Improving implementation of psychological interventions training

Authors: Loren Scott-Lodge and Alison Raeburn
NHS Highland

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.

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.