NHS Health Education England

Evidence Brief: Mental Health Workforce

Contents

Produced by the HEE Knowledge Management team Evidence Briefs offer a quick overview of the published reports, research and evidence on a workforce-related topic. A starter for 10 on the evidence if you will.

HEE Knowledge Management Team, updated January 2019

Key publications – the big picture

The Five Year Forward View for Mental Health NHS, February 2016

This independent report from the Mental Health Taskforce sets out the start of a ten-year journey for transformation, commissioned by Simon Stevens on behalf of the NHS. Chapter 4 addresses the Mental Health Workforce and looks at the picture at the time and the future workforce.

Implementing the Five Year Forward View for Mental Health NHS, 2016

This document provides a supporting blueprint for the delivery of the accepted recommendations laid out in the FYFV for Mental Health.

Five Year Forward View for Mental Health: one year on NHS, February 2017

A year after the original strategy this document was published to outline the progress made in the programme.

Stepping Forward to 2020/21: The mental health workforce plan for England HEE, July 2017

This document is the workforce plan for England and sets out a high-level roadmap and reflects the additional staff required to deliver the transformation set out in the FVYFMH.

Progress of the Five Year Forward View for Mental Health: on the road to parity All-Party Parliamentary Group, 2018

This report from the All-Party Parliamentary Group on Mental Health was published at the midpoint of the FYFVMH and is the findings from an inquiry into its progress. The second theme identified is "Increasing the mental health workforce".

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.

Safe, sustainable and productive staffing in mental health services NHS Improvement, January 2018

This improvement resource helps standardise safe, sustainable and productive staffing decisions in mental health services.

The future of the mental health workforce NHS Confederation, September 2017

This report looks at the changes experienced by the mental health workforce in recent years and makes key recommendations for its medium-to long-term future. (Click here to view a KM summary of this report – O365 log in required)

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"

Fit for the Future – public health people: a review of the public health workforce Public Health England, May 2016

This review outlines 5 important themes that underpin the response to developing a workforce for 2021 and provides a clear pathway and plan to achieve the 'new' workforce. Mental health is considered.

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

The Hive: a coordinated approach to support young people's mental health NHS Long Term Plan, 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 NHS Long Term Plan, 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 NHS Long Term Plan, 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 NHS Long Term Plan, 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 NHS Long Term Plan, 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 NHS Long Term Plan, 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 South West Yorkshire Partnership NHS FT, 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.

Embedding apprenticeship off-the-job training Greater Manchester Mental Health NHS FT (GMMT), September 2018

GMMT worked with line managers to offer apprentices a minimum of 20 per cent off-the-job training.

Using survey data to improve retention West London Mental Health NHS Trust, September 2018

West London Mental Health NHS Trust used data to reduce the amount of staff leaving the trust within their first two years by 17 per cent.

HEE Star

More resources and tools are available in the Mental Health section of the HEE Star:
https://www.hee.nhs.uk/our-work/hee-star

Statistics

You can find relevant statistics on the Health and Care Statistics Landscape under "Mental health & dementia" and "Estates & workforce"
https://gss.civilservice.gov.uk/hc-statistics-landscape/

Published Peer Reviewed Research

New ways of working

New ways of working in mental health services: a qualitative, comparative case study assessing and informing the emergence of new peer worker roles in mental health services in England NIHR, July 2014
Peer workers (people with personal experience of mental health problems) are increasingly being employed in mental health services in England. The aim of this research was to find out if the international evidence available is useful for developing new peer worker roles in England.

New ways of working in UK mental health services: developing distributed responsibility in community mental health teams? Journal of Mental Health, 2016 (Abstract only)
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).

Improving collaboration between primary care and mental health services The World Journal of Biological Psychiatry, June 2018 (Abstract only)
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 Journal of Psychiatric and Mental Health Nursing, August 2017 (Abstract only)
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.

Experience of Psychiatric Mental Health Nurse Practitioners in Public Mental Health Nursing Administration Quarterly, 2016 (Abstract only)
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).

National survey of nurse prescribing in mental health services: a follow-up 6 years on Journal of Psychiatric and Mental Health Nursing, August 2016 (Abstract only)
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 roles

The peer support workforce: results of a national survey Psychiatric Rehabilitation Journal, September 2016 (Athens log in required)
In this US paper, using both purposive and snowball sampling, the authors recruited a national sample of individuals employed as peer specialists and variety of other peer provider positions.

Emerging roles for peer providers in mental health and substance disorders American Journal of Preventative Medicine, 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, 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.

Social integration in mental health rehabilitation services: new roles to enhance effectiveness and sustainability Mental Health Practice, November 2018 (Abstract only)
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.

Technology

The promise and the reality: a mental health workforce perspective on technology-enhanced youth mental health service delivery BMC Health Services Research, October 2016
Digital technologies show promise for reversing poor engagement of youth with mental health services. However, the literature fails to capture the perspectives of youth mental health workforce so this paper describes results of data drawn from stakeholders who provide these services.

Recruitment, Retention and Supply

Psychiatric mental health nursing workforce agenda: optimising capabilities and capacity to address workforce demands Journal of the American Psychiatric Nurses Association, 2016 (Abstract only)
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.

Expanding the mental health workforce in China: narrowing the mental health service gap Psychiatric Services, October 2017 (Abstract only)
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.

Building the mental health workforce capacity needed to treat adults with serious mental illnesses Health Affairs, June 2016 (Athens log in required)
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.

Upskilling and Workforce Development

Strengthening mental health nurses' resilience through a workplace resilience programme: a qualitative inquiry Journal of Psychiatric and Mental Health Nursing, June 2018 (Abstract only)
This qualitative study is the first study to report mental health nurses' perspectives and experiences on a workplace resilience programme.

Recruit and retain: planning to expand the mental healthcare workforce British Journal of Nursing, October 2017 (Abstract only)
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.

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.

Workforce development and mental health transformation: a state perspective Community Mental Health Journal, April 2016 (Athens log in required)
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.

Early psychosis workforce development: core competencies for mental health professionals working in the early psychosis field Early Intervention in Psychiatry, August 2017 (Abstract only)
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 Social Work in HealthCare, 2017 (Abstract only)
This literature review was conducted to identify the knowledge and skills required for behavioural health consultants in integrated settings.

Competency Frameworks

Competency framework for perinatal mental health Health Education England, July 2018
Health Education England (HEE) commissioned the Tavistock & Portman NHS Foundation Trust to develop a competency framework for all those who work with people in the perinatal period, their families and loved ones.

Mental Health Nursing: Field Specific Competencies
Nursing and Midwifery Council, n.d.
The Field Specific Competencies guidance highlighted as recommended reading in preparation for the test.

Caring for Women with Mental Health Problems: Standards and Competency Framework for Specialist Maternal Mental Health Midwives The Royal College of Midwives, n.d.
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 NHS Education for Scotland and University College London (UCL), n.d.
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.

Public mental health leadership and workforce development framework: confidence, competence, commitment Public Health England, 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.

Adult Safeguarding: Roles and Competencies for Health Care Staff Royal College of Nursing, August 2018
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.

Guidance and competencies for General Practitioners with an extended role: Health For Health Professionals Practitioner GP Health Service Practitioner Health Programme, August 2018

This document has been written to provide a framework of knowledge and skills for those health professionals who would provide care and treatment services to meet the needs of health professionals who become unwell. This care would be undertaken by health professionals able to act without direct supervision in addition to their core role, and with additional training and experience.

Help accessing articles or papers

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.

If you need help accessing an article, or have any other questions, contact the Knowledge Management team for support KnowledgeManagement@hee.nhs.uk