Mental Health Workforce Strategy
Overview of emerging themes
MH Workforce Strategy

• Strategy to meet aims of 5YFV-MH, including: transformation of CYP MH, community, IAPT expansion and integrated care, specialist perinatal MH, EIP, CRHTT, liaison psychiatry

• Clear projections for total required staff numbers in each year to 2020/21 against each of the deliverables

• Understanding of the baseline position for existing staff, and the impact of expected turnover rates on the need for additional numbers;

• Identification of the gaps in the workforce,

• Training requirements to improve skills for existing staff
Workforce Analysis

• Most comprehensive picture of the mental health workforce that has been achieved to date

• Model has been developed that will capture service pathway, professional group and key competencies

• Data sources have been analysed to establish current baseline information and demand for expansion.

• **Specific workforce audits have been conducted on:**
  – early intervention in psychosis services,
  – CAMHS workforce,
  – IAPT,
  – specialist community perinatal mental health and mother and baby units,
  – psychiatric liaison services,
  – community crisis teams
  – liaison and psychiatry services

• Analysis underway to create a costed workforce plan.
Workforce transformation

Current  Future
Meeting the gap
Sustainability and Transformation Planning

Increasing productivity
System drivers
- Targeted interventions
-Digitally delivered therapies
-'More with less', i.e. efficiency gains

Increasing attractiveness and reducing attrition
- Increase recruitment
- Decrease avoidable training attrition
- Decrease workforce attrition

New staff
- (current training pipelines)
  - Doctors
  - Nurses
  - Clinical psychologists
  - Occupational therapists
  - IAPT therapists

New roles
- Nurse Associate
- Physician Associate
- Assistant Practitioners
- Advanced practitioners

New skills
- Staff from non-MH areas
- Upskilling/reskilling
- New ways of working

Competence Based Planning