



DCP England

Newsletter

June 2019

Welcome to the fourth edition of the Division of Clinical Psychology's England newsletter. This month we hear from three more members of the DCP committee and receive an important update from Dr Jan Hughes on trainee salary support, for which the current arrangements will be staying in place for the 2019 and 2020 intakes.

England Chair's update – Roman Raczka

During the past month I have attended a number of meetings, including the DCP England Branch Chairs' monthly meeting, the DCP Executive, and the Workforce and Training Sub-Committee. It's interesting that all of these meetings have had a particular focus on workforce, so I have asked key people involved in different workstreams to provide a more detailed update for this month's newsletter.

So in this edition, articles include Ken Laidlaw's summary of the progress on the Clinical Associate Psychologists (CAPs) Trailblazer Apprenticeship programme. It is good to hear that comments made by the DCP have been taken on board when revising the occupational standards. CAPs are an emerging workforce that are likely to be introduced more widely, so it is reassuring that it is proposed they will be trained to work within a single care group population and under the supervision of a clinical psychologist. We will share updates and developments in future editions of the newsletter.

Developing our future clinical psychology workforce is also of fundamental importance. As you may be aware, the future funding of

trainees has not yet been decided. Jan Hughes provides an update on the ongoing trainee salary support review by Health Education England, and we are pleased that Jan is representing the division and keeping us updated.

The objectives of the NHS Long Term Plan have a range of potential implications for the current and future clinical psychology workforce. In order to highlight the objectives and explore the implications, the DCP will be running a series of events over coming months. The first of these, in London, will be held on 17 June and places are still available free for division members. To book please visit www.eventbrite.co.uk/e/the-nhs-long-term-plan-delivering-effective-psychological-care-tickets-59838374188

In future editions, the newsletter will provide updates on current areas of interest for clinical psychologists across England, as well as sharing information on local meetings, events and conferences. If you have any comments on any of the articles included, have one to submit yourself or an event to publicise, I would love to hear from you. Please contact me on DCPEngland@bps.org.uk

In this issue

1. Update from DCP England Chair, Dr Roman Raczka
2. Focus on the DCP UK Executive Committee
3. DCP leadership and management faculty (CPL) – Mentoring scheme
4. Workforce and training – latest updates
5. 'Our Journey Together'
6. Spotlight on the North East Branch

Get in Touch

🐦 @UKDCP

✉ DCPEngland@bps.org.uk

Edited by:

Lawrence Moulin DCP
Communications Lead

Focus on the DCP UK Executive Committee

This month we've spoken to three more members of the DCP Executive Committee.

Focus on Tony Lavender

What is your role on the DCP Executive Committee?

I have been elected as an ordinary member, but as Chair of the newly established DCP Workforce and Training Sub-Committee I report to the Executive on the work of this group.

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

I hope to help re-establish a Chief Psychological Professions Advisor with NHS England and make sure the DCP is on top of the key NHS workforce developments.

Where else do you currently work?

I'm retired from full time work, but continue to work in consultancy, research and teaching from Salomon's Institute for Applied Psychology at Canterbury Christ Church University where I am Emeritus Professor.

What are your interests outside of psychology?

I've replaced my love of football and running with road cycling. I'm also a keen reader of novels and poetry, enjoy music of all types and watching plays.

Focus on Lawrence Moulin

What is your role on the DCP Executive Committee?

I'm the Communications Lead for the DCP across the UK. My focus is on how we listen to and talk with our members, and enabling everyone to share the great work which clinical psychologists are doing.

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

At the end of the year I hope that DCP members will say they now have a stronger sense of what the DCP is doing on their behalf, and feel they are more able to make their voices heard.

Where else do you currently work?

I do some consultancy work, but am also very active in local politics and work with a foodbank in my area.

What are your interests outside of psychology?

I'm a great fan of the band New Model Army, as I'm sure many readers of this newsletter are! We're all looking forward to the band's forthcoming album and UK tour. The photo is definitely not of me playing for them!

Focus on Richard Pemberton

What is your role on the DCP Executive Committee?

I am the Director of the Professional Standards Unit.

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

I'm looking to re-establish the Professional Standards Unit and support the division's recovery – the first priority is to get our publications and guidance into better shape.

Where else do you currently work?

I continue to do a lot of work locally and nationally in the area of public health and prevention.

What are your interests outside of psychology?

