

## **SHSCT/ELFT Staff Engagement Workstream Meeting 14<sup>th</sup> Jan 2022**

### **Present:**

Nuala Meenan	Zoe Gray
Edel Rafferty	Alanna Gass
David Walter (Chair)	Barbara Anne Richardson
Lisa Hannah	Stephanie Wethers
Nuala Quinn	Catherine Moore
Ciara Devlin	Leah Ann Shanks
	Petra McCresch

### **1. Introduction and Apologies**

Apologies: Dr Ivor Crothers, Niamh Trainor, Debbie Proctor, Dr Shirley Forshaw, Dr Judith O'Neill & Jenny Johnston

David welcomed those in attendance and asked everyone to introduce themselves through chat box.

David shared agenda:

- Review the minutes of meeting held 17<sup>th</sup> Dec 2021.
- Review the aims set
- Key Updates
- Information on Suggestion Box, Newsletter & Staff Survey
- AOB

### **2. Review Minutes**

Minutes and actions were reviewed.

Action: Stephanie to follow up with Niamh re CBT representation.

Naming the Project/Service

Zoe updated group that all in attendance should have received an invitation to a meeting on Thursday 20<sup>th</sup> Jan. This meeting will be 30-45 minutes with the core aim to explore potential names for this service. Lisa asked on behalf of staff she represents for clarity regarding naming the service - it was clarified that this would be the name for the IAPT aligned provision, which encompasses assessment and triage, group treatment and 1:1 treatment following stepped care.

### **3. Reviewed Aim of Staff Engagement Workstream**

- Keeping everyone informed regarding the project.
- Demonstrate how project will benefit service users and staff.
- How can we shape the service/project development going forward, looking at current good practice what can be used and what can be developed what can be improved.
- To receive regular updates to share with teams represented and bring any queries, concerns or questions from teams forward.
- ELFT keen to use this forum to learn from SHSCT with regard to Service User need and how the range of disciplines can enhance the development of an IAPT type service.
- Staff engagement Workstream to inform development of model for SHSCT.
- Opportunity for staff to influence the development of project
- A forum for open conversations
- Share Key updates

#### 4. Key Updates

- David informed the group that Catherine Moore has been appointed as training and development lead. Catherine introduced herself to the group. David explained that Catherine will be working closely with Debbie to ensure that training is tailored appropriately, recognising the current skill and experience of staff and primarily training will focus on triage processes and delivery of groups.
- Meetings have taken place with Paris regarding the project. We will continue to meet with them on a weekly basis to ensure the system can capture and pull the data required.
- The beginnings of implementation of groups in mid to late Feb. 2022. It is planned that we will provide 2 x Step 2 and 2 x Step 3 groups (one for depression and one for anxiety at each level). As part of the training, it is envisaged the groups will be led by Catherine and co facilitated by Resource Centre staff, **however** this will be discussed further with Debbie and with clinicians as to their level of experience and confidence in delivering group therapies. Further groups will be launched following this initial cohort so that we can begin to build capacity steadily – this will include both further anxiety and depression groups and also more specific groups based on service user needs and clinician expertise – Catherine will be consulting with clinicians to identify which groups would support population needs.
- ELFT are recruiting an IAPT group clinician to support with training, work as a peer to current Resource Centre staff to assist with working through waiting list. They will be employed for a short period of time.
- Job Plans will be developed to ensure that staff have protected time for admin, supervision, CPD and have a clear understanding of what is required with regard to number of sessions/assessments to be delivered weekly.

It was also noted that a pathway map will be available to all those involved in the next week which will outline the model and give staff greater clarity.

## 5. Suggestion Box

Zoe has set up a survey monkey where all staff can leave anonymous constructive feedback with regard to the project.

**Action:** Zoe will share the link to managers, and they can share with staff, all should be encouraged to voice their thoughts/opinions.

## 6. Staff Survey

Zoe has produced a first draft a Staff Survey and is asking the Staff Engagement Group to read and provide feedback to Zoe by 28<sup>th</sup> Jan 2022.

**Action:** Zoe to send draft survey to Staff Engagement Group. **All** to review and comment in order to finalise survey in next meeting on 28<sup>th</sup> Jan 2022. When survey is finalised it will be issued to all staff.

## 7. Newsletter will include

Zoe noted that Newsletter will include Updates on project and Feedback (through survey monkey link) and responses. Zoe asked this group to suggest what else should be included. The group suggested that the Newsletter remain factual, include timelines if accurate, service user feedback and clinical outcome data when available.

**Action:** David asked group members to email Zoe if any other ideas regarding content for Newsletter

## 8. AOB

- Nuala noted that staff in Carland House wished to reiterate the issue of different bandings and professions and that this be considered in Job Planning. David responded and noted that there had been a meeting with Debbie where bandings and job roles/experience were discussed. As a result of that meeting it was agreed that meetings regarding Job Planning will be held with staff to ensure there is clarity regarding bandings and professions.
- Nuala asked for clarification regarding wait list initiative (WLI) that had been in place prior to Christmas. Leah Ann responded noting that no new WLI referrals had been sent from before Christmas and that going forward Resource Centre Staff will be providing treatment/intervention via this new service.
- Petra McCresh asked that all staff involved in this process be reminded that should they need the support of their unions at any stage during this process they should request this and assistance will be provided. Petra also noted that she had raised a query regarding bandings and job descriptions at ELFT/SHSCT Project Steering Group meeting and understood that the implementation of the new model should not affect banding.

- Ciara asked for clarification regarding where clients for this service will come from. The referrals will be made through CCG to PMHC and then directed to this service as appropriate.