

Action plan for mental health promotion and prevention courses 2016-2020



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Developing people
for health and
healthcare

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Introduction

“Prevention matters - it’s the only way that lasting change can be achieved. Helping people lead fulfilled, productive lives is not the remit of the NHS alone. It involves good parenting and school support during the early years, decent housing, good work, supportive communities and the opportunity to forge satisfying relationships. These span across national and local government, so the Taskforce has a set of recommendations to build on the Prime Minister’s commitment to a “mental health revolution.”

Five Year Forward View for Mental Health

The ambition of [the Five Year Forward View for Mental Health](#) is to deliver rapid improvements in mental health outcomes by 2020/21, including by promoting good mental health, preventing poor mental health, creating mentally healthy communities and strengthening the workforce. Alongside this, NHS England’s report [Future in Mind: promoting, protecting and improving our children and young people’s mental health and wellbeing](#) states that ‘professionals need to be trained to be able to promote good mental health to children and young people and educate them and their families about the possibilities for effective and appropriate intervention to improve wellbeing’.

In order to strengthen the workforce, the Five Year Forward View for Mental Health acknowledges that Public Health England’s [Public Mental Health Leadership and Workforce Development Framework](#) should be implemented in full and that staff should be trained to prevent ill health, working across traditional boundaries, in line with its recommendations.

The Five Year Forward View recommendation is that we **should develop an action plan so that by 2020/21 validated courses are available in mental health promotion and prevention for the public health workforce (including primary care).**

Our [Mental Health Workforce Plan](#) sets out action to produce good mental health and to implement this plan. During 2016 we consulted with stakeholders via a task and finish group to develop the actions, building on priorities set out by Public Health England.

The action plan

This action plan has two objectives:

1. To improve the course content of core public health and wider workforce professional training courses and
2. To increase the availability and uptake of accessible, quality continuing professional development.

For each of these objectives a number of tasks have been agreed and includes the outputs to be delivered during 2016-2021. We will hold main responsibility, working with Public Health England. It is envisaged that many partners will be engaged in the tasks and delivery will be flexible to account for changing priorities and needs during the timescale. The action plan will be reviewed each year by us, via our advisory groups, and with our partners.

Impact of workforce development

It is important to understand how the action plan will make an impact on the capacity and capability of the workforce and ultimately on the health of the population. Figure 1 (overleaf) aims to describe this. It provides an overview of the context for change and how it will occur:

- Context/ need: why this action is important and what is influencing the need for mental health promotion and prevention training.
- Outputs: the workforce development products that will be delivered through this action plan
- Short-term outcomes: the immediate benefits to the workforce from the outputs
- Medium-term outcomes: how the benefits will change the workforce in the medium-term
- Long-term outcomes: the overall goal for the workforce
- Impact: the difference that achieving the goal will make on the population's health
- Enablers/ preventers: the factors that will affect whether the outputs and outcomes can be fully achieved

Fig 1. Logic model for 'validated courses to be available in mental health promotion and prevention for the public health workforce by 2020/ 21'.

Context/ need:

Rising rates of poor mental health and suicide; widening inequalities in mental wellbeing and mental illness; unsustainable health service provision; new models and prevention focus; reduced public resources impacting on core resilience.

Outputs

Public mental health core curricula framework and resources;
 Publication of directory of MHP&P training programmes;
 Competency frameworks;
 Accredited national cascade MHP Programme and network of trainers;
 Research study of training impact;
 E-Learning programmes and digital platform;
 Best practice for mental health promotion and prevention
 Network of champions.

Short-term outcomes

Public health and health professional courses include mental health promotion and prevention curricula;
 Increased awareness amongst public health commissioners of available courses and improved uptake;
 Network of skilled trainers in accredited mental health promotion training;
 Blended learning accessible to all public health workforce;
 MECC programmes include best practice.

Medium-term outcomes

All public health and health care trainees gain knowledge and skills in mental health promotion and prevention;
 High quality continuing professional development in mental health & wellbeing is accessible to public health staff;
 High quality mental health and wellbeing training is accessible to the public health wider workforce e.g. health service, social care, VCS, first responders.

Long-term outcomes

High quality practice is delivered by the public health and wider workforce to promote mental health and prevent mental illness and suicide.

Impact:

Better population mental health through mentally healthy public policy, mentally healthy settings, personal skills in keeping mentally healthy, community action, holistic health services.

Less mental illness and suicide through primary, secondary and tertiary prevention.

Reduced health inequalities through greater parity of esteem and addressing psychosocial and wider determinants of health.

Enablers/ preventers:

Capacity within the local public health workforce – public health specialists, health visitors, school nurses, community development workers, environmental health officers; existing capability within the workforce e.g. public mental health leads, enhanced MECC trainees; market innovation and provision; system and services focussed on prevention and parity.