Photography, my electric bicycle, boule, and I'm heavily involved in a Sussex Downland reversion and conservation project.



Lawrence Moulin
DCP Communications
Lead



Richard Pemberton
Director of the
Professional Standards
Unit

DCP Leadership and Management Faculty (CPL) – Mentoring scheme

What is the CPL Programme?

The DCP Leadership and Management Faculty CPL Programme brings together a variety of workstreams aimed at supporting the leadership development of clinical psychologists across the career span. The two main components of CPL are:

- Leadership development through mentorship project – CPL-M.
- Leadership training and supporting leadership development through workshops, events, specialist groups and local networks.

What's available to me through CPL right now?

- Mentoring from DCP colleagues.
- Self-directed learning activities.
- Lists of upcoming BPS and faculty events related to leadership.
- Reading materials and webpages.
- Links to NHS-specific leadership resources, including courses on leadership and development relevant to clinical psychologists.

How can I find out more and sign up?

Visit the following webpage to complete a sign up questionnaire.

www.bps.org.uk/member-microsites/dcp-faculty-leadership-and-management/resources

Workforce and training – latest updates

Electronic staff record changes

The NHS records the numbers and designations of staff in the electronic Staff record, and all providers complete returns to NHS Digital to provide national staffing information. In recent years it has become clear that the information collected about the psychological workforce could be improved and the Workforce Information Review Group (WIRG) has agreed to implement a number of changes to this end.

Changes have been made to each of the three parts to the ESR – occupational code, job role and area of work.

1. At an occupational code level (the S matrix), clinical has been replaced by applied as all the HCPC applied psychologists should be included.
2. Clinical psychology is still a job role (some psychologists were concerned this had been removed) along with all the other applied psychology titles, which are now all available as separate job roles for the first time.

3. Area of work is a more conceptually confused aspect of ESR. Area of work has a three-level structure for analysis, although it is only the most detailed tertiary level which is available for trusts to select through ESR. This is supposed to record the specialty clinical patient area and the team of staff working in it. Clinical psychology as a value has been removed from area of work. This is to avoid repeating what is recorded in other parts of ESR (i.e. in job role) and to make it evident in what specialty clinical area staff are working. As part of these changes mental health (and a number of sub-specialties) have been introduced for the first time. There are also many areas of work in the physical health specialties under which clinical psychology could be categorised (such as pain management, cardiology, dermatology, diabetes). The changes should better capture the breadth of specialties in which clinical psychologists work.

Tony Lavender

Workforce and training – latest updates, *continued*

Update on the development of a degree apprenticeship trailblazer group for Clinical Associate Psychologists

As people may know, there has been a recent national public consultation on occupational standards linked to the development of a degree apprenticeship trailblazer group for Clinical Associate Psychologists (CAPs). The occupational standards document provided an introduction and summary of the CAP role and included a description of the knowledge, skills and behaviours (KSBs) mapped to 12 duties required of CAP degree apprentices.

The trailblazer group is nationally representative of our profession with active membership drawn from heads of psychology services and seven HEIs, all with a strong track record in delivering high quality doctoral clinical psychology training as well as 23 employing trusts.

CAPs in England are a new emerging workforce filling an identified skills gap between assistant psychologists and qualified clinical psychologists. CAPs work within a more proscribed scope of practice (for example all CAPs practice and are supervised to work within single populations) than that traditionally occupied by qualified clinical psychologists. CAPs can only work under the supervision of clinical psychologists while exercising sufficient autonomy to conduct psychological assessment and evaluations, derive formulations and deliver psychological interventions. In the NHS in Cornwall, where two cohorts of CAPs are currently undergoing their training, there have been a number of new posts created for clinical psychologists to provide the necessary supervision.

Degree apprenticeships are a new way of training where apprentices earn a wage as they learn on the job and combine this with degree studies. Usually all training costs are paid for by the employer using their apprenticeship levy. The levy is a form of tax used to fund apprenticeships. The aim of the degree apprenticeship for the CAPs training is to create a new standalone psychological workforce and is not about creating a stepping stone for clinical psychology careers.

The public consultation process on the draft occupational standards for CAPs attracted a very large number of individual submissions. There has been very positive support for the idea of this new development, nevertheless specific concerns were also expressed. While perhaps inevitable and understandable, a number of these concerns were based on some misunderstandings of what was being proposed. These concerns have now been addressed in the revised occupational standards being created by the CAP degree apprenticeship trailblazer group.

