Continuous Professional Development (CPD) Work Based Project and My Wellbeing College update
Overview of My Wellbeing College

• Stand alone Psychological Therapy Service
• Enrolment Team
• Step 2
• Step 3
• Step 3 plus
• NICE recommended interventions
• Connections with VCS
Aim:

• CPD project has started but not yet complete
• Overview of the project and rationale
• Update on some other projects ongoing in My Wellbeing College
Modalities at Step 3/3 plus
Treated Disorders

- Depression
- Recurrent Depression
- Generalised Anxiety Disorder
- Panic Disorder
- Social Phobia
- Specific phobia’s
- Obsessive Compulsive Disorder
- Health Anxiety
- Post-Traumatic Stress Disorder
- Eating disorder (Mild Bulimia - unless binging and vomiting on a daily basis and Binge Eating Disorder)
Governing Bodies

- IPTUK (Interpersonal Psychotherapy Uk)
- Nursing Midwifery Council
- EMDR UK and Ireland
- BACP (British Association for Counselling Psychotherapy)
- BABCP (British Association for Behavioural and Cognitive Psychotherapies)
Problems

- Unstructured Approach to Continuous Professional Development
- Due to some governing bodies specifying number of hours needed per year, 30 CPD hours were being offered per practitioner
- Not aligned to service need
- May be accredited but not familiar or competent in models recommended by IAPT (Improving access to Psychological Therapies)
Cost to Service (30 hours approach)

- Band 7 £557.80 (Mean Average) per clinical member of staff (18)
- Band 6 £469.80 (Mean Average) per clinical member of staff (23)

Total cost of time alone £20845.80
Number of client contact hours: 820
Number of Treatments: 51 (based on 16 hours per client)
Aims of Survey

• To become aware of gaps in knowledge (areas that clinical staff are less familiar with)
• Assess therapist’s self rated confidence in application of specific models for disorders.
• Come up with a plan for CPD over the next 12 months from October 2018 – October 2019
• Measure the implementation and outcome of the plan
Limitations

• Confidence does not equate to competence
• Accreditation does not mean that you are competent at application of disorder specific models

A starting point!
Sample & Method

• All My Wellbeing College Step 3 clinical Staff
• 44 staff in total, however 2 people were off work at the time of the survey so 42 received this.
• 23 responses
• Survey Monkey
General info (Part 1)

• What are the clinical staff trained in?
• Do they meet the required number of CPD per modality?
• Do they meet minimum requirements per governing body for supervision?
• Is CPD included in Appraisal and if so is this supported?
Modality specific info, familiarity of models and confidence in application of the model (Part 2)

• Each disorder is listed for each modality
• Each model for each disorder listed.
• Clinical staff were asked to tick which models they were familiar with
• Clinical staff were asked to mark how confident they were in in application of the model on a scale of 1-7 (1= extremely unconfident, 7 = extremely confident)
WHAT DO YOU WANT?
Sneak preview of some of the results but not been analysed or concluded yet
Modalities clinical staff report they are trained in (some dual trained staff)

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
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<tbody>
<tr>
<td>CBT</td>
<td>34.78%</td>
</tr>
<tr>
<td>EMDR</td>
<td>21.74%</td>
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<tr>
<td>IPT</td>
<td>8.70%</td>
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<tr>
<td>Counselling for Depression</td>
<td>34.78%</td>
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<tr>
<td>None - please specify what your qualifications are</td>
<td>26.09%</td>
</tr>
<tr>
<td>Total Respondents: 23</td>
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What motivates you?

- Service Development
- Personal Development
- Personal Interest
- Improve Skills
- Learn something new
- Enhance one's own career
- Wanting to do a good job
- Influenced by others who a...
- Something else (please...)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
How many CPD activities have you engaged in over the past year?
Required number of CPD activities as per BABCP
(For all staff, not just CBT)

Met number of CPD Activities

- 4 or less
- 5 or more
CBT Therapist Governance

- 8 responded
- 66.7% accredited with BABCP
- 44% completed an IAPT approved course
- 33% had done 5 CPD activities
- 77% had done the required 5 reflective statements.
- 80% had done the required amount of supervision to meet BABCP requirements.
Interesting
Glen Waller’s Therapist Drift Important Points

- Importance of empirically supported treatments (disorder specific treatments)
- The model of Evidenced Based Practice tells us to combine Best Research, Professional Expertise, and client values.
Therapist drift points continued........

• No empirical evidence that EBP works
• Therapist outcome’s are likely to get worse by bringing in clinicians judgements
  • Grove et al (2000); Meehl (1954)

Does clinical judgement get better with age, experience or profession?
No
Have you completed any Disorder Specific CPD?

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<tr>
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<tbody>
<tr>
<td>Yes</td>
<td>36.36%</td>
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<tr>
<td>No</td>
<td>63.64%</td>
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<tr>
<td>TOTAL</td>
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Please specify any other third wave CPD that you have completed over the past 12 months

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<tr>
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<th>Responses</th>
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<tr>
<td>DBT</td>
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<tr>
<td>CFT</td>
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<tr>
<td>ACT</td>
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<tr>
<td>Other</td>
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Please specify your own CPD here.
Please indicate which Post Traumatic Stress Disorder (PTSD) models you are familiar with by ticking the boxes:

- Foa/Rothbaum
- Resick
- Ehlers

Responses
On a rating scale of 1-7, how confident do you feel in the application of the following models?

- Foa/Rothbaum: 5
- Resick: 4
- Ehlers: 5

Weighted Average
Please indicate which Depression models you are familiar with by ticking the boxes:

- Beck
- Jacobson Behavioural Activation

Responses
On a rating scale of 1-7, how confident do you feel in the application of the following models?

- Beck: 5.4
- Jacobson Behavioural Activation: 4.4
Longer term plans

• Back to basic program open up to all therapist’s across the trust.
• Practice skills within this, measure competence before and after against the Roth and Pilling competency framework.
• Create an in house CPD program that fits with skilling up our clinical staff and enhancing care within My Wellbeing College.
• Develop research within My Wellbeing College within disorder specific pathways.

- Demographic information
- Impairment
- Personality traits
- Current IAPTr data set
Bradford, Airedale, Wharfedale, Craven
MyWellbeing College

Generic TAU Pathway – all disorders and treatments.

Step 2
12wks

Step up

Step 3
Up to 20wks

Step up

Step 3 +
Up to 20wks

Enrolment

Formulation

Individual Guided Self-Help
X6 reviews (30 mins) every 2 weeks

Individual HI CBT or C1D,
EMDR, IPT
X20 weekly session, review
every third session

Continuation
X20 weekly sessions, review
every 3rd session

Step Up Points
Step up/down between
services is based on
cluster

| Clusters 1, 2, 3 and 4 | MyWellbeing College (IAPT) |
| Clusters 5, 6, 11, 12 and 13 | Community Mental Health Team (CMHT) |
| Clusters 7 and 8 | Intensive Therapy Service (ITS) |
| Cluster 10 | Early Intervention in Psychosis (EIP) |

Appendix: Treatment As Usual (TAU) Pathway: Panic Disorder

MyWellbeing College
Talking through life’s ups and downs.
Example of guided self help workbook – Managing MyPanic
SMArT – relapse prevention intervention for people who have recovered from depression
CASPER -
Care for Screen Positive Elders

Helping you to maintain a positive mood in older age

A Self Help Workbook
Deborah Hems