

Evidence Brief: Mental Health Workforce

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Evidence Brief: Mental Health Workforce

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- [Complete Evidence Brief list – link for External staff](#)

Key publications – the big picture

[Mental health workforce report](#)

BMA, June 2024

Our report shows the declining state of the mental health workforce, the workforce's wellbeing and data on workforce numbers.

To assess progress against these commitments and identify where further action is required, we have analysed workforce data and conducted a survey of healthcare professionals working in the sector.

[Building A Mental Health Workforce For The Future](#)

Centre for Mental Health, April 2024

This briefing note provides reflections from a roundtable co-hosted by Centre for Mental Health, Mind and the NHS Confederation's Mental Health Network that explored how to build the mental health workforce we need for the future, using the Workforce Plan as its starting point.

[Mental health 360: workforce](#)

The King's Fund, February 2024

The mental health workforce is expanding.

A large number of staff roles are involved in delivering mental health services. Between 2010 and 2023, the [NHS mental health workforce grew](#) by 23% (full-time equivalent, FTE). The rate of increase varies greatly by staff group; the number of nurses grew by 3%, whereas therapists and support staff increased by 45%.

[NHS Long Term Workforce Plan](#)

NHS, June 2023

This plan sets out strategic direction for the NHS workforce, with three clear priority areas; train, retain and reform. The mental health workforce is identified throughout the plan.

See "Optimising Multidisciplinary teams" section (p90 onwards) for details of implementation of new roles and expansion in areas such as early intervention including Clinical psychologists, Psychological therapists, Mental health and wellbeing practitioners, Children's wellbeing practitioners and Educational mental health practitioners.

[Progress in improving mental health services in England](#)

National Audit Office, 2023

See part 3 Increasing mental health service workforce, funding and information. Part Three sets out progress in developing the workforce, funding and commissioning, and information for NHS-funded mental health services, and issues relating to future demand for mental health services.

[In train? Progress on mental health nurse education](#)

Nuffield Trust, 2023

Despite steps towards closing the gap between mental and physical health services, many people still cannot access services and face long waits for treatment. Addressing workforce challenges in mental health services will be crucial to improving this situation. This report, commissioned and supported by NHS Confederation's Mental Health Network, takes stock of progress across the country in staffing the single largest profession within the mental health workforce: nurses.

[Research demand signalling: National Mental Health Programme](#)

NHS England, 2022

The NHS England Demand Signalling team developed the research demand signalling process to identify, prioritise and articulate the research questions that NHS services need answers to for them to deliver against the ambitions in the NHS Long Term Plan.

[Humanising health care: the emergence of experiential practice and leadership in mental health services](#)

Centre for Mental Health, 2022

In this paper, David Gilbert uses his insights as a mental health service user and his experience in patient leadership to consider the limitations of current practice, and the possibilities of a new approach which could transform mental health services. While most mental health services now have embedded peer support roles, Humanising health care argues that a more radical shift is needed, with expanded opportunities for 'lived experience' contributions at all levels of the system - from peer support to governance and strategic leadership.

[Untapped? Understanding the mental health clinical support workforce](#)

Nuffield Trust, 2021

The NHS clinical support workforce are frontline staff who – while typically not registered professionals – deliver the bulk of hands-on care. They are particularly important to mental health services where there is an ambition to, for example, provide high-quality mental health services to an additional two million people by 2023/24 ¹. This report explores the roles, responsibilities and diversity of mental health clinical support staff. Our aim is to draw out the number and distribution of this workforce and issues around their recruitment, career progression and retention.

[New Directions for the Mental Health Workforce Globally](#)

All-Party Parliamentary Group on Global Health, July 2021

The central message of this report is that the mental health workforce needs to change dramatically by combining its existing professional expertise in the provision of specialist care and treatment with a greatly strengthened role in helping people, communities, and organisations to provide care, prevent mental

ill health and create health. It also needs to integrate nonprofessionals fully and work far more closely with general health services. The report makes five major points. 1. There is a massive and growing need for mental health services and they need to be given greater priority and increased investment. 2. There is a need to continue the development and improvement of services for people with chronic and enduring severe mental ill health as well as for those with more common and less severe illnesses. 3. The mental health workforce needs to be widened to integrate non-professionals fully and engage primary care and general health services. 4. Mental health workers need to develop new ways to work with people, communities, and organisations on care, prevention of disease, and health creation. 5. The education and training of mental health workers needs to be adapted to this new approach and to enable them to work as agents of change, leading and facilitating improvements in mental health across society

[Themes for Workforce Redesign in Mental Health](#)

CLEAR, 2021

We need to understand how to meet the Mental Health workforce challenge while we are growing the supply - we need informed regional and national plans that target high-impact changes and that bring in real innovation in whilst remaining consistent with safe staffing levels. To help enable this, Health Education England has commissioned a programme of workforce redesign education and projects through the CLEAR (Clinically-Led workforce and Activity Redesign) programme. This clinically led redesign approach that has already been used to great effect in the area of Urgent & Emergency Care.

[Laying foundations: attitudes and access to mental health nurse education](#)

Nuffield Trust, NHS Employers and Mental Health Network, October 2020

With one in four people likely to be affected by mental or neurological conditions at some point in their lives, it is more important than ever that people have access to good mental health care by qualified professionals. Mental health nurses account for over a third of the mental health workforce in England and work across a wide range of health and care settings. Yet for a variety of reasons, the pipeline of people choosing to study and qualify to become a mental health nurse is unable to meet sharply rising demand for this service. This new report, commissioned by NHS Employers and the Mental Health Network, looks at ways more people might be attracted to apply to study mental health nursing – and reasons why numbers are currently limited.

[The impact of COVID-19 on mental health trusts in the NHS](#)

NHS Providers, June 2020

This is the fifth in a new series of Spotlight on... briefings, aimed specifically at sharing key information on the impact of the coronavirus pandemic on NHS trusts. NHS trusts providing mental health and learning disability services have been playing a critical role, both to maintain services and to respond to the current environment alongside their colleagues in the acute, community, ambulance and primary care sectors. While the main public, media and political focus has been on the impact of COVID-19 on hospitals, it is important to put the spotlight on what is happening in other parts of the NHS frontline. This briefing sets out the immediate challenges of COVID-19 for mental health trusts, how the sector has responded and what it needs to navigate this next phase.

[NHS Mental Health Implementation Plan 2019/20 – 2023/24](#)

NHS, July 2019

This document provides details of a new framework to help deliver on the commitment to pursue the most ambitious transformation of mental health care, at the local level.

[Long Term Plan](#)

NHS, January 2019

The NHS Long Term Plan was developed in partnership with those who know the NHS best – frontline health and care staff, patients and their families and other experts.

- [NHS mental health dash board](#)
- [Mental Health and the Long Term Plan](#) NHS
- [Transforming mental health in your community: a local guide to delivering the NHS Long Term Plan](#) Mind
- [The NHS Long Term Plan: What does it mean for mental health?](#) 2019, Centre for Mental Health

[Measuring progress: commitments to support and expand the mental workforce in England](#)

British Medical Association, 2019

Key findings from the report:

- Many of the mental health workforce commitments in [stepping forward to 2020/21](#) and the [five year forward view for mental health](#) are not on track to be met.
- The mental health workforce has had little growth over the past 10 years, many of the key staff groups either remaining at a similar level since 2009 or declining.
- Demand within mental health services is rising - since 2016 there has been a 21% increase in the number of people who are in contact with mental health services (1.4 million in 2019 vs 1.1 million in 2016).
- Recruitment into psychiatric specialties remains a key challenge with many psychiatric specialties facing under-recruitment year on year.

- Workforce shortages in mental health are affecting staff workload, wellbeing, morale and the ability for staff to provide good quality of care.

See also:

- [Progress of the Five Year Forward View for Mental Health: on the road to parity](#) All-Party Parliamentary Group 2018
- [Stepping Forward to 2020/21: The mental health workforce plan for England](#) HEE July 2017
- [Five Year Forward View for Mental Health: one year on](#) NHS February 2017
- [Implementing the Five Year Forward View for Mental Health](#) NHS2016
- [The Five Year Forward View for Mental Health](#) NHS February 2016

[Guidance on co-locating mental health therapists in primary care](#)
NHS England, August 2018

This guidance document was created to assist GPs, practice managers and commissioners who are integrating mental health therapists into primary care pathways.

[Mental Health and new models of care: lessons from the vanguards](#)

The King's Fund, May 2017

This report draws on research with vanguard sites in England, conducted in partnership with the Royal College of Psychiatrists. See also ["Nine principle for success: integrating mental health in new models of care"](#)

[Future in mind – promoting, protecting and improving children and young people's mental health and wellbeing](#)

Department of Health and NHS England, 2015

The Children and Young People's Mental Health and Wellbeing Taskforce was established in September 2014 to consider ways to make it easier for children, young people and parents and carers to access help and support when needed and to improve how children and young people's mental health services are organised, commissioned and provided.

Case Studies

[Staff mental health and wellbeing: case studies](#)

NHS England

A collection of case studies about staff mental health and wellbeing for those delivering mental health services.

[Child and adolescent mental health services in a devolved healthcare system: a qualitative exploration of sustainable practices](#)

Authors: Banwell et al

Source: Health Research Policy and Systems

Publication date: 2023

Background: The transference of research evidence into routine healthcare practice remains poorly understood. This includes understanding the prerequisites of longer-term viability. The present study investigated the sustainable practices of GM i-THRIVE, a programme which reconceptualizes mental health services for children and young people (CYP) in Greater Manchester, United Kingdom. We aimed to establish whether a sustainable future was likely, and to identify areas of focus to improve that likelihood. Conclusions: Professionals involved with GM i-THRIVE reported many elements that indicate a positive

future for the programme. However, they suggested that more attention should be given to embedding the core concepts of the model at the current stage of implementation. Limitations relating to its use within our study are discussed, but we conclude that the NHS Sustainability Model is a suitable way of guiding qualitative implementation research. It is especially valuable for localized interventions. The constraints of our small sample size on transferability are considered.

