

South-East All-Age Mental Health & Eating Disorders Recruitment Webinar

29th June 2021

NHS England and NHS Improvement



Before we start...Using Microsoft Teams

Please note: This session is being recorded and will be uploaded to our website

You should be able to see this bar on your computer. If it disappears just click the centre of the screen and it will reappear.



To view and use the chat box – please use for discussion and questions

To raise/lower your hand – use this if you want ask a question off mute

To turn your Camera on/off

To mute and unmute yourself

Troubleshooting tech issues:

- Please mute yourself to reduce background noise
- We encourage use of the chat box for discussion and questions
- This webinar is being recorded and will be shared afterwards

Housekeeping

- This webinar is a live event, therefore you will be on mute unless you're a designated speaker or asking a question.
- The webinar will be recorded and sent to participants after the event.
- Please use the chat function to ask any questions and for discussion and sharing of practice examples. We will answer as many questions as possible during the event.
- If you are unable to access the chat box, please email Richard.banks6@nhs.net with your questions

Part 1: Setting the Scene

12:00-12:10	Welcome & Setting the Scene in the South East Region <i>Dr Gavin Lockhart, Consultant Clinical Psychologist: Clinical Lead CYP Mental Health (NHSE & HEE South East)</i> <i>Sarah Fellows, Head of Clinical Programme, SE Mental Health Team</i>
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Part 2: Innovative Approaches to Recruitment to Support and Enhance Service Model Delivery

12:05-12:15	Staff Digital Passport <i>Nicola Fowler, Improving Employment Models Lead</i>
12:15-12:30	The role of Physician Associates in Mental Health <i>Dr Helen Crimlisk, Deputy Medical Director, SHSC and PA Lead for the Royal College of Psychiatrists</i>
12:30-12:40	The role of Nursing Associates in Mental Health <i>Mushtag Kahin, Nursing Associate, Central and North West London NHS Foundation Trust HEE Nursing Associate Ambassador</i>
12:40-12:50	CYP IAPT and Adult Psychological Interventions and advancing the Therapeutic Offer for Eating Disorders <i>Gavin Lockhart Health Education England and Mark Rivett University of Essex</i>
12:50-13:05	Paediatric and Adult Acute Liaison Posts for Eating Disorders <i>Lesley Taylor and Colleagues NHS Kent and Medway CCG</i>

Five Minute Break

Part3: System Support Opportunities

13:25-13:40	<i>Best Practice Recruitment Events and Planning Recruitment Events in a Pandemic</i> <i>TBC, HR Directors SE Region – Jennie Cogger Deputy Director HR KMPT</i>
13:40-13:50	<i>Workforce Planning; Tips to support developing robust workforce plans</i> <i>Michelle Vassallo, Senior Quality Improvement Manager, SE Mental Health Team NHSE/I</i>

Part 4: Discussion and Closing Comments

13:55-14:00	Event Evaluation & Close <i>Dr Gavin Lockhart, Consultant Clinical Psychologist: Clinical Lead CYP Mental Health (NHSE & HEE South East)</i> <i>Sarah Fellows, Head of Clinical Programme, SE Mental Health Team</i>
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Introduction

Context:

- Ongoing all-age surge in eating disorders
- Discussions around workforce issues and recruitment options to support surge planning and response

Aim of webinar:

- Raise awareness of funded new/emerging roles and training in both CYP and adult MH, including ED specific training – consider whole pathway
 - Funding
 - Pre-requisites to enter training
 - Training content and competencies on completion
 - Service-based examples of utilising these roles

Workforce Planning (1)

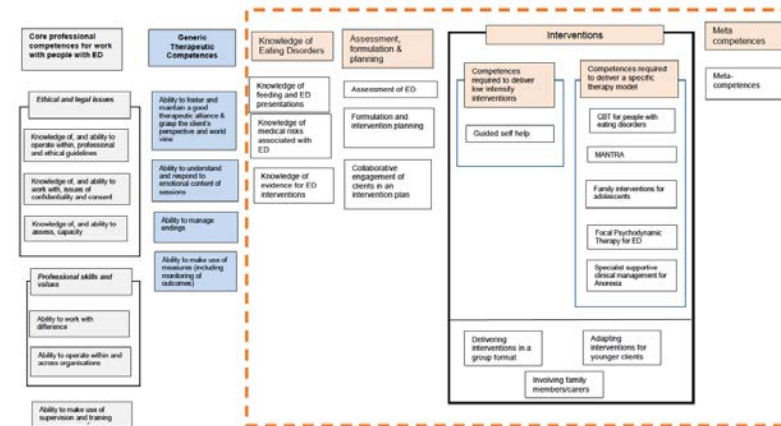
HEE STAR workshops:
<https://www.hee.nhs.uk/our-work/hee-star>



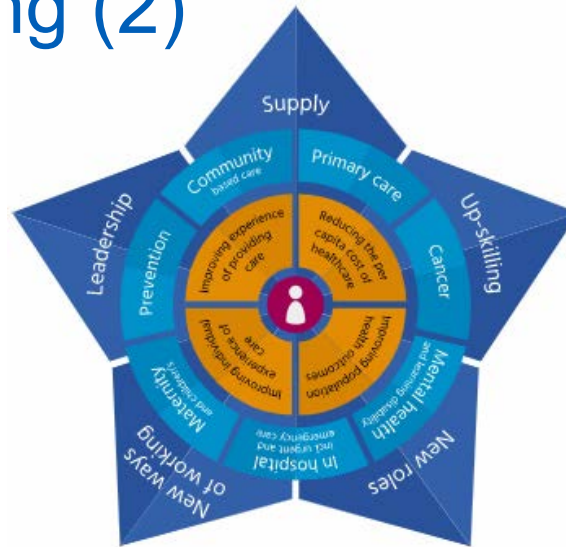
HEE Star: A Framework to support workforce transformation

Newly published ED competencies framework:

<https://www.ucl.ac.uk/pals/research/clinical-educational-and-health-psychology/research-groups/core/competence-frameworks-17>



Workforce Planning (2)



Which part of the pathway are you planning for?

What are the core tasks/activities that need to be covered (i.e. job plan)?

What pre-requisite knowledge and competencies are required for those tasks?

Which roles/practitioner(s) have those pre-requisites?

Advancing the Therapeutic Offer (1)

WORKFORCE EXPANSION

Recruit-to-Train (Salary Support & Funded Course Fees):

- CYP-IAPT – Systemic & Family Practice for Eating Disorders
- CYP-IAPT – CBT for Eating Disorders (currently mothballed)
- 1-year programmes; EOI ~ May; January cohorts

Advancing the Therapeutic Offer (2)

UPSKILLING EXISTING WORKFORCE

Funded Course Fees Only:

- Adult PTSMHP – <https://www.hee.nhs.uk/our-work/mental-health/psychological-therapies-severe-mental-health-problems>
 - CBT for ED (2 years)
 - DBT (2 years)
 - Whole Team ED Training
- CYP (funded by regional HEE office)
 - DBT (N.B. need to have capacity for full DBT offer in service)
 - FT for ED; FT for BN – currently identifying trainer and costings
 - ARFID – already had two waves of training

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Southeast Status

28th June 2021

Nicola Fowler

Improving Employment Models Lead

NHS England and NHS Improvement



What is the COVID-19 Digital Staff Passport?

- Developed in collaboration with strategic partners
- Part of the wider Enabling Staff Movement Programme
- Outlined in the NHS People Plan
- COVID-19 solution released in May 2020 to beta wave 1 sites
- Support the ambition to have a strategic Digital Staff Passport to support all movement across the NHS.

