develop a new way to engage with DCP members, to provide topical information and news items on key issues that affect clinical psychologists. Initially I was concerned that there may not be sufficient topical items to fill a quarterly newsletter. However, as we are now publishing our fifth monthly newsletter, this is far from the case! As you will read in this edition there are many important developments happening that we need to be aware of.

In this month's newsletter we cover a wide range of subjects. We report on the first in a series of conferences on the implications of the NHS Long Term Plan for the psychological professions. The conference was co-hosted by the London and the South East Coast branches and had a terrific range of informative speakers. Attendees numbered well over 120 and a workshop at the close of the day encouraged participants to reflect on things that could be done from a workforce perspective to improve psychological treatment and care. The key findings of this will be taken

forward in the DCP Workforce and Training sub-committee and also at the DCP Representative Assembly in July.

Future events are being organised on different aspects of the NHS Long Term Plan by local DCP branches in Yorkshire, the South West and the Midlands. You can follow discussions from all of these events on Twitter using the hashtag #LTPlanDCP.

One of the key monthly sections of the Newsletter is on workforce and training. We have an update on the apprenticeship scheme for Clinical Associate Psychologists. As you will read, the Interim People Plan was published in June. While the report does not give any details about the psychology workforce, there is a dedicated appendix to the report specifically talking about AHPs and psychology workforce development.

As in previous editions, we look at one of our local branches and this month's spotlight is on the East of England Branch. I've also been working with psychologists in the region to reinvigorate our East Midlands Branch, and I'm pleased to report that there is a small but enthusiastic group willing to move this forward. We've got an event planned for the Autumn in Leicester

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Get in Touch

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on the NHS Long Term Plan – keep an eye out for more information.

Finally, if you have any comments, feedback or topical news items to be included in future

editions, I would love to hear from you. Please email me on dcpengland@bps.org.uk

Dr Roman Raczka

The NHS Long Term Plan: Delivering Effective Psychological Care – 17 June 2019



The DCP London and DCP South East Coast branches recently hosted a conference on the implications of the [NHS Long Term Plan](#) for the psychological professions. **Dr Roman Raczka** and **Dr Natalie Kemp** co-chaired the morning of the conference.

Sarb Bajwa, Chief Executive of the BPS, welcomed attendees and stated the need for more details on how the plan can be delivered, particularly with regards to prevention of mental health problems. This represents a gap that psychology can help to fill. Sarb proposed that the BPS needs to articulate an argument on how best to deliver the plan, providing guidance, lobbying and reports on behalf of the workforce, all of which needs to be based on robust data.

Dr Esther Cohen-Tovée outlined the potential contribution of the psychological professions in delivering the long term plan. This included both ‘threats’ (e.g. establishing security of the DClInPsy funding) and ‘opportunities’ (e.g. developing new psychologically informed models of primary care). Esther also wondered whether psychology would benefit from having a Chief Psychological Professions Officer.

Dr Adrian Whittington presented on the implications for the psychological professions workforce. He argued that our professions have long been a cacophony of disjointed voices and outlined some of the work the Psychological Professions Network has been doing to ensure that we have a stronger and more united voice within the NHS.

Prof Jim McManus spoke on the central importance of prevention and public health, ‘stemming the tide’, proposing that efforts are still medically focused as opposed to being psychologically informed. Instead, a common focus on human flourishing that thinks across the life course could help to create prospective, preventative and protective approach to public health.

Jacqui Dyer MBE spoke passionately about **Black Thrive**, a community-led initiative working to improve the mental health of black communities in Lambeth. She highlighted the need for psychologists to work collaboratively with communities to appropriately address their needs and tackle racial inequalities in mental health services and the wider system.

Richard Pemberton and **Jo Hemmingfield** (expert by experience) chaired the afternoon of the conference, which aimed to delve deeper into how the plan may be delivered. They also raised the question of whether it allows for a really flexible and agile response to the problem it aims to address.

