Priorities for the President

Professor Wendy Burn

Twitter @wendyburn

November 2019
President of RCPsych

- Elected post
- Voluntary
- 3-year term
- Chair Council and Board of Trustees
- I started June 2017, finish next summer
- Incredible opportunities and experiences
Reception at Clarence House

His Royal Highness The Prince of Wales requests the pleasure of the company of

Professor Wendy Burn

at a Reception in recognition of

at Clarence House

on Wednesday, 3rd April

To Remember
▪ It isn’t all glamour. There is a lot of travelling which doesn’t always go smoothly.........
Delayed

Please listen for announcements...

Cancelled

November 2019
About me

▪ “Jobbing Psychiatrist”
▪ Until became President, full-time clinical post in Leeds. Now part-time (2 days per week, 1 clinical)
▪ Old Age Psychiatrist, particularly interested in dementia
▪ Involved in Education and Training for many years
▪ Dean of College 2011-2016
Officer team

- One of four Officers
  - Registrar: Adrian James
  - Dean: Kate Lovett
  - Treasurer: Jan Falkowski

November 2019
Core Purpose of the College

- Set standards and promote excellence in psychiatry and mental healthcare
- Lead, represent and support psychiatrists
- Work with patients, carers and other organisations interested in delivering high quality mental health services
- Represent the expertise of the psychiatric profession to governments and other agencies
Some current work

- Funding of mental health services and the NHS Long Term Plan
- Service capacity
- Workforce: Recruitment and Retention
- Position statements
- Member Engagement
We track the money

The new NHS: how the money flows

Parliament
- £120.4 billion

Department of Health
- £5.0 billion
- £106.8 billion

Regulators: NHS Improvement, Care Quality Commission

Health Education England

NHS England and regional teams (4)
- £71.9 billion

Local authorities (152)
- £3.4 billion

Better Care Fund
- £1.1 billion

Clinical commissioning groups (209)

Public Health England

Public health

Community services

Mental health

Hospital services

Primary care

Specialised services

* Screening/immunisation programmes run by NHS England.
** In 2016/17 a total of 114 CCGs will have assumed full responsibility for the commissioning of primary medical care services under delegated commissioning arrangements. Nearly all CCGs are expected to have taken on delegated arrangements by 2017/18.
Funding Announcement
2018

- The NHS in England to get an extra £20bn a year by 2023 as a 70th birthday present
- The budget to rise by an average of 3.4% annually
NHS Long Term Plan (LTP) for England

- Published January 2019
- Makes a renewed commitment to grow investment in mental health services faster than the NHS budget overall for each of the next five years
NHS LTP Mental Health

- Mental Health funding to increase by at least £2.3bn a year by 2023/24
- Detailed delivery plans being drawn up
LTP Mental Health: Implementation Framework

- Sets out what the NHS needs to deliver from 2020/21-2023/24
- All systems to agree to local plans by mid-November
Implementation of LTP

- I sit on Mental Health LTP Steering group, this has oversight of implementation of the plan
- Other College reps in subgroups

NHS Mental Health Implementation Plan 2019/20 – 2023/24
We are watching....

- Mental Health Watch allows you to keep in touch with how well the mental health system in England is performing
- Will track and analyse trends
- Will give information about what the data is saying
Service Capacity: Out of Area Treatments (OATs)

- In 2016 the Crisp Commission reviewed the provision of acute inpatient psychiatric care for adults in England
- Recommended that the practice of sending acutely ill patients long distances for non-specialist treatment was phased out by October 2017
- Government set an ambition to eliminate OATs by 2020/21
RCPsych Commissioned independent report in 2019

- Mental health bed numbers have fallen by 73% since 1987
- Bed occupancy rising, exceeds 90%
- Reductions in bed numbers due to reductions in admissions, not by reductions in average length of stay
Current situation

- HoNOS scores show since 2013 admission thresholds have risen and discharge thresholds have fallen
- Number of inappropriate OAPs has come down but has now flatlined
- Latest figures show 745 OAPs
College Response to Report

- Immediate: additional mental health beds are required in priority areas
- Next 2 years: maximise the therapeutic value of wards, undertake a local service capacity assessment
- Next 5 years: invest in high quality community mental health services
Huge Media Interest


- The story had 156 mentions and a total reach of 1.8 million
What next?

- NHSE aware
- We will continue to campaign for our recommendations to be implemented
Workforce: Biggest challenge to implementing LTP

- Recruitment historically a problem
- From June 2012 to June 2019 the number of NHS consultant psychiatrists increased by 4.7%, other specialties increased by 28.7%
- Consultant vacancy rate has doubled in last six years
Recruitment

“It takes all the running you can do, to keep in the same place. If you want to get somewhere else, you must run at least twice as fast as that!”

