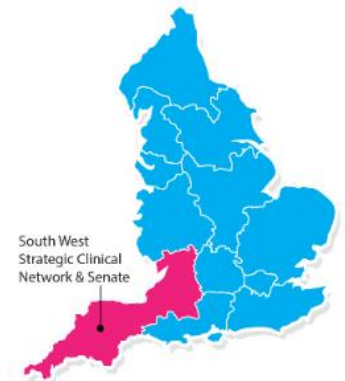


Mental Health, Dementia & Neurological Conditions



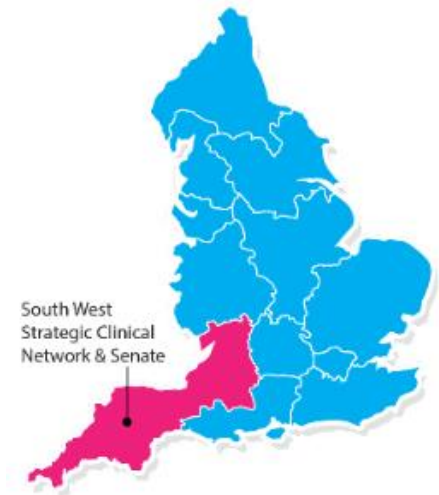
South West Region IAPT Workforce

The South West Region

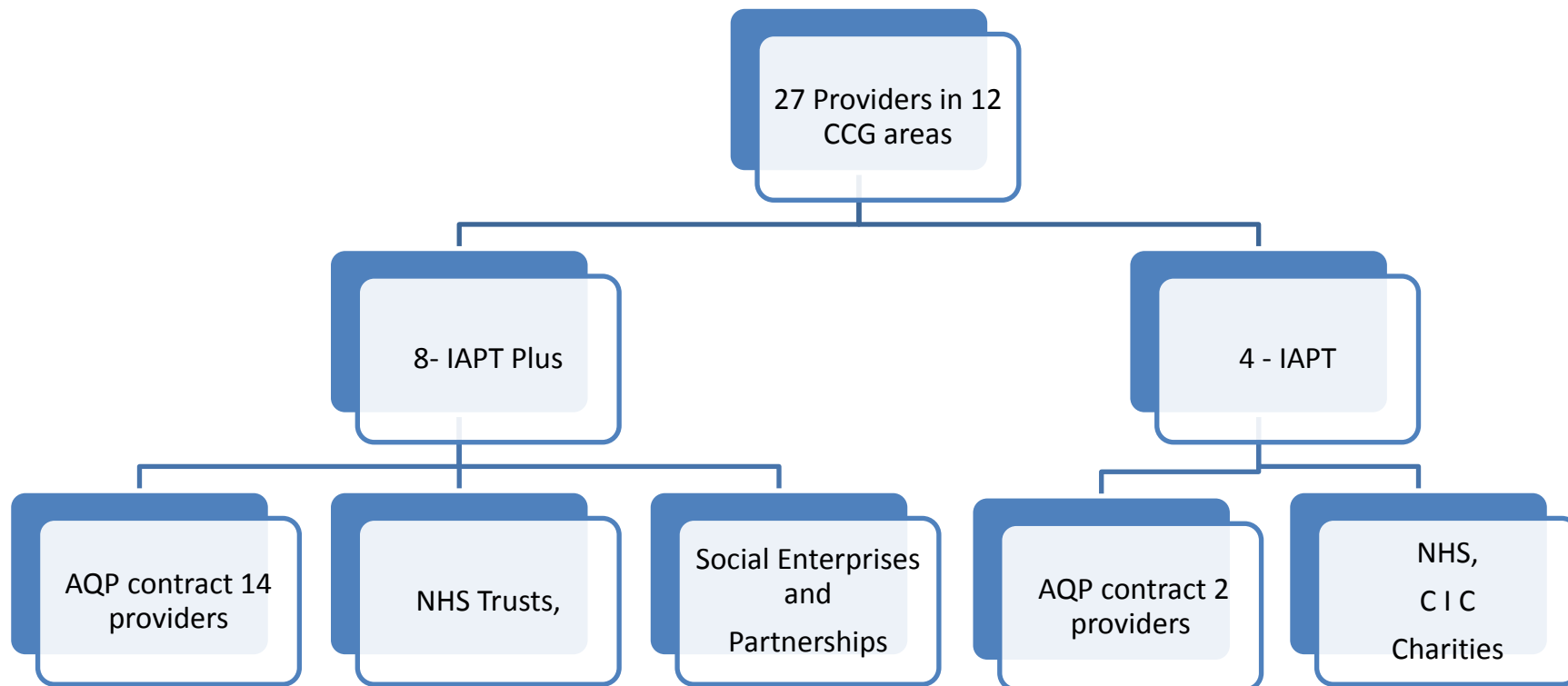
Population and Demographics

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Mental Health, Dementia &
Neurological Conditions

- Large area, beautiful countryside, coast and vibrant cities
- Pockets of high rural and urban deprivation
- Population over 5 million
- Higher than average pop. of 65s
- Increasing population