Tom Johnson, NHS England Programme Lead, spoke about the long term plan to improve the mental health of homeless people. Currently 4677 people are estimated to sleep rough on any one night. Tom proposed that a multi-agency, assertive response is needed, which integrates mental health care with existing services. To ensure this is psychologically informed this should hold trauma related care at the centre of this work, in order to engage and support homeless people.

Dr Ste Weatherhead talked about **NeuroTriage**, an initiative in Liverpool working to connect homeless populations with neuropsychological services.

Ste reported that cognitive deficits are highly prevalent in homeless people, but mental health services are often unwilling to engage with this population. Ste argued that psychologists have a



Dr Roman Raczka
DCP England Chair



Richard Pemberton
DCP South East Coast
Chair

The NHS Long Term Plan: Delivering Effective Psychological Care – 17 June 2019 *continued*

responsibility not to sit easily with suffering and need to be willing to adopt a succession planning approach to create social change.

Prof Tony Lavender and **Dr Adrian Whittington** rounded off the day by asking the audience to split into groups and come up with two or three ideas of things that could be done from a workforce perspective to improve psychological

treatment and care. This will be taken to the DCP training and workforce committee. If you would like to read or join in with the discussion and see photos from the event please search on Twitter for the hashtag **#LTPlanDCP**

Written by: **Holly Smith** – Assistant Psychologist and **Dr Rob Turton** – Assistant Psychologists (SLaM)

Workforce and training – latest updates

In the last month there have been a number of developments around workforce. [The Interim People Plan](#) main report does not give any details about the psychology workforce, but there is a dedicated addition to the report specifically talking about AHPs and psychology workforce development. The key points of the Interim People Plan and the part of the psychology additional note is below.

Interim NHS People Plan headlines

- 1. Make the NHS the best place to work:** Aim to make the NHS an employer of excellence – valuing, supporting, developing and investing in people.
- 2. Improve our leadership culture:** Aim to improve the leadership culture nationally and locally to create a positive, compassionate and improvement focused leadership creating the culture that delivers better care.
- 3. Prioritise urgent action on nursing shortages:** Identifies shortages across a wide range of NHS staff groups, but identifies the most urgent challenge is the current shortage of nurses.
- 4. Develop a workforce to deliver 21st century care:** Aim to grow the overall workforce, to create a transformed workforce with a more varied and richer skill mix, new types of roles and different ways of working, ready to exploit the opportunities offered by technology and scientific innovation to transform care and release more time for care.
- 5. Develop a new operating model for workforce:** Aim to continue to work collaboratively and to be clear what needs to be done locally, regionally and nationally, with more people planning activities undertaken by local integrated care systems (ICSs).

- 6. Take immediate action in 2019/20 while we develop a full five-year plan:** Aim to take action immediately, with a focused set of actions for the year ahead while we continue our collaborative work to develop a costed five-year People Plan later this year.

Interim NHS People Plan: the future allied health professions and psychological professions workforce

The [national psychological professions workforce programme](#) will set out the necessary actions to complete implementation of the expansion requirements in Stepping Forward to 2020/21: The mental health workforce plan for England. It will also set out four new themes for action to deliver the even faster expansion of psychological professions required by the NHS Long Term Plan: creating and implementing a national psychological professions strategy, developing a national workforce programme for all psychological professions, enhancing training and career paths for psychological professionals, and delivering the right leadership for the psychological professions at local, system, regional and national level. The national psychological professions workforce group will lead on the workforce programme for the psychological professions.

Workforce and training – latest updates *continued*

Psychologists recognised as a shortage occupation

It is also of note that the Migration Advisory Committee has decided to identify psychologists as a shortage occupation for the first time in ten years. It is a clear indication that the lack of psychologists and insufficient training places is being identified at the most senior levels.

Clinical Associate Psychologist apprenticeship standards update

We have been made aware that revisions were made to the apprenticeship standards based on the feedback provided in the consultation process. There was an extremely short period

of time to provide a response to these revisions. Dr Gary Latchford (GTICP co-chair and DCP UK committee member) reviewed them and reported that the points we raised were reflected.