[Implementation of significant mental health service change: perceptions and concerns of a mental health workforce in the context of transformation](#)

Authors: Glogowska et al

Source: Journal of Health Organization & Management

Publication date: 2022

Purpose: As part of an evaluation of the nationally mandated Child and Adolescent Mental Health Services (CAMHS) "transformation" in one foundation NHS trust, the authors explored the experiences of mental health staff involved in the transformation. The findings fall into three thematic areas around the transformation, namely (1) rationale; (2) implementation; and (3) maintenance. Staff members were supportive of the rationale for the changes, but implementation was affected by perceived poor communication, resulting in experiences of unpreparedness and de-stabilisation. Staff members lacked time to set up the necessary processes, meaning that changes were not always implemented smoothly. Recruiting and retaining the right staff, a consistent challenge throughout the transformation, was crucial for maintaining the service changes.

[International Recruitment Framework](#)

Source: NHS Workforce Alliance

Publication date: 2020

Sussex Partnership Foundation Trust overseas Mental Health nurse recruitment project.

Sussex Partnership Foundation Trust engaged with the International Recruitment framework through NHS Commercial Solutions for a procurement with a tight turnaround.

[Case Study – West London NHS Trust](#)

Source: Skills for Health

Streamlining statutory and mandatory training in London using benchmarking reports and the 5 Point Plan from the Streamlining Programme to ensure the right training was being delivered to the right staff at the right time freeing up staff to spend more time with patients and improving mental health services.

[Working to recruit more student nurses locally](#)

Source: NHS GIRFT Programme

Publication date: 2021, pp 55

Although large numbers of student nurses were being trained locally and on placement in Leeds and York Partnership Foundation Trust (LYPFT), on average only half of these students came to work for the trust as registered nurses. At the same time, the trust had large numbers of mental health nursing vacancies. To improve outreach to local nursing students and reduce nursing vacancies, several bodies work within LYPFT to manage the outreach, employment and retention process

[Safe Wards](#)

Source: NHS GIRFT Programme

Publication date: 2021, pp 90

Herefordshire and Worcestershire Health and Care NHS Trust Herefordshire and Worcestershire has introduced 'safe wards' across its mental health wards. The safe wards model is training-focused, and includes ten modules to enhance staff communication skills and support the creation of a therapeutic

relationship and environment. The trust has also established an education drive across the pathway on the use of physical interventions.

[Improving mental health services in systems of integrated and accountable care: emerging lessons and priorities](#)

Source: Royal College of Psychiatrists

Publication date: 2019

See Appendix 8 for several case studies.

[The Hive: a coordinated approach to support young people's mental health](#)

Source: NHS Long Term Plan

Publication date: January 2019

Hive is a free health and wellbeing service which also offers employment, training and personal development support as well as social activities. The hub is part of the Minding the Gap service developed by the local council, NHS, partner organisations and young people in North London to improve the mental health and wellbeing of young people aged from 16-25, particularly those who are making the transition from children and young people's mental health services to adult services.

[Employment Advisors in Improving Access to Psychological Therapies \(IAPT\) service at Let's Talk Wellbeing](#)

Source: NHS Long Term Plan

Publication date: January 2019

In autumn 2017 talking therapies service Let's Talk-Wellbeing (LTW) Leicestershire County and Rutland (provided by Nottinghamshire Healthcare NHS Foundation Trust), with the government's Joint Work and Health Unit, agreed to be part of a pilot to integrate Improving Access to Psychological Therapies (IAPT), healthcare and employment support. Launched in December 2017, LTW Leicestershire County and Rutland's

Employment Advisory Service has created personalised packages of care by working alongside IAPT practitioners – resulting in 100 people being supported to gain or sustain employment in its first three months.

[New perinatal mental health mother and baby unit transforms care for mothers and babies in South West](#)

Source: NHS Long Term Plan

Publication date: January 2019

Devon Partnership NHS Trust has opened the first of four new Mother and Baby Unit (MBU) in the country, funded by NHS England as part of a national transformation programme for perinatal mental health. The trust has re-purposed space at its Wonford House HQ in Exeter as a four-bed temporary MBU, allowing expectant and new mothers with serious mental health needs to be cared for with their babies. Before this interim service opened, mothers in the South West in need of specialist perinatal mental healthcare often had to travel long distances, as did their families.

[Early Intervention in Psychosis Service provides support to children and young people](#)

Source: NHS Long Term Plan

Publication date: January 2019

Children and young people's mental health is a top priority of the NHS Long Term Plan. 75% of mental health problems in adult life (excluding dementia) start by the age of 18. Failure to support our youth with mental health needs costs lives and money. Since 2016, NHS England has committed to increase access to high quality mental health care for children and young people. We are on track to deliver community-based treatment to at least 70,000 additional children and young people each year by 2020/21. And with the Long Term Plan, we aim to give even more of them the mental health support they need, in their

community and at school, so that they can achieve their goal in life.

[Integrated mental health care is helping to boost employment prospects](#)

Source: NHS Long Term Plan

Publication date: January 2019

The Employment Advisory Service provided by Nottinghamshire Healthcare NHS Foundation Trust is a great example of how integrated mental health care can help people achieve their goals in life. This service helps patients with mental health issues such as depression or anxiety keep or find a job. Alongside psychological therapy, it provides practical advice and interventions to avoid long-term employment, or find a new career path. The service has demonstrated great results since its opening in 2017, with 100 people being supported to gain or sustain employment in its first three months.

[Perinatal mental health services](#)

Source: NHS Long Term Plan

Publication date: January 2019

One in five women will experience a mental health problem during their pregnancy and in the first year after birth, with depression and anxiety disorders being the most common. As well as being crucial to new mothers, new-borns and their families, perinatal services can play an important role in ensuring mental health is integrated into overall healthcare at the earliest possible stage of life.

[Pioneering new roles in mental health](#)

Source: South West Yorkshire Partnership NHS FT

Publication date: February 2017

South West Yorkshire Partnership NHS FT recruited eight band 4 associate practitioners in mental health services. The team

work across forensic and Wakefield adults of working age services, creating a quality career pathway across health care support work roles.

The Star for workforce redesign

More resources and tools are available in the **Mental Health** section of the [HEE Star](#)

Statistics

You can find relevant statistics on the [Health and Care Statistics Landscape](#) under “**Health and Care**” and use the “**Mental Health and dementia**” filter

[The NHS workforce in numbers](#)

Nuffield Trust, 2024

Facts on staffing and staff shortages in England including Mental Health workforce.

[NHS mental health workforce definition 2022](#)

NHS Digital

This definition covers the entirety of what is regarded as the NHS Mental Health Workforce.

[Mental health and learning disabilities workforce in the NHS](#)

NHS Digital, Last edited September 2022

Data relating to staff who are either directly providing or supporting the provision of mental health services in secondary care are published by NHS Digital’s Workforce Statistics team. High level numbers are refreshed on a quarterly basis in an interactive report.

National Data Programme

Workforce, Training and Education staff can look at the [WT&E Data and Analytics Service](#) resources including the National Data Warehouse SharePoint site to find out more about datasets and Tableau products.

Published Peer Reviewed Research

COVID-19

[Caregiving and receiving experiences in UK community mental health services during COVID-19 pandemic restrictions: A qualitative, co-produced study](#)

Journal of Psychiatric and Mental Health Nursing 31(4), 2024
At the outset of the COVID-19 pandemic, little was known about ways of delivering registered nurse practice within CMHTs under restrictions associated with a global pandemic. Emerging research focused on broad healthcare staff wellbeing during the pandemic. Qualitative research explored the overall response of COVID-19 on people with existing health needs or remote working more specifically. Over the past 2 years studies have emerged detailing experiences but no studies have used qualitative research to understand community mental health nurses and service users experience of services.

[Videoconference-based Creativity Workshops for mental health staff during the COVID-19 pandemic](#)

Arts & Health: An International Journal for Research, Policy and Practice 16(2), 2024

Background COVID-19 presented significant challenges to psychiatric staff, while social distancing and remote working

necessitated digital communications. NHS England prioritised staff wellbeing. Arts-based creativity interventions appear to improve psychological wellbeing, so this study evaluated online Creativity Workshops as a staff support response for COVID-19-related stress.

[Organizational response to the COVID-19 pandemic and its association with moral distress in community mental health teams in the UK: A qualitative study](#)

International Journal of Mental Health Nursing 33(2), 2024
In March 2020, Coronavirus-19 (COVID-19) rapidly spread across the globe impacting the mental health of the population and putting an overwhelming pressure on health services. Much has been written about the impact of the pandemic on health-care workers working in hospital settings but less attention has been paid to its effect on community mental health teams (CMHTs). This study is based on 21 remote interviews with community mental health professionals during the first wave of the COVID-19 pandemic.

[Exploring the impact of the COVID-19 pandemic on mental health organisations in England](#)

Full text available with NHS OpenAthens account*

Mental Health Review Journal 28(2), 2023

Purpose: This paper aims to explore the impact of the COVID-19 pandemic on mental health organisations in England.

Design/methodology/approach: A qualitative mixed-methods approach was applied, including a review of the academic literature, a review of the non-academic literature and a brief semi-structured survey. Respondents of the semi-structured survey included seven healthcare leaders from four different NHS Mental Health Trusts in England. This review applied thematic analysis to the data findings. Findings: Mental health organisations in England have been significantly impacted by the

COVID-19 pandemic. The analysis of the identified resources found four overarching areas for learning: organisational structures, approaches to practice (working and delivering care), leadership and staff support.

[The impact of COVID-19 on the mental health workforce: A rapid review](#)

International Journal of Mental Health Nursing 32(2), 2023
To inform current and future healthcare service responses, and adaptations, the current review aimed to collate and examine the impact of the pandemic on mental healthcare workers (MHWs). Key work-related outcomes included increased workload, changed roles, burnout, decreased job satisfaction, telehealth challenges, difficulties with work-life balance, altered job performance, vicarious trauma and increased workplace violence. Personal outcomes included decreased well-being, increased psychological distress and psychosocial difficulties. These outcomes differed between inpatient, outpatient and remote settings. The COVID-19 pandemic significantly altered the delivery of mental healthcare and MHWs experienced both work-related and personal adversities during the COVID-19 pandemic.

