

Investing in the Next Generation

What needs to change for people with early psychosis living in Wales



Early Intervention in Psychosis
National Steering Group - Position
Paper



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Early Intervention in Psychosis

Early Intervention in Psychosis (EIP) services help young people with a first episode of psychosis (FEP) in their recovery and to gain a good quality of life. Services support more than 10,000 young people each year in the UK (1). A first episode occurs most commonly between late teens and late twenties, with more than three quarters of men and two thirds of women experiencing their first episode of psychosis before the age of 35 (2). Within adult, children and young people's services, EIP offers a family centred approach to achieving outcomes by offering evidenced based interventions. Local planning must therefore take into account incidence across the lifespan and consider the needs of a young person's support network.

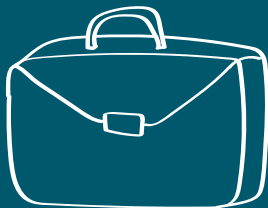
EIP care significantly improves a person's prospects of recovering from psychosis. It also reduces the likelihood of relapse or detention under the Mental Health Act (1983), potentially saving the NHS in the UK £44million each year through reduced use of hospital beds (17).

EIP services in Wales have received initial funding to aid service model development. Future resources and innovation are needed to progress and establish those models further and provide parity with EIP services across the UK and internationally.

In Wales, the required level of care and provision of evidenced based interventions needs to be offered with a certain future by each EIP service. In some areas of Wales, EIP services are still in a development phase and in others, where services are in operation, there can be delays in accessing treatment or the full range of required interventions. Not providing these services significantly impacts on an individual's chance of recovery and increases the likelihood of them developing a lifelong illness. It is therefore critical that people who, given the right support, have the opportunity to achieve a good quality of life and play a meaningful role in society.

This document supports a three year plan and presents evidence from across Wales, the positive impact of EIP services on the young people they support and highlights what can be achieved if service development and transformation is achieved. The Investing in the Next Generation document sets out a commitment for the next three years in the development of EIP services in Wales and informs a variety of audiences, including individuals with early psychosis, their families and carers, the general public, EIP team members and commissioners of services. The document provides an overview of the current EIP landscape in Wales and a vision for the future. The document will be reviewed and updated as necessary in December 2023 to ensure data, key improvement areas and planning is kept up to date and in line with the three year plan.

Early Intervention in Psychosis



35% of young people in EIP/FEP services are in employment compared to 12% receiving standard care



Better physical health reduces demand on other services



Better education prospects

In the next three years Wales is committed to:

- Young people experiencing psychosis having guaranteed access to EIP support
- EIP services being viewed as a key priority with further increased funding as needed
- Delivering the recognised interventions for EIP services with a commitment to achieving National Standards
- EIP services that provide services for the age range of 14-65 years
- EIP services that have dedicated staffing, including psychiatrists, psychologists, nurses, occupational therapists, specialist employment support, peer support and physical healthcare support
- Developing safe, co-produced and trauma informed services
- EIP teams developed in collaboration and integrated with the third sector and people with lived experience
- Developing bespoke programmes of work, including an all Wales physical health screening and intervention programme and carer education and support manual
- A national learning and development programme working with Health Education and Improvement Wales (HEIW) to support achieving a skilled EIP workforce
- Using Wales' natural resources to deliver new tailored approaches such as adventure therapy programmes.

People with psychosis continue to die on average 15-20 years younger than those in the general population; one of the most common causes of death is cardio-vascular disease

Psychological therapies for treating people with psychosis have been shown to be beneficial, however, implementation in routine services is still poor despite the inclusion of these therapies in clinical guidelines

People who have EIP support are more than 20% less likely to be legally detained in hospital under the Mental Health Act (1983) in the first two months of their illness (3)



EIP services offer the NHS cost savings in the following areas:

- Reduced suicide and homicide
- Reduced use of crisis and inpatient services
- Better physical health, reducing demand on other services
- Improved employment and education prospects
- Better experiences of care

Estimated net cost savings of £7,972 per person after the first four years and £6,780 per person in the next four to 10 years if the full EIP provision is provided (4).

Over a 10-year period, this would result in £15 of costs saved for every £1 invested in EIP services.