Regional IAPT Provision



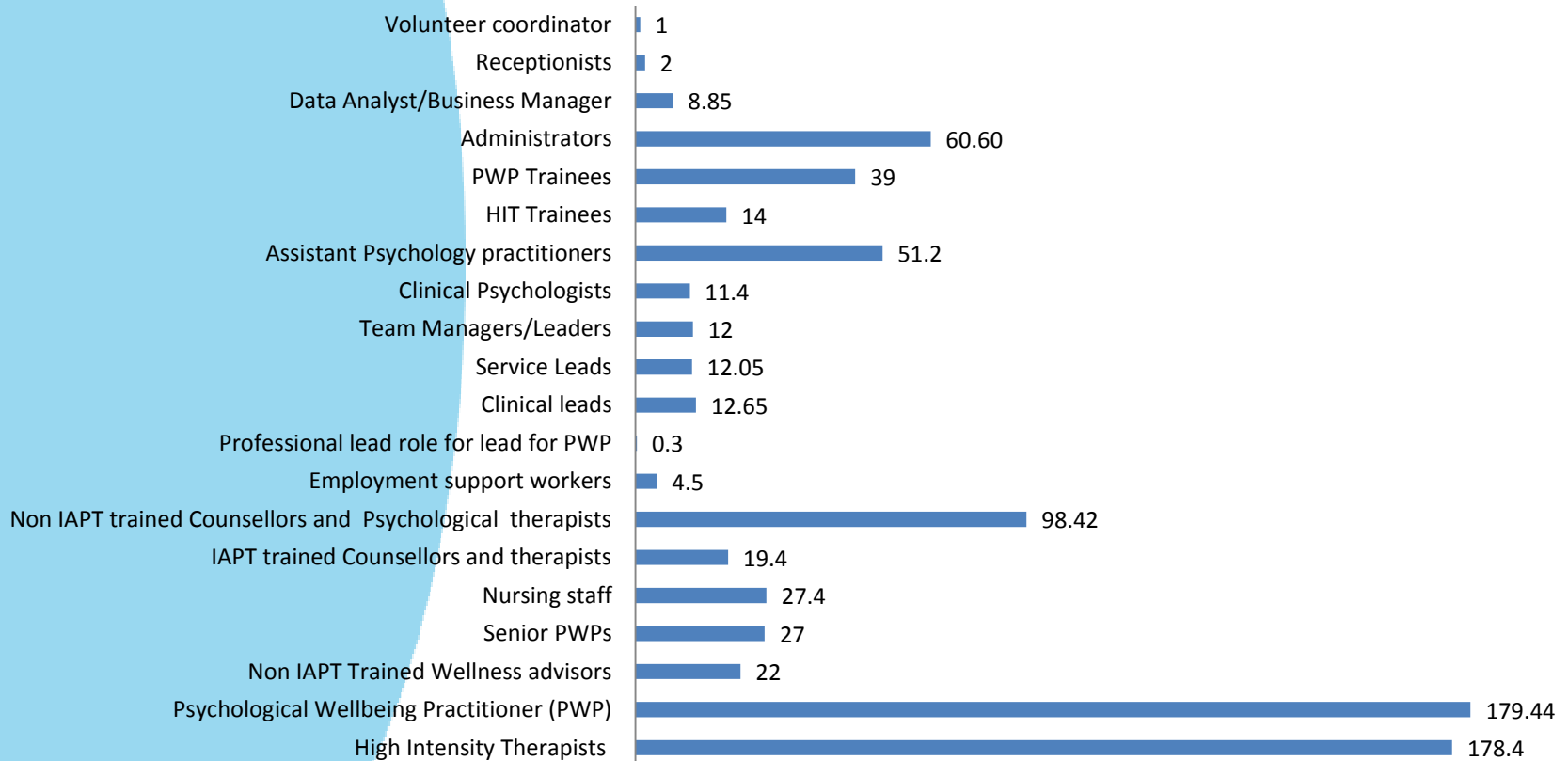
Identifying the Workforce

- Mapping exercise:
 - Who makes up the IAPT workforce currently?
 - Is this the right workforce for the future?
 - If not what do we need to do?