[Frontline experiences of delivering remote mental health supports during the COVID-19 pandemic in Scotland: innovations, insights and lessons learned from mental health workers](#)

Psychology, Health & Medicine 28(4), 2023
This study explores mental health workers' (MHWs') experiences of delivering their services remotely. These findings highlight important insights from MHWs in adapting to rapid changes in mental health working practices, particularly in relation to the challenges of delivering quality, safe and equitable services and the increased use of teletherapies. Such insights are vital in

informing service developments and supporting future pandemic preparedness across a range of healthcare contexts and countries seeking to adopt hybrid models of mental health service delivery.

[Impact of COVID-19 in mental health trusts](#)

Journal of Health Services Research & Policy 28(2), 2023
Objective: To explore how mental health trusts in England adapted and responded to the challenges posed by the COVID-19 pandemic, with the aim of identifying lessons that can be learned during and beyond the pandemic. Conclusions: Many of the service changes and digital innovations undertaken during the pandemic appear promising. Nevertheless, those changes need to be urgently and rigorously appraised to assure their effectiveness and to assess their impact on social exclusion and health inequalities.

[The Early Impact of the Covid-19 Emergency on Mental Health Workers: A Survey in Lombardy, Italy](#)

International Journal of Environment Research and Public Health 20(17), 2020
Lombardy was the epicenter of the Covid-19 outbreak in Italy, and in March 2020 the rapid escalation in cases prompted the Italian Government to decree a mandatory lockdown and to introduce safety practices in mental health services. The general objective of the study is to evaluate the early impact of the Covid-19 emergency and quarantine on the well-being and work practices of mental health service personnel and professionals.

[A role for lived experience mental health leadership in the age of Covid-19](#)

Journal of Mental Health 29(3), June 2020
In 2020 an invisible assassin has swept across the world, creating chaos, confusion and uncertainty. Covid 19 has taken

many people's health, some people's lives and the lives of loved ones. It has destroyed livelihoods and put the financial futures of billions at risk. We are helpless, there is nothing to fight back with. We are trapped, we have to stay in our homes. We are physically isolated, our usual freedoms and way of life suspended. As a result, our ability to enact fight or flight is inhibited, increasing the likelihood of lasting impacts on mental wellbeing (van der Kolk, 2014). Life as we know it, at least for a time, has changed so significantly we are reimagining our futures in a variety of ways, with no idea what's really in store for us. We are collectively holding our breath, fearing the worst and hoping for the best.

[Psychiatric-mental health nursing leadership during coronavirus disease 2019 \(COVID-19\)](#)

Journal of Psychiatric and Mental Health Nursing 28, May 2020
The United States is experiencing a public health crisis, unlike anything the nation has encountered in modern history. As of mid-May 2020, there are over 1.3 million confirmed cases of coronavirus disease 2019 (COVID-19) and over 79,000 deaths in the United States (Centers for Disease Control and Prevention, 2020). Numbers of infections and deaths are expected to increase exponentially. This crisis has implications for psychiatric-mental health nurses, as the consequences of COVID-19 can result in mental health problems among both the general public and nursing workforce.

Education and Training

[Competency-based training and supervision: development of the WHO-UNICEF Ensuring Quality in Psychosocial and Mental Health Care \(EQUIP\) initiative](#) Abstract only*

The Lancet Psychiatry 12(1), January 2025

Globally, there has not been a standardised approach to ensure that the growing number of people who are not licensed clinicians but are delivering psychological interventions and mental health services have the competencies to deliver those interventions and services safely. Therefore, WHO and UNICEF developed Ensuring Quality in Psychosocial and Mental Health Care (EQUIP). EQUIP is a free resource with a digital platform that can be used to guide competency assessment.

[Evaluation of a novel co-designed and co-delivered training package to de-escalate violence and aggression in UK acute inpatient, PICU and forensic mental health settings](#)

Journal of Psychiatric and Mental Health Nursing 31(6), 2024
WHAT IS KNOWN ON THE SUBJECT?: Clinical guidelines and staff training recommend using de-escalation over restrictive practices, such as restraint and seclusion. Evidence suggests that restrictive practices continue to be used frequently despite training. This suggests a lack of impact of existing staff de-escalation training.

[Development and evaluation of a de-escalation training intervention in adult acute and forensic units: the EDITION systematic review and feasibility trial](#)

Health Technology Assessment 28(3), 2024

Containment (e.g. physical restraint and seclusion) is used frequently in mental health inpatient settings. Containment is associated with serious psychological and physical harms. De-escalation (psychosocial techniques to manage distress without containment) is recommended to manage aggression and other unsafe behaviours, for example self-harm. All National Health Service staff are trained in de-escalation but there is little to no evidence supporting training's effectiveness.

[Evaluating the effectiveness of trauma-informed care training delivered to staff in community Older Adult Mental](#) Abstract only*
Mental Health Review Journal 29(2), 2024

Purpose: By older adulthood, the majority of individuals will have experienced at least one traumatic event. Trauma-informed care (TIC) is proposed to improve effectivity of health-care provision and to reduce likelihood of services causing retraumatisation. This study aims to assess the effectiveness of staff training in TIC in older adult services.

[Evaluation of a new online cognitive remediation therapy \(CIRCuiTSTM\) training for mental health professionals](#)

Psychology and Psychotherapy 97(2), 2024

OBJECTIVE Cognitive remediation (CR) improves cognition and aids recovery in people with psychosis. An active therapist provides increased benefit, but CR training for therapists is not routinely available, so CR has limited scalability. This study describes the development and evaluation of the first online CR therapist training programme.

['It Is Good to See the Person As a Whole Person and... Continue to Improve Our Psychologically Informed Working': A Thematic Analysis of Clinical Psychology Trainee Placements in Homelessness Settings](#)

Health Expectations : An International Journal of Public Participation in Health Care and Health Policy 27(3), 2024

OBJECTIVES The National Framework for Inclusion Health identified the need for collaborative action between the NHS and third sector health to improve access and outcomes for Inclusion Health groups. Clinical psychology trainee placements in homelessness settings could be a valuable pathway to improving access to psychological support for people experiencing homelessness and the provision of clinical services, which is key

to developing the workforce and a catalyst for the future recruitment of clinical psychologists in the third sector.

[What are nurse practice assessors' priorities when assessing student mental health nurses? A qualitative content analysis](#)

Nurse Education in Practice 72, 2023

BACKGROUND UK healthcare policy has observed over a decade of changes that has focussed on healthcare staffs' professional values as a marker for safe, high-quality care In 2018 the regulatory body for nursing and midwifery introduced several new proficiencies, with an emphasis on physical health assessment. However, a global debate has since surfaced regarding the generification of nurse education, which has been thought to have eroded field specific skills in mental health nursing. AIM To explore the priorities of practice assessors, articulated within the open comments written within online practice assessment documents.

[Addressing equality, diversity and inclusion as part of CBT training: A course evaluation study](#)

The Cognitive Behaviour Therapist 16, 2023

It is widely documented that Black, Asian and Minority Ethnic (BAME) communities experience poorer mental health, and have a poorer experience of mental health services. Therapists delivering cognitive behavioural therapy (CBT) in services such as NHS Talking Therapies Services for Anxiety and Depression, are working with increasingly diverse client groups, but treatment access and recovery rates remain below what they should be compared with the White British population. Previous research indicates that CBT therapists may not receive appropriate training that allows them to develop the skills required to work effectively transculturally. The present study therefore aimed to evaluate a CBT training programme within this context, from the perspective of previous course graduates.

[Developing a clinical academic career pathway in a Community and Mental Health NHS Trust](#)

Journal of Research in Nursing 28(1), 2023

Aim: To describe the initial development of a CA career pathway for nurses, AHPs and other healthcare professionals in a Community and Mental Health NHS Trust. Conclusion: The ongoing development of innovative CA opportunities in the Trust, alongside greater support for staff interested in pursuing CA careers, has resulted in a growing number of individuals successful in developing as CAs. This has led to a growth in research culture in the organisation and a greater understanding of what CA staff can bring to patient care, the clinical service and the wider organisation.

[Impact of Cofacilitated, Collaborative, Recovery-Oriented Practice Training on Clinical Mental Health Workforce Competencies](#)

Psychiatric Services 74(10), 2023

Objective: The authors aimed to evaluate the impact of a staff development training program informed by the collaborative recovery model (CRM) on staff outcomes in the largest implementation of CRM undertaken by a public clinical mental health service. Conclusions: The cofacilitated CRM staff development program achieved significant changes in staff knowledge, attitudes, skills, and confidence and changes in language related to recovery. These results suggest that implementing collaborative, recovery-oriented practice in a large public mental health program is feasible and can result in broad and sustainable change.

[Psychiatric ward staff experience of working with patients who hear voices and their views on voice simulation training: a qualitative study](#) Abstract only*

Journal of Psychiatric Intensive Care 18(2), 2022

The present study aimed to qualitatively investigate ward staff experience of working with voice hearers and their perspectives on simulation training. Conclusion: Lack of subjective understanding and clinical confidence was linked to training limitations, but skills-based simulation training was endorsed as a valuable method to improve staff understanding, confidence, and quality of care.

[Building a trauma-informed national mental health workforce: Learning outcomes from use of the core curriculum on childhood trauma in multidisciplinary practice settings](#)

Psychological Trauma: Theory, Research, Practice & Policy 14(8), 2022

Objective: The impact of trauma on mental and physical health has long been recognized as a significant public health issue, yet there has been little unanimity about how to best develop a trauma-capable national workforce. The Core Curriculum on Childhood Trauma (CCCT) is being used to train a wide variety of mental health professionals and child-serving staff; however, prior data on its effectiveness have been limited to small pilot studies with master's in social work students. Conclusions: The consistency of positive outcomes across a wide variety of training formats and audiences demonstrates that the CCCT can be implemented successfully in diverse practice settings and thus can be a useful tool for building a trauma-capable, multidisciplinary national mental health workforce.