Important revisions included the ‘scope of practice’ being included to define the role of CAPS, the standards being explicit in the need for supervision by a registered clinical psychologist, and the clinical psychologists retaining overall clinical responsibility for the work of the CAP.

This will be discussed in detail by the DCP workforce and training sub-committee later in July. See [here](#) for future updates.

Focus on the DCP UK Executive Committee

This month we’ve spoken to two more members of the DCP Executive Committee.

Interview with Dr Vicki Richer – Ordinary Committee member

What is your Role on the DCP Executive?

I am an ordinary committee member. This essentially means that I have not been co-opted onto the committee because of any office that I hold as part of the DCP. The role is elected from the membership and my role is to support the committee to take a wider view with the everyday DCP member in mind.

What do you hope to achieve in your role during the next year?

I was elected in January 2019 and so I am still new to the role. Prior to being elected I hadn’t quite realised what a huge task the DCP has on a national and local level. The amount of energy and time that officers expend on behalf of us the DCP members is staggering. I hope to be able to support the wider committee in meeting the ambitious targets that they have been set while being a voice for the members.

Where else do you currently work?

I work at The Croft. This is a Family and Child Unit situated in Cambridge. The Croft is unique as it admits children under the age of 14 alongside at least one of their parents.

This gives me the unusual opportunity to work with parents’ own mental health issues and to support them in their struggles with complex children while they are living on the unit. I have also recently started a small private practice in Newmarket, so I am beginning to have some insights into the different challenges that are faced on both sides of the fence.

What are your interests outside of psychology?

Outside of my psychology life I have an allotment where I mainly grow bindweed and raspberries. I also sing in a community choir. I started doing this when I realised that I was having so many conversations with clients about doing something just for themselves and had to face the fact that I wasn’t doing this either.

Interview with Dr Amra Rao – Leadership and Management Faculty Chair

What is your role on the DCP Executive Committee?

I am the chair of DCP Leadership & Management Faculty. My role is to attend to workforce development and leadership and management issues with the aim of supporting the profession.



Dr Vicki Richer
Ordinary Committee member

Focus on the DCP UK Executive Committee



Dr Amra Rao
Leadership
and Management
Faculty Chair

What do you hope to achieve in your role during the next year?

I hope to continue supporting clinical psychologists to be high impact leaders with compassion, creating conditions for effective and sustainable services. I would like to see the profession playing a vital part in shaping services and policy through a network of influence across communities, localities and regions as well as linking up with the points of strategic focus by supporting the DCP drive to re-establish the Psychological Chief Psychologist Advisor role. By the end of the year I would like to see our projects on mentoring, workforce wellbeing and other leadership support and workforce development having a greater impact.

Where else do you currently work?

I have recently taken a break from my long NHS career but continue to work clinically as well as in coaching and leadership consultancy, research and training in the UK

and abroad. I am the Director of Psychological Horizons Consultancy based in Central London and work as an associate with a number of organisations including the Anna Freud Centre, Organisation for the Understanding of Society (OPUS) and International Society for the Psychoanalytic Study of Organizations (ISPSO).

What are your interests outside of psychology?

Travelling, coastal walks, world music, poetry, arts and drama. I have been involved in various initiatives on addressing advantage blindness we all carry in various personal and professional roles giving rise to inequality in different shapes and forms. As an executive member of the Pakistan Professional Forum and Sur Sangham Music group I have taken part in various events to celebrate arts and cultural diversity. More recently, I am prioritising taking my father with progressive dementia to his reminiscent travel journeys.

Exploring how to prepare the healthcare workforce, through education and training, to deliver the digital future – the ‘Topol Report’

The NHS must ‘focus on building a digital ready workforce’, a report by Dr Eric Topol has concluded.

The California based digital medicine expert was commissioned by the Secretary of State for Health and Social Care and Health Education England to carry out an independent review into the digital training needs of NHS staff.

The [Topol Review](#) includes three principles to support the deployment of digital healthcare technologies across the NHS. These are:

1. Patients should be suitably informed about health technologies, with particular focus on vulnerable groups to ensure fair access.
2. The healthcare workforce needs knowledge and guidance to evaluate new technologies.
3. The adoption of technology should be used to give healthcare staff more time to care and interact directly with patients.