Points raised by the DCP have been addressed and been very helpful in revising the occupational standards to provide a clear and more explicit statement about governance of supervision and practice, and about what scope of practice means for CAPs. There is enhanced clarity that CAPs must work under the supervision of a qualified clinical psychologist.

In summary, the revised occupational standards document adopts a very robust statement about the scope of practice and supervision requirements for CAPs, as well as clear statements about employment practice and differentiating it from the existing psychological workforce. The proposed revision of the occupational standards remains under review by the CAP degree apprentice trailblazer group, but is expected to be submitted to the Institute for Apprenticeships and Technical Education in June 2019.

Ken Laidlaw, Eugene Mullan, & Phil Confue on behalf of the Degree Apprentice Trailblazer Group for Clinical Associate Psychologists.

Trainee salary support

Members of the DCP Workforce and Training Subcommittee have been meeting with colleagues from Health Education England to discuss funding for clinical psychology, particularly salary support for trainees. The conversations have been open and very constructive, with the importance of securing the workforce for the NHS long term plan as a central point. We hope to have further news soon, but meantime can confirm that current arrangements will stay in place for the 2019 and 2020 intakes.

Jan Hughes



Ken Laidlaw
Degree Apprentice Trailblazer Group for Clinical Associate Psychologists



Dr Jan Hughes
Chair of the Group of Trainers in Clinical Psychology

Consultation on proposed increase in HCPC fees

Following the HCPC's consultation earlier this year on an increase to the fee structure, the BPS made a detailed response, including taking into consideration the response from DCP Branches and members. In its formal response the BPS said:

The BPS does not support the proposed increase, which is a massive 18 per cent and represents an increase of more than six times the current rate of inflation. Members on the register had a fee increase imposed as recently as 2015, meaning that if this additional increase goes ahead, HCPC annual registration fees will have soared by nearly 40 per cent since 2014.

Following the consultation period, the HCPC had a council meeting in February where the

council were presented with the consultation response.

The proposal was to increase the fees as proposed, despite overwhelming opposition (90 per cent of respondents did not agree with the fee increase). There was some discussion and a vote but, although three council members voted against, the proposal was still voted through.

The next stage is for this increase to be approved by the Privy Council. Meanwhile, the BPS has been in touch with several MPs about this and gained support. There is an early day motion against the fee increase and there was a Westminster Hall debate last week on the subject.

There is no date set for this to achieve approval and I suspect, as ever, Brexit may well get in the way!



Dr Kate Theodore
Conference Organising Committee

'Our journey together': People with Learning Disabilities and Clinical Psychologists in Partnership – Experts by Experience Conference, Bristol, 6–7 December 2018

Dr Kate Theodore on behalf of the conference organising committee and consultants:

Judith Samuel, Moira Phillips, Jennifer McElwee, Ro Rossiter, Tracey Smith, Jo Hemmingfield, Mark Chadwick, Margaret Chadwick, Jackie Clarke and Nicola Smith

The DCP Experts by Experience Strategy Group aims to increase links with all DCP networks. As part of this, last year the group worked together with members of the Faculty for People with Intellectual Disabilities (FPID) and the Faculty for Children and Young People and their Families (CYPF) Learning Disabilities Network, and most significantly with experts by experience (young people and adults with learning disabilities and carers) connected with both Faculties, to produce the second annual DCP Experts by Experience Conference in Bristol from 6–7 December 2018. This conference was the first of its kind in the UK, co-produced by people with learning disabilities, parents/carers, clinical psychologists and other professionals: *'Our Journey Together': People with Learning Disabilities and Clinical Psychologists in Partnership.*

The two-day conference brought together more than 50 experts by experience and professionals from across the UK on each day, sharing more than 20 oral, video or poster presentations, and a forum theatre event performed by Mind the Gap, one of Europe's largest inclusive theatre companies. There were many opportunities for discussion and reflection on topics of co-production across clinical services, training and research throughout the lifespan, from young people to adults. Every contribution to the conference achieved an element of consultation and involvement with experts by experience, with some reaching high standards of co-production. The event was positively evaluated by participants as 'informative', 'powerful' and 'emotive'.

