Registrants’ mental health

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Laurence Gamlen, Staff Wellbeing Lead, Pastoral care Lead, Ashford and St Peters NHSFT
Justin Honey-Jones, Specialist Lecturer Practitioner – Well-being and Inclusion and Designated Safeguarding Lead, East of England Ambulance service
Carrie Biddle, Regional Head of Allied Health Professions, Workforce, Training and Education Directorate, NHS England South West Region
Some information about today’s session

#myhcpcstandards
@The_HCPC
The 2023 student competition is open!

Design a learning session about health and wellbeing for a chance to win a £300 voucher prize.

https://www.youtube.com/watch?v=tzPR2QWEXHA
Please get involved with our consultation events
Overview of the session

What the new Standards of Proficiency say about registrants' mental health

Share ideas that focus on wellbeing

HCPC support for you and your staff
Search for Slido in your internet browser
https://www.sli.do/
on your phone, tablet or laptop

Enter the event code: wellbeing1

Can you share any wellness strategies or ideas that you find useful?
What has changed?

Centralising the service user
Registrants’ mental health
Equality, diversity & inclusion
Leadership at all levels
Digital skills & new technologies
Myths about the updated standards

I am feeling anxious and depressed, I need to self refer to the HCPC

The HCPC needs proof that I can meet the updated standards?

I’ll have to prove I meet all the updated standards of proficiency if I’m called for a CPD audit when I renew my registration.
‘The previous standards were less about the registrant and their health and more focused on fitness to practise. This wording reflects our position as a compassionate regulator and our understanding of the centrality of registrant wellness’
<table>
<thead>
<tr>
<th>Current standards</th>
<th>Updated standards</th>
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<tbody>
<tr>
<td>3.2 understand the importance of maintaining their own health</td>
<td>understand the importance of their own mental and physical health and wellbeing strategies in maintaining fitness to practise</td>
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<tr>
<td>Current standards</td>
<td>Updated standards</td>
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<tr>
<td>3.4</td>
<td>develop and adopt clear strategies for physical and mental self-care and self-awareness, to maintain a high standard of professional effectiveness and a safe working environment</td>
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Myth busting

I’ll have to prove I meet all the updated standards of proficiency if I’m called for a CPD audit when I renew my registration.

The HCPC needs proof that I can meet the updated standards?
You’ll need to ensure that you are able to meet the updated standards insofar as they are relevant to your scope of practice from 1 September onwards.

It is not a requirement of the HCPC that registrants conduct CPD that meets every one of the SOPs.

We rely on registrants using their professional judgment to decide how to focus their CPD activities to best improve their practice in relation to benefit service users.
I am feeling anxious and depressed, I need to self refer to the HCPC
Watch our #myhcpcstandards webinar on health, wellbeing and maintaining your fitness to practise:

"I feel so worried, do I need to self refer to the HCPC?"
HCPC guidance on health and character
Any questions?
Support from ourselves, our employers and each other

Laurence Gamlen the Staff Wellbeing Lead, Pastoral care Lead at Ashford and St Peters NHS Foundation trust
Supporting ourselves

- Acknowledge
- Pause
- Pull back
- Let go
- Explore
- Support

From AnxietyUK
Support from ourselves, our employers and each other

Justin Honey-Jones, Specialist Lecturer Practitioner – Well-being and Inclusion and Designated Safeguarding Lead, East of England Ambulance service
The mental health continuum

<table>
<thead>
<tr>
<th>How are you really doing?</th>
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<tr>
<td>Thinking about your wellbeing in the past week, do you feel...</td>
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</table>

**THRIVING**
- In good spirits with usual ups and downs
- Able to cope with the stresses of daily life
- Positive about life most of the time
- A sense of purpose in life most of the time
- No thoughts of suicide or fleeting thoughts of suicide
- Able to take part in social activities or hobbies as much as you’d like
- Supported by family, friends and colleagues
- Physically well for you
- Considering your shift pattern (if you have one), you are able to get quality rest and sleep
- Able to do as much physical activity as you’d like within your usual capability
- You have not used addictive behaviours (e.g. alcohol, substances, gambling, food) to cope

**SURVIVING**
- Sometimes irritable, impatient, nervous or sad
- Mostly able to cope with stresses of daily life
- Positive about life some of the time
- Unsure about your sense of purpose
- Some thoughts of suicide without plans to act on these
- Able to take part in social activities or hobbies sometimes
- Supported by family, friends and colleagues to some extent
- Mostly physically well
- Aside from any disruption caused by shift pattern (if you have one), your sleep is disturbed sometimes
- Able to do some physical activity within your usual capability
- You have rarely used addictive behaviours (e.g. alcohol, substances, gambling, food) to cope

**STRUGGLING**
- Often impatient, nervous or sad
- Coping with the stresses of daily life is often hard
- Negative about life some of the time
- Disinterested or a sense that life lacks purpose sometimes
- Thought of suicide including some planning related to these
- Rarely able to part in social activities or hobbies
- Disconnect from family, friends and colleagues
- Sometimes physically unwell
- Aside from any disruption caused by shift pattern (if you have one), it is difficult to get quality rest and sleep
- Unable to do much physical activity within your usual capability
- You have sometimes used addictive behaviours (e.g. alcohol, substances, gambling, food) to cope

