

ANNEXE: Psychological Professions Workforce Plan for England

Delivering the plan: priority actions summary

This Annexe provides a summary of the priority actions for stakeholders involved in the delivery of the [Psychological Professional Workforce Plan for England](#).

Transforming psychological healthcare will require sustained and long-term effort across the system at local, regional and national levels. This Annexe summarises the steps we can take collectively to deliver this workforce growth and transformation across the psychological professions.

Table 1. Summary of stakeholder roles in delivering the Plan

Health Education England (HEE) with NHS England and Improvement (NHSEI)	Integrated Care Systems (ICSs)	Employers and higher education institutes (HEIs)
<p>Ensure the right level and type of education commissioning and provide support to systems to deliver the required expansion in posts. This support will include both national and regional professional leadership for the psychological professions.</p>	<p>Ensure that the required growth and development is part of ICS workforce planning, supported by professional and clinical leadership input from psychological professionals in their local and regional system.</p>	<p>Employers: Ensure the recruitment of the expanded workforce, provide placements for the growing number of trainees, and support staff to manage the supervision requirements for this alongside the wider service needs.</p> <p>HEIs: Expand, align and adapt programmes to support the expansion, aligned to Long Term Plan strategic priorities.</p>

1. Stakeholder roles in delivering the priority actions of the Psychological Professions Workforce Plan for England

1.1 Grow actions

Across all levels of the system (national, regional, system, employers and HEIs) to work together to deliver the actions in Table 2.

Table 2: Psychological professions Grow actions

Action	HEE / NHSEI implementation	ICSs implementation	Employers / HEIs implementation
1. Expand clinical psychology and child and adolescent psychotherapy training places by 25 per cent in 2021/22 and support further expansion in line with funding	●	●	●
2. Continue to expand IAPT training and other workforce interventions to fulfil the expected growth of the IAPT clinical workforce	●	●	●
3. Increase the proportion of IAPT High Intensity recruitment from outside of IAPT services	●	●	●
4. Align IAPT trainee posts to all High Intensity modalities in proportion to modelled requirement for NICE-recommended therapies and choice of treatment	●	●	●
5. Launch a paid core professional training pathway into adult IAPT services for psychotherapeutic counsellors to deliver NICE-recommended therapies for depression	●	●	●

Action	HEE / NHSEI implementation	ICSs implementation	Employers / HEIs implementation
6. Continue to expand Mental Health Support Teams and EMHP posts nationally	●	●	●
7. Expand access to NICE recommended psychological therapies for severe mental health problems at scale across adult community services through upskilling existing staff and recruiting new staff into psychological therapy trainee positions, ensuring staff have substantial dedicated time to deliver therapies on qualification	●	●	●
8. Invest in family and systemic psychotherapy training to support expansion of this discipline in CYP Mental Health services and beyond	●	●	●
9. Support the development of an apprenticeship in family and systemic psychotherapy for entry from 2022	●	●	●
10. Deploy new psychological practitioner roles in adult community mental health and CYP inpatient and crisis services to deliver multi-disciplinary team care planning and psychologically informed interventions, underpinned by a formulation	●	●	●
11. Use annual workforce surveys and improve Electronic Staff Record data to monitor expansion in posts	●	●	●
12. Expand part-time core professional training pathways across the psychological professions	●	●	●

1.2 Develop actions

Across all levels of the system (national, regional, system, employers and HEIs) to work together to deliver the actions in Table 3.

