

HPFT IAPT Teams

Why work for us!

IAPT services in Herts and Mid Essex



Our Team

Jo Sharp

Service Line Lead

Lilly Croal

Team Leader

Nikki Davidson

Senior Psychological Wellbeing Practitioner

Charlotte Griffin

Trainee Psychological Wellbeing Practitioner

Please post questions in the chat and we will post our answers to any questions on the website or contact us directly (contact details at the end of this presentation)



We are an outstanding Trust!

HSJ AWARDS
2020

Partnered with



CELEBRATING 40 YEARS OF HEALTHCARE EXCELLENCE

WE ARE PROUD WINNERS

Mental Health Trust of the Year

We are an outstanding Trust!

CQC rating 15th May 2019

Outstanding 



We are an outstanding IAPT service!

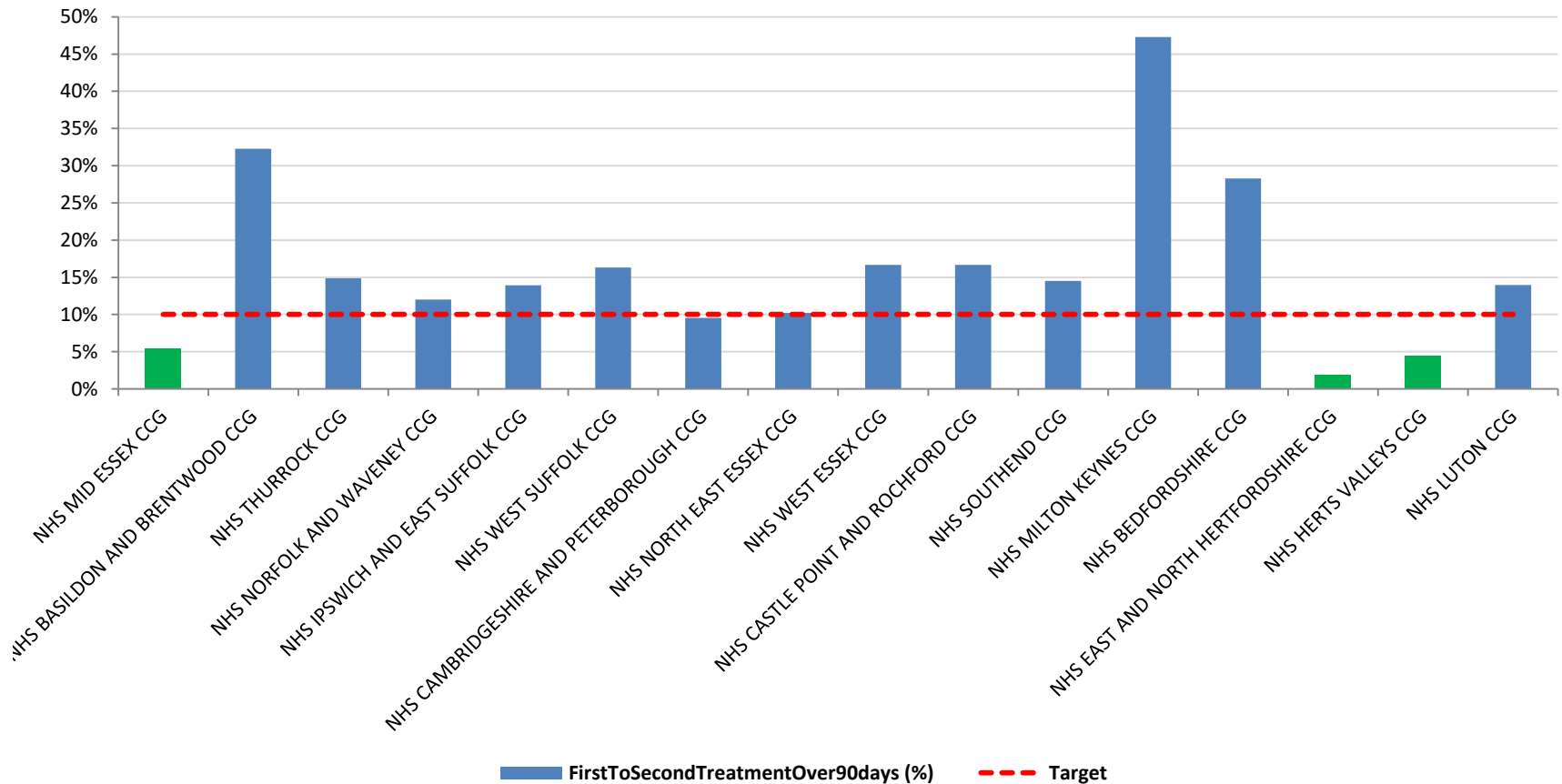


We are proud of our high quality services

- Patients get better – recovery rates above national target
- Recommended number of sessions (no “capping”)
- Short waits for treatment – below the national targets
- Flexibility for staff and patients
- Excellent patient feedback