Peoples Experiences

Service user perspective:

'You have given me the confidence to leave the house and get my life back on track. They did not give up on me when I was not ready to talk to anyone. Going back to work was totally out of reach for me but then I met Dave (worker) and we've made it happen together, he helped me see I could do it bit by bit. Doing the activities gets me back into the style of life I used to have. EIP helped me find what my interests were. I was able to join community courses on arts and crafts and music lessons and now my confidence in myself has increased so much more.'



Based on NICE guidelines, the key components of a quality EIP service from the perspective of service users and carers / families are:

- To reduce the duration of untreated psychosis, including support for people with an at risk mental state and for some, prevent transition to psychosis
- To produce effective outcomes in terms of recovery and relapse rates
- To provide a swift assessment through a readily accessed point of contact by a practitioner competent in recognising first episode psychosis
- Support from staff who build up trust and confidence
- The provision of good information to help them to understand psychosis and treatment options
- A care coordinator who will support them throughout their time in the service, including helping them with self-management skills, social care issues such as housing or debt management and relapse prevention work
- A choice of psychological and pharmacological interventions
- Support, information and advice for families and carers, including carers' assessments where required
- Support with employment, training and / or education – Individual Placement Support (IPS)
- Regular physical health checks, monitoring and appropriate treatment with support and / or education
- Regular monitoring of risk
- Routine monitoring of other coexisting conditions, including depression, anxiety and substance use, particularly in the early phases of treatment
- A crisis plan and prompt service response to help them to manage when in crisis.

EIP in Wales: Current position

Individuals who experience early symptoms of psychosis can struggle to engage and may require assistance with practical challenges such as obtaining medical care, managing money and accommodation amongst other aspects of life. The model of care requires flexibility, creativity and a comprehensive skill mix to meet these needs. Within Wales, each of the seven health boards now has a designated EIP service, however there is variability between services in what they are able to offer in terms of capacity, skill mix, resource and age range.

Health services in Wales and early intervention care is delivered locally in partnership with third sector organisations.

In line with the Well-being of Future Generations (Wales) Act (2015), EIP services are vital to the next generation in Wales. Services promote inclusivity seeking to maximise individual potential and wellbeing through rapid assessment and treatment of need. An EIP approach focuses on promoting healthy lifestyles and engagement in meaningful activities (including education and employment) in support of an individual's recovery. EIP services should be seen as a priority at a national and local level.

Services in Wales work toward achieving standards identified by the Royal College of Psychiatry EIP Network (EIPN) and the EIP specific National Clinical Audit of Psychosis (NCAP). Both set out the standards for providers and commissioners of mental health services with a focus on the function and ethos of the EIP model.

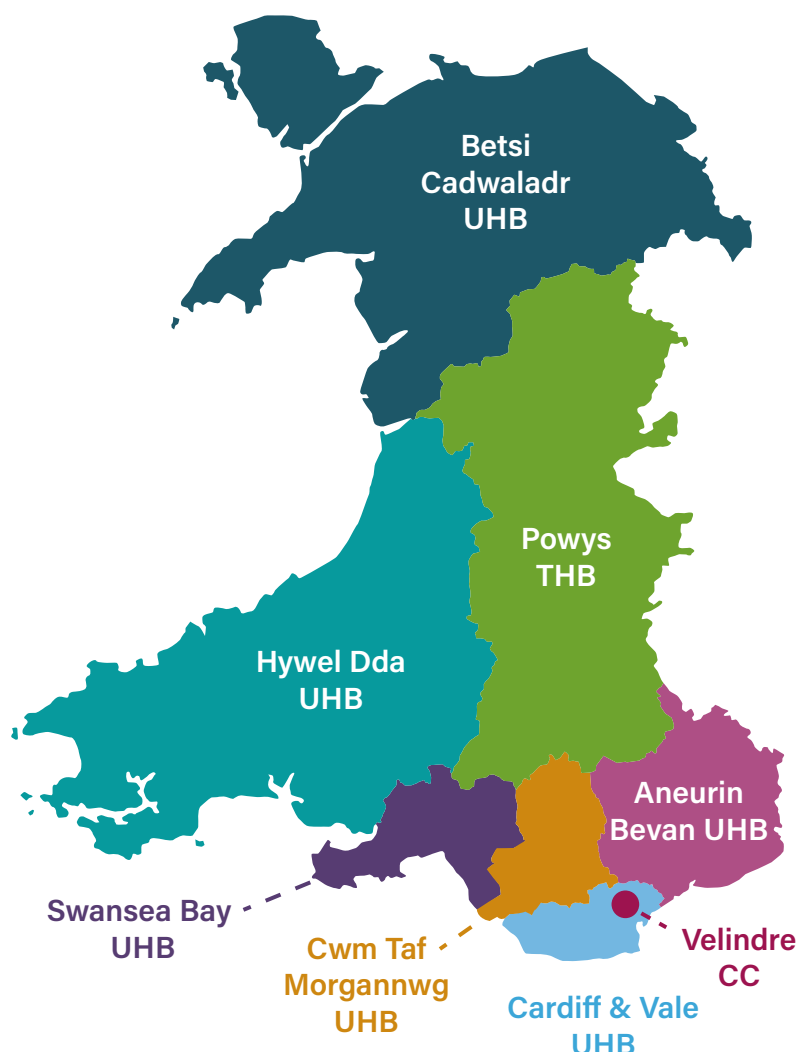
The NCAP requirements highlight performance indicators in the following:

- Timely access (referral to treatment)
- Take up of psychological therapies (Cognitive Behavioural Therapy for Psychosis (CBTp) and Family Intervention)
- Prescribing
- Supported education and employment programmes
- Physical health monitoring and interventions
- Carer focused education and support
- Clinical outcome measurement.



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Within Wales there is a strong identity amongst the EIP workforce, supported by Improvement Cymru, a National Steering Group and workstream programme focusing on key improvement areas. Key national and regional improvement targets have been set for the period 2022-2023 to inform on future direction and provide a foundation for targets during 2023-2025.

The EIP National Steering Group has been working to determine a baseline against the national standards. The majority of health boards in Wales have limited funding allocated to EIP / First Episode Psychosis (FEP) – where national funding has been used, it currently does not meet the requirements to deliver meaningful impact to the individuals' future wellbeing and recovery.

The 2020 Together for Mental Health (T4MH) Delivery Plan previously outlined that health boards increase the provision of National Institute for Health and Care Excellence (NICE) compliant psychological therapies and interventions for people with early or a first episode psychosis.

EIP services are characterised by a strong ethos of hope and a whole-team commitment to enabling recovery. A high quality EIP service involves a stand-alone model consisting of a multi-disciplinary approach and providing a full range of pharmacological, psychological, social, occupational, and educational interventions. Services ensure the emotional and wellbeing needs of families and carers are also considered and addressed.

The core aim of an EIP service is to reduce the duration of untreated psychosis (DUP) by offering timely assessment and produce effective outcomes in terms of recovery and relapse rates.



'I find the service very helpful, I have people to reach out to so I can discuss how I feel and my future.'

'I see my worker on one shoulder and my other worker on the other and say to myself that they are there to support me.'

'It has been life changing in one and many more ways because I found myself for the first time in 5 years.'

'I feel staff have always treated me with compassion, dignity and respect. I've been listened to and validated, and never felt stigmatised.'



What is achievable for Wales?

- **100% of people** newly presenting and suspected of a psychosis are assessed within two weeks and supported by an EIP service offering NICE compliant interventions
- **95% of people** receiving EIP services to have a care and treatment plan in line with the Mental Health (Wales) Measure (2010)
- **Physical health screening** in all 7 identified components of smoking, alcohol, substance use, Body Mass Index (BMI), blood glucose, blood pressure and blood lipids offered to 100% of those receiving an EIP service
- **Physical health intervention** programmes offered to 100% of those who meet threshold for intervention
- Delivery of **carer education and support**
- **Promoting recovery** through the creative use of Wales' natural resources
- **Quality of life measures** embedded into routine clinical practice
- Accessible supported **education and employment programmes**
- Engaging **individuals with lived experience** to offer peer support and contribute to service development.

Achievements and Successes

There has been significant motivation and passion from the EIP workforce across Wales to creatively engage individuals.

Steps to Discovery

In 2020 during the COVID-19 pandemic, EIP services participated in a STEP Challenge by undertaking a virtual walk of the UK coastline. The coastline is 11,073 miles which equals 23,384,064 steps. Teams allocated themselves targets, such as a number of steps or a piece of coastline to walk virtually alongside service users, practitioners, families and carers. Walking, particularly within a group has many benefits including connecting people, reducing stress and anxiety, reducing isolation and improving mood.