It also provides advice on technologies and developments that will change clinical roles, on how staff can be prepared for that change, and the changes required in the education and training of staff.

Such technologies include genomics, digital medicine, artificial intelligence and robotics.

In summary, the review states there needs to be a ‘renewed focus on workforce development’ if digital transformation is to be achieved in the NHS.

The DCP has set up a digital technologies sub-committee to be chaired by Dr Helen Pote, and we will include updates in future newsletters.

Getting together to support trainee wellbeing

Following on from their research on mental health professional and trainee wellbeing and lived experience among mental health care providers, University College London's Unit for Stigma Research (UCLUS) has established a working group of UK trainers and trainee stakeholders involved in mental health professional training. The vision for the group's work is twofold: to share examples of good practice in promoting trainee mental wellbeing and providing support for trainees who experience mental health problems, and to establish some generic principles in providing good support both at organisational/systemic/course and individual trainee level. It is hoped the work will culminate in good practice guidelines for clinical psychology training programmes in the UK, and possibly mental health professional training more generally. This initiative is supported by the BPS Group of Trainers in Clinical Psychology (GTiCP).

This initiative links closely with the NHS/HEE focus on mental wellbeing, in particular recommendations from the [NHS Staff and Learners' Mental Wellbeing Commission report](#) published in February 2019.

These issues are of concern and relevance across all mental health disciplines, hence this initiative has sought to join forces with other professional bodies from the outset. Invitees include representatives from clinical psychology, the Royal College of Psychiatry, IAPT, the Royal College of Nursing.

The work is being led Dr Katrina Scior, Director of UCLUS and Joint Director of the UCL Doctorate in Clinical Psychology, and coordinated by Natalie Kemp, UCLUS Research Fellow and clinical psychologist open about her own past lived experience of mental health problems to help destigmatise them. Away from her UCL role, Natalie is also the founder of www.in2gr8mentalhealth.com forum.



Natalie Kemp
UCLUS Research Fellow
and clinical psychologist



Dr Katrina Scior
Director of UCLUS
and Joint Director of
the UCL Doctorate in
Clinical Psychology

Spotlight on East of England Branch

The East of England DCP Branch continues in its active CPD agenda and put on a workshop recently on 'Psychological work with People who have been Fostered or Adopted'. The event was very well received by the people who attended. We have proposed future events. One is for trainees in the region, to be held at University of Hertfordshire, to encourage new members of the community of clinical psychologists to benefit from what the branch has to offer and contribute their views as new members of the community.

Additionally, we have planned a couple of events to be co-produced by experts by experience and clinical staff and in September, our annual conference.

We have co-opted on to the committee a new member, Liam Gilligan, who will be responsible

for our internet and media presence. We hope that this will increase our visibility.

On the committee there are a number of people who have been members for a couple of years and we are therefore keen to recruit new members to the committee. This is to introduce new blood but also since a few people on the committee plan to step down at the annual conference in September.

Our regional advisory group is very active and meets regularly to discuss issues important to clinical psychology in the region. Any service leads who would like to input into the meetings are invited to contact me on fblume@Essex.ac.uk to put forward agenda items.

Frances Blumenfeld Chair EoE branch.



Dr Frances Blumenfeld
Chair of DCP East
of England

Local DCP branch news

Upcoming events

DCP South West Branch – NHS Long Term Plan conference, 13 September in Bristol

DCP South East Coast – Valuing and supporting psychologists' wellbeing and their lived experiences on 20 September, Southwark Cathedral conference centre

DCP London – One day conference on reducing violent crime, 11 November at Tabernacle Street, London

Local DCP branch details



Dr Annette Schlosser
Chair of DCP Yorkshire
and Humber

If you are a member of the DCP you are automatically a member of your local DCP branch.

DCP Yorkshire and Humber

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DCP East Midlands

I am organising a teleconference for those interested, please let me know if you want to be part of it by contacting me, Roman Raczka, on DCPEngland@bps.org.uk

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