Herts / Mid Essex services




Our IAPT teams have won regional and national awards

MIND AND BODY HEALTHY TOGETHER
EMOTIONAL WELLBEING PROGRAMMES FOR PEOPLE WITH DIABETES

QIC Diabetes
Quality in Care Programme 2020
CELEBRATING 10 YEARS

Collaboration with IAPT to Improve Diabetes Pathways - Simple Innovation!
by North East Essex Diabetes Service (NEEDS)/
Suffolk GP Federation



Finalist for innovation:
Overcoming OCD group




Mid Essex Community Awards 2018 #MOMA18

Outstanding Hertfordshire
integrated diabetes care wins
regional NHS70 Parliamentary
Award



Winners National Positive Practice
in Mental Health awards



Our annual “Showcasing Excellence” IAPT conference



We encourage you to develop and innovate

- Our high quality CPD is delivered by experts in their field
- Our therapists pick and choose from this CPD menu:
CPD is tailored to your needs



- At the forefront of innovation in IAPT – virtual reality
- We actively support therapists to develop their ideas

We encourage you to publish

The Cognitive Behaviour Therapy (2015), vol. 14, pt. page 1 of 20
doi:10.1017/S1744501914000014



ORIGINAL RESEARCH

Cultural adaptations of cognitive behaviour therapy for the Orthodox Jewish community: a qualitative study of therapists' perspectives

Chaim Goller¹ and Maria Cristina Cioban¹

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Hertfordshire Partnership University NHS Foundation Trust, UK
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Burnout in Psychological Wellbeing Practitioners is a common occurrence in IAPT services (Scott, 2018) with the pressures of managing time and a full caseload being an all too familiar problem amongst practitioners. As PWPs, we may be good at supporting patients to get a balance of activities, manage their worries and reduce their levels of stress. But how many of us are actually practicing what we preach, asks Vicky Moulton?



Practice what we preach

The integration of physical and mental health care

Winter pressures innovation in North East Essex
Hannah Carroll and Jessica Rutter are Assistant Psychologists working for Health in Mind, the North East Essex IAPT Service. They are part of an innovative project in which they are based at the local general hospital, initially as part of a winter pressures project, acting as mental health care navigators.

Perinatal mental health: when to be worried

DR RUTH SCHUMACHER & ANAAR SHIVJI

Dr Ruth Schumacher, BPS Chartered Counselling Psychologist (HCPC registered), Perinatal CBT Therapist and Anaar Shivji, Perinatal CBT Therapist, work in an NHS primary care mental health IAPT service.

However, if a mother's worries are in excess of what might be expected in the circumstances and if she no longer seems able to weigh up or take on board new information, these may be indicators that she needs...



Efficacy of a Low Self-Esteem CBT Group

Alexandra Harkness, Clive Gibson, Tim M Gale
Health In Mind (Mid Essex)

Abstract
This study reports the efficacy of a group CBT intervention targeting low self-esteem, low confidence, low self-esteem, anxiety and low self-esteem symptoms (PHQ-9 and GAD-7) and the Secondary Care Outcomes Scale (SCOS) from 20 participants.
A mixture of paired t-tests and Wilcoxon tests were used to measure the change in mean scores for each of the variables in PHQ-9 and GAD-7 scores and a significant increase in SCOS scores. This suggests that the group CBT intervention was effective in reducing PHQ-9 and GAD-7 scores and SCOS scores. There was no significant change in PHQ-9 scores and GAD-7 scores at follow-up but a significant reduction in PHQ-9 and GAD-7 scores at follow-up was a significant reduction in PHQ-9 and GAD-7 scores.

Methods and Materials
Data collected from 20 participants and GAD-7 scores were analysed to determine the efficacy of the CBT intervention for a group of low self-esteem patients. Participants were recruited to the CBT service through a range of sources including local GP referrals, self-referrals and referrals from other mental health professionals. Data were analysed using a range of statistical tests including paired t-tests, Wilcoxon signed rank test, and SCOS scores. The results of the analysis are presented in the table below. The results show that there was a significant reduction in PHQ-9 and GAD-7 scores at follow-up but a significant reduction in PHQ-9 and GAD-7 scores at follow-up was a significant reduction in PHQ-9 and GAD-7 scores.