Surfing and Paddle Boarding

EIP services have provided surfing and paddle boarding experiences for individuals, partnered with organisations including Surf Tonic and Surfability. The aim has been for young people to experience something they may not usually have access to and within a mutually supportive group, nurture personal growth by offering novelty, excitement and enjoyable activities in beautiful natural surroundings.



Woodland and Eco-therapy Projects

EIP teams in Wales have connected with local woodland and wellbeing projects including Down to Earth and Actif Woods to offer woodland activity and wellbeing programmes. Participants have had an opportunity to learn new skills relating to woodwork, craft, campfire cooking and eco and sustainability awareness. Attendees have enjoyed connecting with others in a relaxed setting where there is an external focus helping to take the pressure off interactions with others.



Voyage to Discovery

In recent years an all Wales sailing voyage has been facilitated by the Cirdan Sailing Trust involving young people from EIP services across Wales. Participants are invited to attend the national sailing experience spread across a number of weeks joining the voyage at different locations and learning how to sail and work as a team.

Benefits have been noted in terms of improving self-confidence, self-esteem and opportunities for young people to take on new personal challenges. For those who struggle to engage in more conventional therapies sitting in a clinic, for example, the voyage provides opportunities to talk through difficulties and problems with each other and therapists in the crew within a less formal environment.



EIP in Wales: National and Regional Framework

EIP services in Wales are committed to developing safe, effective, co-produced and accessible services for individuals with psychosis and their families and carers. Underpinning this approach are the foundations of effective communication, person-centred approaches and consistent pathways supported by a committed and skilled workforce which contribute to maximising patient safety and the delivery of high-quality care.

In 2022-23, this commitment will be realised by:



- A continued drive to meet standards both locally and nationally**
Achieved by ongoing engagement with the EIPN Peer Review programme and NCAP, with teams creating a response and action plan on receipt of regional and national reports and identifying improvement targets. Teams will build on an already established EIP Maturity Matrix (Appendix A)
- Raising the profile of EIP in Wales**
Achieved by producing a series of documents showcasing the EIP work programme in Wales and planned improvements. EIP will be promoted within the health board region at different levels of leadership to achieve ongoing engagement and support
- A focus on diversity**
Achieved by engaging with colleagues across disciplines to understand and focus on the needs of the Welsh population with a drive to ensure the delivery of responsive, appropriate, and culturally sensitive EIP services in Wales. This will include service participation in the Cultural Competency Certification Scheme
- A continued commitment to developing the EIP workforce and improving services**
Achieved by using national standards to work toward developing eight identified workstreams encompassed by themes of leadership, 'culture' and 'data collection'. The workstreams promote a consistent approach to service improvement and practice across Wales (Figure 1). Development of the EIP workforce will include access to opportunities such as learning and development events, conferences and supervision support (Figure 2)
- Increasing the involvement of individuals with psychosis, their families and carers into the national and regional work programme**
Achieved by engaging individuals with psychosis and their support networks, including invitations to attend workstream meetings and practice development events. The aim will be to work toward the co-production of the EIP work programme as well as regional development of EIP services in Wales
- Developing national documents, resources and online content**
Achieved by producing resources in support of each workstream. Padlets will be accessible and regularly updated, the Psychosis Wales website hosted by the National Centre for Mental Health reviewed and a video profiling EIP in Wales released

Creating a centralised national data dashboard

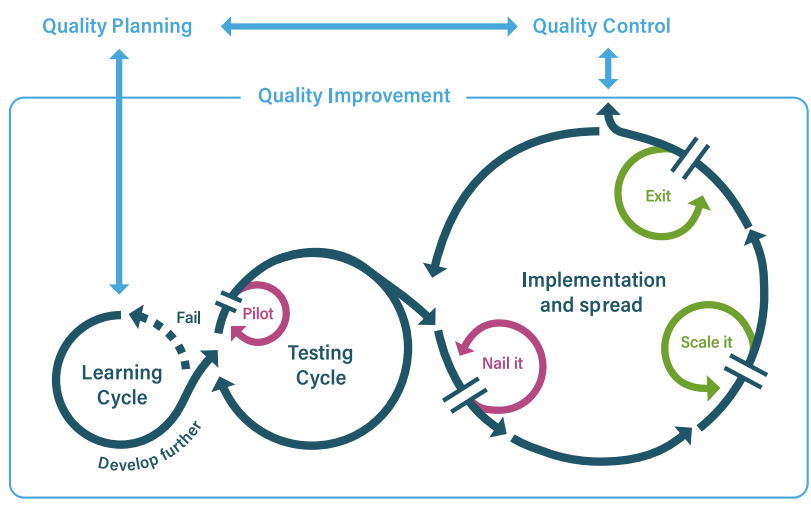
Achieved by working in collaboration with data analysts in Improvement Cymru to produce a dashboard capturing monthly data on referrals, capacity and interventions delivered by services in Wales. This will create a real-time picture for each region and a national perspective on service provision and delivery

