Developing a Comprehensive Training Plan for NHS Grampian CAMHS Based on the MATRIX Recommendations: A Strategic Approach



Background:

Aligned with NES and the Scottish Government's vision, the MATRIX aims to ensure timely access to high-quality, evidence-based psychological therapies, promoting the well-being and health of the people of Scotland.

Introduction:

The MATRIX is designed to support evidence-based practice in the delivery of psychological therapies and interventions within NHS services. It comprises four key elements:

- An overview of psychological services in Scotland
- Evidence summaries
- Recommended interventions and therapies
- Essential supports for training and implementation.

This comprehensive tool addresses the need for effective and efficient psychological services in Scotland by providing accessible evidence summaries and guidance on implementing recommended therapies.

Aim:

To develop and implement a comprehensive training plan within NHS Grampian CAMHS based on the MATRIX recommendations. This initiative aims to bridge identified training gaps, enhance staff proficiency in the recommended therapies, and improve overall service delivery for optimal safe, effective and efficient patient care. By emphasizing continuous professional development and the integration of evidence based psychological therapies, this quality improvement seeks to ensure that the MATRIX guidelines are effectively implemented, fostering a culture of ongoing learning and excellence

within the NHS. Overview of Evidence Explore the **Supports for Training and Psychological** Summaries Recommended Provide an accessible **Implementation** Services in **Interventions &** overview of the current Outlines key factors Scotland Therapies evidence in relation to affecting the successful Interventions included Key policies and the psychological implementation of in the evidence tables principles guiding the therapies and evidence based provision of effective are reviewed in detail interventions which practices, including to enable services to psychological services offer best outcomes for training, supervision in Scotland. consider the 'goodness a range of structures, data of fit' of the presentations and systems and intervention for their difficulties. leadership.

Fig.1 The MATRIX

context.

Data Compilation and Analysis

- Compiling a comprehensive spreadsheet cataloguing the various mental health issues outlined in the MATRIX framework, alongside the recommended interventions for each specific issue.
- Gathering detailed information on the training status and interventions received by all staff members within NHS Grampian CAMHS to create an exhaustive overview of the existing training landscape.
- Compiling a comprehensive spreadsheet that outlines both the mental health issues with their MATRIX recommended interventions and the corresponding staff training to effectively visualize the areas that require attention and investment.

Identification of **Training Discrepancies**

- Focusing on analysing the compiled data to identify any disparities in staff training across disciplines, particularly honing in on areas where staff may be either insufficiently trained or excessively trained in the MATRIX recommended interventions.
- Planning to review existing training initiatives and requests, evaluating their alignment with the evidencebased practices recommended within the MATRIX framework.

Strategic Resource Allocation Planning

- Ensuring that multidisciplinary colleagues across professions have opportunities to access psychological therapies training appropriate to their role with cross discipline supervision structures.
- Identifying gaps to streamline the training process and allocate resources more effectively, thereby enhancing the overall quality and efficiency of mental health services provided by the NHS.
- Devising a strategic plan by utilizing the expertise of MDTs and already trained staff members to train others, fostering MDT learning and skill sharing while also reducing additional costs of training courses.
- Emphasizing the prioritization of staff requests for training in areas where there was a lack of training, thereby fostering a more comprehensive and well-rounded service delivery approach.



Impact Assessment

and Future

Recommendations

- Planning to formulate a comprehensive training plan outlining the specific interventions that may necessitate additional staff training, with a focus on addressing potential gaps across informed, skilled, enhanced and specialist types.
- Aiming to devise practical strategies for implementing the training plan, with a focus on promoting a multidisciplinary dynamic learning environment.
- Assessing the potential impact of the proposed training plan on patient care and service delivery using routine outcome measures and wider patient feedback mechanisms, with the aim of enhancing the overall quality and efficiency of mental health services within the NHS.
- Providing future recommendations, with an emphasis on establishing a robust monitoring and evaluation mechanism using to ensure the sustained delivery of high-quality and evidence-based psychological therapies and interventions, aligning with the evolving best practices in the field.