[Mental health nursing education in undergraduate and postgraduate programs: Time for change](#) Full text available with NHS OpenAthens account*

Australian Nursing & Midwifery Journal 26(9), January 2020

The article recognizes the need for changes in the approach for mental health nursing education in undergraduate and

postgraduate programs in Australia. Topics discussed include the common occurrence and impact of mental illness as documented by media exposure and anti-stigma campaigns, underrepresentation of mental health nursing, and the crisis in the mental health workforce which deters nursing students from a career in this field.

[Development of a training programme for primary care mental health staff to support management of depression and anxiety in long-term conditions](#)

Primary Healthcare Research & Development 20, January 2019
Aim: We aimed to develop, deliver and evaluate a brief training programme for primary care mental health staff in NW London focussing on long-term physical health conditions (LTCs). The objective was to improve participants' knowledge, understanding and confidence (self-efficacy) in providing effective support to people with LTCs. The second objective was to develop an online version to be made available more widely. Findings: Mental health staff (n=60) reported limited knowledge, understanding and confidence before the workshop, underlining the need for training. Knowledge of LTCs improved significantly following training ($P<0.0001$), along with awareness of the impact of poor psychological wellbeing on physical health ($P<0.05$) and the role of psychological therapies in supporting people with LTCs ($P<0.0001$). Self-efficacy also improved ($P<0.001$). Online training was accessed by 894 participants in the first six months and 187 provided feedback via the evaluation questionnaire. Responses indicated that participants found the training useful (88%), interesting (91%) and easy to understand (97%).

Leadership

[Changing leadership, management and culture in mental health trusts](#) Full text available with NHS OpenAthens account*
Mental Health Review Journal 28(1), 2023

Purpose: This study aims to explore how leadership, management practices and organisational cultures have changed in low and high-performing mental health (MH) providers between 2015 and 2020 in the English National Health Service. Findings: The authors found major differences regarding leadership, management and organisational culture between low and high performing MH providers in 2015/2016, and that the differences had diminished considerably by 2019/20. In 2015/16, low performing providers were characterised by a "top-down" style of leadership, centralised decision-making and "blame cultures". In contrast, the high performing providers were characterised as having more distributed, collaborative and inclusive styles of leadership/management, with open and supportive cultures. As the low performing providers changed and adapted their styles of leadership and management and organisational culture over the five-year period, they more closely resembled those of the high performing trusts.

Multidisciplinary teams

['We didn't realise how much we needed you'. Speech and language therapy provision in adult mental health settings](#)
Abstract only*

Advances in Mental Health 22(2), 2024

Objective Communication is fundamental to mental health services for every patient, caregiver and clinician interaction. Without adequate communication skills, the aspiration to inclusion, engagement and recovery is likely to fail. Speech and language therapists provide specialist knowledge directly with

patients, and indirectly via clinicians and caregivers. The objective of this study was to explore current UK provision and practice of speech and language therapists supporting working age adults with mental health conditions.

[Mapping the Matrix: Understanding the Structure and Position of Social Work in Mental Health Services in England and Wales](#)

British Journal of Social Work 52(6), 2022

Social work is one of the core professions within mental health services in the UK, though its position as local authority 'outsider' excludes it from health-based workforce planning, leaving the exact national composition of mental health social work shrouded in mystery. In the context of increasing demand and limited resources, this lack of clarity precludes effective use of the mental health workforce. This study aimed to map the provision of mental health social work across England and Wales.

[Mental health social work in multidisciplinary community teams: An analysis of a national service user survey](#)

Journal of Social Work 21(1), January 2021

Summary: The article addresses the continued lack of clarity about the role of the mental health social worker within community mental health teams for working age adults and particularly the limited evidence regarding this from the perspective of service users. It compares findings from the literature, found to originate from a predominantly professional viewpoint, with secondary analysis of a national survey of service users to assess their views.

New roles

[Can a new role, the \(Trainee\) Associate Psychological Practitioner \(T/APP\), add value in General Practice? Results from the pilot year evaluation](#)

Primary Health Care Research & Development 23, 2022

The deployment of (Trainee) Associate Psychological Practitioners (T/APPs) to deliver brief psychological interventions focusing on preventing mental health deterioration and promoting emotional wellbeing in General Practice settings is a novel development in the North West of England. As the need and demand for psychological practitioners increases, new workforce supply routes are required to meet this growth. To evaluate the clinical impact and efficacy of the mental health prevention and promotion service, provided by the T/APPs and the acceptability of the role from the perspective of the workforce and the role to T/APPs, patients and services.

[Emerging roles for peer providers in mental health and substance disorders](#)

American Journal of Preventative Medicine 54(6), June 2018

The purpose of this study was to identify and assess states with best practices in peer provider workforce development and employment. They found that peer providers are a rapidly growing workforce with considerable promise to help alleviate behavioural health workforce shortages by supporting consumers in attaining and maintaining long-term recovery.

[Peer workers in the behavioural and integrated health workforce: opportunities and future directions](#)

American Journal of Preventative Medicine 54(6), June 2018

This article describes the experiences that organisations and their workforce, including peer workers, encounter as they integrate peer support services into the array of behavioural health sciences.

New ways of working

[A Systematic Review and Narrative Synthesis Examining the Facilitators and Barriers of Psychological Intervention Delivery in Crisis Resolution Home Treatment Teams](#)

Clinical Psychology & Psychotherapy 31(4), 2024

Mental health crisis rates in the United Kingdom are on the rise. The emergence of community mental health models, such as Crisis Resolution Home Treatment Teams (CRHTTs), offers a vital pathway to provide intensive assessment and treatment to individuals in their homes, including psychological interventions.

[A service mapping exercise of four health and social care staff mental health and wellbeing services, Resilience Hubs, to describe health service provision and interventions](#)

BMC Health Services Research 24(1), 2024

NHS England funded 40 Mental Health and Wellbeing Hubs to support health and social care staff affected by the COVID-19 pandemic. We aimed to document variations in how national guidance was adapted to the local contexts of four Hubs in the North of England.

[The concept of Service Model Fidelity in Talking Therapies](#)

The Cognitive Behaviour Therapist 17, 2024

The concept of Service Model Fidelity is considered as a parallel process to Treatment Fidelity in evidence-based psychological therapies. NHS Talking Therapies (formerly IAPT) aimed to increase access to an expanded, upskilled workforce on a national scale. This included systematic training, supervision and front-line service delivery, emphasising treatment fidelity to evidence-based interventions. A further feature of NHS Talking Therapies was modernising and restructuring of the health system that housed these trained practitioners.

[Monthly engagement with EIP keyworkers was associated with a five-fold increase in the odds of engagement with psychosocial interventions](#)

BMC Psychiatry 24(1), 2024

Early intervention in psychosis (EIP) supports people who are experiencing their first episode of psychosis (FEP). A new Model of Care (MoC) for EIP services was launched in Ireland in 2019. Three EIP demonstration sites were chosen to test this MoC through a hub and spoke approach.

[Remote consultations in mental health: collaborative evaluation applying learning health systems thinking](#)

BJPsych Bulletin, 2024

AIMS AND METHOD A collaborative evaluation of remote consultations in mental health services was undertaken by mental health service providers, experts by experience, academic institutions and a Health Innovation Network in south London, UK. 'Learning healthcare systems' thinking was applied.

[Care models for coexisting serious mental health and alcohol/drug conditions: the RECO realist evidence synthesis and case study evaluation](#)

Health Technology Assessment 28(67), 2024

People with severe mental illness who experience co-occurring substance use experience poor outcome including suicide, violence, relapses and use of crisis services. They struggle to access care and treatment due to a lack of an integrated and co-ordinated approach which means that some people can fall between services. Despite these concerns, there is limited evidence as to what works for this population.

[Remote consultations in community mental health: A qualitative study of clinical teams](#) Abstract only*

Journal of Psychiatric and Mental Health Nursing 31(5), 2024

Responding to COVID-19, community mental health teams in the UK NHS abruptly adopted remote consultations. Whilst they have demonstrable effectiveness, efficiency, and economic benefits, questions remain around the acceptability, feasibility and medicolegal implications of delivering community mental health care remotely.

[Stakeholder views on the design of National Health Service perinatal mental health services: 360-degree survey](#)

BJPsych Bulletin 48(1), 2024

AIMS AND METHOD At the start of a new community perinatal mental health service in Scotland we sought the opinions and aspirations of professional and lay stakeholders. A student elective project supported the creation of an anonymous 360-degree online survey of a variety of staff and people with lived experience of suffering from or managing perinatal mental health problems. The survey was designed and piloted with trainees and volunteer patients

[New ways of working in psychology: evaluating a pilot of the clinical associate psychologist apprenticeship on an acute mental health ward](#) Abstract only*

Journal of Psychiatric Intensive Care 18(2), 2022

Aim: Acute mental health wards have been criticised for being untherapeutic. NHS England aims to move towards therapeutic wards by increasing psychological practitioner staffing. The new clinical associate psychologist (CAP) role may provide a cost effective way of enhancing existing psychological therapies teams. **Conclusion:** CAPs provide a cost effective way of improving access to psychological interventions on acute wards. CAPs may offer a way for psychology to become more present on acute wards and better integrated into staff teams.

[Implications for mental health workforce strategy, professional training and supervision of more widespread adoption of the multi-professional Responsible Clinician role: Results of a qualitative inquiry](#)

International Journal of Law and Psychiatry 76, 2021

The study aimed to explore nurse and psychologist perspectives on becoming a Responsible Clinician in the context of their limited uptake of the role and calls for an increase in advanced practice roles within mental health. If mental health service provider organisations adopt this extended role more widely then role-specific support and supervision arrangements should be in place as part of a coherent workforce strategy. This is particularly important given the legal and ethical responsibilities of the Responsible Clinician.

[Social integration in mental health rehabilitation services: new roles to enhance effectiveness and sustainability](#) Abstract only*

Mental Health Practice, November 2018

This article gives an overview of an innovative mental health worker role in an inpatient mental health rehabilitation team. It explains how the role was developed, received and evaluated and argues for the increased use of the creative support worker role.