Continuing to celebrate successes and achievements

Achieved by hosting practice sharing events, summits and publicising initiatives. The Psychosis Wales website will showcase innovations from across Wales

Developing regional plans focusing on a move toward EIP services capturing the 14-65 age range

Achieved by ongoing promotion of EIP standards and evidence base across health boards. EIP services will develop improvement action plans that consider predicted incidence rates (Appendix B), required workforce growth, and skill development to enable increased provision to a wider age range. For services in Wales to continue to expand and provide safe, high-quality care, there is a requirement of continued investment to support the growth of each regional team



Improvement Cymru Delivery Framework

The Improvement Cymru Delivery Framework offers a systematic, repeatable process that adapts to the specific needs of each regional context and provides opportunities for learning, testing and sharing ideas. It seeks to support organisations and health and care professionals to navigate the stages of adoption in the critical early stages by enabling the testing and co-producing of improvements. Regions can use the framework to enable a focus on planning, engagement, testing and spread and scale of improvements, looking to build more effective, system wide improvement capability that integrates with local and national priorities.

The EIP workforce will have access to training and resources to equip teams with knowledge and support to utilise quality improvement methodologies in the development and evaluation of EIP services in Wales.

Workstream Programme

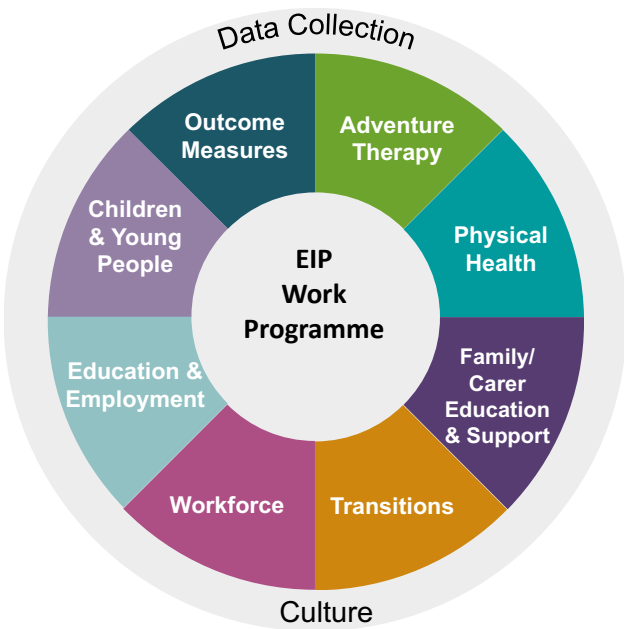
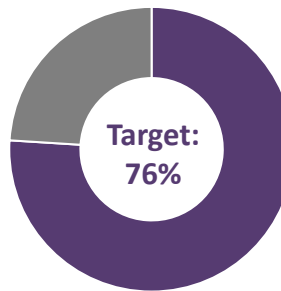


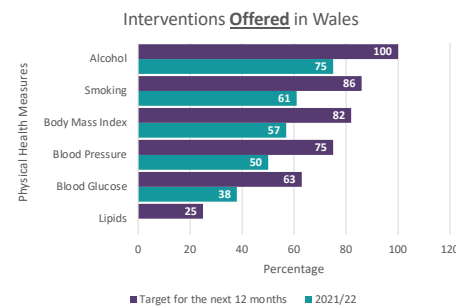
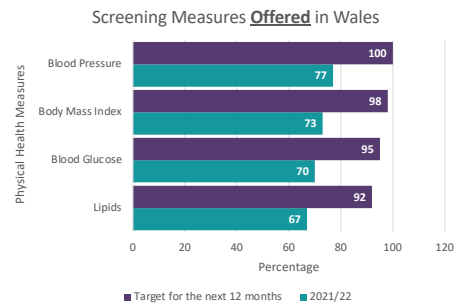
Figure 1: EIP workstream wheel

Physical Health

To develop and improve EIP physical health monitoring nationally. The group aims to create a bespoke physical health programme designed around individuals, whilst achieving and maintaining national standards. Targets have been set against 2021-2022 NCAP data.