The Red Queen,
Alice in Wonderland
Proportion of doctors going straight from the Foundation Programme to Specialty Training

Tom Moberly BMJ 2018;361:bmj.k1753
©2018 by British Medical Journal Publishing Group
2018

- 37.7% of the doctors who completed foundation training went straight into a UK training programme
- 14.8% not currently practising medicine
- 5.3% working outside the UK
Tom Moberly, and Will Stahl-Timmins BMJ
2019;364:bmj.l842
Recruitment campaign

▪ Running for past 7 years
▪ Focus groups with Foundation doctors
▪ Social media
▪ Film updated for 2019 entry
Recruitment to CT1 in August (England, Scotland and Wales)

- 2015  374
- 2016  413
- 2017  337
- 2018  420
- 2019  446 (92% fill rate)
Workforce

- Poor morale
- Work being led by Dido Harding
- Interim NHS People Plan published June 2019
- Final plan due soon
- I sit on Medical Workforce Group
Interim NHS people plan
June 2019

- Children and Young People’s mental health 6,500 more staff
- Mental Health Services 25,000 more staff
Extra Psychiatrists

- Figures are still being calculated for number of Psychiatrists needed over next 5 years
- Already know we can’t meet the targets
What can we actually deliver quickly?

▪ Physician Associates (PAs)
▪ Peer Support Workers
▪ Peer Support Workers unregulated
▪ PAs about to become regulated by GMC
Physician Associates

- Two-year Postgraduate course
- Bioscience-related first degree
- Some working successfully in mental health, valued by Psychiatrists
- I am leading Health Education England (HEE) work to encourage them into the workforce
PA initiatives: HEE funded

- Associate membership of RCPsych, same benefits as Medical Students
- Conference for PAs at the College
- Seminar for potential employers

November 2019
Peer Support Workers

- RCT paper in the Lancet
- Patients of crisis team randomly allocated to Peer Support Worker
- This group less likely to be readmitted to acute care
Expansion of Medical Schools

- Number of medical school places increased by 1,500 from 2018
- We have calculated that numbers need to double by 2029
- LTP suggests competition in allocating places to encourage production of medical graduates who meet the needs of the NHS
Retention – we need to look after staff

- Flexibility
- Career development
- “Hygiene factors”: access to food, rest, car parking, being paid the right amount, being able to book holidays and commit to events outside work, computers that switch on quickly
Retention/Wellbeing initiatives

- NHSI National Retention Advisory Group
- HEE Staff and Learners Mental Wellbeing Commission
- GMC Caring for doctors, Caring for patients
RCPsych Position statements

- Position Statements - concise statements of College policy
- So far this year:
  1. Early intervention for eating disorders
  2. Provision of liaison psychiatry services across the lifespan
  3. Consultant psychiatrists working across specialties outside normal working hours
  4. Antidepressants and depression
Antidepressants

- In Feb 2018 I co-signed a letter to the Times newspaper
- Based on NICE guidance on antidepressant discontinuation “symptoms are usually mild and self-limiting over about 1 week”
This sparked a furore

- Radio and TV interest
- Trolled on social media
- Formal complaints to College and GMC

---

Dear Sir or Madam,

We are writing with reference to public comments made by two senior doctors, comments that could be construed as misleading as well as detrimental to those who seek help concerning perceived mental troubles.

The public comments were made and published in the Times newspaper on 24 February 2018. They concerned antidepressant drugs, the safety of, as well as the risks when withdrawing from the drugs. The two doctors, who co-authored the comments, were as follows:
Investigation

- Surprising to me as had never been a major issue in my practice *but* I have always tapered medication
- Lots of people on social media reporting problems, large online support communities
- Met groups and projects
- Talked to GPs
Position Statement on Antidepressants: May 2019

- Produced in collaboration with psychiatrists, patients, GPs, NICE, PHE and campaigners (enormous amount of work by the Policy team)
Withdrawal symptoms

“Whilst the withdrawal symptoms which arise on and after stopping antidepressants are often mild and self-limiting, there can be substantial variation in people’s experience, with symptoms lasting much longer and being more severe for some patients”
Reception

- Huge media interest
- Daily Mail front page, interviews on radio, BBC and Sky News

Anti-depressants CAN ruin lives: Major U-turn as psychiatrists say millions of patients MUST be warned over severe side effects

- For years side effects of withdrawing from antidepressants were branded ‘mild’
- But the Royal College of Psychiatrists has now changed its position to ‘severe’
- UK prescribes more antidepressants than any other Western country

By BEN SPENCER MEDICAL CORRESPONDENT FOR THE DAILY MAIL
Next steps

- NICE will update its guidance
- College is writing an patient information leaflet on discontinuing antidepressants
- Meanwhile taper slowly and be aware of withdrawal symptoms

November 2019
Membership engagement

- Working on new Membership Strategy
- Total number of members = 18,500
- Number with College roles = 1,880
- ‘Insight’ magazine
- President’s Lectures outside London and filmed for website: recently Lord Alderdice in Belfast
Membership of RCPsych

- New Members Ceremony
Fellowship of RCPsych

- Mark of distinction and recognition of contributions to psychiatry
- New Fellows ceremony at the College
▪ Thank you for your attention
▪ Any questions?

▪ Wendy.burn@rcpsych.ac.uk
▪ Follow me on Twitter @wendybunch