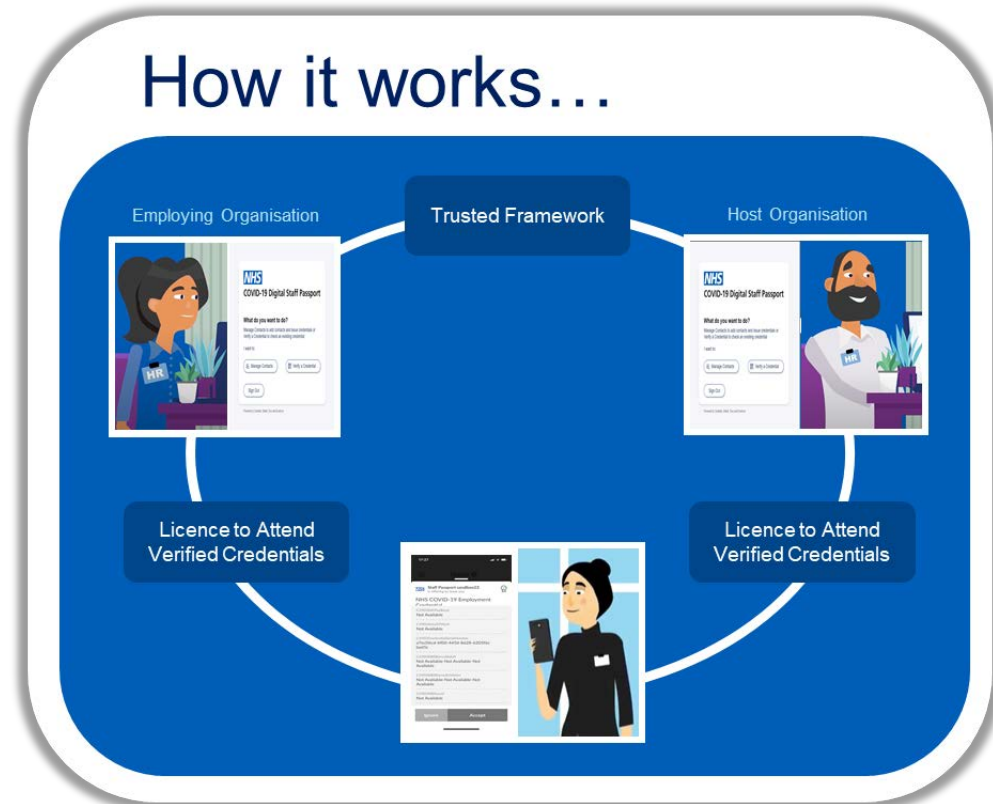
Play the video by clicking the picture



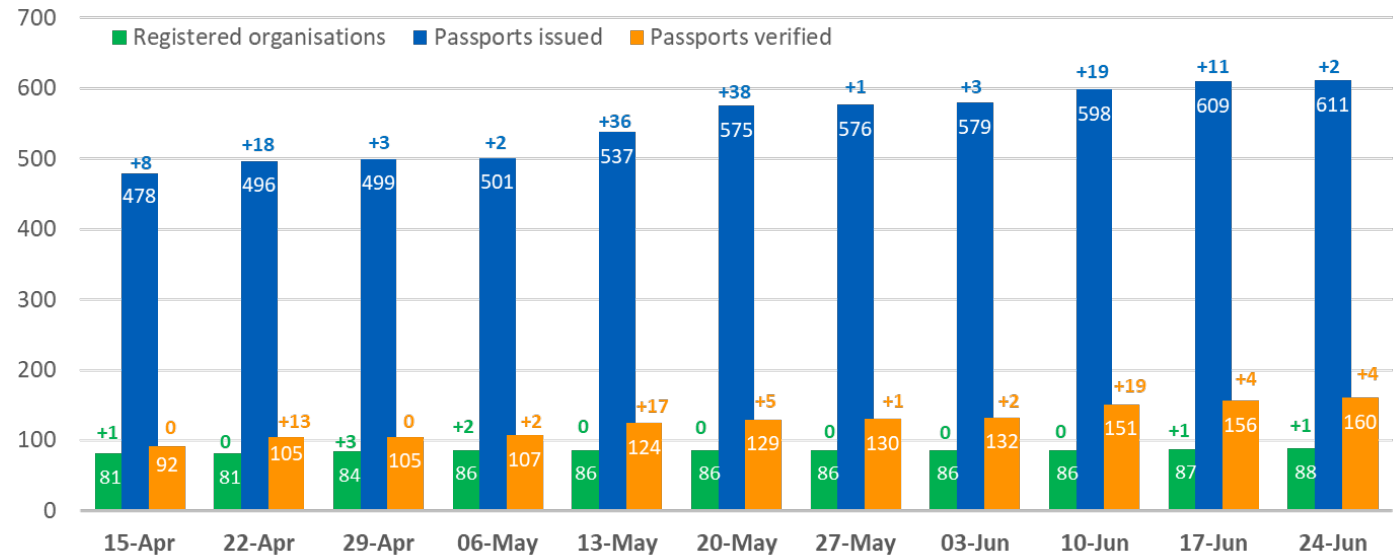
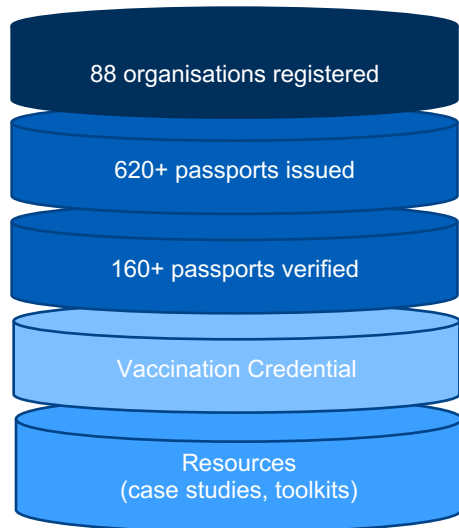
How does it work?

The COVID-19 Digital Staff Passport is a solution that enables the secure transfer of key NHS workers' details and employment information so that the worker does not need to repeat employment checks if they are temporarily deployed in response to the COVID-19 pandemic. It is...

- ✓ A verified record of identity and employment
- ✓ Securely held by staff member's own smartphone
- ✓ Supported by a national workforce sharing agreement
- ✓ Simple, user friendly and gives our people control of their own verified information
- ✓ An Interim passport for COVID-19, a significant step towards our ambition for Digital Staff Passports



Project Current National Status



- 1 new organisation this week - South Warwickshire NHS Foundation Trust
- Increase in passports issued are due to East Lancs (1), Nottingham University Hospitals (1)
- Increase in passports verified are due to East Lancs (3), Sheffield Teaching (1)

Southeast

Highlights where registered trusts need to issue and verify passport

Highlights ESR API needs to be set up, guidance on slide11

STP Name	Organisation Name	Participating in Clinical Network	Registration Complete	ESR API Update completed	User Training Completed	1st Passport Issued or Verified	No of Passports Issued	No of Passports Verified
Bedfordshire, Luton and Milton Keynes STP	EAST AND NORTH HERTFORDSHIRE NHS TRUST							
Buckinghamshire, Oxfordshire and Berkshire West STP	BERKSHIRE HEALTHCARE NHS FOUNDATION TRUST							
Buckinghamshire, Oxfordshire and Berkshire West STP	BUCKINGHAMSHIRE HEALTHCARE NHS TRUST	London & SE Burns/Thames Valley Vascular						
Buckinghamshire, Oxfordshire and Berkshire West STP	OXFORD HEALTH NHS FOUNDATION TRUST							
Buckinghamshire, Oxfordshire and Berkshire West STP	OXFORD UNIVERSITY HOSPITALS NHS FOUNDATION TRUST	London & SE Burns/Thames Valley Vascular	26-Apr		26-Feb			
Buckinghamshire, Oxfordshire and Berkshire West STP	ROYAL BERKSHIRE NHS FOUNDATION TRUST	Thames Valley Vascular	01-Feb	Yes	03-Feb			
Buckinghamshire, Oxfordshire and Berkshire West STP	SOUTH CENTRAL AMBULANCE SERVICE NHS FOUNDATION TRUST							
Frimley Health & Care ICS (STP)	FRIMLEY HEALTH NHS FOUNDATION TRUST		11-Jan	Yes	20-Jan			
Frimley Health & Care ICS (STP)	SUSSEX PARTNERSHIP NHS FOUNDATION TRUST							
Hampshire and the Isle of Wight STP	HAMPSHIRE HOSPITALS NHS FOUNDATION TRUST							
Hampshire and the Isle of Wight STP	ISLE OF WIGHT NHS TRUST							
Hampshire and the Isle of Wight STP	PORTSMOUTH HOSPITALS NHS TRUST							
Hampshire and the Isle of Wight STP	SOLENT NHS TRUST							
Hampshire and the Isle of Wight STP	SOUTHERN HEALTH NHS FOUNDATION TRUST							
Hampshire and the Isle of Wight STP	UNIVERSITY HOSPITAL SOUTHAMPTON NHS FOUNDATION TRUST							