Targeted improvement: 76% of service users will be offered all seven screening measures in Wales in the next 12 months [+25%]



2022-2023 national target set: 25% improvement from NCAP 2021-2022 in the screening and intervention (where threshold is met) of priority areas.

Outcome Measures

To work toward all individuals known to an EIP service having a DIALOG+ outcome measure and Questionnaire about Process of Recovery (QPR) completed at a minimum every six months. Achieved by establishing staff training and incorporating measures into the care planning and review process and by developing regional recording systems to capture data. Targets have been set against 2021-2022 NCAP data.

2022-2023 national target set: 25% improvement from NCAP 2021-2022 (15%) in number of individuals with 2 or more outcome measure scores recorded at least twice



Targeted improvement: 40% of service users will have had 2 or more outcome measures recorded at least twice [+25%]



Family and Carer Education and Support

Working toward achieving national standards by developing a co-ordinated, consistent programme for carer support and education in Wales. To deliver programmes offered in a variety of mediums with resources for individuals experiencing psychosis, their families and carers and providing guidance for practitioners. Targets have been set against 2021-2022 NCAP data.

2022-2023 national target set: 25% improvement from NCAP 2021-2022 (25%) in number of family and carers receiving focused support



Targeted improvement: 50% of families and carers will take up an offer of a carer focused education and support programme [+25%]

Adventure Therapy

To promote use of Wales' natural resources to support recovery, physical and mental wellbeing. Activities hosted within an outdoor, often challenging environment can support development of confidence, skill acquisition, social connection and a fresh perspective on life. Initiatives include regional and national activity plans and cross regional health board working.

Workforce Development

Work to promote the professional development of the EIP workforce in Wales at all levels, to recognise and identify learning and development needs and shape future leaders through engagement events, skill sessions and improvement workshops.

Transitions

To focus on developing clear and smooth transition pathways between services with resources developed to support staff in practice. To work toward producing an all Wales approach to transfers and joint working between EIP teams when an individual moves into or out of an area for higher education.

Children and Young People

To focus on ensuring the specific needs of children and young people are recognised. Developing age-appropriate resources and enhancing links with children and young people services, organisations and educational establishments across Wales.

Education, Employment and Meaningful Activity

Working towards meeting standards around Individual Placement Support (IPS). Promoting a 'place and train' approach for those who wish to return to or commence employment. Promoting choice and collaboration around goal setting and developing resources to support delivery.

Overarching Themes

Data Collection

Plays a key role in all eight of the workstreams identified. There is a need to understand the activity of EIP services in Wales, how they are meeting the targets and the quality of care being provided to ensure progress toward meeting the national standards. A national data dashboard is being created to capture real-time activity at a service level.

Culture

This theme is embedded within all the identified workstreams. A culture of 'always improving' is promoted through collectively learning and developing together as individuals and as services with a focus on team togetherness, co-production, compassionate leadership and inclusivity.

Peer Support and Supervision

Within Wales, the importance of access to supervision and peer support is recognised through a series of peer group meetings and reflective sessions.

These sessions provide opportunities to further develop the skills as EIP practitioners and share learning.

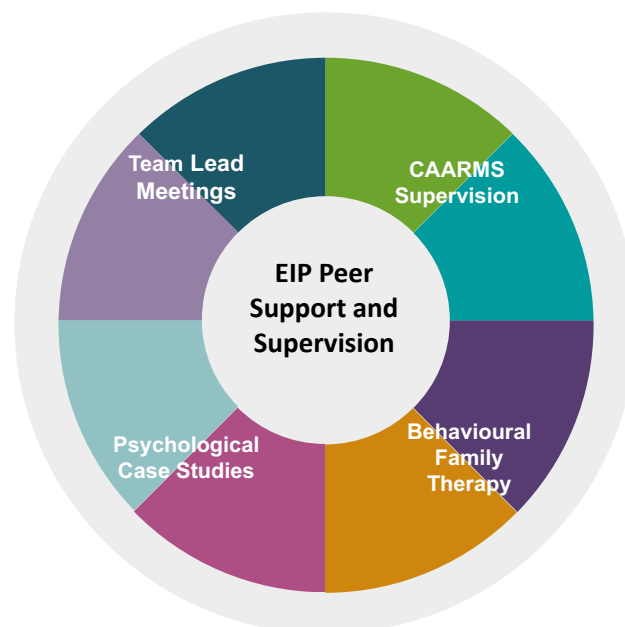


Figure 2: EIP Peer Support and Supervision wheel

Psychosis and Young People

Psychosis, often defined as a loss of contact with reality, can involve hearing or seeing things that are not there or holding unusual beliefs. It can be experienced as a one-off episode, but when left untreated it can lead to long-term illness and disability.