**IN CRISIS**
- Angry, anxious, hopeless or always sad
- Overwhelmed by the stresses of daily life
- Disinterested or that life lacks purpose most of the time
- Thoughts of suicide and active plans to act on these
- Mostly unable to take part in social activities or hobbies
- Withdrawn from or avoiding family, friends and colleagues
- Physically unwell for you
- Aside from any disruption caused by shift pattern (if you have one), you are unable to get quality rest and sleep
- Unable to do any physical activity within your usual capability
- You frequently used addictive behaviours (e.g. alcohol, substances, gambling, food) to cope

We all experience times when we struggle or reach crisis. It is ok to not be ok. Your loved ones, employer and professionals can help.
Mental health and well-being support at EEAST

- Employee Assistance Programme
- TRIM referral
- Emergency crisis line
- Spiritual/pastoral line
- Blood splash/needlestick advice line
- Mental Health Hub
- Headspace app
Our staff support networks

- All Women in EEAST (AWE) Network
- Black and Minority Ethnicity (BME) Network
- Disability Support Network
- LGBT Network
- Men's Wellbeing Network
- Multi-Faith Network
Other support

• TASC- The Ambulance Charity
• The College of Paramedic’s
• Blue Light Together
Other resources for you

Carrie Biddle, Regional Head of Allied Health Professions, Workforce, Training and Education Directorate, NHS England South West Region
Your Comfort Zone

2% of the population:
- Going for your dreams
- Exploring new things
- Choosing happiness
- Confidence
- Fulfillment

98% of the population:
- Being like everyone else
- Insecure
- FEAR
- A DULL life
- Settling for less

REGRET
- Procrastination
- Play it safe
- Just getting by
- Surviving

Embracing the unknown
- Excitement
- liking Change
- Living without Limits

ABUNDANCE
- ACT in spite of fear
- Getting the MOST out of Life
Self-care strategies

**Mindfulness** has sustainable positive effects on stress levels, psychological wellbeing, increases in positive affect, and reduced depressive symptoms (Cachia, Anderson and Moore, 2016; Howells, Ivtzan and Eiroa-Orosa, 2016).

**Reflective writing** allows you to highlight personal growth (Grant, McKimm and Murphy, 2017).

**Interacting with nature** improves physical health, psychological wellbeing, cognitive functioning such as attention, and social relations (Keniger *et al.*, 2013).

**Physical activity** reduces depressive and other mental health symptoms whilst improving feelings of positive affect and wellbeing (Humberstone and Konstantaki, 2016).

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Top tips to improve your mental wellbeing (NHS, 2021)

1. Reframe unhelpful thoughts
2. Be in the present
3. Get good sleep
4. Connect with others
5. Live a healthy life
6. Do something for yourself
7. Write a letter to future you

Pinched with pride from Alex Thear-Graham
UWE 3rd Physiotherapy Student
Presentation on *Self-care What Matters*
HEE AHP Leadership Placement Placement Oct 2021
Team care strategies

See it – Say it – Write it – Share it

Appreciation is a gift to share with others and receive with thanks!
Get in the habit of celebrating what you want to see more of by sharing real-time feedback

Gratitude Strengthens relationships with others and improves levels of alertness, energy, enthusiasm, and attentiveness and receiving it highlights a sense of meaning (Alspach, 2009; Herbland et al, 2017).
Hi Carrie Biddle,
Hope you had time to recharge.

To Feel – To Be – To Do - Ta Dah Lists
How are doing today? How are you feeling today?
Top tips for Joy in work

1. **People First** - human beings with feelings.
2. **Positivity pant on** - Use appreciative enquiry to positively frame
3. **Share your joy** with others – How your light changes the world
4. **Get your GITS* out!** - Focus on improvement over fixing.

*GITS – Goal inhibiting thoughts
Summary - expectations of registrants

We now expect registrants to proactively manage their mental health.

Stresses that managing health is as important to fitness to practise as any other standard.

Does not mean that registrants are not fit to practise merely because they have a health condition.

No set way to meet this standard.

If a registrant’s health impacts their ability to practice safely and effectively, then they should not practice.
<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Topic</th>
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<tbody>
<tr>
<td>23 May</td>
<td>13:00 – 13:45</td>
<td>Equality, diversity and inclusion</td>
</tr>
<tr>
<td>7 June</td>
<td>13:00 – 13:45</td>
<td>Leadership</td>
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<tr>
<td>19 June</td>
<td>13:00 – 13:45</td>
<td>Digital skills and new technologies</td>
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03/05/23 #myhcpcstandards Registrants mental health evaluation

Please complete the following survey to let us know what you thought about today’s session:

https://forms.office.com/e/Bb18y7yvMR
Ways to connect with us……..

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#myhcpcstandards

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@HCPCuk