Southeast

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STP Name	Organisation Name	Participating in Clinical Network	Registration Complete	ESR API Update completed	User Training Completed	1st Passport Issued or Verified	No of Passports Issued	No of Passports Verified
Kent and Medway STP	DARTFORD AND GRAVESHAM NHS TRUST	SE London & Kent Trauma	29-Jan	Yes	03-Feb	11-Feb	1	1
Kent and Medway STP	EAST KENT HOSPITALS UNIVERSITY NHS FOUNDATION TRUST	SE London & Kent Trauma	25-Jan	Yes	27-Jan	10-Feb	1	
Kent and Medway STP	KENT AND MEDWAY NHS AND SOCIAL CARE PARTNERSHIP TRUST		12-Jun		Not Trained			
Kent and Medway STP	KENT COMMUNITY HEALTH NHS FOUNDATION TRUST							
Kent and Medway STP	MAIDSTONE AND TUNBRIDGE WELLS NHS TRUST	SE London & Kent Trauma	04-Feb	Yes	Not Trained			
Kent and Medway STP	MEDWAY NHS FOUNDATION TRUST	SE London & Kent Trauma	26-Jan	Yes	27-Jan			
Surrey Heartlands Health & Care Partnership (STP)	ASHFORD AND ST PETER'S HOSPITALS NHS FOUNDATION TRUST		27-Jan	Yes	29-Jan			
Surrey Heartlands Health & Care Partnership (STP)	ROYAL SURREY COUNTY HOSPITAL NHS FOUNDATION TRUST		29-Jan	Yes	03-Feb	09-Feb	5	
Surrey Heartlands Health & Care Partnership (STP)	SURREY AND BORDERS PARTNERSHIP NHS FOUNDATION TRUST		In process					
Surrey Heartlands Health & Care Partnership (STP)	SURREY AND SUSSEX HEALTHCARE NHS TRUST		27-Jan	Yes	10-Feb			
Sussex and East Surrey STP	BRIGHTON AND SUSSEX UNIVERSITY HOSPITALS NHS TRUST	London & SE Burns						
Sussex and East Surrey STP	EAST SUSSEX HEALTHCARE NHS TRUST							
Sussex and East Surrey STP	QUEEN VICTORIA HOSPITAL NHS FOUNDATION TRUST	London & SE Burns						
Sussex and East Surrey STP	SOUTH EAST COAST AMBULANCE SERVICE NHS FOUNDATION TRUST							
Sussex and East Surrey STP	SUSSEX COMMUNITY NHS FOUNDATION TRUST							
Sussex and East Surrey STP	WESTERN SUSSEX HOSPITALS NHS FOUNDATION TRUST							

Adoption – what user cases do you have?

Models of Adoption

- **Clinical Networks** – Clinicians being able to be rapidly deployed to other NHS provider organisation across ICS and regional boundaries to respond to emergency clinical need, e.g. Major Trauma, Burns, Critical Care.
- **Clinical Rotational Posts** – Clinicians working temporarily in other NHS provider organisations across ICS and regional boundaries as part of their role to deliver services.
- **ICS/STP** - An ICS/STP where all NHS provider organisations are registered with the passport. Thereby being able to integrate the passport into normal working practices to fast-track the movement of all staff on a temporary basis, whether through a clinical network or for planned staff movements.
- **Vaccination Centres** – Mass Vaccination lead employers implementing a fast-track, data rich and secure check-in process for staff working at all their vaccinations sites.

Areas of good practice:

- Major Trauma consultants being issued their digital staff passports to enable them respond quickly to patient needs moving across regional boundaries to where needed.



Robert Bentley works as Consultant Craniofacial and Oral and Maxillofacial Surgeon at Kings College Hospital NHS Foundation Trust and is the National Clinical Director for Major Trauma and Burns Network and he tells of his experience of using the COVID-19 Digital Staff Passports.

organisation involved in network, involving 20+ surgeons

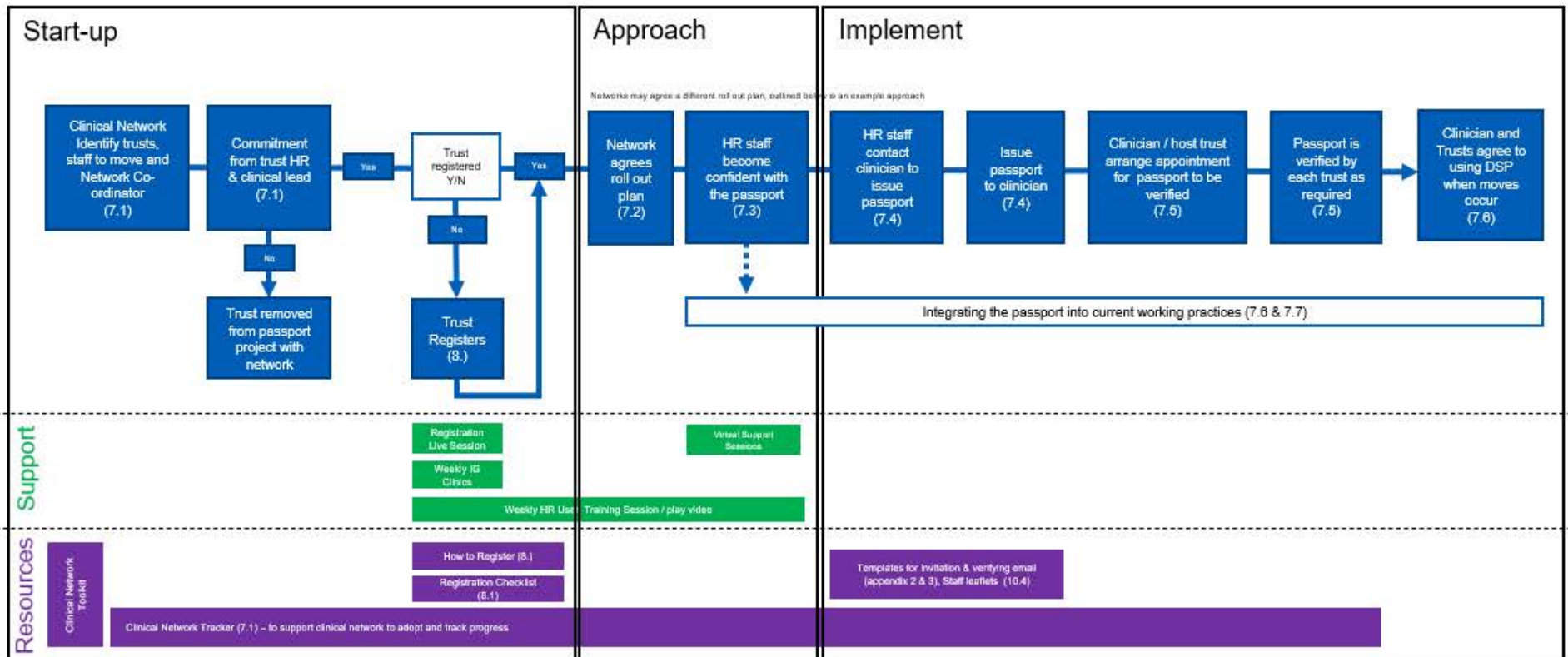
- **Sheffield ICS** – using passports across the ICS to eliminate honorary contracts and the repeating of employment checks – 50 passports issued
- **Lanc & South Cumbria ICS** – have just started the project to implement the passport support the movement of critical care medics across CIS footprint
- **East Lancs Vaccination Lead Employer** are implementing the passport and the new vaccination programme credential to enable fast track arrival process for all 3 vaccination sites. Please contact East Lancs for more information : Katie at Kathryn.Taylor-Rossall@elht.nhs.uk
- **NHS England** have employed **military staff** and over 250 of these personnel have been deployed into vaccination centres using their digital staff passports to provide evidence of their identity, employment and roles.
- Other regional and cross-regional clinical network such as Burns, Vascular, Critical Care are various stages of implementation to ensure all their clinician are issued with a passport to help them move to organisations that are part of the network

Models of Adoption

Key Factor to success... identify your staff to move during the registration process, this will drive adoption.

