

# **hello** my name is...

#myhcpcstandards webinar

Professional Liaison Service

# Registrants' mental health

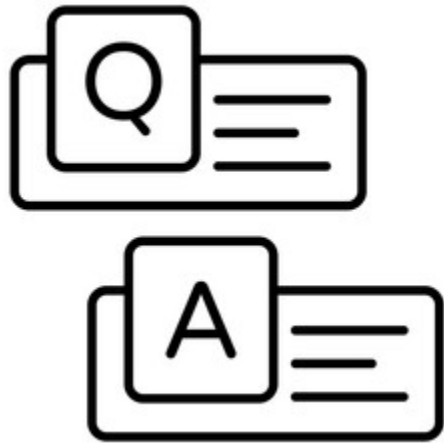
Kim Tolley, Professional Liaison Consultant, HCPC

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


# Student competition

## The 2023 student competition is open!

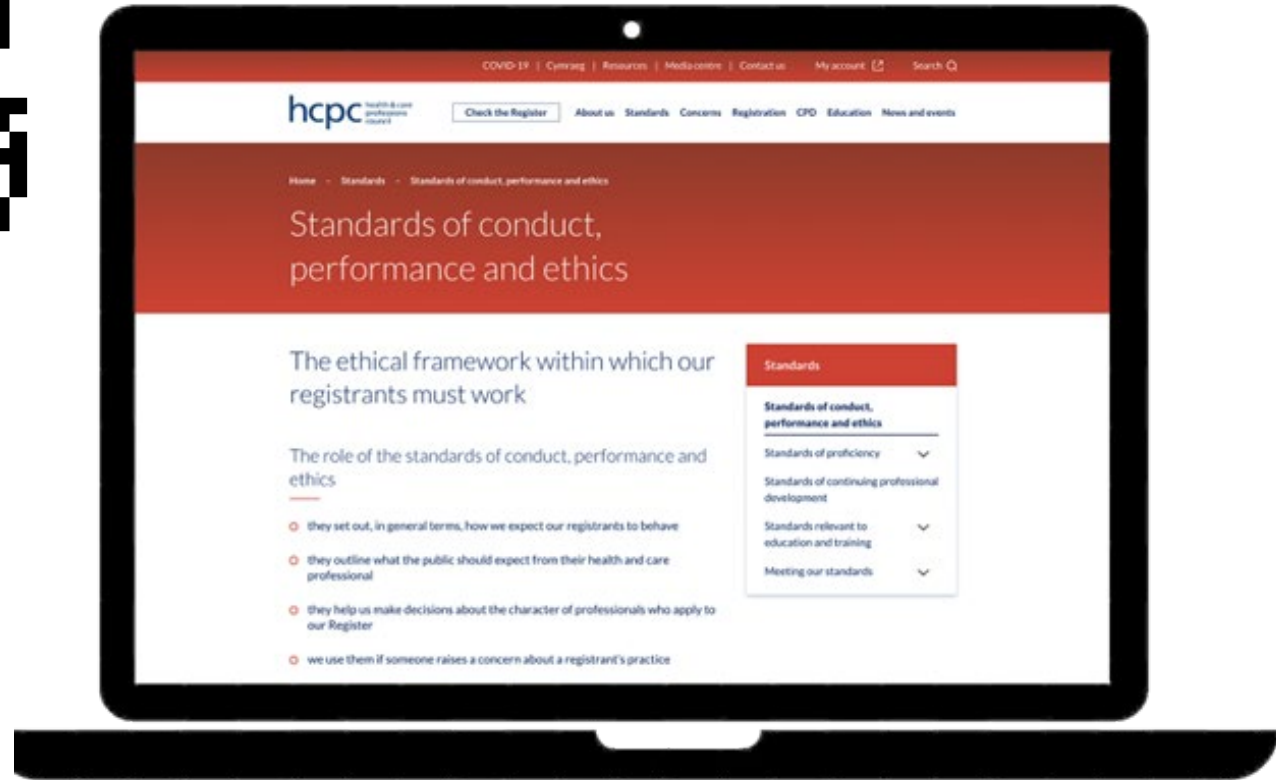
**Design a learning session about health and wellbeing for a chance to win a £300 voucher prize.**

<https://www.youtube.com/watch?v=tzPR2QWEXHA>

### Student hub

[Guidance on conduct and ethics](#) 

[Learning materials for students](#)



