

Improving implementation of psychological interventions training

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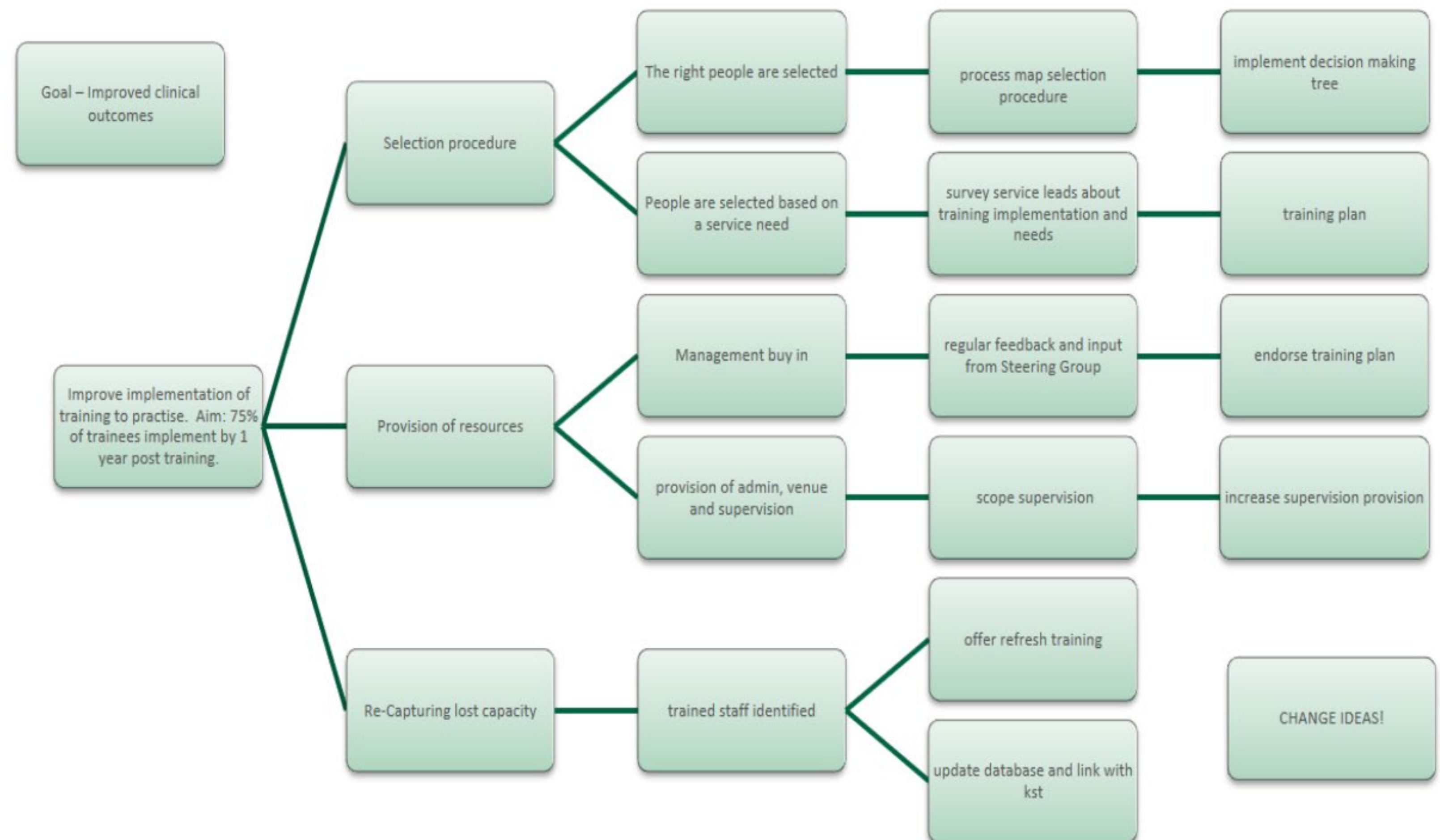
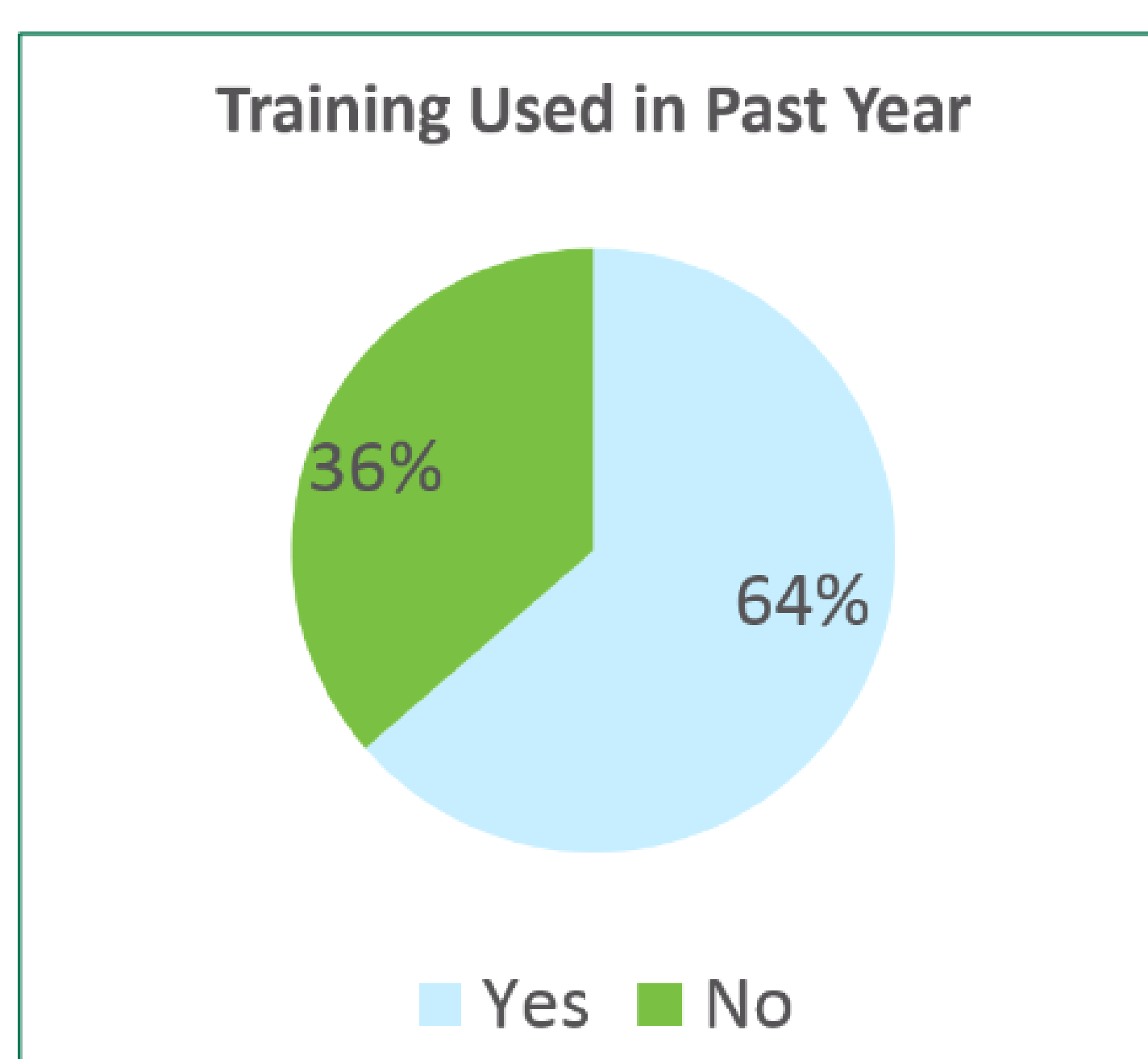
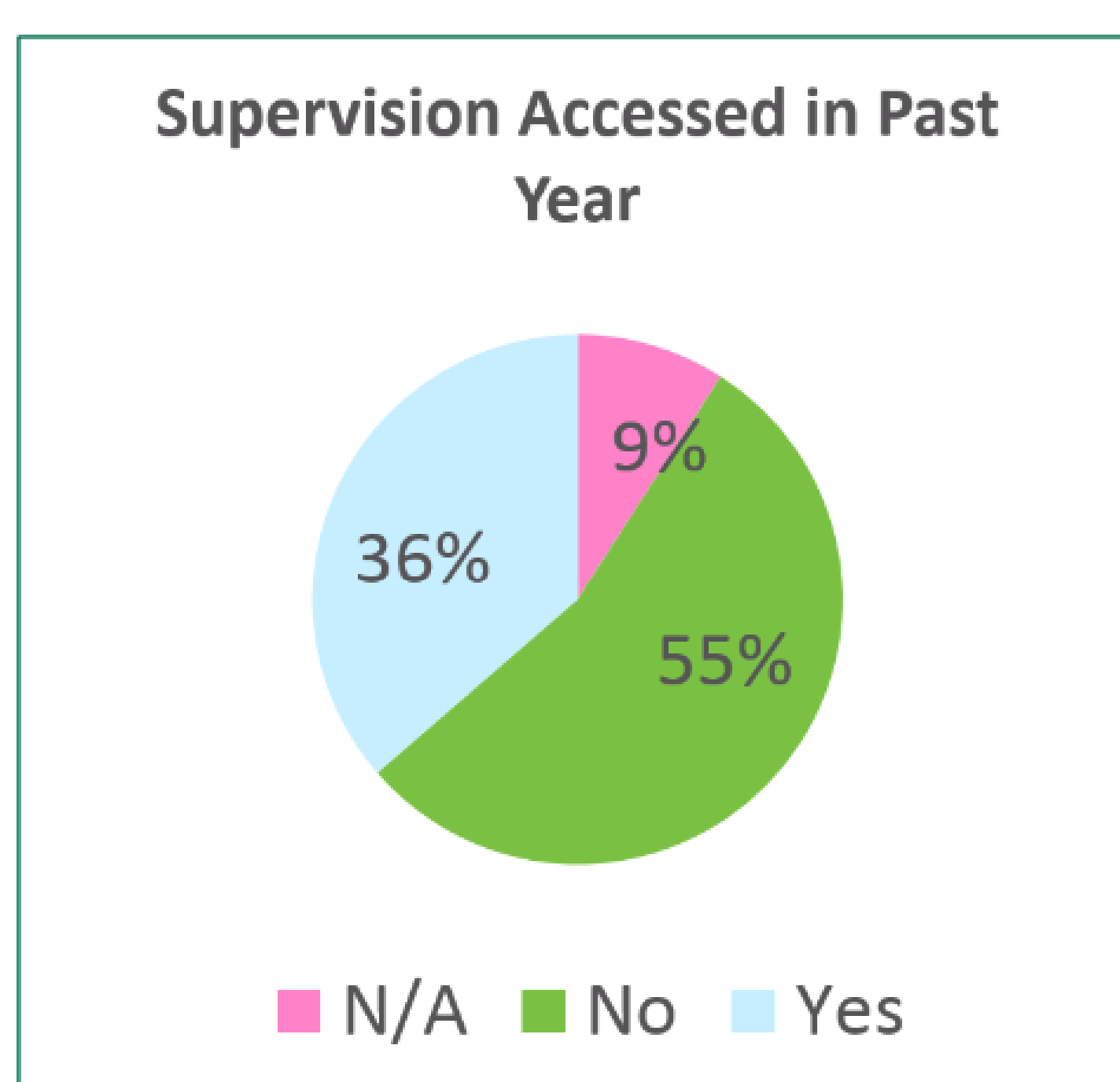
Introduction