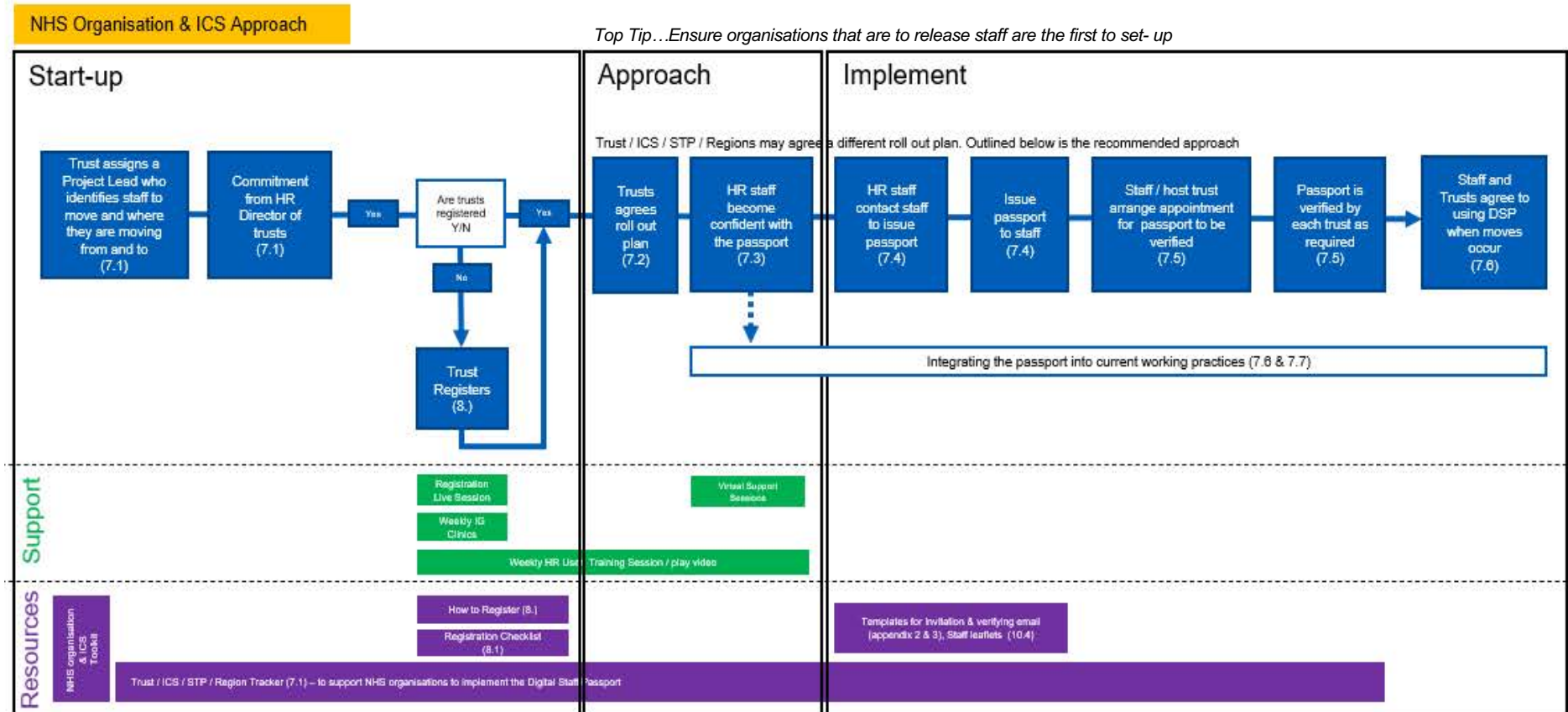
Clinical Networks

Top Tip...Ensure organisations that are to release staff are the first to set-up



Models of Adoption

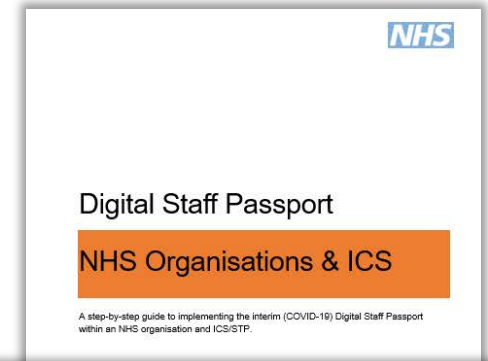
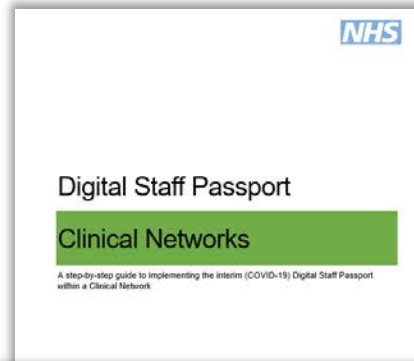
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New guidance now available...

[COVID-19 Digital Staff Passport Implementation guides and associated Trackers](#)

These guides contain a plethora of information, taking you from registration to utilisation, providing useful links to training and support, and a range of marketing material to help to spread the word amongst your staff.



The guidance outlines the 7 steps to adoption:

1. Identify Trust Project Lead and identify staff to move
2. Trust agrees roll out plan
3. HR staff become confident with the Digital Staff Passport
4. HR staff contact staff member to issue passport
5. Verify passports of receiving staff member
6. Integrating the passport into current working practices



Name	Email address	Employer	Request source			Request received			Request issued		
			Request prepared by all Trust	Requested by (Trust Name)	Requested by (Trust Name)	Request received (Trust Name)	Request received (Trust Name)	Request issued (Trust Name)	Request issued (Trust Name)	Request issued (Trust Name)	



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New marketing material now available...

COVID-19 Digital Staff Passport

Are you considering a voluntary deployment to support the COVID-19 response? If so, the COVID-19 Digital Staff Passport can help you move your information more easily:

- ✓ Secure transfer of employment checks to your host organisation
- ✓ Securely held on your smartphone
- ✓ For fast on boarding

For more information contact: Insert trust contact details here...

Scan me to visit www.beta.staffpassports.nhs.uk

Editable Poster

General Staff Leaflet

COVID-19 Digital Staff Passport

Are you considering a voluntary deployment to support the COVID-19 response? If so, the COVID-19 Digital Staff Passport can help you. It is a solution that enables the secure transfer of employment records to a host organisation.

It is:

- ✓ A verified record of identity and employment
- ✓ Securely held on your smartphone
- ✓ Supported by a national workforce sharing agreement
- ✓ Simple, user friendly and gives you control of your own verified information
- ✓ An interim passport for COVID-19, a significant step towards our ambition for digital staff passports

For more information, visit www.beta.staffpassports.nhs.uk

Where is my information held? The Connect Me app holds your information in a digital wallet on your smartphone. The app puts you in control of how you manage your data and who you share it with. You can download the Connect Me app via Google Play or the Apple App Store (your mobile phone needs to be on either iOS or Android).

How do I receive my information? Your information is provided as a set of data items, known as 'Credentia' which is issued to you through the Connect Me app by your local HR team.

Your local trust contact: dddd

How do I transfer my information to my temporary organisations? Once you have your information (credentia), you will transfer this electronically to the HR team at your temporary host organisation using the Connect Me app.

What is the purpose of processing my data? The data processed through the COVID-19 Digital Staff Passport is all information which is currently processed by your existing employer to meet their employment checks standards requirements. It is required by your temporary host organisation for the same purpose.

Further information on the how your data is managed is available in the privacy notice within the COVID-19 Digital Staff Passport.

For more information, visit www.beta.staffpassports.nhs.uk

How it works leaflet

COVID-19 Digital Staff Passport

How does the process work? Please view the video explaining how to use the COVID-19 Digital Staff Passport to move between NHS organisations. The first step is to discuss and agree with your line manager your temporary deployment between your employing organisation and new host organisations. To use the passport both organisations will need to be registered with the COVID-19 Digital Staff Passport, view the list of registered organisations.

Before registration:

1. Download and set up the Connect Me App on your smartphone. It can be accessed in the Play Store for Android devices and the App Store for Apple.
2. Contact the HR Department at your employing NHS organisation and arrange a short appointment to receive your COVID-19 Digital Staff Passport credential.

At the appointment with employing NHS organisation:

3. You will need your smartphone containing the Connect Me App, your photo ID, and a recent photo.
4. The HR team will check your ID and save the photo. Note a photo can be taken during the appointment to be used on your credential.
5. You will be asked to make a digital connection on Connect Me App via a QR code or SMS message.
6. You will receive your COVID-19 Digital Staff Passport credential via a notification in which you can check the information and if correct accept on the app.
7. You will receive an email containing the 'License to Attend' outlining what terms you are agreeing too when you share your credential with another NHS organisations.
8. You will need to contact the HR Department of the host NHS organisations and make a short appointment to verify your passport credentials.

multiple times at multiple NHS organisations (registered with the passport), 1 credential a multiple deployments thereby allowing you to move quickly, securely and with ease.

Further information on the how your data is managed is available in the privacy notice within the COVID-19 Digital Staff Passport. For more information, visit www.beta.staffpassports.nhs.uk

Training and Support



We are running a series of **'Implement & Utilise' webinars**, to help you with your plans to mobilise the passport with your staff, to ensure you maximise on the benefits from a HR / Recruitment process perspectives and to help you integrate it into your normal working practices. Dates are as follows:

- Tuesday 13th July, 9.30am – 11am
- Wednesday 21st July, 1.00pm – 2.30pm

Please email nhsi.digitalstaffpassport@nhs.net to book a place



- **Registration Live session**, Every Tuesday 1pm to 2pm, Audience: Human Resources Director/Deputy or nominated Project Lead, MS Teams Link: : [Join Microsoft Teams Meeting](#)
- **Information Governance weekly webinar**, Every Thursday 10am to 11am, Audience: Data Protection Officer or Information Governance Lead, MS Teams Link: [Join Microsoft Teams Meeting](#)
- Attend a **HR User Training** session, held every Wednesday 11am – 12am, please use this link to join: [Join Microsoft Teams Meeting](#) or view the [Detailed training demo video](#) (20 minutes) or email nhsi.digitalstaffpassport@nhs.net to book a place
- Attend a **Virtual Support** session - Please email passport@sitekit.net to book the next available session
- Click on the [network check](#) to ensure the workstation where the passports will be issued and verified is able to connect successfully and that individuals can either has sufficient mobile coverage or public Wi-Fi connections that can access the Connect Me Wallet.

ESR API Instructions

Post registration

Steps for setting up the link between ESR and the COVID-19 Digital Staff Passport

The ESR API enables HR users to electronically transfer data from ESR into the passport portal. This is a time-saving development for HR users of the system as it reduces manual data entry.

Outlined below are the 2 simple steps involved in enabling the ESR API:

- | | |
|---|---|
| 1 | Assign the Digital Passport Administrator supplementary role in ESR to all HR users at least 24 hours before they wish to use the passport system |
| 2 | Local System Administrators to add the ESR number for the HR users accounts via the 'Manage User' button in the passport portal. |

See below guidance on how to complete these steps.

