

## ISLE OF WIGHT NHS PRIMARY CARE TRUST CONSULTATION DOCUMENT

### INTEGRATION OF THE PSYCHOLOGICAL THERAPY SERVICE WITH ADULT COMMUNITY MENTAL HEALTH TEAMS

#### Introduction

The Island provides a small Psychological Therapy Service providing a range of therapies based at The Gables, Newport. For current staffing structure see Appendix 1

Adult Community Mental Health Teams are currently divided into two localities – East Wight based at Swanmore House in Ryde and West Wight based at Chantry House in Newport. The Older Peoples Community Mental Health Team is based at St Mary's and includes psychological therapy services for older adults. For current staffing structure see Appendix 1

This paper outlines the proposal to integrate Psychological Therapies and Adult Community Mental Health Teams, initially to be based in the two localities of the current East and West Wight Community Mental Health Teams.

The management review of Mental Health and Learning Disabilities Care Group has been completed and the new management structure was implemented on 1<sup>st</sup> July 2006. Psychological Therapies is now managed with Community Mental Health Teams facilitating integration.

#### The Need for Change

In line with new government targets we have to achieve improved access to psychological therapies and reduce waiting times with no additional investment. Whilst access to psychological therapies is a national issue, locally this has been highlighted as a particular problem and unacceptably long waits for vulnerable clients. The need for change is therefore pressing and urgent.

#### **National Guidance and Targets**

The June 2004 NHS Improvement Plan stated that: "By 2008 no one will wait longer than 18 weeks from GP referral to hospital treatment." Current waiting times from referral to access far exceed the 2008 target of 18 weeks.

The Depression Report June 2006 explored the current situation within psychological therapy services and recommended a greater emphasis on evidence based, brief and focussed therapy to improve access and outcomes.

The International Mental Health Leadership report highlighted the need for fundamental change in psychological therapy services.

#### **Local Guidance and Targets**

The psychotherapy waiting time was raised as a PPIF Issue/Query on 28<sup>th</sup> February 2006 as the reported waiting time was 53 weeks from referral to treatment.

In response to the PPIF formal issue we committed to an action plan including:

'To prepare a plan for the future of psychological therapies including possible integration with community mental health teams to ensure equitable access and consistency of treatments provided'

And:

'To extend and improve the delivery of 'talking therapies' in all in-patient and community teams based on the recommendations of The Depression Report'

The recent Teamwork report highlighted the need for radical change in psychological therapy services

## **The Proposed Changes**

Current access to psychological therapies is not good. We have a long way to go to meet the 18-week government target and with no indication of further funding to boost resources, the Care Group is focussing on providing the 'best value' service within the existing resources. The plan is to support improved access to psychological therapies without relying on new investment.

### **Long Term Proposal**

The long term plans for service configuration include the integration of all Community Mental Health Teams, including Older Persons Mental Health, into one base on the St Mary's campus. This forms part of the Care Groups estates plan and is dependent on the identification and agreement of an appropriate base, the timescale of which is as yet unknown.

### **Interim Proposal**

The need for improved access to psychological therapies is current and as an interim measure, we propose to integrate Psychological Therapies and Adult Community Mental Health Teams, initially to be based in the two localities of the current East and West Wight Community Mental Health Teams.

This is not only a change of base but will include changes in the current ways of working of the psychological therapy team to improve access including more group work, briefer therapy, and more assessment and advice available to other staff within Community Mental Health Teams.

### **Benefits**

- Improved ability to achieve government waiting time targets without the need for additional investment
- Improved access to services for patients and greater equity and consistency of treatments available
- Reduced waiting times
- Reduced need for additional investment
- Greater equity and consistency of treatments available
- Dissemination of psychological therapy skills across the Care Group

## **The Process**

### **Consultation**

We propose to consult with affected staff, other services and outside organisations as listed on the consultation document summary for a period of 30 days. The objectives of the consultation are:

- Establish a shared and agreed understanding of the practicalities of refocusing the service
- Agree the staffing structure of the new teams
- Establish clarity and agreement of the therapies to be provided

### **Implementation**

After the consultation a timeframe for implementation will be established and will include plans to ensure:

- Continuity of patient care
- Appropriate 'peer support' for the psychological therapy team
- Appropriate input into strategic developments relating to psychological therapy services
- Maintained supervision for psychological therapy team

### **Impact to Staff**

There are no redundancies anticipated as a result of the organisational change.

Psychological Therapy staff will have a change of base and line management and revised Job Descriptions will need to be agreed.