Since completing my training as a Psychological Wellbeing Practitioner (PWP) two years ago, I have come to understand how a level of frustration can arise within the role due to the perceived lack of variety and a desire to develop clinically with more challenging cases, writes Sue Flower, a Psychological Wellbeing Practitioner at Hertfordshire Partnership University NHS Foundation Trust

Blood-injection-injury phobias at Step 2

“The Health in Mind IAPT Mid Essex phobia clinic has brought together a variety of clinicians in the...”

West Essex IAPT Service received funding for a six-month period in order to reduce winter pressures at Princess Alexandra Hospital (PAH) accident and emergency department. Additionally it was hoped that there would be an increase in access to psychological therapies. Assistant Psychologists Omara Baig and Amy Corbett reflect on the evolution of the project and how it has developed into an example of successful integration between mental and physical health within the NHS.

The Improving Access to Psychological Therapies (IAPT) Pathway for People with Long-term Physical Health Conditions and Medically Unexplained Symptoms

Full implementation guidance

Dr Ruth Schumacher (Counselling Psychologist/HW) and James Sparkes (HW) share their experiences of job-sharing the successful development of LTC pathways at Health in Mind (North East Essex IAPT).

Tips for integrated IAPT services

Mental Health & Diabetes Service Integration in North East Essex

The association between diabetes and mental health is well recognised and this co-morbidity leads to worse outcomes for both conditions writes Charlotte Reedy, an Assistant Psychologist working for Health in Mind (North East Essex IAPT Service).



Collaboration with OxCADAT



Treating posttraumatic stress disorder remotely with cognitive therapy for PTSD



We offer opportunities beyond the PWP training

5 x CPD Events
yearly

Supervision
Training

Long Term
Physical Health
Conditions

Championships

Buddy training

Leadership
Training

Perinatal

Continuous
Quality
Improvement

Needle Phobia



We want you to progress in your career

Senior
Psychological
Wellbeing
Practitioner

Supervisor

Team Leader

High Intensity
Therapist

Champion in
specialist area

Research



We are proud of what our staff say about us

The team manager and supervisor are very responsive to any queries and allow me to look after myself as well as my clients

The manager is outstanding

Love the team and feel well looked after.

Management are supportive at all times

I feel we offer a very good service to clients.

The HPFT Wellbeing Service is a really good service to work for as a therapist and is well lead and managed.

When I have struggled, my workload was changed to a reasonable level that I felt I could cope with.

The team manager and supervisor are very responsive to any queries and allow me to look after myself as well as my clients

Life as a Trainee in HPFT

- What has HPFT done to help us with remote working?
- What supervision and clinical support do we get?
- What if we're struggling with the course?

A summary of answers to these questions as discussed on the day, as well as those asked in the chat function is provided towards the end of this slide set



Qualified PWP Therapist in HPFT

- What support do we get once we're qualified?
- Caseloads can be challenging in IAPT services, how does HPFT support in this? As a trainee and when qualified....
- What's the most rewarding thing about your work?

A summary of answers to these questions as discussed on the day, as well as those asked in the chat function is provided towards the end of this slide set



Final Words from a Trainee PWP

I am halfway through my PWP training and from the start I have felt like a valued member of my team. I am well supported each step of the way through my training and I have every opportunity I could need for guidance and connection with my colleagues and supervisors. It makes me proud to be part of such an inclusive and welcoming team at HPFT who really value my wellbeing and development; and are committed to delivering the best care and support for patients.



How our service users describe our support



How can I find out more about HPFT IAPT services

- Try our website : <https://www.hpft-iapt.nhs.uk/work-us>

<h3>Roles</h3> <p>There are many roles that form an integral part of IAPT services and our job profiles have been developed to provide you with further information about our key roles across all of the IAPT teams.</p> <p>Read more ▶</p>	<h3>Transferable professions</h3> <p>As a service we actively encourage and welcome applications from professionals already working in a health and social care setting as we recognise the value of your abilities and believe your skill set will certainly translate into IAPT services.</p> <p>Read more ▶</p>	<h3>Application and interview</h3> <p>These helpful tips have been developed by our Clinical Leads to support you with your application and interview.</p> <p>Read more ▶</p>
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- <https://www.hpft-iapt.nhs.uk/work-us/application-and-interview>
- Application and interview tips for prospective trainees



Thank You

- Website: www.hpft-iapt.co.uk
- Key contacts: Jo Sharp 07776 160427
- Peggy Postma (Herts) 07807 081380
- Maggie Rosairo (Mid Essex) 07813 342725

- Chat questions will be collated and answered on the website afterwards



Questions and answers

The next few slides provide answers to questions posed on the day

If you have any additional questions please do not hesitate to contact us, using the contact details provided on the previous slide



What has HPFT done to help us with remote working?