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/>

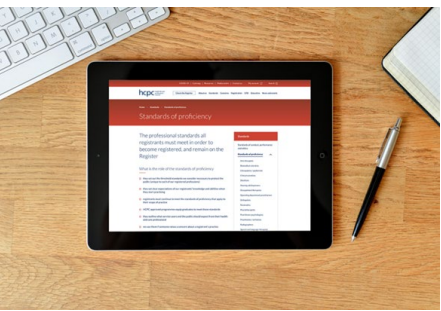
on your phone, tablet or laptop

**Enter the event code: wellbeing1**

**Can you share any wellness strategies or ideas that you find useful?**

**slido**

# What has changed?



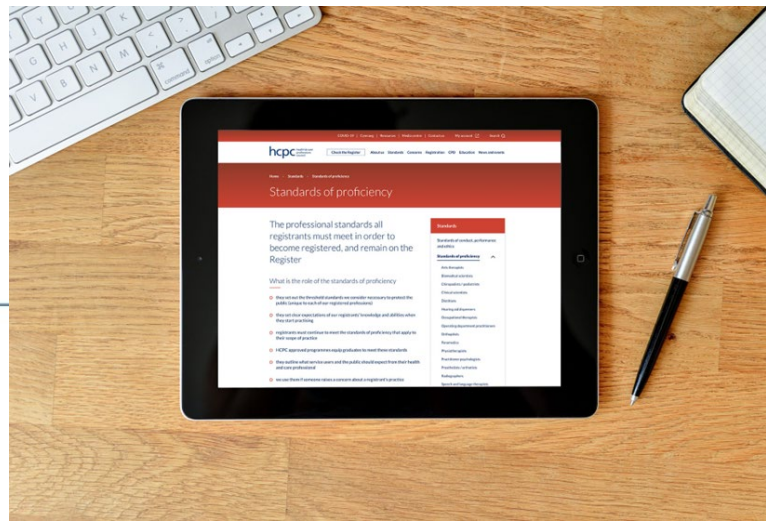
# Myths about the updated standards

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’*

# Changes

	Current standards	Updated standards
3.2	understand the importance of maintaining their own health	understand the importance of their own <b>mental and physical health and wellbeing strategies in maintaining fitness to practise</b>

# Changes

	Current standards	Updated standards
3.4		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

# 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?

Continuing  
professional  
development  
and your  
registration

- 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 #myhpcstandards webinar on health, wellbeing and maintaining your fitness to practise:

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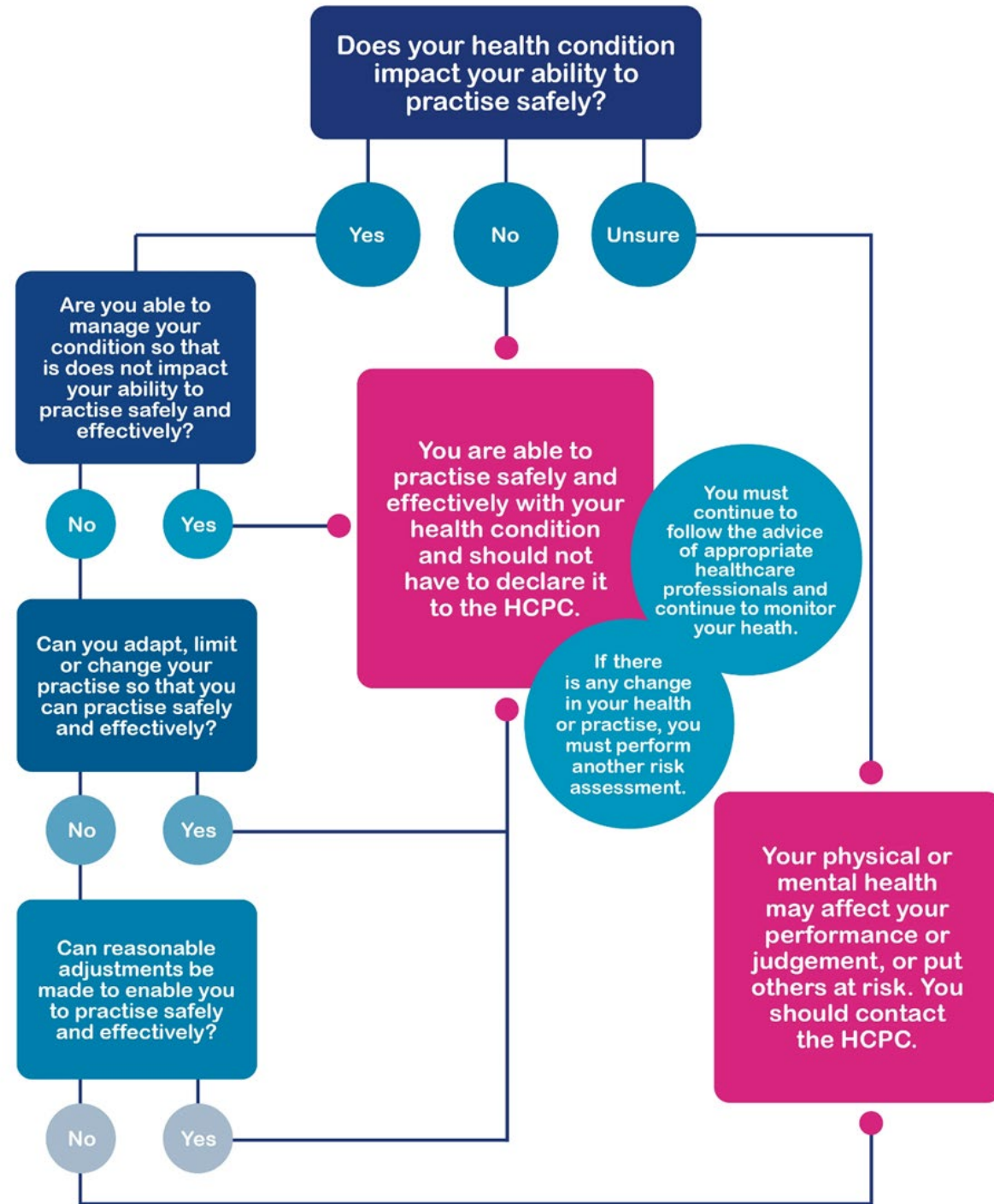
hpc Webinar: #myhpcstandards - Health, wellbeing and maintaining your fi...