- Pressures on the workforce to meet targets and the needs of people accessing the service.

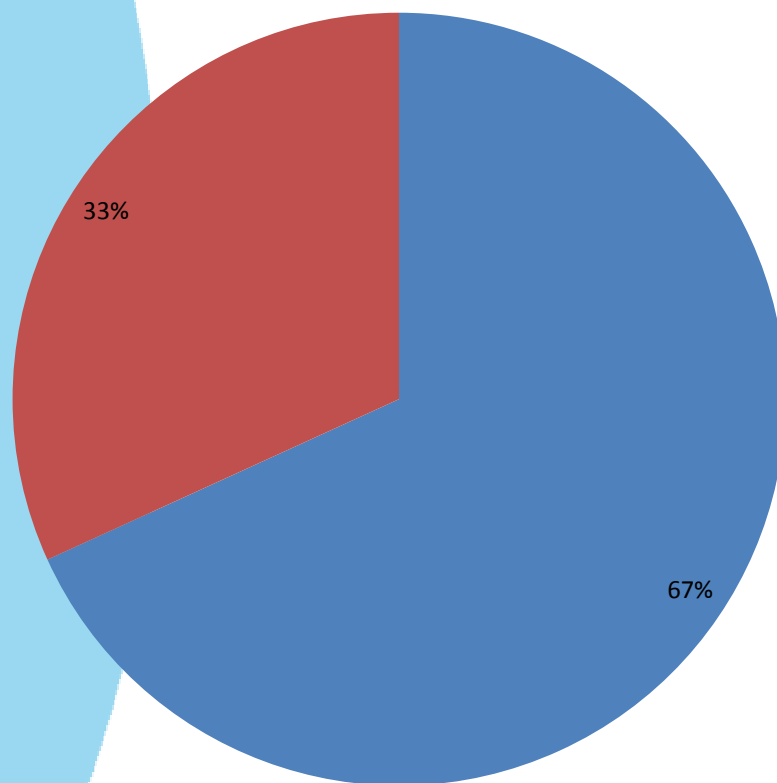
The IAPT Workforce

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Region IAPT Workforce: 778.21 WTE