## **Summary**

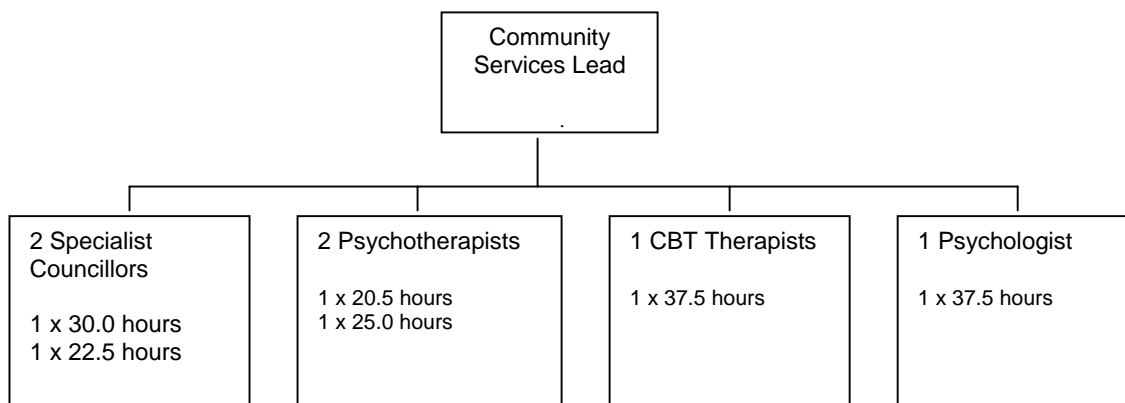
We are seeking approval from TCNF to initiate a 30 day consultation period.

## **APPENDICES**

- APPENDIX 1** - Current staffing structures, Psychological Therapy Team, Adult Community Mental Health Teams
- APPENDIX 2** - Proposed Integrated Structures
- APPENDIX 3** - Proposed Outline Team Work Plan

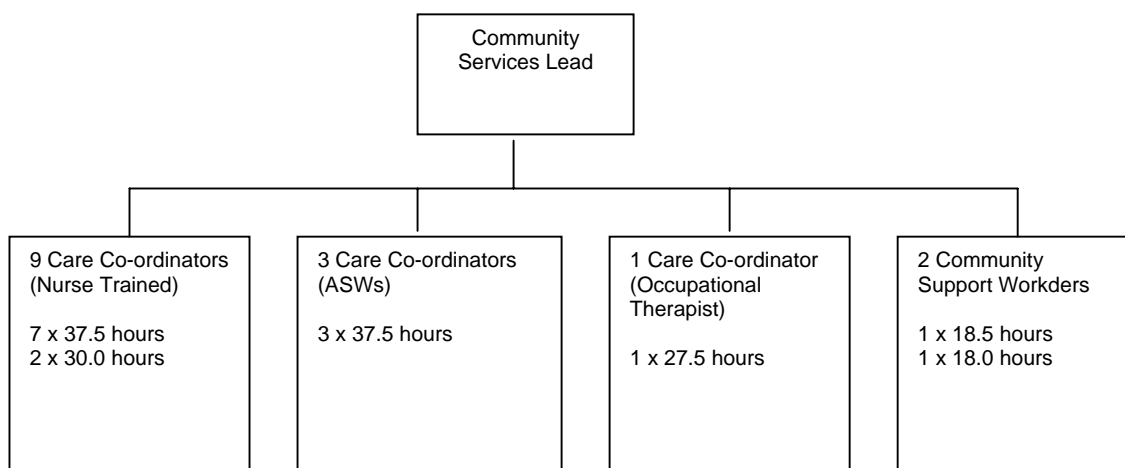
## APPENDIX 1 - Current staffing structures