[Improving collaboration between primary care and mental health services](#) Abstract only*

The World Journal of Biological Psychiatry 20(10), June 2018

This position paper aims to build upon previous work to identify the key role primary care providers play in delivering mental health care and present a global framework for enhancing mental health care delivered within primary care.

[Exploring the value of mental health nurses working in primary care in England: a qualitative study](#) Abstract only*

Journal of Psychiatric and Mental Health Nursing 26(6), August 2017

Emerging models of providing mental health services in primary care are poorly understood. This paper evaluates a mental health nurse-led Primary Care Liaison Service (PCLS), developed in 2011 in inner London.

[National survey of nurse prescribing in mental health services: a follow-up 6 years on](#) Abstract only*

Journal of Psychiatric and Mental Health Nursing 23(6-7), August 2016

The survey found that the number of nurse prescribers has increased over the last few years. Nurse prescribers are increasingly prescribing in a form ('independent prescribing') that makes them independently responsible for prescribing decisions without working to a plan laid out by a doctor.

[New ways of working in UK mental health services: developing distributed responsibility in community mental health teams?](#)

Abstract only*

Journal of Mental Health 25(2), 2016

The paper examines the introduction and operation of a number of support roles in mental health services in the context of concerns about the effectiveness of Community Mental Health Teams (CMHTs).

[Experience of Psychiatric Mental Health Nurse Practitioners in Public Mental Health](#) Abstract only*

Nursing Administration Quarterly 40(3), 2016

This paper from the US examines how, despite the introduction of the Accountable Care Act which meant greater access to mental health treatments, there has been no significant increase

in the mental health workforce. The article reports qualitative results from a study assessing barriers and best practice in the use of Psychiatric Mental Health Nurse Practitioners (PMHNPs).

Recruitment, Retention and Supply

[Understanding the experiences of transition for newly qualified mental health nurses and their potential to stay in the role: A qualitative exploration](#)

Nurse Education in Practice 80, 2024

AIM To understand the experiences of transition from the perspective of newly qualified mental health nurses and the impact this may have on their potential to remain in the role. BACKGROUND During the transitional period following registration newly qualified nurses experience feelings of being overwhelmed and shock. Internationally there is limited research on factors influencing transitional experiences in the field of mental health.

[Are efforts to recruit to psychiatry closing the stable door after the horse has bolted? Knowledge and attitudes towards a career in psychiatry amongst secondary \(high\) school students: a UK-based cross-sectional survey](#)

Journal of Mental Health 33(1), 2024

Internationally there is a shortage of psychiatrists, whilst clinical psychology training is generally oversubscribed. School students interested in psychological health may not be aware of the possibility of studying medicine before specialising in psychiatry. This has implications for the mental health workforce.

[Role of clinical attachments in psychiatry for international medical graduates to enhance recruitment and retention in the NHS](#)

BJPsych Bulletin 48(3), 2024

Aims and method: There are numerous challenges in the recruitment and retention of the medical workforce in psychiatry. This mixed-methods study examined the role of psychiatry clinical attachments for international medical graduates (IMGs) to enhance recruitment and retention.

[Building resilience in the Improving Access to Psychological Therapy \(IAPT\) Psychological Wellbeing Practitioner \(PWP\) role: A qualitative grounded theory study](#)

Behavioural and Cognitive Psychotherapy 52(2), 2024

Aim: Staff retention, particularly in the Psychological Wellbeing Practitioner (PWP) workforce, has historically been challenging for Improving Access to Psychological Therapy (IAPT) services. This study sought to develop an explanatory model of the resilience-building process in PWPs working within the IAPT programme.

[Factors affecting the retention of mental health occupational therapists in the uk: A qualitative study with framework analysis](#)

Occupational Therapy in Mental Health, November 2024

Addressing staff retention in the UK National Health Service is crucial. This study used interviews to investigate the factors influencing mental health occupational therapists (MHOTs) decisions to leave or remain in their positions in the UK National Health Service. Framework analysis was employed to analyze the data, focusing on how roles and organizational conditions affect job satisfaction and MHOT retention. The findings highlight that effective strategies should focus on empowering MHOTs with greater autonomy, improving communication with management, and providing high-quality training and supervision.

[Realist synthesis of factors affecting retention of staff in UK adult mental health services](#)

BMJ Open 19(13), 2023

This review aims to conduct a realist synthesis to explore evidence from published studies, together with stakeholder involvement to develop programme theories that hypothesise how and why retention occurs in the mental health workforce and identify additional evidence to explore and test these theories thereby highlighting any persistent gaps in understanding.

Conclusions: Organisational culture was found to have a key underpinning effect on retention of mental health staff. This can be modified but staff need to be well supported and feel involved to derive satisfaction from their roles. Manageable workloads and being able to deliver good quality care were also key.

[Exploring the role of psychological need fulfilment on stress, job satisfaction and turnover intention in support staff working in inpatient mental health hospitals in the NHS: a self-determination theory perspective](#)

Journal of Mental Health 31(5), 2022

The study investigated whether psychological need satisfaction predicted stress, turnover intention and job satisfaction in health care assistants (HCA) working in inpatient mental health hospitals in the United Kingdom including full time (FT) and temporary agency worker (TAW) staff. Recommendations are made to explore experiences of (and barriers to) autonomy and relatedness in inpatient HCA staff to target and improve autonomy and relatedness in this workforce. Implications of doing so are considered at a staffing, organisational and patient level.

[Understanding the factors that affect retention within the mental health nursing workforce: a systematic review and thematic synthesis](#)

International Journal of Mental Health Nursing 30(6), 2021

This review set out to identify the individual factors that affect the retention of MHNs.

[Who wants to be an Approved Mental Health Professional?](#)

King's College London, September 2018

This research identifies changes that could help break down some of the barriers to the eligible health professionals taking on the AMHP role.

[Strengthening mental health nurses' resilience through a workplace resilience programme: a qualitative inquiry](#)

Abstract only*

Journal of Psychiatric and Mental Health 25(5-6), June 2018

This qualitative study is the first study to report mental health nurses' perspectives and experiences on a workplace resilience programme.

[Expanding the mental health workforce in China: narrowing the mental health service gap](#)

Psychiatric Services 68 (10), October 2017

This column focuses on China's ongoing efforts to develop its mental health workforce to ensure a sustainable supply of psychiatrists and allied mental health professionals.

[Recruit and retain: planning to expand the mental healthcare workforce](#) Abstract only*

British Journal of Nursing 26(19), October 2017

Emeritus Professor Alan Glasper, University of Southampton, discusses an initiative by the then health secretary Jeremy Hunt to expand the mental health workforce of the NHS in England.

[Building the mental health workforce capacity needed to treat adults with serious mental illnesses](#)

Health Affairs 35(6), June 2016

This US paper considers four policy recommendations to reinvigorate the mental health workforce to meet rising mental health care demand by adults with serious mental illnesses.

[Psychiatric mental health nursing workforce agenda: optimising capabilities and capacity to address workforce demands](#)

Abstract only*

Journal of the American Psychiatric Nurses Association 22(2), 2016

This article develops a psychiatric mental health (PMH) nursing workforce agenda in light of demand generated by new models of care and the capacity/ capabilities of the PMH RN and advanced practice nurse (APN) workforce.

Staff views, perceptions, and experiences

[Stakeholder perspectives on continuous observation in inpatient psychiatric wards](#) Abstract only*

Journal of Psychiatric and Mental Health Nursing 31(6), 2024

Continuous observation is often used in mental health wards to support the safety of service users, where they will be constantly watched by a member of staff. Evidence suggests that continuous observations may be unhelpful and restrictive, but not enough is known about the practice or the best ways to improve it.

[Staff support for workplace trauma: a freedom of information act request survey for NHS trusts providing mental health care in England](#)

Journal of Mental Health 33(6), 2024

Workplace trauma in mental health settings is defined as exposure to verbal and physical aggression, witnessing self-harm or hearing about patients' histories of abuse. Support for workplace trauma is important for staff well-being, staff retention

and ultimately patient care. Assessing the extent and adequacy of staff support for workplace trauma in mental health settings is important in identifying areas of need and good practice.

["To tell you the truth I'm tired": a qualitative exploration of the experiences of ethnically diverse NHS staff](#)

BMJ Open 14(1), 2024

The aim of this paper was to explore the experiences and support needs of ethnically diverse healthcare staff and how they were affected by the COVID-19 pandemic. A qualitative study using focus groups conducted remotely on Microsoft Teams. The study took place across 10 National Health Service Trusts in England; 5 were Acute Hospitals Trusts and 5 were Community and Mental Health Trusts. PARTICIPANTS 55 participants across 16 focus groups took part in the study. Participants were all healthcare staff members from ethnically diverse backgrounds.

[Adult mental healthcare professionals' experiences of family centred conversations with patients who are parents: a qualitative study](#)

Frontiers in Psychiatry 15, 2024

Many parents with a mental illness report a desire for both recognition of their parental role and support for themselves and their children. However, parents are often fearful of negative judgements from professionals about their ability to be a parent, which inhibits raising concerns about their children with clinical teams. Consequently, an essential first step to supporting families is for professionals to proactively identify which patients are parents, although evidence indicates this is not consistently part of services. Professionals could play a pivotal role in guiding parents about how to talk to their children about their mental illness; this in turn can facilitate family functioning and enable children to access evidence-based interventions.

[An interpretative phenomenological analysis of the experience of the therapeutic relationship between service users and staff after physical restraint in a secure mental health service](#)

The International Journal of Forensic Mental Health 23(2), 2024
Restrictive interventions, such as physical restraint, should be a last resort for managing imminent risk. There has been growing recognition of the harmful effects of them, for both staff and service users. Limited research has considered the impact of physical restraint on the therapeutic relationship between staff and service users. The aim of this research was to address this gap in the literature and explore both service user and staff perspectives of the therapeutic relationship after physical restraint, in a UK-based service that provides low and medium secure care for adults. Ten semi-structured interviews were conducted with five service users and five staff members.

