



Gofal Cymdeithasol **Cymru**  
Social Care **Wales**



**GIG**  
CYMRU  
**NHS**  
WALES

Addysg a Gwellu Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

# Strategic Mental Health Workforce Plan for Health and Social Care December Newsletter



# Contents

<b>1 ~ New Starters.....</b>	<b>1</b>
<b>2 ~ Training that has been delivered over the year .....</b>	<b>2</b>
Brief Intervention Training.....	2
Level 1.....	2
Level 2.....	2
CBT (Cognitive Behaviour Therapy) Training.....	2
<b>Action 5 ~ Develop and implement plans to ensure that there is an appropriate supply of trained professionals to undertake new and existing legal roles. ....</b>	<b>3</b>
AMHP & Section 12.....	3
<b>Action 12 ~ Building on the Social Care Wales Team Manager Approach, implement an accredited team manager development programme across mental health services.....</b>	<b>4</b>
Team Manager Programme .....	4
<b>3 ~ Get in touch .....</b>	<b>5</b>



# Happy New Year

## From the Mental Health Programme Team

### 1 ~ New Starters

---



**Matthew Brayford**  
**Mental Health**  
**Leadership & Succession**  
Programme Manager



**Lois Jones**  
**Mental Health**  
**Leadership & Succession**  
Project Manager

## 2 ~ Training that has been delivered over the year

### Brief Intervention Training

HEIW Strategic Mental Health 10-year plan outlines the need to support NHS and LA staff to be upskilled to deliver targeted brief intervention therapies to service users at the earliest opportunity available to avoid an escalation in their condition and to support them in finding ways to manage their mental health in a positive and supportive way. Brief Intervention training is aimed at enhancing the skills and knowledge of professionals in providing effective brief interventions.

We have funded and facilitated 550 places for mental health staff across NHS Wales and local authorities to undertake SFBT training at Level 1 and Level 2 practitioner level with a waiting list of a further 85 staff.

#### Level 1

152 spaces filled by NHS Staff; 146 spaces filled by LA staff = 298 filled

#### Level 2

115 spaces filled by NHS Staff; 85 spaces filled by LA staff = 200 filled

Feedback has shown that this training has already had a significant impact on service users and staff alike. The hope for the future is that we will have a suitably trained workforce in Wales to deliver this form of therapy and support service users at an earlier stage in their treatment thus avoiding more invasive treatment further down the line.

### CBT (Cognitive Behaviour Therapy) Training

Cognitive Behavioural Therapy or CBT is a family of talking therapies. These are based on the idea that thoughts, feelings, what we do and how our bodies feel are connected. If we change one of these we can alter all the others.

CBT is a strongly evidence-based psychotherapy targeting a range of mental health and even physical disorders.

Staff are increasingly required to adopt a flexible, multidisciplinary approach to maximise use of skills and resources.

The model is versatile, creative and its techniques can be used selectively in general medical, psychological and nursing practice. The course is designed to:

- Help staff develop and refine CBT skills
- Empower them to use the model in a range of clinical situations
- Focus on the development of a respectful and pro-active relationship with patients

To date we have facilitated the training of 86 NHS and LA staff providing them with an introduction to cognitive behaviour therapy training at foundation level.

Feedback from staff and service users has been positive. Several staff have expressed an interest in pursuing this training at a practitioner level.

## Action 5 ~ Develop and implement plans to ensure that there is an appropriate supply of trained professionals to undertake new and existing legal roles

This action will focus on increasing the numbers of mental health professionals who are able to participate in work often in relation to serious mental illness requiring a specific skill set, including Approved Mental Health Professionals (AMHP), Section 12 doctors, and other duties under the Mental Health Act (1983), and Liberty Protection Safeguards.

### AMHP & Section 12

By increasing the number of trained doctors, we hope to facilitate a greater experience for patients and an overall more efficient assessment process.

We are supporting several candidates with a package of funded training to facilitate more doctors taking on this specialism.

To date 3 doctors have signed up to undertake Section 12 training in November 2023 and a further 2 have confirmed they would like to do the training scheduled in March 2024.

An additional 20 candidates have been funded to undertake a comprehensive two-day online AMHP training course with full support from an experienced team of professionals. This is taking place in November 2023 and March 2024.

A pilot of an app that supports AMHPs (Approved Mental Health Professionals) and S.12 Drs to connect, arrange and process MHA assessments has also been commissioned and is due to commence March 2024.



## Action 12 ~ Building on the Social Care Wales Team Manager Approach, implement an accredited team manager development programme across mental health services

### Team Manager Programme

We have commissioned a new team manager development programme across health and social care that supports the principles of compassionate leadership.

This will ensure there is a sustained and consistent approach to developing our managers who have a critical role in supporting the workforce.

The contract has been awarded to the Institute of Public Care and Oxford Brooke's University to develop and deliver a postgraduate certified programme.

This programme will be for existing and aspiring mental health managers across the NHS, social care and the third sector.

A scoping exercise in early 2023 identified significant sector appetite for the programme and potential course content which will shape the core modules of the programme:

1. Managing quality of practice
2. Leadership skills
3. Managing staff/compassionate leadership
4. Managing service developments and change
5. Managing performance/use of data
6. Finance

A steering group has also been working since January 2023 on the content of the programme with representation from the NHS, local authorities and the third sector. The course will be designed to meet the need for a mental health programme that provides a systematic considered approach to the learning needs of this specific workforce.

The course will be accredited and delivery will begin in March 2024. Places will be fully funded for year one and expressions of interest will be collected in December 2023.

We opened for expressions of interest in December and it is anticipated that 3 cohorts will be able to start in 2024.





## 3 ~ Get in touch

[heiw.nhs.wales/SMHWP](https://heiw.nhs.wales/SMHWP)

[HEIW.MentalHealthWorkforcePlan@wales.nhs.uk](mailto:HEIW.MentalHealthWorkforcePlan@wales.nhs.uk)

