

# Train-the-Trainer Programme

## What is PsychPPE™?

It's the things we do to protect our wellbeing during transitions and moments of change. We believe that looking after ourselves first, enables us to look after others better.

## How was PsychPPE innovated?

It's borne from the demand to psychologically prepare the 2300+ critical care workforce during the COVID-19 pandemic at NHS Nightingale London. Originally a 30-min induction workshop called Psychological PPE (see [BMJ Opinion blog](#)), it has been expanded for wider application into a 90-min PsychPPE programme.

## What does a 90-min PsychPPE programme entail?

Through psychologically safe facilitation, in a small-group setting, individuals will strengthen their own self-care strategies, adapt these to anticipated transitions, recognise their stress response early and build their individualised whole-person PsychPPE plan. It has a strong focus on skills-development and shared vulnerability (see an earlier [video interview](#)).

## How can PsychPPE benefit my staff, team and organisation?

It provides a **language** and a **structured framework** via a strong analogy. Staff are encouraged to bring it into supervision and professional development conversations to feel empowered to discuss their wellbeing needs and these can be best supported.

Bringing the habitual practise of a **shared wellbeing dialogues** into teams can help to **recognise stress in others**. Furthermore, by embedding wellbeing organically into organisational culture, we hope to prevent significant stress-related difficulties through early recognition and action.

## What will the 5-hr PsychPPE train-the-trainer cover?

- Receive the 90-min direct PsychPPE training themselves
- Explore essential skills to become an effective PsychPPE trainer
- Familiarise with facilitation via the PsychPPE fidelity tool
- Problem-solve real-life implementation challenges

### What are the specific details for PsychPPE train-the-trainer?

- Facilitators: Chloe Kitto (Specialised Occupational Therapist)  
Dr Krishna Bakhai (General Practitioner - Registrar)
- Timings: 5 hours between 0900-1800hr, eg. 1000-1500hr
- Participants: 12 to 15 ideally (10-20 min/max)
- Delivery: face-to-face or Zoom

### What's a PsychPPE trainer expected to do?

- ❑ Facilitate 90-min PsychPPE programmes using the fidelity tool in their organisation at least quarterly to maintain their training skills
- ❑ Promote an organisation-wide ongoing culture of self-care
- ❑ Complete pre- and post- train-the-trainer programme surveys

### What will the PsychPPE train-the-trainer programme entail?

- 1000-1030 Introductions: trainers, who's here, ground rules  
1030-1200 Participate in 90-min PsychPPE programme  
1200-1230 Reflection and critique of 90-min PsychPPE programme  
1230-1300 **Break**  
1300-1430 Practical implementation via PsychPPE fidelity tool:
  - Each group explores one section for opportunities and challenges
  - Group-wide feedback for peer-learning
  - Discuss implementation plans for own organisation (if available)1430-1500 Closing reflections, questions and PsychPPE commitment

### Tips to prepare for the PsychPPE train-the-trainer programme?

- Delivery of PsychPPE is enhanced when a pair of trainers deliver together -consider attending with a colleague from your workplace.
- Start thinking about who you could deliver the 90-min PsychPPE programme to and when might be an optimal time for this?
- Reflect on your experience delivering psychologically-informed training - what techniques have been helpful?

### Thank you!

We look forward to welcoming you as a PsychPPE trainer.  
Feel free to contact us with any questions, feedback, reflections  
or just to say [hello@psychppe.org](mailto:hello@psychppe.org).

p.s. see overleaf for key references!

## What are key references that PsychPPE aligns with?

- Meets the London Transformation and Learning Collaborative [interprofessional skills matrix](#) (2020)
- Delivers specific [recommendations](#) by the British Psychological Society on protecting the psychological wellbeing of healthcare staff during covid-19 (4.1, 6.1-4, 8, Recovery Phase 1) (2020)
- Aligns with vision set out by NHS Improvement in the [Interim NHS People Plan](#) part 1: making the NHS the best place to work (2019)
- Aligns with recommendations by Health Education England:
  - [Workforce Stress and the Supportive Organisation](#) framework
  - [Mental Wellbeing Report](#) (3.6.1, 3.6.2, 5.6.4, 5.9) (2018/19)