Ratio of IAPT and Non IAPT Trained Practitioners

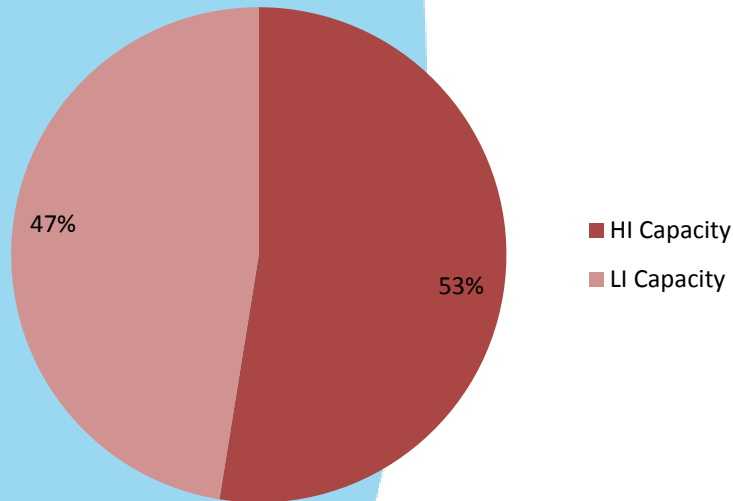


■ IAPT trained
■ Non IAPT trained

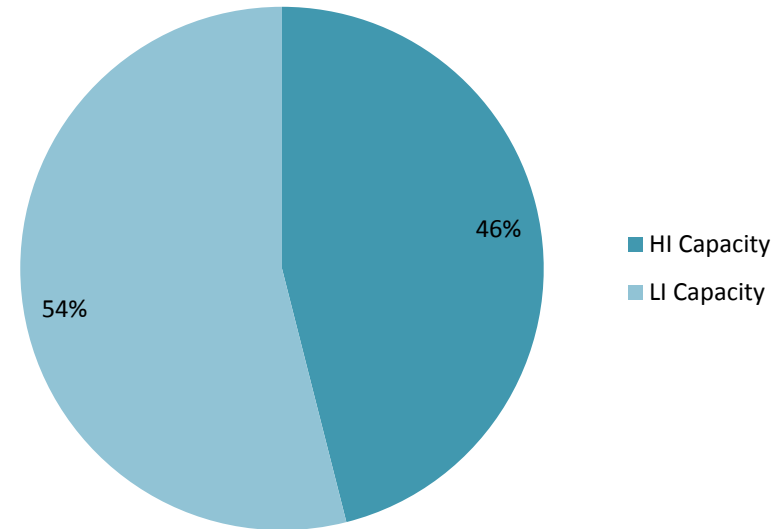
Ratio of Hi to LI capacity

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Including non IAPT trained practitioners



Excluding non IAPT trained practitioners



Availability to the four non CBT Modalities by CCG

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CCG area	CfD	CTfD	DIT	IPT	EMDR
BaNES:	Y	Y		Y	
Bristol	Y	Y	Y	Y	Y
Cornwall	Y		Y	Y	Y
Gloucestershire	Y	Y	Y	Y	Y
New Devon (Plymouth)	Y	Y			Y
New Devon	Y				
North Somerset	Y			Y	Y
Somerset	Y	Y		Y	
South Gloucester	Y				
South Devon and Torbay	Y				Y
Swindon	Y	Y		Y	Y
Wiltshire	Y	Y	Y	Y	
Total	12	7	4	8	6

Current Workforce Issues

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Mental Health, Dementia &
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- Lack of workforce capacity and capability
- Recruitment to HIT/ Counselling posts
- Recruitment and retention of PWPs
- Ongoing issues with IAPT Training

Sufficiency of the workforce

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Mental Health, Dementia & Neurological Conditions

IAPT Workforce requirements based upon 40 therapists per 250,000 head of population

Regional Population	HIT	PWP	Non IAPT Therapy Workforce	Totals
4,796,362				
Regional Requirements	460	307		767
Current workforce	190	202	177	569
Difference	270	105		198

