



# Summary of Workforce Planning Recommendations for Social Workers and Clinical Psychologists in Paediatric Renal Teams

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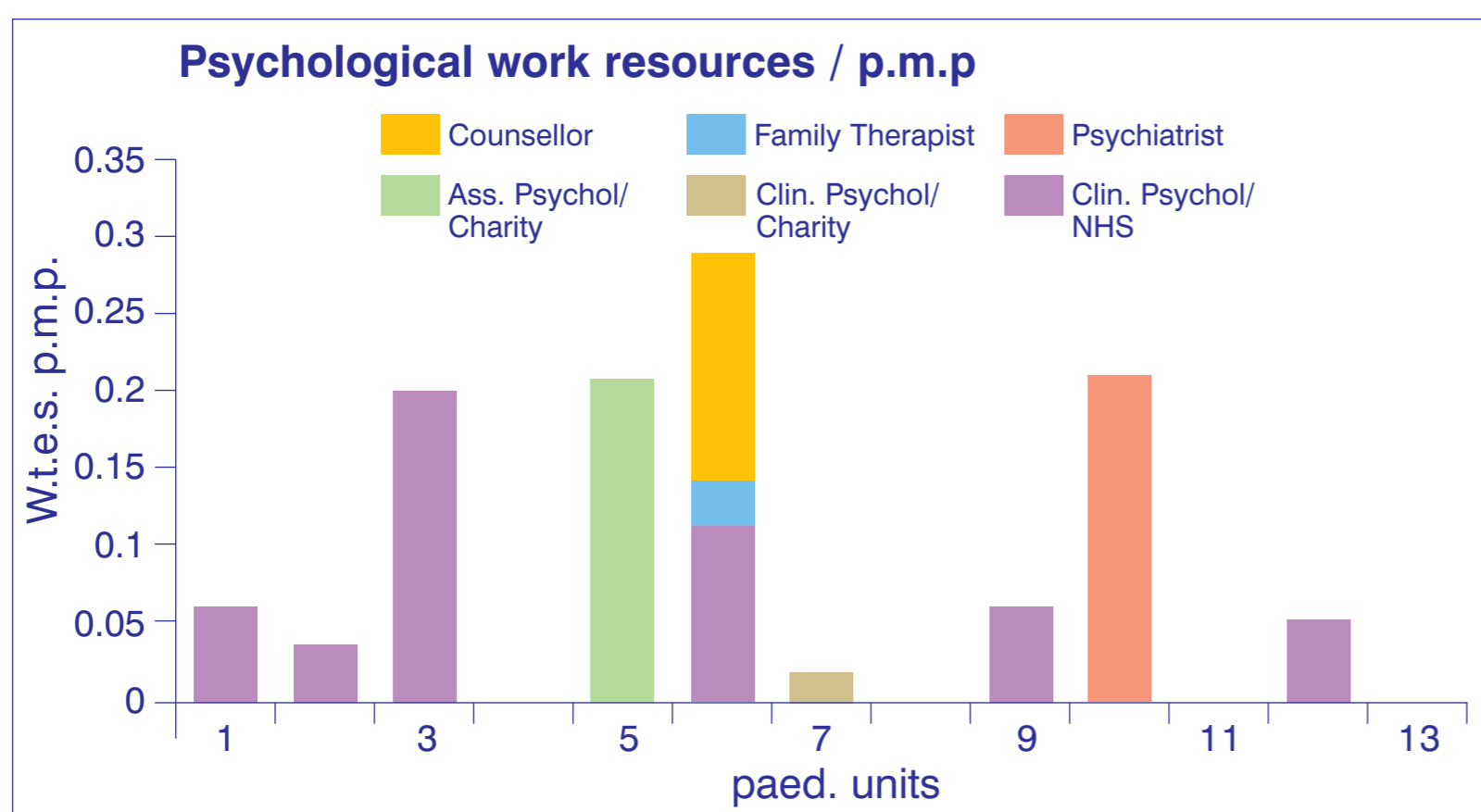
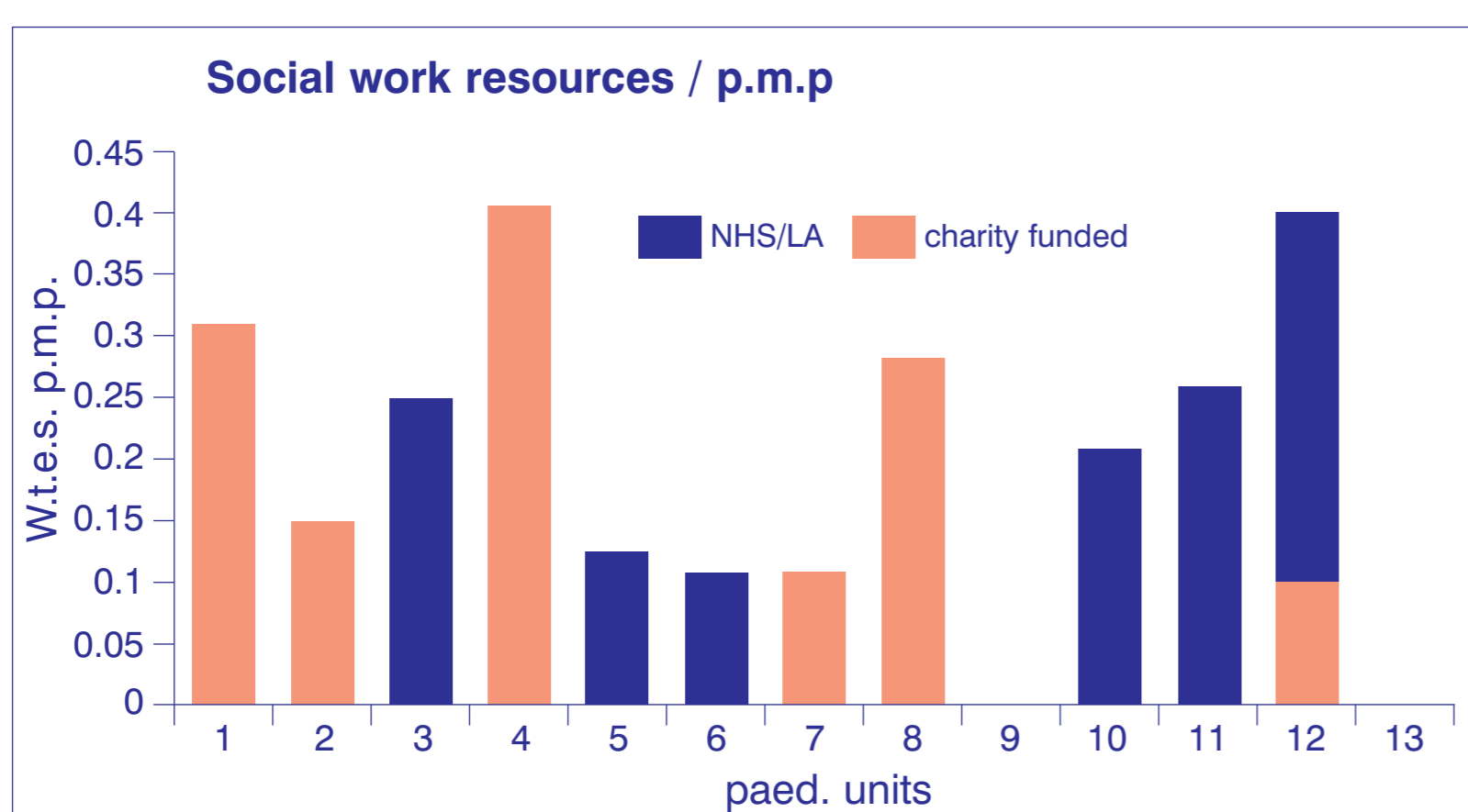
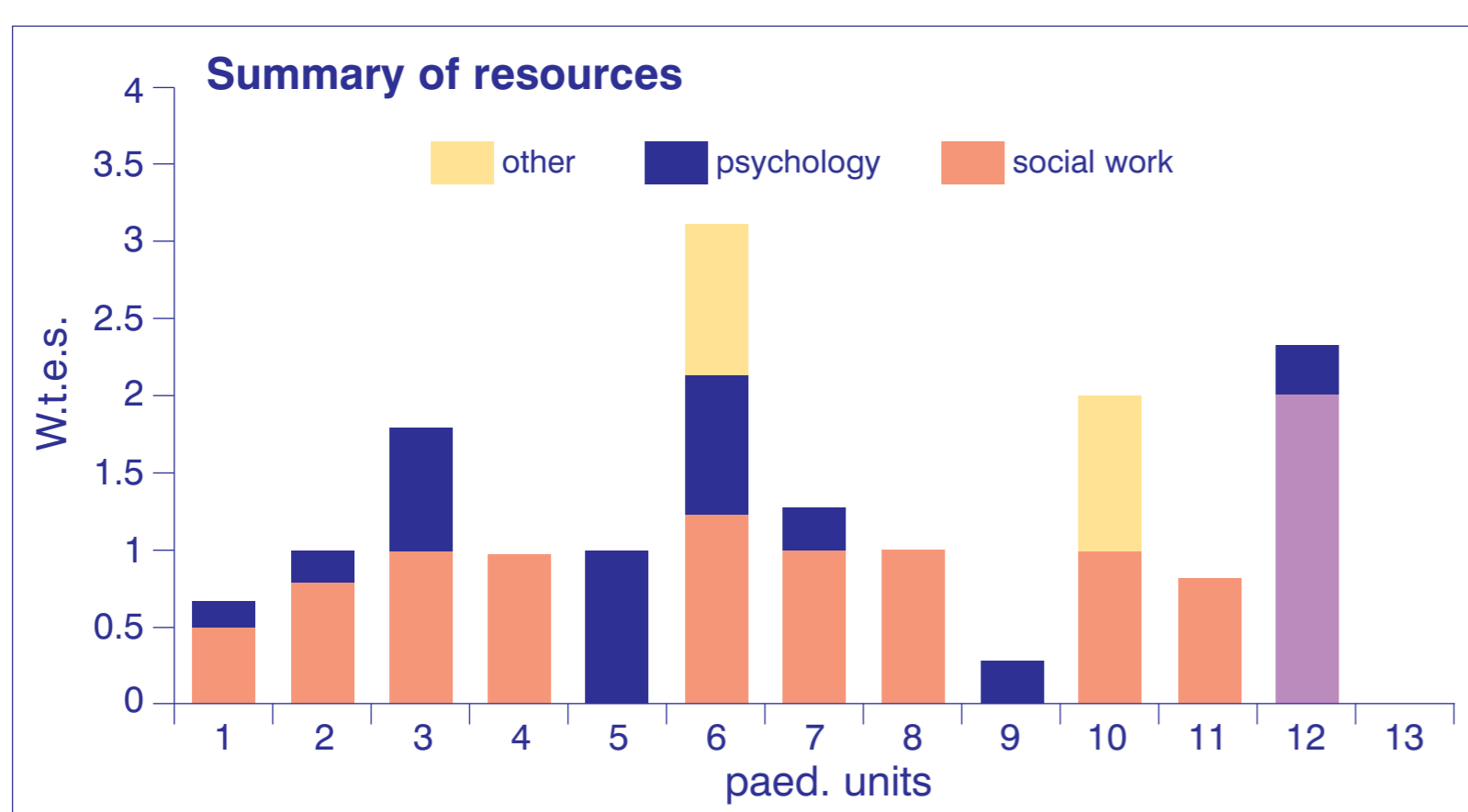
## INTRODUCTION

