

Senior PWP Group Meeting

Monday 27th April 2015 1:00-4:30pm

Kings House Conference Centre, Manchester

Welcome

- * Agenda
 - * PWP Registration and Accreditation – Steve Flatt, BABCP
 - * Masterclass Update
 - * Workshop: Development of Best Practice Guide for the Recruitment of Trainee, Qualified and Agency PWPs
 - * ‘Shadow a PWP Day’
 - * Next steps, actions and close

CPD Survey Results

- * Survey circulated to all North West PWPs via PPN Network
- * 67 Responses:
 - * Range of CPD accessed but relatively small numbers (43 for PWP masterclasses, 22 for STORM training, 17 for supervisor training and all others in single figures)
 - * Vast majority was useful and applicable to role
 - * Small numbers have agreed CPD for the year (12%)
 - * Only 20% aware of CPD-Apply
 - * Initial results suggests that appropriate CPD does exist, but the issues are in access to it (both in terms of awareness, support from organisations and where it exists – e.g. a lot seems to be one-off or ad hoc training programmes)

PPN Updates

- * PPN Conference – <http://www.nwppn.nhs.uk/index.php/events/2nd-annual-conference-of-the-psychological-professions-network>
- * PWP Curriculum Review – <http://www.ucl.ac.uk/pwp-review/the-pwp-review>
 - * COM-B model
 - * Clarity re roles of different stakeholders in training – including services
 - * Updated guidance incl: Best Practice, ‘diagnosis’, and best practice for use of self-help materials
- * Workforce board
 - * Workforce planning and how we can better understand and influence
- * PPN Animation

Development of a Best Practice Guide

- * Recruitment of trainee PWPs
- * Recruitment (and retention) of Qualified PWPs
- * Recruitment of Agency PWPs
- * To (try to) ensure it is used it must have:
 - * Clear minimum standards which are achievable for organisations while ensuring quality is maintained in the workforce
 - * Broad standards to ensure it is flexible to suit different organisations while ensuring consistency
 - * Clear rationale and evidence-base for the standards included
 - * Able to update overtime e.g. in response to changes in service need and role developments (including potential registration/accreditation)

Best Practice Guide

- * Areas for discussion:
- * Agreed set of standards and values to be adhered to?
- * If so, could we link these to the recent PWP curriculum review update?
- * How do we encourage organisations to adopt this guideline?

Trainee PWPs

- * Currently very large numbers apply for posts
- * Limited 'demographic' of people who are successful in posts – need to think about how to support development of more representative workforce of the population they are working with
- * Encourage retention into PWP role rather than short term before moving onto e.g. HIT or Clinical Psychology – particularly challenging if only able to recruit as 12 month fixed term contract initially

Qualified PWPs

- * Very small numbers apply
- * Clear about the value of working in a different organisation – while the role may be the same, there are different opportunities and learning in different teams
- * Principles of PWP model and fidelity to this alongside very different services and ways of working – understanding of local ‘big picture’
- * Clear about the value of staying and developing within the role
- * How to encourage retention

Agency PWPs

- * Need to ensure appropriate PWP qualification
- * Need to ensure appropriate quality standard
- * Should include some form of 'interview'
- * Organisation's responsibility to highlight any problems, and discontinue contracts that are not at appropriate standard
- * How do we engage with agencies to support the implementation of this work