Improved quality and availability of psychological interventions increases patient choice, reduces waiting times, and leads to better outcomes (Gracie and Scott-Lodge, 2012, Clinical Psychology Review).

Increased rates of more rapid implementation that is supervised and evaluated is associated with better outcomes, and better boss and staff ratings of competency and morale (Staff and Service Lead Survey, 2019).

The project aims to:

- Translate training into practice for 75% of trainees in the year following training.
- Show that 100% of implementers are offered clinical supervision in the year following training.
- Collect clinical outcomes for 100% of attendees.



Method

We are currently testing decision algorithms for a number of modality trainings. We are also updating our training database giving trainees the option to refresh train, or opt out of registration. We will apply implementation trackers to trainings going forward to track implementation and uptake of supervision. We will use the data from the staff and leads survey to inform a training plan with management buy in from the Steering Group.

NHS Education for Scotland (NES) is keen to measure the impact of Survive and Thrive training. We have designed Impact Assessment Tracker Tool (see attached) based on Implementation Science for S&T practitioners and supervisors to use. The tracker will have 2 functions. It will:

- Enable **you** to track **your own** implementation of Survive and Thrive in your local area
- Provide **feedback to NES** on the impact of your training.

Please enter the names of your practitioners or supervisors in the left hand column. Enter a 1 in each column to indicate 'yes' and 0 to indicate 'no'. Use the following guidance to decide whether a yes or no response is appropriate.

Implementation Tracker – Practitioner	
The Practitioner is in Position.	Yes = The practitioner provides group interventions and has time set aside to prepare and facilitate S&T groups
Survive and Thrive Training has been Received.	Yes = The Practitioner has attended NES approved S&T training and achieved the intended Learning Outcomes
Coaching as identified in the Survive and Thrive coaching plan has been received.	Yes = Low intensity supervision, as recommended in Survive and Thrive guidance to support implementation, is available and is being received.
Performance assessment criteria met: self-assessment in providing Survive and Thrive group psycho-education materials	Yes = Practitioner has been supervised in providing S&T and has provided evidence (audio of session) of working with 1 group that meets the implementation criteria for S&T
Practitioner is providing Survive and Thrive to people with experience of interpersonal trauma	Yes = Practitioner provides S&T to people with problems arising from interpersonal trauma on an ongoing basis
Performance Assessment Criteria Met Consistently during the Prior Four Quarters.	Yes = Practitioner continues to use low intensity supervision and provide evidence of practice that meets with the implementation criteria for S&T

Implementation Tracker – Supervisor	
The Clinical Supervisor is in position.	YES = The Clinical Supervisor works with complex trauma, has experience and training in intervening at all treatment phases for trauma and has time set aside to provide supervision
Clinical Supervision training has been Received.	Yes = The Clinical Supervisor has attended the NES Generic Supervisors course
Supervision in the provision of S&T supervision is being received.	Yes = The Clinical Supervisor is participating in ongoing supervision, including supervision of supervision.

Learning Points

- It's helpful to have the time to think prospectively.
- There is a willingness across the service to plan and use training well.
- Some keen advocates become overloaded with training and supervision needs.