[The experiences and perspectives of older adult mental health professional staff teams when supporting people with young-onset dementia](#) Abstract only*

Dementia 23(4), 2024

The diagnosis of young-onset dementia presents significant challenges both for the person and their families, which often differ from the challenges faced with late-onset dementia. Evidence of the experience of service users and carers tends to reveal a negative appraisal of the care received, citing longer diagnosis times, poor clinician knowledge and lack of age-appropriate care. However, evidence looking into staff experiences of supporting someone with young-onset dementia is relatively scarce. The aim of this study was to explore the experiences and reflections of health and social care staff who support people with young-onset dementia within older adult mental health services, and whether their knowledge of the systems they work in could reveal the existence of barriers or facilitators to young-onset dementia care.

[Experiences of clinical staff who work with patients who self-harm by ligature: An exploratory survey of inpatient mental health service staff](#)

Journal of Psychiatric and Mental Health Nursing 31(3), 2024

Introduction: Self-harm by ligature is a common form of self-harm within inpatient mental health services in England, where most suicides within inpatient settings involve hanging or suffocation. However, little research has examined the experiences of staff members working with this method of self-harm. Aim: We explored the experiences of clinical staff who work with patients who self-harm by ligature.

[Walking a tightrope: Ethical tensions in managing severe self-harm in a forensic mental health unit for young people](#)

Journal of Forensic Psychiatry & Psychology, 2024

While there is extensive research on how general mental health professionals respond to self-harm (SH) by adults, there is comparatively little research on the management of severe SH in forensic mental health settings for young people. This study aimed to explore how different professionals make decisions on managing SH in this population.

[The “Team Tree” Professional Tree of Life intervention: Development and evaluation within the acute inpatient psychiatric setting](#) Abstract only*

Mental Health Review Journal 29(2), 2024

Mental health staff often experience significant levels of stress working in the acute psychiatric inpatient setting. Team-building interventions can mitigate stress in health-care settings, via improvements in team-cohesion, staff interactions and communication skills. The Tree of Life(ToL) is a specific narrative therapy approach which uses the metaphor of a tree to facilitate the construction and sharing of strength-based stories. This

study aims to describe the development of and evaluate the feasibility, acceptability and staff experiences of the Team Tree, an adapted Professional ToL (PToL) intervention.

[Exploring the psychosocial and wellbeing needs of staff accessing trauma support in forensic mental health services in the UK: Relations with demographic, occupational and trauma event characteristics](#) Full text available with NHS OpenAthens account*

The International Journal of Forensic Mental Health 23(2),2024

Healthcare professionals in secure psychiatric services are frequently exposed to service user distress and aggression. Consequently, staff trauma services (STS) have been developed to mitigate the detrimental impact of these experiences. Whilst the increased focus on occupational wellbeing is welcomed, such services have typically evolved in the absence of robust investigations exploring the breadth of the trauma-related needs of healthcare professionals (HCPs). This study explored the profiles of staff referred to an STS and the sequelae of physical and psychological incidents, with a view to improving understanding of need and informing the provision of STSs.

[The cycle of acceptance: Mental health professionals' experience of workplace violence in a UK community mental health team](#) Abstract only*

Mental Health Review Journal 29(3), 2024

Violence and aggression against mental health professionals is a global concern with well-documented consequences. In the UK, mental health care is increasingly delivered in the community, yet little research has explored practitioner experiences of workplace violence (WPV) outside of inpatient settings. This study aimed to explore how mental health professionals in a UK community mental health team (CMHT) perceive, experience and cope with WPV.

[Experiences of delivering and receiving mental healthcare in the acute hospital setting: a qualitative study](#)

BMC Health Services Research 24(1), 2024

Recent investment in UK liaison psychiatry services has focused on expanding provision for acute and emergency referrals. Little is known about the experiences of users and providers of these services. The aim of this study was to explore the experiences of users of acute liaison mental health services (LMHS) and those of NHS staff working within LMHS or referring to LMHS. A secondary aim was to explore the potential impact of a one-hour service access target on service delivery.

[Analysis of a nursing survey: Reasons for compromised quality of care in inpatient mental health wards](#)

International Journal of Mental Health Nursing 33(1), 2024

Current evidence suggests understaffing is related to poor quality and missed care in a global context, but this relationship is complex. There is also a research gap for quality in mental health care in the United Kingdom that includes a wider set of patient outcomes. This paper aims to investigate RMN's perception of quality of care on their last shift, their self-reported reasons for compromised care and potential impact on patient outcomes.

['Helper' or 'punisher'? A qualitative study exploring staff experiences of treating severe and complex eating disorder presentations in inpatient settings](#)

Journal of Eating Disorders 11(1), 2023

BACKGROUND Eating disorders have been described as challenging to treat, with the most severe cases requiring inpatient admission. Previous studies have explored staff's perspectives on eating disorders and service provision. However, little is currently known about how staff experience

working with severe and complex eating disorder presentations in inpatient settings and how they may be impacted by their work.

[Exploring mental health nurses' experiences of assault by patients in inpatient settings](#) Abstract only*

Mental Health Practice, 2023

Why you should read this article: • To recognise the extent and harmful effects of patient violence against mental health nurses • To explore the factors that may contribute to patient violence against nurses in mental health inpatient settings • To enhance your understanding of why nurses may be reluctant to share or report assaults by patients.

[The introduction and development of a mental health integrated support unit within an English prison: clinical, care staff and operational officer perspectives](#) Full text available with NHS

OpenAthens account*

Journal of Forensic Practice 25(1), 2023

This study aims to report on a commissioned evaluation around the introduction and development of an HMP Mental Health Unit, named the integrated support unit (ISU), in the North of England. This study's section of the wider evaluation focuses on the early team building, working practice and development of mental health registered nurses, other care staff and OOs within the ISU.

[Social shaming and bullying of mental health staff by patients: A survey in a mental health centre](#) Abstract only*

Journal of Psychiatric & Mental Health Nursing 30(2), 2023

Aim: To examine the associations between exposure to social shaming and bullying by patients, the risk appraisal of negative impact of this behaviour, burnout, professional functioning and intention to leave among mental health workers. Conclusions:

The phenomenon of shaming and bullying of mental health workers by patients is common and is associated with lower functioning and higher burnout, which have a negative impact on the patient-caregiver interaction

["The team needs to feel cared for": staff perceptions of compassionate care, aids and barriers in adolescent mental health wards](#)

BMC Nursing 21(206), 2022

Compassion is vital in healthcare. Current understandings of the nature of compassionate care, its aids and barriers, are more theoretically developed than grounded in staff experience. This study explores staff perceptions of compassionate care in child and adolescent mental health wards.

[Factors affecting high secure forensic mental health nursing workforce sustainability: Perspectives from frontline nurses and stakeholders](#)

Journal of Psychiatric and Mental Health Nursing 28(6), 2021

Aim: To identify factors affecting recruitment and retention in high secure hospitals, from the perspectives of stakeholders with experience in forensic mental health nursing.

[Supporting the Sharing of Mental Health Challenges in the Workplace: Findings from Comparative Case Study Research at Two Mental Health Services](#)

International Journal of Environmental Research and Public Health 6(18), Dec 2021

Personal experience with mental health (MH) challenges has been characterized as a concealable stigma. This study employed a comparative case study design to explore the sharing of MH challenges in two Australian MH services. We conducted qualitative analyses of interviews with staff in direct service delivery and supervisory roles, to determine factors

supporting safety to share. Workplace factors supporting safety to share MH challenges included: planned and unplanned "check-ins;" mutual sharing and support from colleagues and supervisors; opportunities for individual and team reflection; responses to and management of personal leave and requests for accommodation; and messaging and action from senior organizational leaders supporting the value of workforce diversity. Research involving staff with experience of MH challenges provides valuable insights into how we can better support MH staff across the workforce.

[Mental health practitioner experiences of engaging with service users in community mental health settings: A systematic review and thematic synthesis of qualitative evidence](#)

Journal of Psychiatric and Mental Health Nursing 27, December 2020

Engagement is regarded as important and beneficial for service users and mental health services. A universal definition of engagement is not yet fully agreed upon. WHAT THIS PAPER ADDS TO EXISTING KNOWLEDGE?: Based upon their experience, mental health staff use varied engagement approaches to fit with the changeable and unique needs of people who use services (service users). Mental health staff demonstrate qualities such as persistence and adaptability to successfully engage with service users.

[Great expectations: views and perceptions of professionalism amongst mental health services staff, patients and carers](#)

Journal of Mental Health 31(1), September 2020

AIMS This study sought to determine how the lived experience of patients, carers and healthcare professionals in mental health services align with medically defined, generic, professionalism standards. CONCLUSIONS Compared to a conventional medical

definition of professionalism, additional themes and differing emphases were observed for mental health and learning disability services. These findings should be used to inform the teaching and evaluation of professionalism, especially for staff pursuing mental health service careers.

Technology

[Attrition in Conversational Agent-Delivered Mental Health Interventions: Systematic Review and Meta-Analysis](#)

Journal of Medical Internet Research 26, 2024

Conversational agents (CAs) or chatbots are computer programs that mimic human conversation. They have the potential to improve access to mental health interventions through automated, scalable, and personalized delivery of psychotherapeutic content. However, digital health interventions, including those delivered by CAs, often have high attrition rates. Identifying the factors associated with attrition is critical to improving future clinical trials.

[Frontline professionals' use of and attitudes towards technology to support interventions for adolescents with depression symptoms: A mixed methods survey](#)

Clinical Child Psychology and Psychiatry 29(3), 2024

Depression is common in adolescence, and subthreshold symptoms even more so. Untreated, it is disabling. Yet, upscaling traditional clinic-based provision would be prohibitively expensive. We aimed to investigate frontline, non-specialist professionals' use of and attitudes towards technology to increase the availability of early help.