Share

*"I feel so worried, do I need to self refer to the HCPC?"*

The image shows a YouTube video player interface. The main video frame displays a woman with dark hair covering her face with her hand, suggesting distress or worry. A speech bubble on the left contains the text: "I feel so worried, do I need to self refer to the HCPC?". The video player includes a red play button in the center and a 'Share' button with a share icon in the top right corner. The video title is partially visible at the top: "Webinar: #myhpcstandards - Health, wellbeing and maintaining your fi...". On the right side of the player, there are three small thumbnail images of other participants in a video call.

# 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

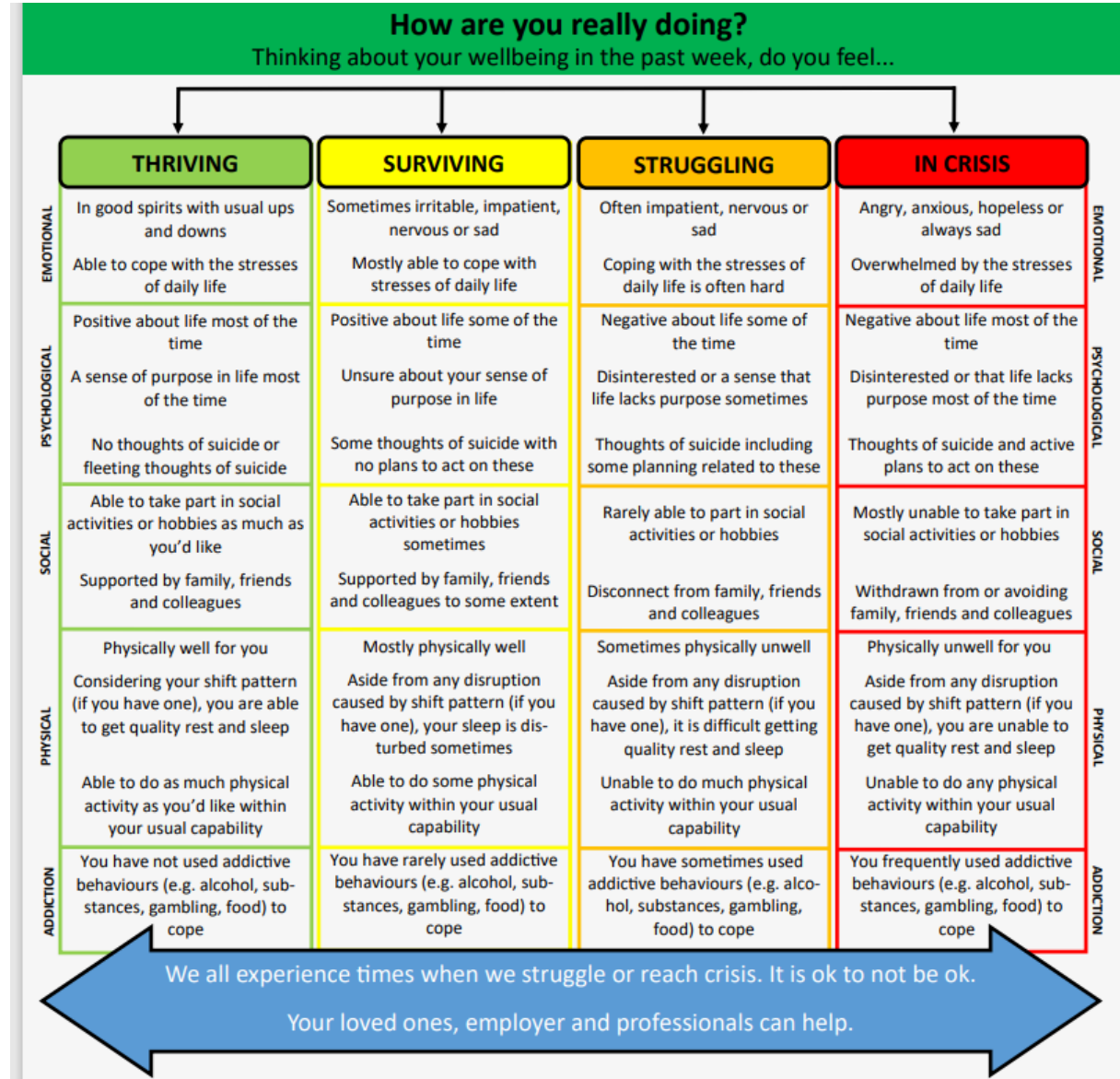


# Support from ourselves, our employers and each other

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



The mental health continuum



# 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**



**NHS**

East of England Ambulance Service  
NHS Trust

Other support