Regional responses to the meet current challenges

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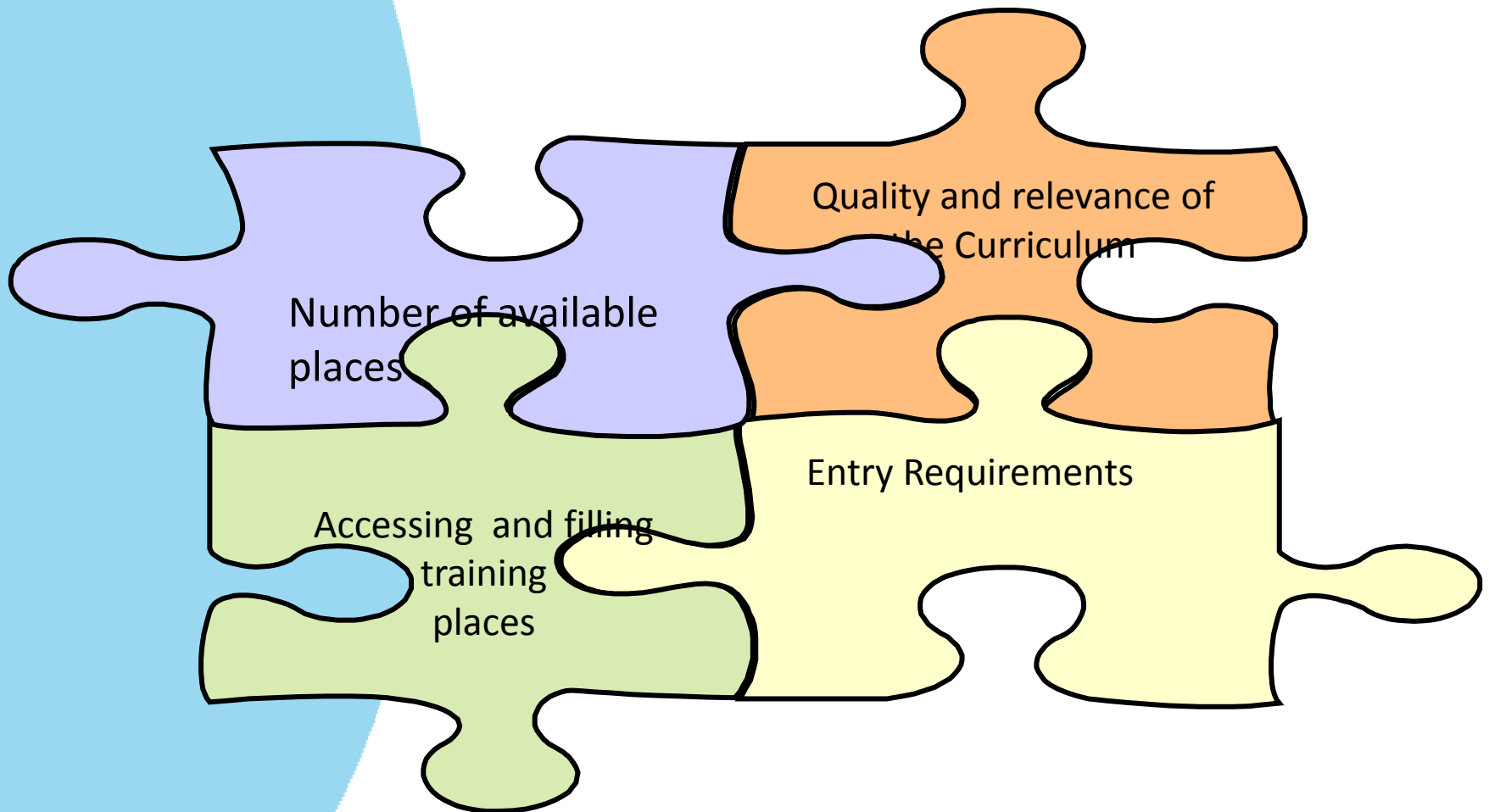
- Negotiating with commissioners
- Changing recruitment patterns
- Prioritising supervision
- Reviewing workloads/activity levels to increase variety
- Providing in house training/CPD

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University of Exeter	Year	Commissions	Starters	Still on Programme	Completers	Attrition
High Intensity (HI)	2011/12	45	14	0	13	7%
	2012/13	22	21	1	18	10%
	2013/14	29	27	13	13	4%
	2014/15	16	10	10	0	0%
Psychological Wellbeing Practitioner (PWP)	2011/12	75	66	0	58	12%
	2012/13	60	49	0	45	8%
	2013/14	75	71	1	67	4%
	2014/15	54	43	42	0	2%
Supervision Module	2013/14	33				
	2014/15	46	32			

PWP and HIT Training: A mixed picture

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The National Picture

South West Strategic Clinical Network
Mental Health, Dementia &
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- Access, recovery and waiting times- 75% 6/52, 95% 18/52
- Outcome measures unlikely to change, and explicit expectation that 50%+ will be achieved
- Proportion of non IAPT trained workers in the SW therefore a big issue
- An appropriate pathway for those with SMI
- Investment of £58-£64 per head

Moving forward to the future

- Sufficient and fully funded IAPT service to meet national targets and planned activity
- Agree clear manageable care pathway for people with severe and enduring needs
- Support providers to access and take available IAPT training places
- Develop good career structures for PWP
- Agree a regional clinical contact rate

Training considerations

- Increase number of IAPT trained practitioners
- Salary costs funded for IAPT training places
- Flexible access to IAPT training places
- Additional training places in CfD, CTfD and other non CBT modalities
- Additional skills training for PWP's and HITs

Questions and Thoughts?