[Implementing a virtual reality-based intervention to support the wellbeing of mental health staff in the workplace: A mixed-methods pilot study](#)

Journal of Workplace Behavioral Health, 2024

Mental health staff experience high stress levels. Novel workplace stress-management interventions are needed. This study aimed to evaluate a virtual reality (VR)-based staff support intervention. Participants (N = 43) were a wide range of multidisciplinary mental health staff from outpatient and inpatient services at the South London & Maudsley NHS Foundation Trust.

[Utilization and effects of security technologies in mental health: A scoping review](#) Abstract only*

International Journal of Mental Health Nursing 32(6), 2023

Violence in healthcare is an urgent and increasing issue. Mental health settings are particularly affected, with severe negative impacts on staff, patients, and organizations. Security technologies could help maintain and improve safety in this field. However, knowledge of their utilization and effectiveness in mental health is lacking. A scoping review was conducted using the methodology recommended by the Joanna Briggs Institute to map research on the utilization and effects of security technologies in mental health, identify how research is currently performed, and highlight gaps in the existing knowledge.

[Virtual reality-based training for mental health staff: a novel approach to increase empathy, compassion, and subjective understanding of service user experience](#)

Advances in Simulation 7(1), July 2022

Mental health service users report that staff empathy is key to developing positive therapeutic relationships but promoting empathy in staff training is challenging. Staff may struggle to maintain their compassion, particularly in challenging settings, and have limited clinical confidence when treating conditions of

which they lack subjective understanding. Novel interventions are required to address these needs.

Upskilling and Workforce Development

[Mental Health Nurses' and Allied Health Professionals' Individual Research Capacity and Organizational Research Culture: A Comparative Study](#)

SAGE Open Nursing 10, 2024

Healthcare professionals have development needs related to their consumption, use, and practice of clinical research. Little is known about these issues in mental health services specifically. A survey of healthcare staff working in an NHS Mental Health and Disability Trust in England was conducted to describe research capacity and culture compared with previously reported samples, and to examine subgroup differences.

[Establishing mental health friendly pharmacies to assist in the early identification and support of older adults at risk of depression: The EMPATHISE pilot study](#) Abstract only*

Journal of the American Pharmacists Association 64(6), 2024

BACKGROUND Late-life depression (LLD) often goes underdiagnosed and undertreated. Community pharmacists are one of the most accessible and trusted healthcare professionals (HCPs) and may play a significant role in LLD screening. **OBJECTIVE** This study aimed to develop and pilot a pharmacist-delivered depression screening and referral service for older adults (≥ 65 years) at risk of depression, within community pharmacy.

[A Community Psychiatry Nurse Practitioner Fellowship: Preparing Nurse Practitioners for Mental Health Workforce Expansion](#)

Psychiatric Services 72(1), January 2021

The increasing need for psychiatry services in medically underserved communities has proven to be challenging for health care systems. Caring for this population is complex and can be overwhelming for the inexperienced provider. Proper utilization of psychiatric and mental health nurse practitioners in this setting can expedite meeting the mental health needs of the community. A postgraduate fellowship program that provides supervision and additional training specific to community psychiatry facilitates the transition from novice provider to experienced clinician while aiming to improve retention rates. In this Open Forum, the authors outline the structure of a federally qualified health center's Community Psychiatry Nurse Practitioner Fellowship.

[Creating a prepared mental health workforce: comparative illustrations of implementation strategies](#)

Evidence-based Mental Health 24(1), December 2020

Psychotherapy implementation must contend with the task of preparing a mental health workforce to provide the highest quality services to as much of a service population as possible, in high-income as well as low-to-middle income countries.

[Upskilling Mental Health Nurses to Address the Burden of Poor Metabolic Health: A Mixed Method Evaluation](#) Abstract only*

Issues in Mental Health Nursing 41(10), October 2020

People living with a severe mental illness experience a life expectancy gap compared to the rest of the population that is largely driven by preventable cardiovascular diseases stemming from lifestyle factors, and the side effects of psychotropic medications. Mental health nurses are well positioned to help

address the gap using lifestyle interventions. However, many nurses don't prioritise delivering such care, or lack the skills and confidence to implement these strategies. This study used a mixed method approach to determine the effectiveness of 2-day metabolic workshops that aimed to provide nurses with the skills to provide lifestyle interventions. This study demonstrates that education on metabolic health care can be effective in improving the attitudes, confidence, and knowledge of mental health nursing in providing metabolic health care and a decrease in the perceived barriers to delivering that care.

[Will We Be Ready? Preparing Psychiatric-Mental Health Nurses for Future Practice](#) Abstract only*

Journal of the American Psychiatric Nurses Association 26(1), 2019

OBJECTIVE: To review the challenges and issues facing educators as they prepare the psychiatric-mental health (PMH) nursing workforce to meet the needs of future practice.

CONCLUSIONS: PMH nursing education must evolve and transform to attract, appropriately educate and prepare students for practice, and meet the growing need for qualified practitioners as well as faculty members and preceptors.

[Early psychosis workforce development: core competencies for mental health professionals working in the early psychosis field](#)

Abstract only*

Early Intervention in Psychiatry 13(2), August 2017

The aim of this study was to identify the core competencies required of mental health professionals working in the early psychosis field, which could function as an evidence-based tool to support the early psychosis workforce and in turn assist early psychosis service implementation.

[Preparing the workforce for integrated healthcare: a systematic review](#) Abstract only*

Social Work in Health Care 56(10), 2017

This literature review was conducted to identify the knowledge and skills required for behavioural health consultants in integrated settings.

[Workforce development and mental health transformation: a state perspective](#) Full text available with NHS OpenAthens account*

Community Mental Health Journal 52, April 2016

This article reviews the progress of one state in systematically strengthening its workforce as part of a federally supported effort to transform mental health services.

Wellbeing and Burnout

[The Mental Wellbeing of Child and Adolescent Mental Health Service \(CAMHS\) Workers in England: A Cross-Sectional Descriptive Study Reporting Levels of Burnout, Wellbeing and Job Satisfaction](#)

Healthcare 12(4), 2024

In the UK, there has been a notable increase in referrals to specialist children's mental health services. This, coupled with shortages of qualified staff, has raised concerns about the escalating occupational stress experienced by staff in this sector. In this brief report, we present cross-sectional quantitative data from 97 staff members working in one Child and Adolescent Mental Health Service (CAMHS) in the UK during spring 2023, reporting on their wellbeing, job satisfaction, and burnout.

[The differential and accumulative impacts of self and other sources of moral injury on well-being in mental healthcare staff](#)

Abstract only*

International Journal of Workplace Health Management 17(2), 2024

Purpose: Research has established the prevalence and relevance of moral injury in healthcare workers, though less attention has been paid to the different classes of potentially morally injurious events (PMIEs) experienced by this population and their impact. This exploratory study sought to examine the frequency of self- and other-generated PMIE classes and their associations with demographic characteristics and well-being outcomes among mental healthcare staff.

[A scoping review of the literature pertaining to burnout and leadership in mental health clinicians](#) Full text available with NHS OpenAthens account*

Leadership in Health Services 36(3), 2023

This paper aims to explore what is known in the literature about leadership and burnout within mental health clinicians (MHC). The literature repeatedly demonstrated an association between leadership and burnout; transformational-leadership style, good quality supervision, supportive relationships, positive communication and fostering autonomy are areas of interest.

[Compassion fatigue in mental health nurses: A systematic review](#) Abstract only*

Journal of Psychiatric & Mental Health Nursing 29(4), 2022

This review is the first to evaluate the quantitative literature on compassion fatigue in mental health nurses. Research on compassion fatigue in mental health nurses does not accurately account for the unique care relationship between nurse and consumer. Competency-based education, strong mental health nurse leadership, positive organizational cultures, clinical supervision and reflection alongside individual self-care strategies may mitigate compassion fatigue.

[Job Burnout Among Mental Health Staff at a Veterans Affairs Psychosocial Rehabilitation Center](#) Full text available with NHS OpenAthens account*

Community Mental Health Journal 56(2), February 2020

Mental health providers who serve clients with severe mental illness may be particularly prone to job burnout given the nature of the work. This study examined levels of job burnout among mental health providers who serve clients with severe mental illness.

[Relationships between burnout, turnover intention, job satisfaction, job demands and job resources for mental health personnel in an Australian mental health service](#)

BMC Health Services Research 19 (62), January 2019

Burnout and employee turnover in mental health services are costly and can have a negative impact on service user outcomes. Using the Job Demands-Resources model as a foundation, the aim of this study was to explore the relationships between burnout, turnover intention and job satisfaction in relation to specific job demands and job resources present in the workplace in the context of one Australian mental health service with approximately 1100 clinical staff.

Workforce demographics

[Analysis of England's incident and mental health nursing workforce data 2015–2022](#)

Journal of Psychiatric and Mental Health Nursing 31(5), 2024

Introduction: There is a paucity of empirical data examining incidents and mental health nurses and the relationship between the two remains uncertain. Aim: Comparison of English national data for incidents and nursing workforce to examine recent trends.

[Psychiatric-mental health nursing workforce in 2018: Implications for the future](#) Abstract only*

Archives of Psychiatric Nursing 34(5), October 2020

The workforce was examined using the 2018 National Sample Survey of Registered Nurses to determine supply characteristics and perspectives of psychiatric-mental health nurses. The study looked at the success in achieving some of the workforce related recommendations of the Future of Nursing.

[The Current Psychiatric Mental Health Registered Nurse Workforce](#) Abstract only*

Journal of the American Psychiatric Nurses Association 25(1), 2019

To define and describe the current psychiatric mental health registered nursing (PMHN) workforce providing care for persons with mental health and substance use conditions, evaluate sources of data relevant to this workforce, identify additional data needs, and discuss areas for action and further investigation. CONCLUSIONS Although PMHNs are one of the largest groups in the behavioral health workforce, they are largely invisible in the psychiatric literature. Psychiatric nursing must correct misperceptions about the significance of the PMHN workforce and increase awareness of its importance among government agencies, large health care organizations, and within the broader nursing profession.