- TASC- The Ambulance Charity
- The College of Paramedic's
- Blue Light Together

 mind



THE  
AMBULANCE  
STAFF  
CHARITY





# Other resources for you

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

2% of the population:



Going for your dreams

Embracing the unknown

EXPLORING NEW THINGS

98% of the population

Being like everyone else

REGRET

Excitement

Choosing happiness

Insecure

Procrastination

liking change

Confidence

FEAR

Play it safe

Living without Limits

A DULL life

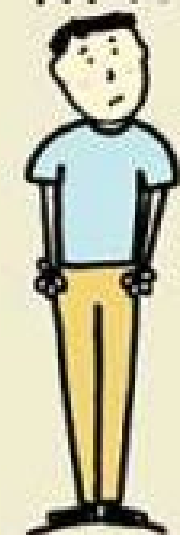
Just getting by

Fulfillment

Settling for less

Surviving

ABUNDANCE



YOUR COMFORT ZONE

ACT in spite of fear

Getting the MOST out of Life



# Self-care strategies

Professional Liaison Service

**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)

## 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 3<sup>rd</sup> Physiotherapy Student  
Presentation on **Self-care What Matters**  
HEE AHP Leadership Placement Oct 2021



# Team care strategies



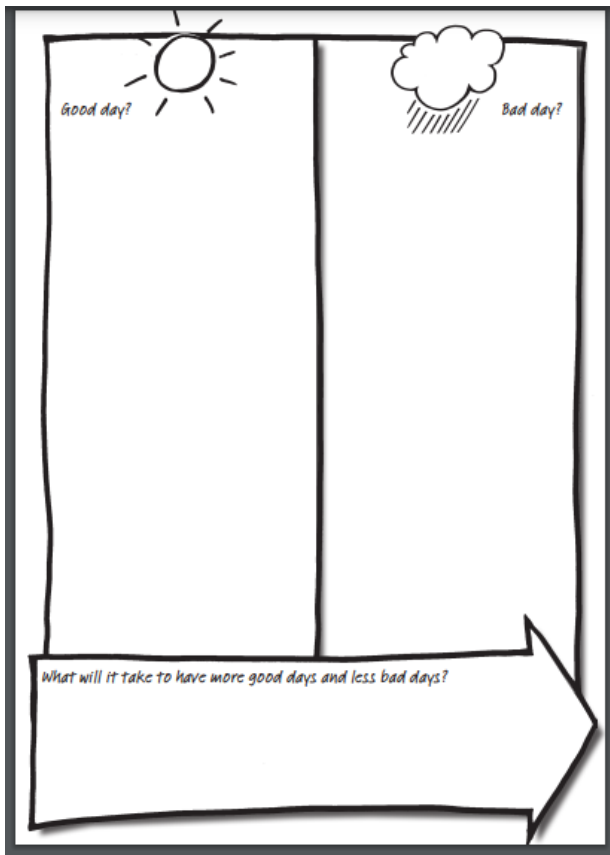
## See it – Say it – Write it – Share it