Table 3: Psychological professions Develop actions

Action	HEE / NHSEI implementation	ICSs implementation	Employers / HEIs implementation
1. Develop more integrated and coherent career paths for each of the psychological professions, including into leadership roles		●	●
2. Widen participation by enabling entry to wellbeing practitioner training roles to accept more entrants with level 5 qualification / credit, and graduates of all disciplines	●	●	●
3. Ensure all new roles in the psychological professions are meaningfully aligned to existing roles and have clear career progression pathways to support retention	●	●	●
4. Review HEE-commissioned core professional trainings to ensure they align to the NHS Long Term Plan and national policy priorities, with targeted investment to support HEIs in progressing this	●	●	●
5. Implement a policy change for future eligibility for NHS funding across specific psychological professions training programmes for individuals who wish to undertake more than one NHS-funded training	●		●
6. Ensure there is sufficient supervision and management capacity for new roles	●	●	●

1.3 Diversify actions

Across all levels of the system (national, regional, system, employers and HEIs) to work together to deliver the actions in Table 4.

Table 4: Psychological professions Diversify actions

Action	HEE / NHSEI implementation	ICSs implementation	Employers / HEIs implementation
1. Support HEE-commissioned training programmes to deliver measurable improvements on equity and inclusion for ethnic minority applicants, including implementing the Action Plan to Improve Equity of Access and Inclusion for Black, Asian and Minority Ethnic Entrants to Clinical Psychology Training	●	●	●
2. Target investment to reduce systemic obstacles to disadvantaged aspiring psychological professionals from entering the psychological professions. This includes: C2.1 Creating paid work opportunities for disadvantaged psychology graduates wishing to enter clinical psychology careers C2.2 Providing bursaries to support disadvantaged aspiring child and adolescent psychotherapists to undertake pre-clinical training	●	●	●
3. Deliver a programme of funded and targeted action to challenge racism in IAPT services	●	●	●
4. Invest in a leadership mentoring programme for ethnic minority psychological professionals aspiring to leadership roles	●	●	●

Action	HEE / NHSEI implementation	ICSs implementation	Employers / HEIs implementation
5. Monitor and report on ethnic diversity in the psychological professions, across all pay bandings, designing future interventions to target inequities	●	●	●

1.4 Lead actions

Across all levels of the system (national, regional, system, employers and HEIs) to work together to deliver the actions in Table 5.

Table 5: Psychological professions Lead actions

Action	HEE / NHSEI implementation	ICSs implementation	Employers / HEIs implementation
1. Adopt and promote a multi-disciplinary approach to leadership and development of the psychological professions as a united group, recognising each's unique strengths	●	●	●
2. Support the integration of Chief Psychological Professions Officers in ICS workforce planning processes	●	●	●
3. Embed the Psychological Professions Networks as providers of the united professional leadership for the psychological professions at regional level, supporting and enabling workforce planning, expansion and development	●	●	●
4. Take targeted action to make leadership positions more inclusive of all psychological professions based on competency requirements of the roles	●	●	●
5. Establish a long-term national NHS professional leadership infrastructure for the psychological professions	●	●	●

1.5 Transform actions

Across all levels of the system (national, regional, system, employers and HEIs) to work together to deliver the actions in Table 6.

Table 6: Psychological professions Transform actions

Action	HEE / NHSEI implementation	ICs implementation	Employers / HEIs implementation
1. Adopt a well governed and consistent approach to the expansion in psychological therapies: guided by NICE, published competence frameworks, national curricula, course accreditation and individual practitioner registration / multi-disciplinary markers of competence	●	●	●
2. Facilitate and support the routine collection and service-level publication of patient-reported outcome measures for psychological professions' activity	●	●	●
3. Embrace and embed meaningful involvement of experts by experience in psychological professions service design, development, delivery and training	●	●	●
4. Invest in and expand the spread and adoption of Responsible Clinician roles among practitioner psychologists, alongside other disciplines, subject to funding	●	●	●
5. Develop frameworks for the optimal use of blended learning in psychological professions training	●	●	●
6. Support the extension of psychological professions and psychological practice in physical healthcare settings and primary care. This will include:	●	●	●

Action	HEE / NHSEI implementation	ICSs implementation	Employers / HEIs implementation
6.1 The completion of a case for change in psychological practice in physical healthcare 6.2 Investment in a programme to deploy trainee health psychologists to support service transformation development projects			