[The Psychiatric Mental Health Advanced Practice Registered Nurse Workforce: Charting the Future](#) Abstract only*

Journal of the American Psychiatric Nurses Association 25(1), 2019

AIMS To characterize the future Psychiatric Mental Health (PMH) Advanced Practice Registered Nurse (APRN) workforce in light of the high demand for psychiatric providers in all aspects of mental health service delivery. Over the past 20 years, there

has been significant growth of the PMH APRN workforce, a provider group capable of addressing mental health provider shortages. However, continued growth may be limited by anticipated retirements and traditional volume of graduations from PMH nurse practitioner (NP) programs. Optimum utilization of PMH APRNs in service delivery systems and State workforce planning may also be impeded by their frequent mischaracterized in federal reports and mental health workforce studies. CONCLUSION Recommendations are forwarded as to how best shape the educational pipeline to meet the current and emerging needs of American citizens for quality mental health care.

Workforce

[Growing the peer workforce in rural mental health and social and emotional well-being services: A scoping review of the literature](#)

The Australian Journal of Rural Health 32(6), 2024

Growing the mental health peer workforce holds promise for rural communities, but we currently lack an understanding of the guidance available to support the development, implementation and sustainability of this workforce in rural settings.

[Analysis of changes in the national mental health nursing workforce in England, 2011-2021](#)

Source: Journal of Psychiatric and Mental Health Nursing 30(5), 2023

Aim The aim of the study was to characterize changes in the MHN workforce, implementation of new nursing roles/skills and alignment with national policy. Method Analysis of nationally published workforce data, peer-reviewed publications and governmental policy/planning documents. Results Nurse numbers declined from 2011 to 2017, subsequently returning to near 2011 levels, but remaining below national targets. Nurses in

community settings increased to constitute more than half of all nurses, whilst inpatient numbers declined, although more slowly than bed numbers. The ratio between nurses and support workers changed due to more support workers in inpatient settings. New advanced skills and roles for nurses have increased, but are unevenly distributed, constituting a small proportion of the total workforce. Implications for Practice This paper provides a case study against which comparisons may be made with the nursing workforce in other countries and specialities. Even clear policy commitment to nursing growth may not deliver planned changes in numbers and introducing new roles may have uneven impact, especially in the absence of a robust evidence base.

[Are advanced clinical practice roles in England's National Health Service a remedy for workforce problems? A qualitative study of senior staff perspectives](#) Abstract only*

Journal of Health Services Research & Policy 27(2), 2022

Objective: A major issue facing all health systems is improving population health while at the same time responding to both growing patient numbers and needs and developing and retaining the health care workforce. One policy response to workforce shortages has been the development of advanced clinical practice roles. In the context of an English national policy promoting such roles in the health service, we explored senior managers' and senior clinicians' perceptions of factors at the organization level that support or inhibit the introduction of advanced clinical practice roles. The investigation was framed by theories of the diffusion of innovation and the system of professions.

[Utilizing the mental health nursing workforce: A scoping review of mental health nursing clinical roles and identities](#) Abstract only*

International Journal of Mental Health Nursing 31(4), 2022

This paper aimed to collate and synthesize published research on the clinical roles of mental health nurses in order to systematically clarify their professional identity and potential. We searched for eligible studies, published between 2001 and 2021, in five electronic databases.

[Securing a sustainable and fit-for-purpose UK health and care workforce](#)

Lancet, 2021

Approximately 13% of the total UK workforce is employed in the health and care sector. Despite substantial workforce planning efforts, the effectiveness of this planning has been criticised. Education, training, and workforce plans have typically considered each health-care profession in isolation and have not adequately responded to changing health and care needs. The results are persistent vacancies, poor morale, and low retention. Areas of particular concern highlighted in this Health Policy paper include primary care, mental health, nursing, clinical and non-clinical support, and social care. Responses to workforce shortfalls have included a high reliance on foreign and temporary staff, small-scale changes in skill mix, and enhanced recruitment drives.

[Strategies to boost the mental health and learning disability nursing workforce](#) Abstract only*

British Journal of Nursing 30(3), 2021

Emeritus Professor Alan Glasper, from the University of Southampton, discusses two recent policy reports which indicate a potential crisis in mental health and learning disability nursing.

Competency Frameworks

[Adult Safeguarding: Roles and Competencies for Health Care Staff Second Edition](#)

Royal College of Nursing, 2024

This document has been designed to guide professionals and the teams they work with to identify the competencies they need in order to support individuals to receive personalised and culturally sensitive safeguarding.

[UCL Competency Frameworks](#)

UCL

This page gives you access to the suite of UCL competence frameworks. Some set out competences for the delivery of specific therapy modalities, others describe the competences associated with specific clinical populations and clinical contexts.

[Mental Health Nursing Competence and Career Framework](#)

Health Education England, 2020

This national core competence and career framework for mental health nursing across England has been developed to ensure a more consistent approach to career development, and to reduce variation in post-registration learning and development. It should also enable everyone to realise the contribution that mental health nurses make to the delivery of high-quality services, to the experience of individuals and to wider society.

See also [Mental Health Nursing: Field Specific Competencies](#)
Nursing and Midwifery Council

The Field Specific Competencies guidance highlighted as recommended reading in preparation for the test.

[Advanced Practice Mental Health Curriculum and Capabilities Framework](#)

Health Education England, 2020

The value of advanced clinical practice in the delivery of mental healthcare has long been recognised as occupying a unique space in holistic patient care. This Advanced Practice Mental Health Curriculum and Capabilities Framework is aimed at clearly setting out both the capabilities required to achieve advanced practitioner level practice, and the route to enable it. As part of a wider drive to respond to the need to invest in the development of new roles and advanced skills – both in the wider NHS and in mental health – that is recognised in recent and current Government policy, this Framework will be contributory to both service transformation and excellence in care outcomes.

[Physical health competency framework for mental health and learning disability settings](#)

Health Education England, December 2020

This refreshed framework incorporates elements of the knowledge and skills needed for registered clinical staff working in mental healthcare and/or learning disability settings to be able to meet the physical health needs of service users with serious mental illness and/or service users with a learning disability.

This framework:

- Does not supersede previous policies or protocols; it enhances existing procedures and processes.
- It can be used to aid learning and development, or in a team discussion to improve awareness and training.
- It has been designed to be accessed and used by all in a MH and LD capacity to highlight the core skills and knowledge that should be shared across a multidisciplinary team in this type of setting.

[Older Peoples' Mental Health Competency Framework](#)

Health Education England, 2020

This refreshed framework has been developed by HEE and guided by several experts connected with Older People's health. The purpose of the framework is to support the delivery of excellent services across disciplines which are directly or indirectly involved in supporting and promoting older people's mental health.

This framework:

- Does not supersede previous policies or protocols; it enhances existing procedures and processes.
- It can be used to aid learning and development, or in a team discussion to improve awareness and training.
- It has been designed to be accessed and used by all in a mental health capacity.

[Prescribing Competency Implementation Guidance for Mental Health](#)

Health Education England and Royal Pharmaceutical Society, 2020

By engaging experts in the field, including those with lived experience, Health Education England (HEE) have developed a practical, accessible guidance document that supports prescribers to follow the Royal Pharmaceutical Society's (RPS) Prescribing Competency Framework and apply this in a mental health context.

[The Competence Framework for Mental Health Peer Support Workers](#)

Health Education England, October 2020

The NCCMH developed the Competence Framework for Mental Health Peer Support Workers (MH PSWs) with UCLPartners and a specially convened expert reference group including peer support workers. It was commissioned by Health Education

England as part of their '[New Roles' programme](#), ahead of a large expansion of PSW roles in statutory services around England.

- [Part 1: Supporting document](#) – containing important background information and discussion that is intended to be read before the competence framework (PDF)
- [Part 2: Full listing of the competences](#) (PDF)
- [Part 3: Curriculum](#) – based on the competence framework, this can be used for the development of training programmes (PDF)

[Perinatal Mental Health Competency Framework](#) Register for a e-LfH account to view

Source: Health Education England eLearning for Healthcare

This framework from Health Education England outlines the skills, knowledge and abilities required for any healthcare professional to work with all people in the perinatal period.

You can use it to record your own competencies and those you're working towards, or even research other roles in the perinatal field and your ongoing career development.

At Health Education England, we'll be collecting the data you enter and using it to support the delivery of excellent healthcare and health improvement to the patients and public, by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

[Mental Health Core Skills Education and Training Framework](#)

Source: 2016

Date of publication: Skills for Health, Skills for Care and Health Education England

The Mental Health Core Skills Education and Training Framework was commissioned and funded by the Department of Health and developed in collaboration by Skills for Health, Health Education England (HEE) and Skills for Care. The framework supports workforce development specific to implementation of the national mental health strategy, No Health Without Mental Health¹. It is also in accordance with the HEE Mandate (2015-16)² which affirms the commitment to achieving parity of esteem between mental and physical health and the principles to “aspire to excellence in training” and “providing greater transparency, fairness and efficiency to the investment made in education and training” (HEE 2015). The aim of the framework is to support the development and delivery of appropriate and consistent cross-sector mental health education and training.

[Public mental health leadership and workforce development framework: confidence, competence, commitment](#)

Source: Health Education England

Date of Publication: 2015

The purpose of this framework is to help develop public health leadership and workforce capability in mental health. It identifies six key ambitions, as well as some core principles for the workforce.

[Caring for Women with Mental Health Problems: Standards and Competency Framework for Specialist Maternal Mental Health Midwives](#)

Health Education England, November 2015

This document sets out the recommendations that we intend will develop a standards and competency framework for specialist midwives, to deliver a capability that is aligned to world-class standards. System-wide problems will however demand system-wide solutions to address the dramatic impact on long-term outcomes for mothers, fathers, children, families and society.

[The CAMHS Competence Framework](#)

Source: NHS Education for Scotland and University College London (UCL)

Date of Publication: 2011

This map shows six domains of competence, and the activities associate with each domain. The map functions as an overview. Click through using the map to see competencies associated with specific activities.

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Where a report/ journal article or resource is freely available the link has been provided. If an NHS OpenAthens account is required this has been indicated. It has also been highlighted if only the abstract is available. If you do not have an OpenAthens account you can [self-register here](#).

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