**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).





## stressful day TO-DO LIST

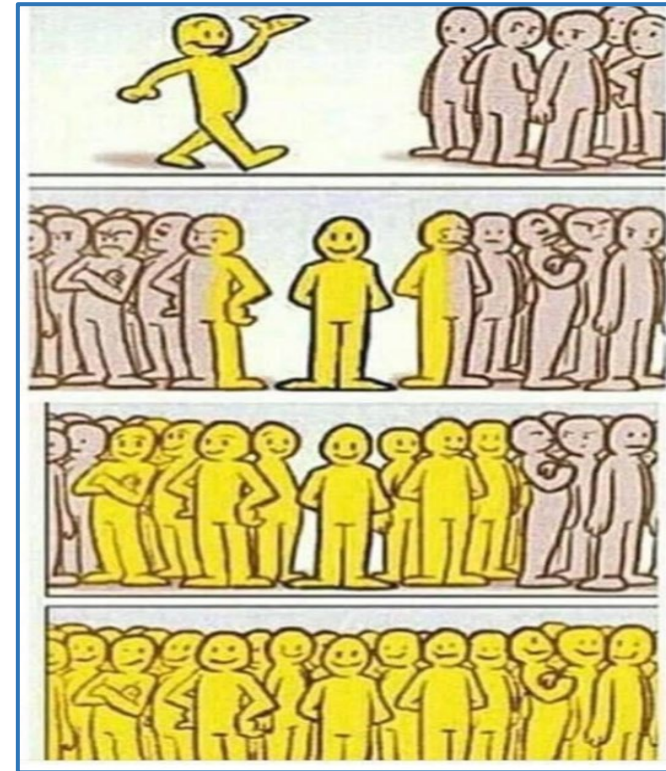
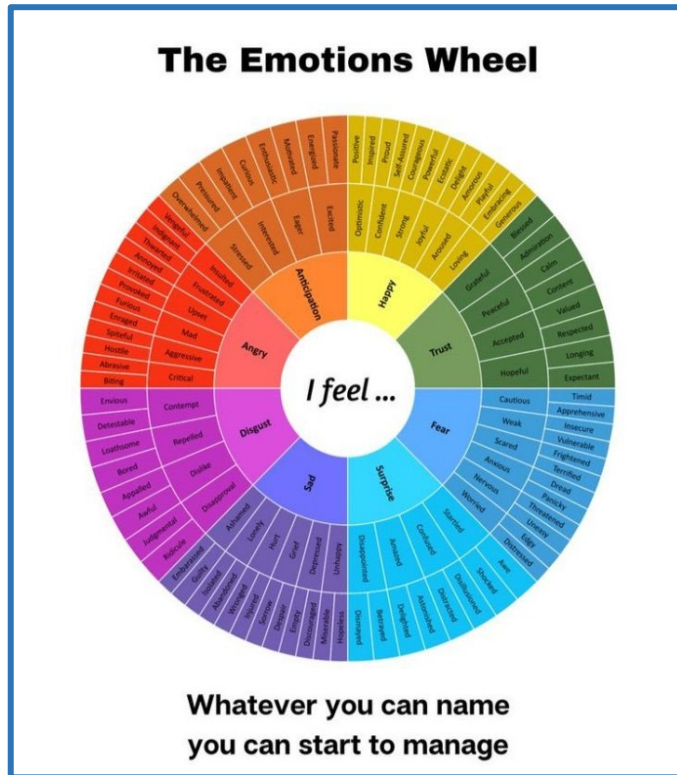


Hi Carrie Biddle,  
Hope you had time to recharge.



# To Feel – To Be – To Do - Ta Dah Lists

# How are doing today? How are you *feeling* today?



## Top tips for Joy in work

@carrie\_biddle  
#JoyInWork

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

slido

Professional Liaison Service

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

No set way to meet this standard

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

If a registrant's health impacts their ability to practice safely and effectively, then they should not practice

# Other #myhpcstandards events

Date		Topic
23 May	13:00 – 13:45	Equality, diversity and inclusion
7 June	13:00 – 13:45	Leadership
19 June	13:00 – 13:45	Digital skills and new technologies





03/05/23 #myhpcstandards  
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.....**

[www.linkedin.com](http://www.linkedin.com)

@The\_HCPC

#myhcpcstandards

[www.facebook.com/hcpcuk](http://www.facebook.com/hcpcuk)

@HCPCuk