Step 1

In ESR, assign the supplementary role of 'Digital Passport Administrator' to all your HR users ESR employee records (including your LSA's). Note this action must be completed 24 hours before they wish to use the passport system.

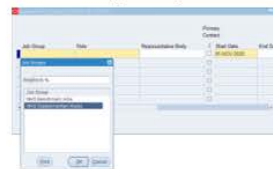
- All HR users must have an active ESR record and be assigned the ESR supplementary role of 'Digital Passport Administrator'.

ESR Navigation path: HR Administration URP > Others > Supplementary Roles

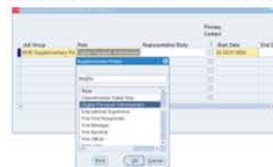
1.1 Login to ESR and search for ESR record, in the personal information screen select **Others** button.



1.2 Select NHS Supplementary Role



1.3 Select **Digital Passport Administrator**, click OK. It will now be saved.



1.4 Repeat 1.1 - 1.3 for all HR users' ESR employee records.

Step 2

In the Digital Staff Passport, the Local System Administrators must add the ESR number for the HR users accounts via the 'Manage User' button in the passport portal as per guidance below.

- Login to the Digital Staff Passport and select **Manage User** button.



- Select the user from the list. In the User window enter the ESR employee number and click **Save**. The details will be displayed at the bottom on the window, now click close.



- Repeat process for all HR users.
- End of process

Once both steps are complete the ESR API functionality will be activated on your passport portal and your HR users will be able to transfer data from ESR into the portal using the 'Search ESR' button on the credential screen.

If you have any questions, or need any assistance please contact support service on passport@sitekit.net or telephone 0800 640 4269



www.beta.staffpassports.nhs.uk

Thank you for all your commitment and support, if you have any questions, please contact

For help and support:

- Visit www.beta.staffpassports.nhs.uk
- Call: 0800 640 4269
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Physician Associates in Mental Health

Helen Crimlisk,

Deputy Medical Director, SHSC

PA Lead RCPsych

Helen.Crimlisk@shsc.nhs.uk



Workforce Crisis in the NHS & hope for future

- Workforce in Numbers, Nuffield, 2016: shortfall of 27K nurses & 2.5K junior doctors
- Stepping Forward, HEE, 2017: > 10% of jobs in mental health are unfilled. Agency / locum staff: poorer quality & greater expense
- Kings Fund, 2021 NHS Workforce crisis exacerbated by COVID
- NHS Long Term Plan, NHS England, 2019: Improved funding path, workforce reforms, improved flexibility & professional development <https://www.longtermplan.nhs.uk/>
- NHS People Plan, 2020: focus on supporting and developing our workforce, as well as new roles <https://www.england.nhs.uk/ournhspeople/>
- HEE New Roles in Mental Health, 2020: <https://www.hee.nhs.uk/our-work/mental-health/new-roles-mental-health>

Workforce: New Opportunities in Mental Health

- [Physician Associates](#)
- [Nurse Associates](#)
- [Clinical Associate Psychologists](#)
- [Advanced Clinical Practitioners](#)
- [Independent prescribers](#)
- [Peer workers](#)
- [Non medical AC/RC](#)
- [IAPT](#)
- [Social work](#)



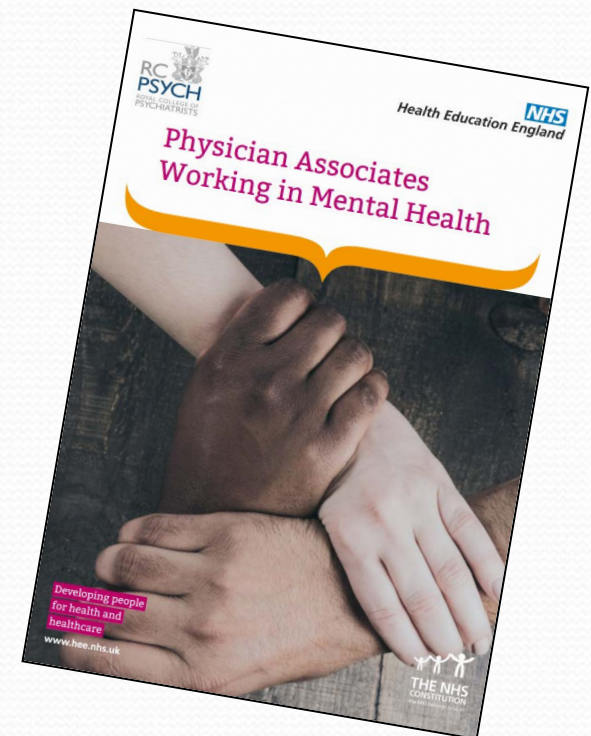
Things we need to pay attention to make this work



[HEE](#)
[Star](#)

Physician Associates Working in Mental Health

Why
What
Where
Who
What
How



<https://www.hee.nhs.uk/our-work/mental-health/new-roles-mental-health/physician-associates-mental-health>

<https://www.rcpsych.ac.uk/improving-care/physician-associates>

Why?

- Workforce Crisis
- NHS Long Term Plan / People Plan
- New Roles
 - Physician Associates
 - Advanced Clinical Practitioners
 - Peer Workers
- Significant investment in mental health funding
- COVID-19
- Need to ↑ physical health & address mortality gap



What?

- *Physician associates (PAs) are **healthcare professionals** with a **generalist medical education**, who work **alongside doctors**, providing **medical care** as an integral part of the multidisciplinary team. PAs are **dependent** practitioners working with a **dedicated medical supervisor** but can work **autonomously** with appropriate support*
- *Currently unregulated (therefore can't work independently)*

Where?

Do I have any PAs in training near me?

● Current programmes (30)

● Programmes starting from 2018 onwards (8)

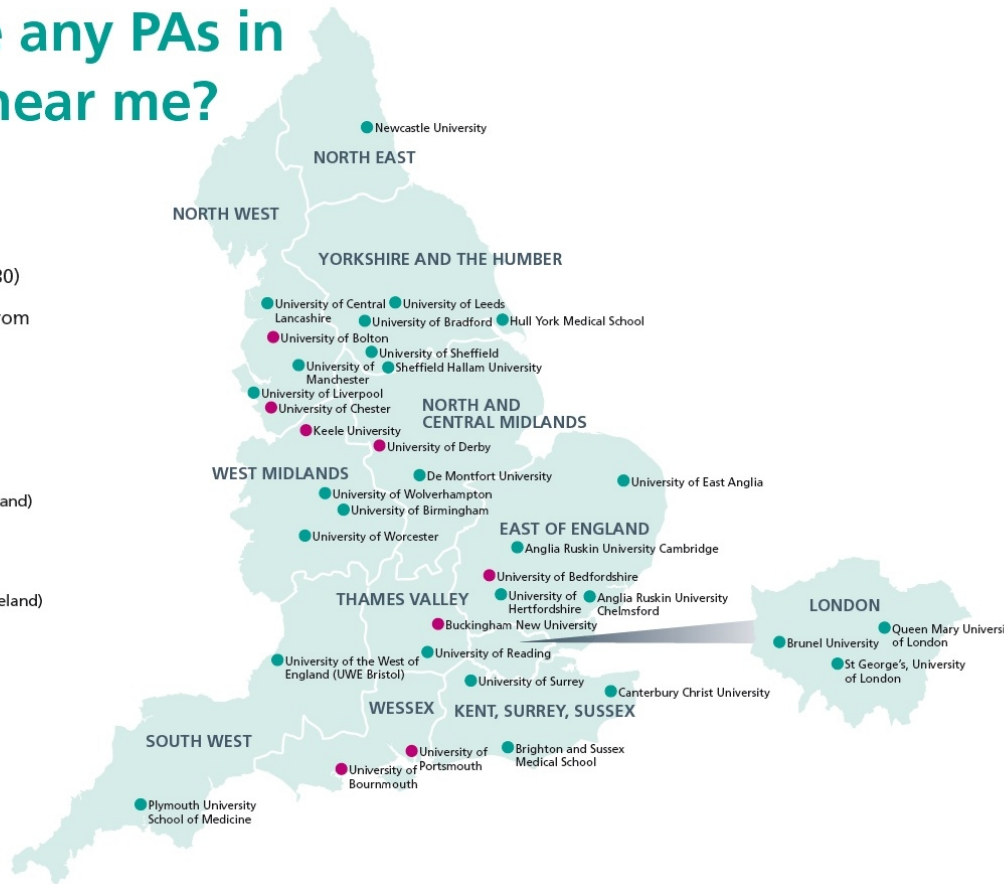
DEVOLVED NATIONS

● University of Aberdeen (Scotland)

● Bangor University (Wales)

● Swansea University (Wales)

● Ulster University (Northern Ireland)



- University of Aberdeen
- Anglia Ruskin University
- Bangor University
- University of Birmingham
- University of Bolton
- University of Bradford
- Brighton and Sussex Medical School
- Brunel University
- Canterbury Christ Church University
- University of Central Lancashire
- University of East Anglia
- University of Hertfordshire
- Hull York Medical School
- University of Keele
- University of Leeds
- University of Manchester
- Newcastle University
- Plymouth University Peninsula School
- Queen Mary University of London
- University of Reading
- Sheffield Hallam University
- University of Sheffield
- St George's, London
- University of Surrey
- Swansea University
- Ulster University
- University of the West of England
- University of Wolverhampton
- University of Worcester
- De Montfort University Leicester

Where?

