## **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.





### 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 discipline supervision structures.
- overall quality and efficiency of mental health services provided by the NHS.
- additional costs of training courses.
- delivery approach.

• 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

• 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.





# Grampian

professions have opportunities to access psychological therapies training appropriate to their role with cross

 Identifying gaps to streamline the training process and allocate resources more effectively, thereby enhancing the

• 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

• 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

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