Paintings created by a person using MH services

Around 1 in 100 people will experience a psychotic episode in their lifetime. The vast majority (8 out of 10) will experience their first episode between the ages of 15 and 30 (6).

Psychosis can have a debilitating impact on a young person's wellbeing and quality of life. It can affect their relationships and their ability to engage in education, training and employment. It also can make it difficult to manage everyday tasks, such as paying bills or rent.

This can leave young people vulnerable to experiencing a serious mental health crisis, being detained under the Mental Health Act (1983) or getting caught up in the criminal justice system.

Early intervention makes a significant difference in helping young people recover from a first episode of psychosis.

When someone receives timely early intervention support, their prospects of recovery are significantly improved vocationally and socially. They develop and achieve goals with the right interventions. A delay of longer than six months greatly reduces their chances (7).

Treatment and interventions are more effective when provided by a specialist EIP service because they offer psychosis specific and evidence based approaches. This includes psychological and pharmacological interventions, support with education and employment, advice on managing physical healthcare and help developing support networks.

People normally receive EIP care for a minimum of three years and a maximum of five years. This achieves the most impact.

EIP services are the best model for offering consistent intervention to young people with psychosis. They offer a holistic approach that includes support from a wide range of health professionals, including psychiatrists, psychologists, community mental health nurses, support workers, occupational therapists and peer mentors (9). This gives young people a better chance of experiencing a good quality of life.





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'I can't thank the team enough for what they have done for my son with regards to his recovery. They were in constant contact and I feel like I have my son back.'

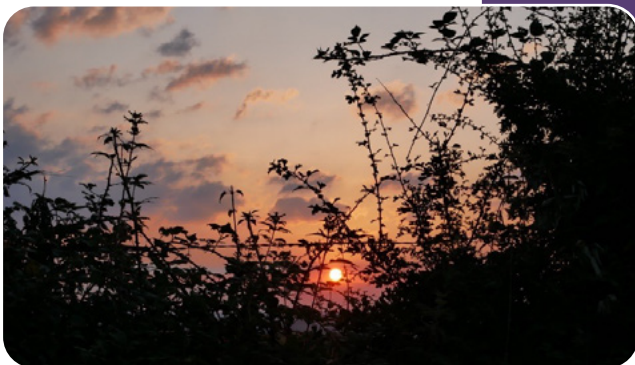


'I feel listened to. The team has a really personal approach.'

'I learnt how to handle being stuck with confidence issues.'

'My child and I both feel supported, and 'supported' is a big word!'

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'Outdoors stuff is exhilarating, it makes me feel alive, I need more in my life!'



'Early Intervention in Psychosis has been the most positive development in mental health services since the beginning of community care.'

The Schizophrenia Commission, 2012.

'I have always felt very supported and not rushed in my recovery.'



Evidence shows that EIP services can help people recover and offer the NHS significant savings in the following ways:

Reduced suicide and homicide rates

EIP support reduces the risk of a young person taking their own life, from up to 15% to just 1% (10).

The risk of someone with untreated psychosis committing homicide is very small. However, early intervention reduces that risk from 0.17% to 0.011% (11).

Physical health

Young people treated for psychosis are vulnerable to developing side effects from antipsychotic medication, including weight gain and changes to metabolism. Over time, these can lead to conditions like diabetes, heart disease and cancer, which puts young people at significant risk of dying 15-20 years younger than the general population (12). EIP teams offer young people support with managing their physical health, which is rarely available from their GP or other services.

Improved employment and education prospects

The employment rate for young people under EIP care is 35%, compared to just 12% for people in standard mental health care (18).

Reducing demand on other services

People receiving EIP support are less likely to need other mental health services, such as expensive hospital care, which results in significant savings for the NHS.