- >30 Courses in UK
- <30 recruited from USA
- PA Census 2018 - 600PAs, 1600 PA Students
- How many currently in mental health? Approx. 40 -60
- RCPsych called for 10% to be working in mental health
- Managed Voluntary Register (PAMVR)
- Faculty of PA in RCP <https://fparcp.co.uk/>



The screenshot shows the website for the Faculty of Physician Associates at the Royal College of Physicians. The header includes the Royal College of Physicians logo and navigation links for 'Join', 'Your benefits', and 'Events'. A secondary navigation bar lists 'About FPA', 'Join', 'PA students', 'Examinations', 'Your career', and 'Employers'. The main content area features a large image of three healthcare professionals in a clinical setting, with a text overlay that reads 'The Faculty of Physician Associates at the Royal College of Physicians'. Below this, a paragraph describes the FPA's role in providing professional support and campaigning for progress. A video player is visible on the right side of the page, with a play button and the text 'Supporting Doctors, Building...'. At the bottom, a list of standards is provided: 'the education and training of physician associates' and 'physician associate national certification and recertification examinations.'

Who?

- Science related degree 2(i)
- 2 year full time PA programme (+/- Masters)
- Theory: medical sciences, pharmacology & clinical reasoning
- 1400 hours of clinical placements in community & acute care settings
- (includes 90 hrs in Mental Health setting (\approx 3 week placement))

<https://www.youtube.com/watch?v=2FvgTrqoYEo&feature=youtu.be>



What?

- Take medical & psychiatric histories
- Physical & mental state examination
- Formulate & diagnose conditions
- Undertake procedures & interventions
- Request & interpret investigations
- Develop & deliver holistic management plans
- See patients with undifferentiated diagnoses
- Run long-term chronic conditions clinics
- Undertake QI and audit work
- Liaise with pharmacy & medical specialties
- Deliver health promotion & prevention advice
- Support education & training of learners and staff
- Write letters, summaries & reports including drafting Mental Health Tribunal Reports

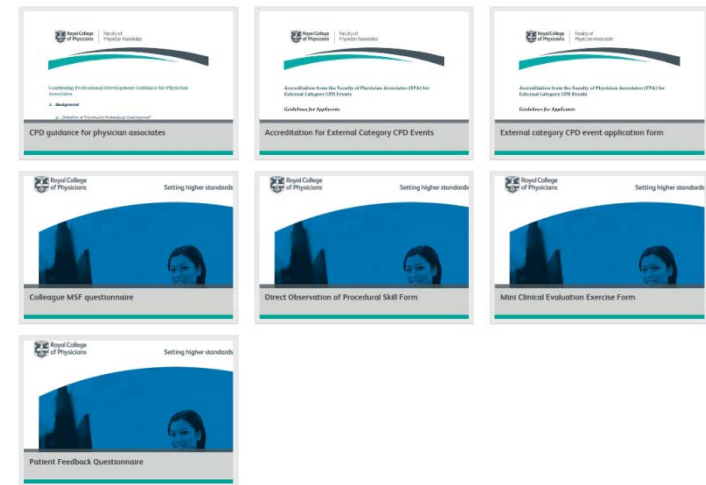


What can't they do?

- Sign prescriptions
- Order X Rays
- Undertake seclusion reviews in place of Dr
- Detain patients under Mental Health Act
- Deliver ECT

How?

- 1 Year Inceptorship (Band 6)
- Subsequent years (Band 7)
- Advised to have professional indemnity insurance
- PA Managed Voluntary Register hosted by RCP
- Portfolio (FPA at RCP)
- CPD 50hrs per year
- WBPAs
- Recertification every 6 years

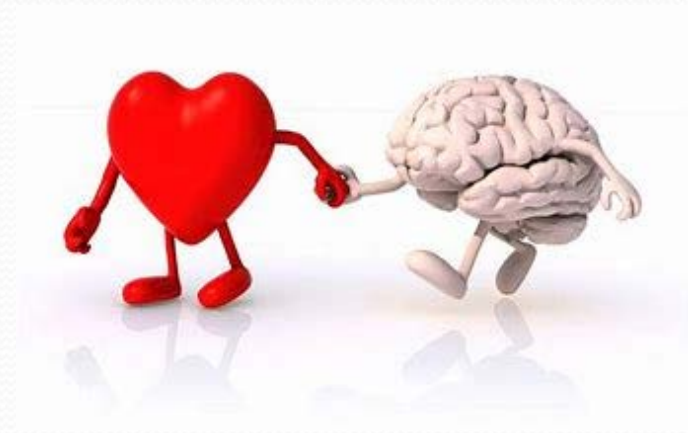


8 CBD
8 Mini CEX
MSF
Patient Feedback
(QI project & AOT)

- <https://www.fparcp.co.uk/employers/guidance>

How?

- Winning Hearts and Minds
 - Offer student placements
 - Trust Open Day for local Universities
 - Consultation with consultants and trainees
 - World Café Event for staff
 - PAs in Trust Workforce Plan
 - Med Ed Dept / HR Support
 - Support with teaching programme
 - Consultant / SAS / SpR) Supervisor



How?

- **Trust- Led**
- Record keeping & risk management
- Information governance
- Personal safety & de-escalation skills
- Intermediate life support
- Mental Capacity & Mental Health Act & Safeguarding
- Dementia & autism awareness
- **With Acute / Primary Care PAs**
- Physical Health Care updates
- Develop PA relationships across place
- **Medical Education-Led**
- Psychiatric history & MSE
- Formulation & psychological Rx
- Psychiatric / LD disorders
- Reflective practice /CBD
- Quality improvement & audit
- Education & teaching skills
- **Supervision**
- With psychiatrist – monthly
- Informal as part of MDT

+

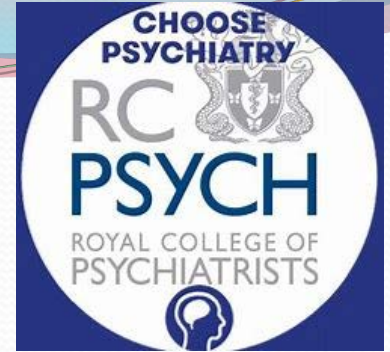
Study leave & budget
5/7 + £250 (Yr1) / £500 (Yr2)

Sheffield Experience

- 2019 4 PAs acute adult & older adult wards
- 2020 4 PAs 1 acute, 1 PICU, 1 LD, 1 rehab ward
- 2020 4 PAs 2 wards & 2 community recovery teams
- Attrition 5, exam failure 3 – all now qualified
- Funded initially through Post Graduate underspend, now through operational budgets & in Workforce plan
- SpRs Dr Pranav Mahajan & Dr Holly Smith led on fortnightly teaching
- 2 PAs working 1/7 per week as SY&B PA Ambassadors
- Jo Wilson & Michelle Goth (Med Ed) led on recruitment & support



RCPsych Position



- Presidential Support Adrian James
- RCPsych Council Support Wendy Burn
- Project Management: James.Compagnone@rcpsych.ac.uk
- HEE / RCPsych Toolkit & Supporting Film
- <https://www.hee.nhs.uk/our-work/mental-health/new-roles-mental-health/physician-associates-mental-health>
- <https://www.rcpsych.ac.uk/improving-care/physician-associates>
- <https://www.fparcp.co.uk/employers/guidance>
- <https://www.youtube.com/watch?v=2FygTrqoYEO&feature=youtu.be>
- @RCPsychPA <https://twitter.com/rcpsychPA>

Issues:

- GMC regulation
- Prescribing
- Evidence of impact of PAs in MH
- Need to maintain generic competencies
- Inceptorship programme Competency Framework
- Study leave / budget
- Appraisals

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The Role of the Nursing Associate in Mental Health – Mushtag Kahin HEE Nursing Associate Ambassador and Nursing Associate Central and North West London Mental Health NHS Foundation Trust

June 29th 2021

NHS England and NHS Improvement



Role of the Nursing Associate in Mental Health



Mental Health

- Support with mental health assessment i.e. INAs and MSE.
- Delivering mental health treatment interventions.
- Understanding on MHA/DOLs/MCA.
- Safeguarding Adults and Children.
- Supporting patients detained under Section MHA including reading rights Sec 132 MHA
- Support developing coping strategies.