Action plan for validated courses to be available in mental health promotion and prevention for the public health workforce, including primary care, by 2020/21 (as set out in the Five Year Forward View for Mental Health)

Objective	Tasks	Outputs	Key stakeholder	Timescale
1. To improve the course content of core public health and wider workforce professional training courses	<p>1.1 Curricula</p> <p>1.1.1 To produce a Public Mental Health (PMH) core curriculum based on the PMH Framework, Faculty of Public Health and PH Skills and Knowledge Framework, in consultation with stakeholders.</p>	<p>A. Public mental health core curricula framework</p> <p>B. Guidance notes/ slide-deck to support curricula framework.</p> <p>C. Review of academic courses and links to practice.</p>	Public Health England, HEE	June 2017
	<p>1.2 Alignment</p> <p>1.2.1 To align the curricula to key sector tools and delivery mechanisms e.g. quality assurance framework, skills and knowledge frameworks.</p> <p>1.2.2 To align to public health curricula e.g. specialist community public health nursing, masters degree in public health.</p> <p>1.2.3 To consider opportunities to integrate public mental health curricula into medical, nursing and AHP professional training programmes.</p>		HEE, Public Health England, professional bodies	March 2018
	<p>1.3 Uptake</p> <p>1.3.1 To encourage and monitor uptake within vocational, academic and electronic courses.</p> <p>1.3.2 To increase the links between academic courses and local public mental health practice.</p>		HEE, Public Health England, local government, academic institutions	March 2019

<p>2. To increase the availability and uptake of accessible, quality CPD</p>	<p>2.1 Commissioning support & quality improvement</p> <p>2.1.1 To publish, disseminate and update practice examples of available mental health promotion and prevention training programmes, including mental health first aid and Connect 5.</p> <p>2.1.2 To develop the competencies for suicide prevention by key workforce.</p> <p>2.1.3 To agree competencies for community-centred and asset-based approaches.</p> <p>2.1.4 To develop a competency framework for perinatal mental health.</p> <p>2.1.5 To ensure that relevant emerging workforce and quality frameworks sufficiently incorporate public mental health competence, in line with the curricula.</p> <p>2.1.6 To support public mental health learning and development opportunities and training for public health specialists and leaders responsible for population health and commissioning.</p>	<p>D. Publication of training programmes: emerging practice examples</p> <p>E. Set of competencies for suicide prevention</p> <p>F. Set of competencies for community-centred and asset-based working</p> <p>G. Perinatal mental health competency framework</p>	<p>Public Health England , HEE</p> <p>HEE</p> <p>Public Health England, with HEE, NHS England, partners</p> <p>HEE, Public Health England, partners</p> <p>Faculty of Public Health, professional bodies and partners</p>	<p>Dec 2016</p> <p>March 2018</p> <p>Dec 2017</p> <p>March 2017</p> <p>2020/21</p> <p>ongoing</p>
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	<p>2.2 Accredited MHP&P programmes</p> <p>2.2.1 To accredit, develop and deliver a scalable national model of the Connect 5 mental health promotion training programme in each region.</p> <p>2.2.2 To support implementation of Connect 5 aligned to local priorities and supporting trainers to deliver training.</p> <p>2.2.3 To support sustainability in each region through networks of practice, resources and training.</p> <p>2.2.4 To identify best practice and support delivery of mental health promotion and prevention training to key workforce in line with emerging priorities e.g. Children and Young People’s Mental Health Green Paper.</p>	<p>H. Accredited Connect 5 Training Programme</p> <p>I. Connect 5 training resources</p> <p>J. 9 x Train the Trainers programmes</p> <p>K. Evaluation report of national Connect 5 cascade training programme</p> <p>L. National Network of Connect 5 trainers</p>	<p>HEE with Public Health England, and Stockport Council</p> <p>Public Health England and HEE</p> <p>Public Health England and PHE</p>	<p>Oct 2016- Aug 2017</p> <p>Oct 2016 – March 2018</p> <p>Aug 2017 - March 2021</p> <p>ongoing</p>
	<p>2.3 Evaluation</p> <p>2.3.1 To obtain research and development funds to evaluate the impact of MHP&P training on end</p>	<p>M. Partnership bid submitted</p> <p>N. Successful bid</p>	<p>HEE, Public Health England and partners</p>	<p>Aug 2017 – March 2021</p>

	users.	O. Project delivered and evaluation report.		
	<p>2.4 Technology Enhanced Learning</p> <p>2.4.1 To produce appropriate e-learning programmes and resources and make accessible to key public health workforce e.g. environmental health officers, public health practitioners.</p> <p>2.4.2 To support development of e-learning for key wider workforce and accessibility on relevant sector platforms (e.g. allied health professional, local government, school staff).</p> <p>2.4.3 To disseminate, support and monitor uptake across localities and review.</p> <p>2.4.4 To scope out and develop an accessible digital platform for technology enhanced learning in mental health promotion, prevention and suicide prevention.</p>	<p>P. e-Learning programmes/ resources for public health workforce e.g. community-centred approaches, introduction to Public Mental Health</p> <p>Q. E-Learning/ blended learning programmes/ resources for sector specific wider workforce e.g. prevention of mental health problems, wellbeing, whole-school approaches.</p> <p>R. Technology Enhanced Learning website for mental health promotion and prevention.</p>	HEE, Public Health England, professional bodies	<p>April 2017 – December 2018</p> <p>April 2018 – March 2019</p> <p>April 2017 – March 2019</p> <p>March 2021</p>
	<p>2.5 MECC</p> <p>2.5.1 To support best practice in use of Making Every Contact Count (MECC) to improve population mental wellbeing.</p>	S. MECC best practice resource	HEE, Public Health England	March 2018

	<p>2.5.2 To disseminate best practice in mental wellbeing MECC, support and monitor uptake in MECC programmes.</p>			
	<p>2.6 Champions</p> <p>2.6.1 To provide delivery support and training to local public health leads and champions e.g. specialist community public health nurses, local authority public health leads.</p> <p>2.6.2 To support the local authority elected-members mental health champions programme.</p> <p>2.6.3 To support public mental health centre leads and regional networks of local authority leads.</p>	<p>T. Master classes and public health nurse champions</p> <p>U. Prevention-focussed leaders programme</p> <p>V. PHE public mental health network</p>	<p>Public Health England</p>	<p>March 2018</p> <p>March 2017; March 2018;</p> <p>ongoing</p>