By reducing dependence on hospital beds, EIP saves the NHS an estimated £5,536 per person in the first year and £15,862 during the first three years (16). If early intervention was available to everyone who could benefit from it, the NHS would save £44 million each year through reduced use of hospital beds (17).

Better experiences of care

For people with early psychosis, early intervention services appear to have clinically important benefits over standard care (21).

Young people report that EIP support has helped them gain a positive sense of self-identity and develop strong family relationships, which helped their recovery. They also welcome the flexibility of EIP support, especially in relation to the length of time that it is made available to them.



Appendix A

Guidance for completing EIP Maturity Matrix

A **RED AMBER GREEN** (RAG) rating is used to denote the current status against key items. The maturity matrix provides the supporting detail against which EIP services can provide a rating, highlighting a rationale for compliance and non-compliance.

A maturity matrix tool identifies common themes along an improvement journey and concisely highlights the 'must do's', providing reassurance that the focus is on the right priorities and brings to light areas that are in need of more attention.

A maturity matrix helps organisations identify key strengths and gaps in provision of services and provides an overview of progress. A maturity matrix is used for service planning and useful when communicating with stakeholders.



	Below Standard	Partially Meeting Standard	Fully Meeting Standard
Meeting the estimated EIP caseload population for the region			
Caseload numbers meet EIP requirement (15 cases)			
Workforce skill mix meets EIP service requirements			
Age range as defined by NCAP / WG – up to 65			
EIP provision is a full MDT stand-alone care coordinating service			
EIP is based in service user friendly accommodation with an identity			
Assessment within 2 weeks of referral			
DUP estimated and recorded for every person			
Information and education provided to service users and carers			
The service meets all physical health requirements for EIP			
The service meets all psychological interventions for EIP			
Outcome tools are used to support recovery – DIALOG / QPR / other			
A range of social recovery interventions are available: employment, education, activity			
Collaboration with experts by experience including service planning, delivery and recruitment			
Clinical supervision is available to enable effective practice			
Integrated EIP service across CAMHS and adult services			
EIP service assertively engages people for the recommended 3 years			
ARMS / CAARMS pathway available			

Appendix B

Early Intervention in Psychosis (EIP) service development depends on high quality epidemiological estimates of incidence of new cases of First Episode Psychosis (FEP), to provide a basis for designing adequately resourced services and to assess their performance in detecting the numbers of cases expected.

The following tables show the predicted numbers of cases by health board. Figures are given for the 16-35 population currently targeted and served by most EIP services and for the 16-65 population, as providing EIP for this wider age group is a developmental aim for services in Wales (and standard practice in England).

Table 1. 16-35 Population, Estimated Incidence Rates and Estimated Case Numbers by Health Board:

	Population 16-35	Annual Incidence Rate (per 100,000)	Estimated Annual Cases
Aneurin Bevan	133268	39.91	53.2
Betsi Cadwaladr	149548	35.99	53.8
Cardiff and Vale	143935	34.59	49.8
Cwm Taf Morgannwg	103613	40.35	41.8
Hywel Dda	83679	36.47	30.5
Powys	24428	34.86	8.5
Swansea Bay	95827	37.8	36.2
WALES	73,4298	37.28	273.8

Table 2. 16-65 Population, Estimated Incidence Rates and Estimated Case Numbers by Health Board:

	Population 16-65	Annual Incidence Rate (per 100,000)	Estimated Annual Cases
Aneurin Bevan	365201	25.94	94.7
Betsi Cadwaladr	426259	23.09	98.4
Cardiff and Vale	317012	24.74	78.4
Cwm Taf Morgannwg	277125	26.67	73.9
Hywel Dda	235243	23.52	55.3
Powys	79837	21.15	16.9
Swansea Bay	243939	25.50	62.2
WALES	1,944,616	24.67	479.8

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Contributors

Dr Jessica Woolley, Principal Clinical Psychologist, Aneurin Bevan University Health Board

Michaela Morris, Service Improvement Manager for Mental Health, Improvement Cymru

Katie Cole, Senior Improvement Manager, Improvement Cymru

Welsh EIP team leaders

All Wales National Steering Group representatives from the following organisations:

- Each of the seven regional health board EIP services, Children and Young People's services and wider partners
- Adferiad
- MIND
- Barnardo's
- Diverse Cymru
- National Centre for Mental Health
- Bangor University

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