The organising committee and experts by experience consultants have shared learning from the conference in various ways, including by presenting at the recent FPID Advancing Practice annual conference in London on 3 April. The April issue of *FPID Bulletin* was also co-produced by the FPID, CYPF LD Network and EBE Strategy Group as a 'special issue' on the conference. As the conference and special issue bulletin was co-produced across BPS and DCP faculties and groups,

'Our Journey Together': People with Learning Disabilities and Clinical Psychologists in Partnership – Experts by Experience Conference, Bristol, 6–7 December 2018, continued

it is available for free download by all BPS members. The conference organising group are sharing their learning with various colleagues across the BPS, and contributing to a 'top tips' guide for co-producing events.

<https://shop.bps.org.uk/the-bulletin-of-the-faculty-of-people-with-intellectual-disabilities-vol-17-no-1-march-2019.html>

Please get in touch if you would like to continue these conversations about co-production!

Dr Kate Theodore
kate.theodore@rhul.ac.uk

Spotlight on the North East Branch

Dr Barry Ingham, Chair of the North East Branch, gives an overview of the branch activities.

We restarted the North East DCP Branch a few years ago. Since then we have been working on building up the branch and continue to do so with our current committee. We have focused on trying to offer learning opportunities to our members alongside space for networking and sharing updates across the profession locally.

This has included workshops led by Lucy Johnstone, Mike Wang, Bernard Kat and Dave Lee alongside talks from BPS Presidents and DCP Chairs (we are fortunate to have Dr Esther Cohen-Tovée as one of our branch members). We have also facilitated discussions about local organisation structures and training course developments. We have made links with other BPS structures including the BPS North East Branch (which includes a larger geographical area all the way down to Sheffield).

We are currently planning a CPD day on 'Developing community psychology practice in times of adversity and inequality' to be held

in partnership with the local BPS Community Psychology Section. We were hoping this would be in June but will now be later in the year and will possibly coincide with our AGM. We are also going to hold a Psychology in the Pub event on 20 June in partnership with the BPS North East Branch at Cumberland Arms in Ouseburn, Newcastle-upon-Tyne.

We have recently been having discussions through the DCP England Branch Chairs network about holding an event in the North of England (covering North East, North West and Yorkshire areas) on the implications of the NHS Long Term Plan for clinical psychologists. Watch this space for more details on that.

Finally, our links with local clinical psychology training programmes (Newcastle and Teesside universities) and providers of clinical psychology services are developing and we would like to encourage new ideas for branch activities and ways of developing our work further. Please get in touch if want to discuss anything or would like to take a more active role in the branch



Dr Barry Ingham
Chair of DCP North East

Local DCP branch events

Upcoming events

DCP UK, DCP London and DCP South Coast – The NHS Long Term Plan: Delivering more effective and psychologically informed care to individuals, groups and communities on 17 June

www.eventbrite.co.uk/e/the-nhs-long-term-plan-delivering-effective-psychological-care-tickets-59838374188DCP

DCP South Central – 'How Psychologists can contribute to service commissioning' 19 June 9.30–4.30, Shaw House, Church Rd, Newbury RG14 2DR



Lorna Farquharson
Chair of DCP London
Branch



Lawrence Moulin
Chair of DCP West
Midlands



Dr Frances Blumenfeld
Chair of DCP East
of England



Dr Barry Ingham
Chair of DCP North East

Local DCP branch details

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

DCP Yorkshire and Humber

Chair: Dr Annette Schlosser
Contact details: a.schlosser@hull.ac.uk
Twitter: @DCPYANDH

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

DCP West Midlands

Chair: Lawrence Moulin
Contact details: lawrencemoulin@outlook.com
Twitter: @wmidsdcp
Facebook:
Division of Clinical Psychology – West Midlands

DCP London

Chair: Lorna Farquharson
Contact details: l.farquharson@uel.ac.uk
Twitter: @DCP_London

DCP South West

Chair: Dr Alex Dibley
Contact details:
alexandradibley@gmail.com
Twitter: @DCPSouthWest

DCP South East Coast

Chair: Richard Pemberton
Contact details: richardpemberton@gmail.com
Twitter: @DCPSEC

DCP East of England

Chair: Dr Frances Blumenfeld
Contact details: fblume@essex.ac.uk
Twitter: @DCPEoE

DCP North East

Chair: Dr Barry Ingham
Contact details: barry.ingham@ntw.nhs.uk
Twitter: @nebranchdcp

DCP South Central

Chair: Dr Chris Allen
Contact details: chris.allen@berkshire.nhs.uk