### Current Psychological Therapy Team

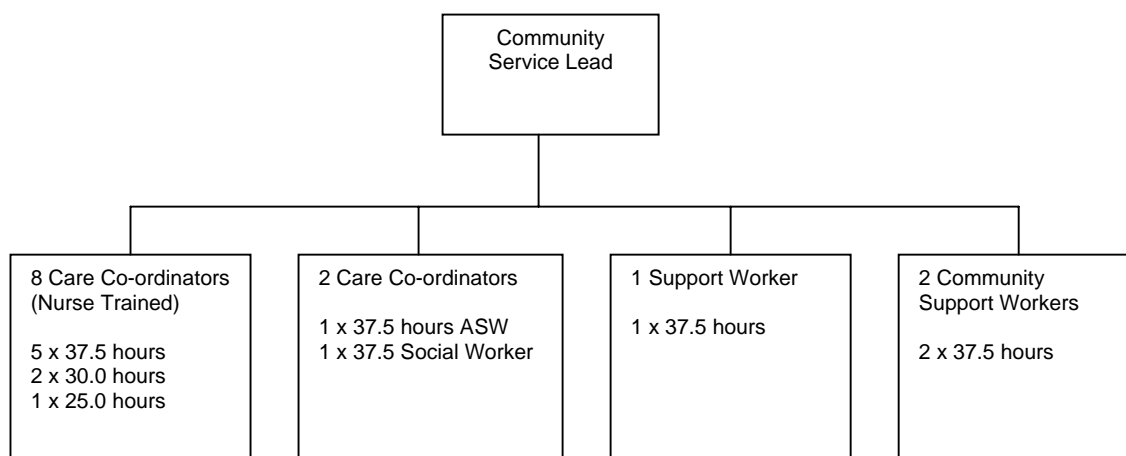


### Adult Community Mental Health Teams

#### Current East Wight Community Mental Health Team

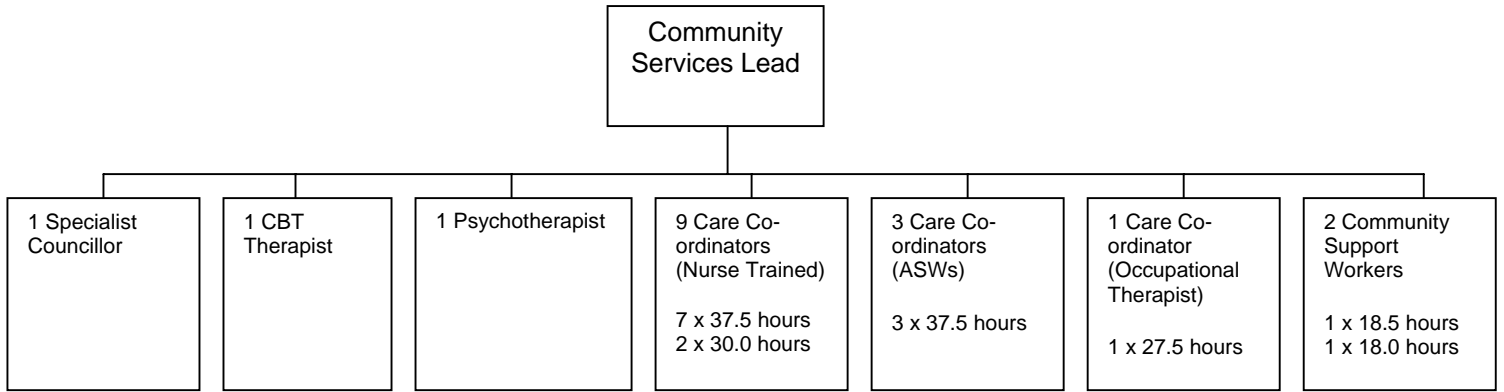


#### Current West Wight Community Mental Health Team

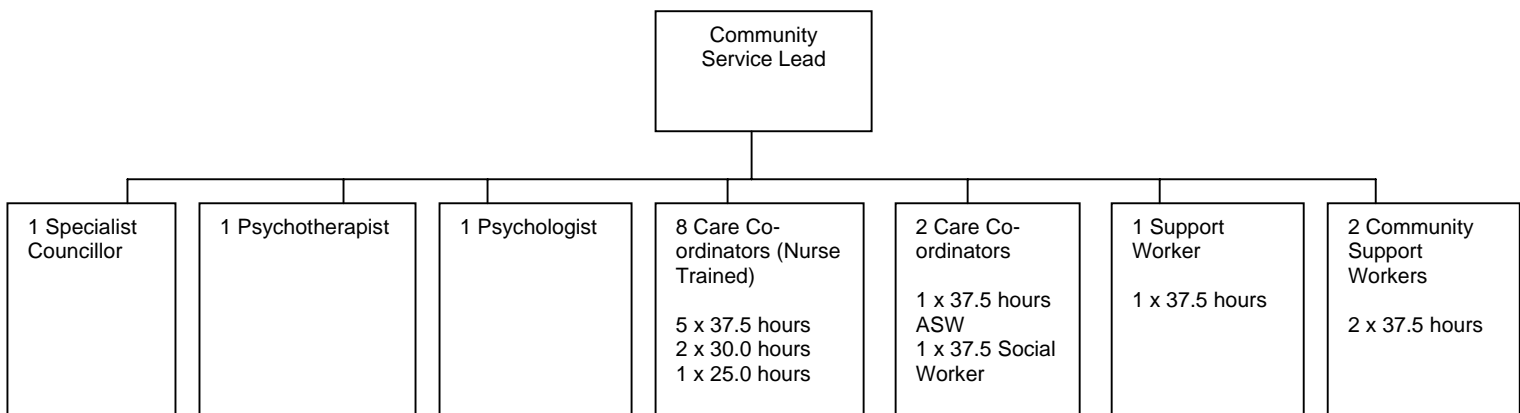


## APPENDIX 2 - Proposed Integrated Structures

### Proposed East Wight CMHT



### Proposed West Wight CMHT



#### Notes:

Part of the consultation process will determine which of the two specialist councillors go into which of the community teams, therefore the hours have not been shown.

There is no intention to change individuals working hours or whole time equivalents.

## APPENDIX 3 - Proposed Outline Team Work Plan

- Each therapist will work under the direction of the Community Services Lead.
- Each therapist will receive appropriate clinical supervision as directed by their professional association
- Each therapist will work with service users for 50% of their time
- The proposed teams will provide a variety of brief interventions such as
  - CBT,
  - Solution focussed brief therapy
  - Targeted interventions agreed with service users in line with 'treatment choice in psychological therapies'
  - Group work
 It is recognised that a very small proportion of service users will require longer intervention by agreement with the Service Lead
- Support to Community Team colleagues will be delivered through:
  - Supervision
  - Teaching including CBT approaches as appropriate
  - Dissemination of evidence based research and practice

- As part of a Community Team, each therapist will have input into continued service developments within the wider remit of Care Group