Role of the Nursing Associate in Mental Health



Physical Health

- Medication administration (excluding CD/Rapid Tranquilisation)
- Vital Signs/ Capillary Blood Sugar monitoring
- ECG's and use of Medical Devices.
- Wound Care and First Aid
- Phlebotomy
- Catheter Care
- Nutrition and NG feeding
- Provide and monitor health/health promotion

Role of the Nursing Associate in Mental Health



Person Centred Care

- Formulate/deliver Crisis & Collaborative Care plans with supervision.
- Deliver planned nursing interventions.
- Work as a key associate nurse.
- Building therapeutic relationships.
- Promote community independence.
- Supporting patients with social activities.
- Assist and deliver risk management plans.
- Ensuring patient care is collaborative.

Role of the Nursing Associate in Mental Health



Leadership/Team Working

- Provide supervision to junior staff.
- Be a practice supervisor (mentor)
- Develop own knowledge and practice.
- Ability to deliver team work to ensure quality of care.
- Promote the development of Band 2-3's
- Complete tasks delegated by the Registered Nurse.
- Actively contribute to staff meetings.
- Being a ward lead e.g. infection control.
- Support ward rounds.
- Arrange and take part in professional meetings.

Role of the Nursing Associate in Mental Health



Performance

- Documentation and reporting / recording skills.
- Involvement in clinical meetings.
- Completing on-going monitoring charts.
- Effective report-writing skills.
- Follow Trust/national policies & procedures.
- Undertaking audits/maintain KPI's.
- Involvement in patient admissions and discharges.
- Implement/monitor clinical standards.

Role of the Nursing Associate in Mental Health



Shift Co-ordination

- Maintain a safe ward/clinical area.
- Receive and deliver handovers effectively.
- Organise and delegate tasks to staff.
- Liaising with staff/agencies.
- Dealing with phone queries/diary matters.
- Feedback/escalate to NIC if applicable.
- Facilitating and supporting new staff/bank staff.
- Support to all patients/staff/visitors/carers

Advancing the Therapeutic Offer (1)

WORKFORCE EXPANSION

Recruit-to-Train (Salary Support & Funded Course Fees):

- CYP-IAPT – Systemic & Family Practice for Eating Disorders
- CYP-IAPT – CBT for Eating Disorders (currently mothballed)
- 1-year programmes; EOI ~ May; January cohorts

Advancing the Therapeutic Offer (2)

UPSKILLING EXISTING WORKFORCE

Funded Course Fees Only:

- Adult PTSMHP – <https://www.hee.nhs.uk/our-work/mental-health/psychological-therapies-severe-mental-health-problems>
 - CBT for ED (2 years)
 - DBT (2 years)
 - Whole Team ED Training
- CYP (funded by regional HEE office)
 - DBT (N.B. need to have capacity for full DBT offer in service)

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Recruit to train Eating Disorder Pathway (Systemic Family Practice) CYP-IAPT: over view

June 2021

Mark Rivett & Hannah Sherbersky
Co-Directors of the Systemic Portfolio

NHS England and NHS Improvement



Recruit to train Eating Disorder Pathway (Systemic Family Practice) CYP-IAPT: over view

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CYP-IAPT 'Wrapper'

- The Systemic Family Practice strand of the Practitioners' programme sits within the wider 'Core' CYP-IAPT wrapper
- This programme is large: having CBT/ Parenting/Learning Disabilities and 0-5 strands as well (plus Supervisors/ Leadership)
- Total number varies: 50 might be an average
- SFP component is around 12 students but varies (not economically viable for two strands under 12)
- All students are expected to learn core skills in CAMHS work including key principles which include: participation/ collaborative practice; accessibility; evidence based interventions; use of monitoring to facilitate intervention; reflective practice

Exeter's Systemic approach

- Integrative philosophy: both within family/systemic psychotherapy models and also within all psychotherapy traditions
- Informed by evidence based practice and practice based evidence approaches
- A recognition that reflexivity is fundamental to providing competent and respectful intervention
- A preference for collaborative, open and transparent practice which is also pragmatic and understandable
- An understanding that manuals are resources that need translation in practice: they are both lost and found in that translation

Systemic Family Practice Strand

- Curriculum group produced the content of the two strands within SFP in 2011-12
- Peter Fonagy Chaired the group. MR was a member of the group
- Both strands complete a 'Basic Systemic' module
- Strand 1: Depression and Conduct Disorder built around a number of manuals Attachment Based Family Therapy, SHIFT and Functional Family Therapy
- Strand 2: Eating disorders built around both FT-AN (Maudsley) and FBT (Lock and Le Grange)
- Curriculum developed to accord with AFT 'Blue Book'

Eating Disorder Strand details

- Prof Ivan Eisler and others members of the Curriculum group
- A 30 credit module: 12 day teaching module
- Students have to be lead practitioner for 48 hours
- They have to work with *at least* 3 cases and one to “conclusion”
- Strand envisaged as part of the larger ‘transformation’ of eating disorder services in CAMHS (multi-disciplinary practice)

Eating Disorder Strand details

- Curriculum covers a range of issues:
- Single family intervention for eating disorders (3 days)
- Multi-family group intervention (4 days)
- Family intervention for Bulimia (2 days)
- Wider team engagement (2 days)

What does it look like in practice?

- Students are two days a week in a University learning environment: mostly workshop style
- One day is academic learning and one day mostly supervision
- One day in their agency they must be live supervised by an appropriately qualified family psychotherapist
- Their second day they should be in a setting that allows them to extend their systemic practice
- Students are entitled to 28 study days within their contract
- They need to be on a one year fixed term contract for at least 4 days a week. We recommend two years!
- Students have two supervisors: Agency based and University based (prefer 6 max in supervision groups)

Recruitment

- The curriculum requires that students are embedded in a multi-disciplinary team which sees at least 50 new cases a year
- A suitably qualified family psychotherapist needs to be available to supervise within the agency
- Candidates should be from ‘a mental health related profession’; have experience of MDT working; of children’s mental health settings, and some experience of working with families.
- The ED strand has predominantly had mental health nurses join it in the past

More practicalities

- Trusts/ Agencies are asked to give 'expressions of interest' to HEE in mid/ late year
- HEE confirms to University of Exeter how many (total) CYP-IAPT practitioners they are able to fund
- University of Exeter informs Trusts how many places and within which streams are available
- Agencies advertise and recruit mostly with a University staff member on the panels
- Induction day in December
- Start in January (next year 24th January 2022)

Changes in delivery

- SFP first run at University of Exeter CEDAR in 2014
- Eating disorder pathway always less 'popular' than Depression/ Conduct disorder
- 2016 course accredited by AFT as an Intermediate level training (at that time they could be called 'Systemic Family Practitioners' if they passed)
- Only one year when this strand has not run
- 2018 major change in funding to all 'recruit to train'
- National monitoring moved regulatory function to professional bodies early on
- This gave greater flexibility to wider the curriculum

What have we added?

- Separate input on issues of diversity: gender, sexual orientation, race and culture
- Input on the interface between eating disorders and ASD
- Coverage of ARFID
- Working within multi-disciplinary teams
- ‘Trauma informed’ from a systemic perspective
- ED students are also taught ABFT which is beginning to be used as an adjunct to FT-AN
- What models are proving hopeful to increase good outcomes
- Students join wider Systemic CPD events

COVID lessons

- We have obviously had to spend time upskilling ourselves and our students on how to practice our work remotely
- We have had to adjust our teaching methods to remote supervision and teaching
- Going forward we have learnt *some* parts of the course work well with remote methods
- But fundamentally we also recognise that in eating disorders embodied practice is crucial
- We envisage that some of the teaching will continue via remote platforms but skills elements will involve *presence*
- A blended model may allow students to attend from a wider geography

Going forward

- I have chosen not to burden the presentation with references re curriculum, evidence base etc
- Please ask if you would like these
- Contacts: Lead for CEDAR CYP-IAPT:
A.Boyd@Exeter.ac.uk
- SFP: M.J.Rivett@Exeter.ac.uk and
H.Sherbersky@Exeter.ac.uk
- Thank you for listening!