This poster summarises the information submitted to the British Renal Society's Workforce Planning Group in relation to Social Work and Clinical Psychology resources in Paediatric Renal Services.

The information is based on data returned for the B.A.P.N.'s survey of Paediatric Renal Units in May 2001, in consultation with the British Association for Social Work (Renal S.I.G.) and the British Psychological Society's Faculty for Children and Young People.

Living with a renal illness impacts on every aspect of the child and family system. The provision of multi-professional services to address the social, psychological and economic consequences of this, as an integral part of the paediatric renal team has been previously identified (B.A.P.N. 1995). Since this report the evidence for psychological interventions with chronic health needs and the legislation in relation to children's services has increased.

Analysis of the B.A.P.N. survey data identified that the paediatric renal social work and clinical psychology resources available for children, young people and their carers were: inequitable, significantly reliant on charitable funding and insufficiently resourced to provide a quality service.



## SOCIAL WORK SERVICES

Social workers assess the needs of the child and family, access social and financial resources, provide support and counselling and undertake statutory duties e.g. child in need.

In addition to working with the child and family they are able to provide advice and consultation for the renal team, particularly in relation to statutory child duties.

To provide a quality service there needs to be:

- Adequate, equitable social work resources for assessment and support for all children and families in need
- Permanent funding for posts
- Time for consultation, liaison and full participation in the renal team
- Time for liaison with local social services and other resources
- Time for clinical supervision, C.P.D. and peer review with other specialist social workers
- Time for audit and research

## CLINICAL PSYCHOLOGY SERVICES

Clinical Psychologists provide psychological assessments, formulations, interventions and evaluations for the child, siblings, carers, family system, renal team and the wider health and social care systems.

With sufficient resources a comprehensive service for the paediatric renal team could offer:

- Psychological assessments and therapy for the child or young person (e.g. cognitive behaviour therapy)
- Joint interventions with other staff (e.g. working with play specialists on management of procedural anxiety)
- Counselling and psychological therapy for siblings and carers (e.g. post diagnosis)
- Psychological education, training and consultation for the multi-disciplinary renal team
- Liaison with other Child and Adolescent Mental Health Services (CAMHS), Child Health Services and other Agencies
- Research on the psychological needs and efficacy of interventions (e.g. transition planning)
- Developing psycho-educational resources relevant to paediatric renal services
- Developing and auditing evidence based, needs-led services in partnership with children, young people and their carers

## RECOMMENDATIONS FOR WORKFORCE PLANNING

### SOCIAL WORK SERVICES:

- Paediatric renal social workers should be qualified, Grade 3 workers with relevant experience in child and healthcare settings and ideally have a counselling qualification
- 1.0 w.t.e social worker for a workload of 30 active cases

### CLINICAL PSYCHOLOGY SERVICES

- Minimum 0.2 w.t.e per million population served by the renal unit
- Additional minimum 0.1 w.t.e. for consultation at team meetings and ward rounds etc., staff training, C.P.D., peer review, audit and service evaluations. Additional research session(s) depending upon local and national needs and funding
- Grading and job plan will depend upon local paediatric psychology, liaison psychiatry and CAMH services and organisational structures

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