- The last two cohorts of trainees have had to work remotely, so this is something we have adapted well to, acknowledging that trainees need the equipment and space to do their role, and to be fully immersed in the team and build relationships with their peers.
- For those trainees who are unable to work from home, we have office space where you will be able to come in each day, and we now have some of our staff coming back in to the office 1-2 days a week, according to Covid19 guidelines. We recognise the importance of face to face interaction, particularly in the early days of your course, and hope that we can fully encourage this by the time you start in September.
- When you start in the service, you will have an online service induction, team meetings and other remote events such as drop in sessions and lunch breaks. You will be allocated a 'buddy' who will act as support and a mentor whilst you are learning the ropes. You will also be able to shadow experienced clinicians remotely and work with your peers to do active learning such as role plays.



What supervision and clinical support do we get?

- We offer a variety of supervision opportunities, which might feel like a lot, but it is there to fully support you, your learning and form part of your necessary supervision hours.
- Supervision and support includes:
 - Weekly clinical supervision, to discuss cases
 - Caseload supervision, to help you manage your caseload and discuss any difficulties
 - Group supervision
 - Reflective practice, to learn from each other's cases and experiences
 - Management supervision
- Your supervisors have skills and knowledge of the training and the types of cases you should be seeing as part of your training and will do all they can to get through the course as smoothly as possible.

What if we're struggling with the course?

- Our priority is to support you with your training and increase your confidence as a trainee. Often trainees have difficulties during their training, whether it be a personal difficulty or something directly related with their coursework. We are familiar with the problems that can arise and are used to helping trainees navigate these and access help and support as needed.
- We encourage you to speak to your supervisor, line manager and/or university tutor as soon as you are struggling. Within your team, we can review and support you with your workload, offer additional clinical skills training, and refer for occupational health support.
- We have a good relationship with the course tutors and course lead, and have regular contact with them to discuss any issues that our trainees may experience.



What support do we get once we're qualified?

- We aim for you to have a smooth transition between being a trainee and qualified PWP
- Whilst you are a trainee you have 3 clinical days with the service, this increases to 4 when you have completed the course but have any outstanding pieces of coursework to complete, and then to 5 days once you have completed all assignments and are just waiting for results.
- As a newly qualified member of staff, you will still receive the same level of supervision from the service, and your supervisor will still have oversight of the cases you are seeing, and ensure you are working with suitable cases.
- We recognise that you may well still have gaps in your knowledge and will work with you to identify these areas and make a plan to address them.



Caseloads can be challenging in IAPT services, how does HPFT support in this? As a trainee and when qualified....

- Our staff members tell us that high caseloads are very stressful. As such we aim to keep your caseloads to a minimum, ensuring that all your clients are actively in therapy, as opposed to you having to carry a waiting list on your caseload. We are keen to ensure clients have the right number of sessions according to their need, without high numbers of missed appointments and our caseload supervision will help you to stay on top of your caseload and ensure that necessary actions are not missed.
- As a trainee you will build your caseload as the course progresses, and cases will be suitable to your level of experience, skills and confidence.

What's the most rewarding thing about your work?

- Seeing clients recover and making a big difference to their lives has to be the most rewarding part of the job; to see the results of treatment, follow evidence based therapy which works towards a client's goal.



Additional questions

Is it ok to only put one service, as I don't have a top 3?

Yes

How many vacancies are available for each area?

For the September 2021 cohort, we are looking to recruit 2 APWPs in Hertfordshire and 1 in Mid Essex.

What areas do you cover?

Mid Essex: Braintree and surrounding areas

East Herts: Welwyn, Hatfield and Ware, and surrounding areas

North Herts: Stevenage and surrounding areas

South West Herts: Watford and Borehamwood, and surrounding areas

North West Herts: Hemel Hempstead and St Albans, and surrounding areas.



Additional Questions

Would we be required to work in both Hertfordshire and Mid Essex or can we choose?

You will need to choose either Herts or Mid Essex, and will only work in one area.

Will the education element only be provided by Essex and not Herts uni?

Correct, our trainees will be training at the University of Essex.

When are the interviews?

This is still to be confirmed, but are aiming for the end of June for the Apprentice PWP's and mid July for the Trainee PWP's.

Will it be a remote role or office based?

You will be expected to come into the office for some days of the week and experience the benefits of working alongside your peers and colleagues, dependent on the guidelines for the pandemic.