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Paediatric and Adult Acute Liaison Posts for Eating Disorders

Lesley Taylor and Colleagues NHS Kent and Medway CCG
Sara Boorman
Integrated Team Manager
Kent and Medway Eating Disorder Service

June 29th 2021



On-going all-age eating disorders context



- In 2020/21 South East CYP MH services saw a significant surge – with some a number of areas seeing over 70% increase in referrals. Adult ED caseloads increased from 1,560 in April 2019 to 2,315 in March 2021.
- NHS Benchmarking predicts a further 20-60% surge in CYP MH demand in 2021/22 and based on the SE surge data from previous year, we are expected to be at the top end of that surge in demand within the South East e.g. c. 50-60%.
- A surge in paediatric respiratory viral infections is expected to peak by August and is already being seen in a number of areas in the South East, impacting on paediatric bed availability for CYP with ED.
- Difficulties supporting medical monitoring and management of risk across the pathways
- Increased presentations in disordered eating, ASD/ED and ARFID and required adjustments to pathways, including creation of multi-disciplinary teams
- CMHT Programme: Accelerated transformation and expansion across adult eating disorders pathways to increase clinical and non-clinical capacity to meet spend and access requirements set out in plans

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12:40-12:50	<p>CYP IAPT and Adult Psychological Interventions and advancing the Therapeutic Offer for Eating Disorders <i>Gavin Lockhart Health Education England and Mark Rivett University of Essex</i></p>
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12:50-13:05	<p>Paediatric and Adult Acute Liaison Posts for Eating Disorders <i>Lesley Taylor and Colleagues NHS Kent and Medway CCG</i></p>
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13:15-13:25	<p>Five Minute Break</p>
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Part3: System Support Opportunities

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Part 4: Discussion and Closing Comments

13:55-14:00	<p>Event Evaluation & Close <i>Dr Gavin Lockhart, Consultant Clinical Psychologist: Clinical Lead CYP Mental Health (NHSE & HEE South East)</i> <i>Sarah Fellows, Head of Clinical Programme, SE Mental Health Team</i></p>
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Best Practice Recruitment Events & Planning Recruitment Events in a Pandemic

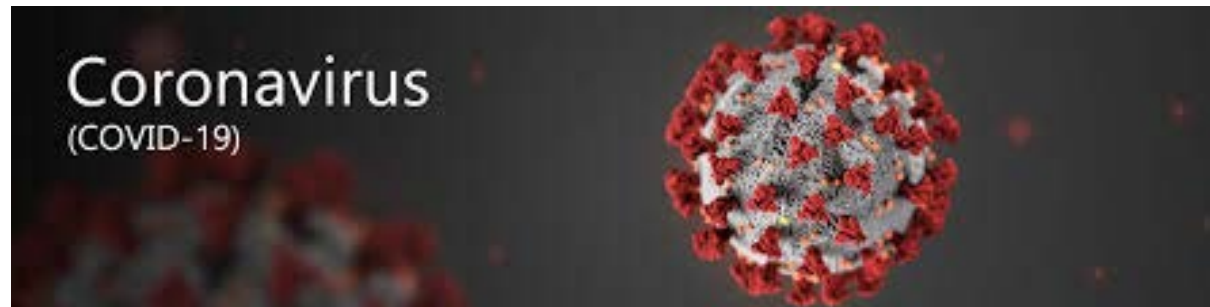
Jennie Cogger, Deputy
Director of Workforce and OD

29/6/21

Brilliant care through brilliant people



Recruitment events - then



Brilliant care through brilliant people



Recruitment events - now

Calling all student nurses

Don't miss our special online event showcasing exciting career opportunities



We'd love to see you at our virtual KMPT recruitment fair.

14 May 2021

10am-12pm

(with virtual coffee and questions 12-12.30pm)

Hear how we can fast track you into our workforce and kick start your career with us.

Meet some of the nursing team at KMPT and hear from staff in our care group about the job roles that could be the perfect fit for your passion and ambitions.

To book your place and to receive the Zoom link, please email kmpt.recruitmentteam@nhs.net or call Lynn Spicer on 07733 480972, Kate Button on 07534 015566 or Felistas Nyamayaro on 07920 287139

Brilliant care through brilliant people



Brilliant care through brilliant people



Recruitment events.....



Brilliant care through brilliant people





Kent and Medway
NHS and Social Care Partnership Trust

Recruitment events in a pandemic



Kent Community Health
NHS Foundation Trust

Brilliant care through brilliant people



Part 1: Setting the Scene

12:00-12:05	<p>Welcome & Setting the Scene in the South East Region <i>Dr Gavin Lockhart, Consultant Clinical Psychologist: Clinical Lead CYP Mental Health (NHSE & HEE South East)</i> <i>Sarah Fellows, Head of Clinical Programme, SE Mental Health Team</i></p>
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Part 2: Innovative Approaches to Recruitment to Support and Enhance Service Model Delivery

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Top Tips for Workforce Planning

MICHELLE VASSALLO

SENIOR QUALITY IMPROVEMENT MANAGER

NHS ENGLAND AND NHS IMPROVEMENT – SOUTH EAST MENTAL HEALTH

What does Workforce Planning Involve?



- ▶ Workforce planning is about generating information, analysing it to inform future demand for people and skills, and translating that into a set of actions that will develop and build on the existing workforce to meet that demand
- ▶ **‘Hard’ workforce planning** is about numbers: predicting how many people with what skills are likely to be needed.
- ▶ **‘Soft’ (or strategic) workforce planning** is about developing a strategy on how these numbers can be assessed and how this translates into a more responsive workforce plan.



Stages of Workforce Planning

Our Learning in Supporting Systems to Develop their 3 year Mental Health Workforce Plans

Collaboration and Consultation:

System Leaders; Providers; Commissioners; Finance; Service Users and Carers; Public Health; HR and Workforce specialists

Access to Good Data:

What information do you have now?; What information do you need?

Clear Action Plan:

Everyone involved in the workforce planning process understands what they are responsible for, what actions they need to undertake and by when

Access to the right skills, experience and support:

Identified “action plan” leads will require support from professionals to fulfil their responsibilities – don’t underestimate the time it may take to access the skills/expertise you require

Monitor and Evaluate Actions:

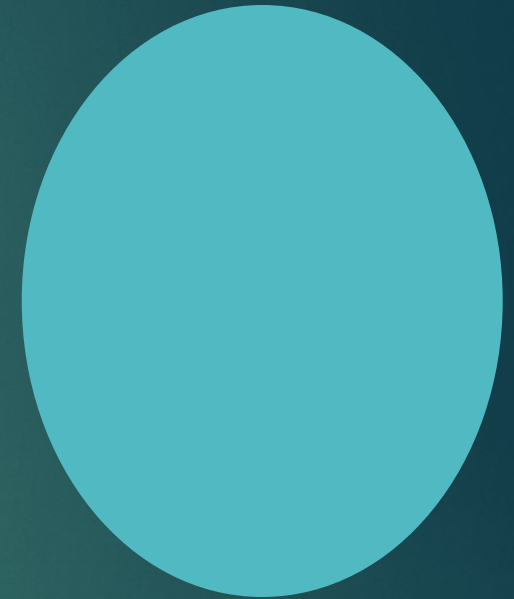
Once workplans have been developed and submitted, how will we work with systems to monitor and continue to refine and develop their workforce plans over time.

Review and Capture Learning:

Clear and robust mechanisms are needed to review and capture learning and feed this back into the process..

Guidance from the Experts: 12 Top Tips for Workforce Planning from the CIPD

[Top Tips for Workforce Planning Success - YouTube](#)



Additional Information / Resources

NHS England and NHS Improvement



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Work Force Plans TOP TIPS HR Director/s

'Top tips'

The key is to identify and better understand areas of risk, some indicators could be:

- high use of agency staff
- increasing waiting lists
- an ageing workforce
- areas of investment/funding or transformation

This enables you to determine future needs against current available workforce and therefore identify your workforce gaps both in the short term and the longer term.

Work Force Plans TOP TIPS HR Director/s

To support your planning to close the workforce gaps:

- Where are there workforce skills gaps?
- Are we making the most of our current workforce?
- Is there supply to fill any gaps?
- Where does this supply come from?
- What are the associated risks?
- Are we doing enough to upskill and reskill our current staff?
- Is there a succession plan in place for 'hot spots' e.g. small workforce with specialist skills & high percentage of staff who may retire in the next 3 years?
- Are we training enough people via the apprenticeship routes? Do we know how many we need?

Work Force Plans TOP TIPS HR Director/s

Develop and implement plans to realistically reduce the gap / mitigate risk, and review/adjust regularly

The planning is not just forecasting headcount and identifying supply. It may inform our practices and focus efforts for retaining, recruiting and training the people needed to get the job done and reviewing service/job design.

Recruitment events

Interview on the day!

Planned interviews

- **Advertise the vacancies on NHS Jobs, publicise the event and ask people to apply online. Then have interview panels set up and interview rooms available for the candidates that attend. If you organise, so that the panel can make a decision on the spot then people can leave with a job offer.**

Recruitment events

Interview on the day!

Unplanned interviews

- **At the job fair ensure that you have sufficient senior staff that are in the position to make job offers, as people attend the event, the roles can be discussed and their skills and experience can be explored. Allow the senior staff member to make a conditional offer in principal and invite them in for a meet the team and formal interview process. This is more free flowing and can be used more easily at events, particularly for difficult to fill clinical roles.**

Health Education England link Competence & Implementation Frameworks:



<https://www.hee.nhs.uk/our-work/mental-health/new-roles-mental-health>

- 1.Allied Health Professionals
- 2.Mental health nursing and nursing associates
- 3.Peer Support Workers
- 4.Pharmacy and Pharmacy Technicians
- 5.Physician Associates
- 6.Psychological professions
- 7.Social Workers