

Workforce development for public mental health

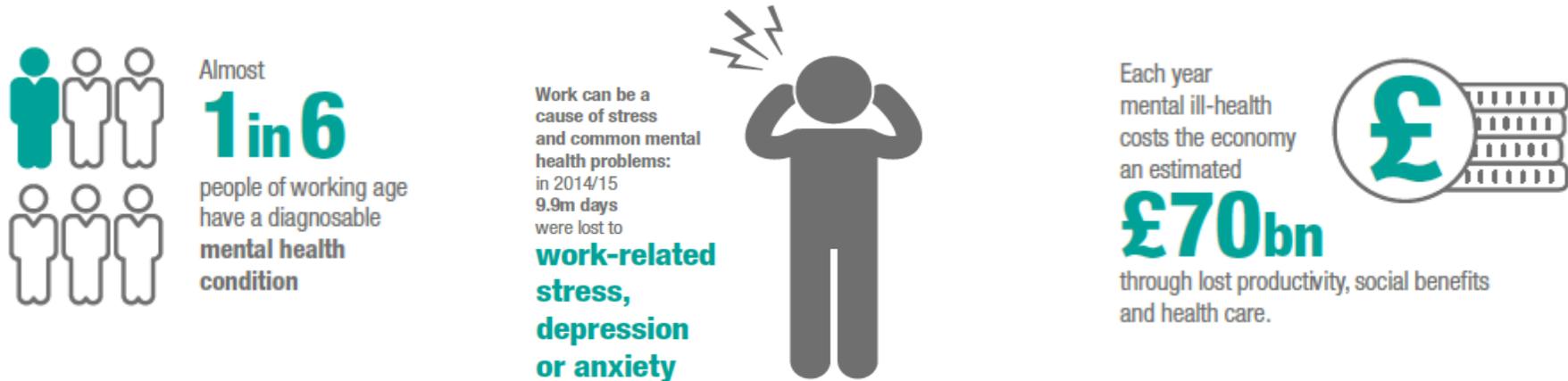
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Why build public mental health capacity?

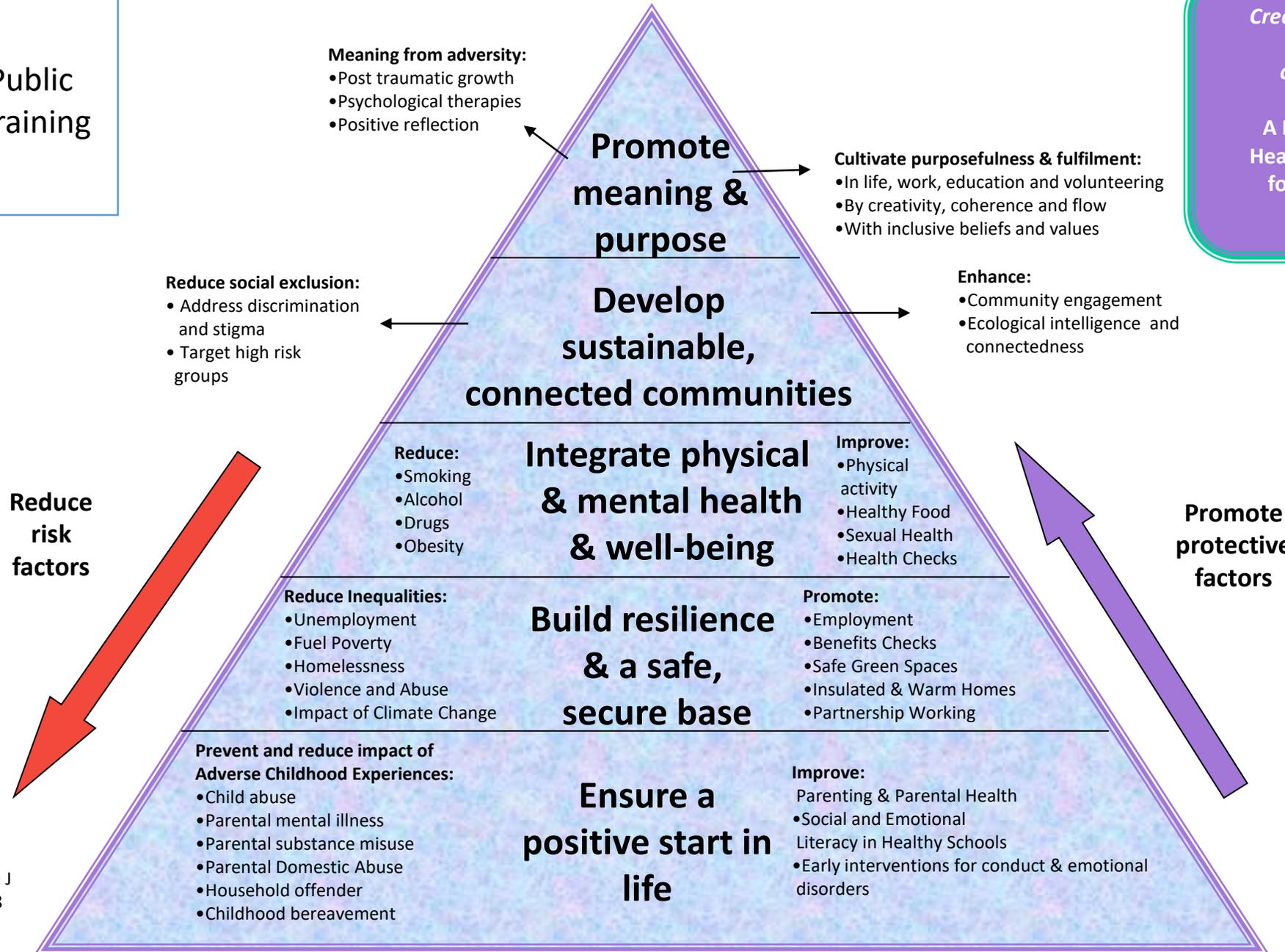
- developing the wider public health workforce promotes positive mental wellbeing and prevent suicide and builds capacity across the system
- It can reduce mental ill health and associated issues:



- the public health specialist workforce has expertise to lead mental health as a public health priority
- frontline staff including the health and social care workforce are competent in communicating with people about mental health and supporting them to improve it.
- Developing the workforce is sustainable & benefits the individual, the service they work for and their family & friends

Key Topics for Public Mental Health Training

Nurse J
2008



Create flourishing, connected communities

A Public Mental Health Framework for Developing Well-Being

Public Mental Health Content Guide For introductory courses or professional development in mental health and wellbeing

NHS England In partnership with Public Health England and the Faculty of Public Health

- ▶ It is an introduction to public mental health for a wide range of workforce. For example health and social care staff, emergency service personnel, housing and welfare officers.
- ▶ the content has been divided into core and advanced depending on the workforce. It has been mapped against the 12 core principles of Public Health England's public mental health leadership and workforce development framework¹. It can be used by course providers or by individuals as a guide and self-assessment
- ▶ Principles Covered

Mental health :

- is everybody's business and we all have a role to play
- ranges from positive wellbeing to mental health problems
- has not had the same attention as physical health, both should be treated equally
- and wellbeing mandatory training can make a difference

[wider workforce](#)


Health Education England

Public Mental Health Content Guide

For public health academic courses, professional training programmes and professional development

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Introductory Course PMH Content Guide – Wider Workforce

Core principles (PMH L&WD Framework1.	Core content:	Advanced content:	Self-assessment: Fully/ partially met or development area
Know the nature and dimensions of mental health and mental illness	Understand and define mental health, wellbeing and mental health problems	Understand cultural differences and perspectives in mental health	
2. Know the determinants at a structural, community and individual level	Understand what influences mental health (risk and protective factors): Wider factors e.g. poverty, employment, housing • Community factors e.g. social connections, community life, family parenting • Individual factors e.g. sense of control, resilience, physical health	<ul style="list-style-type: none"> • Understand the importance of a whole population approach • Understand how inequalities shape people’s risk and resilience 	
3. Know how mental health is a positive asset and	Understand how mental health affects other outcomes:	<ul style="list-style-type: none"> • Understand different outcomes for children, young 	

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Principles

- ▶ Public health practitioners and specialists have a key role to provide expertise and leadership in public mental health and embed it within all public health policy and practice.
- ▶ Public mental health is not a single topic.
- ▶ It is indivisible from physical health and related to all pillars of public health.
- ▶ The parity of esteem challenge for public health is the need for better, more explicit reference to mental health within public health practice.

Public Mental Health includes

- the promotion of good mental health and wellbeing across the whole population
- the prevention of mental health problems and suicide
- improving the lives of people experiencing mental health problems.

Purpose

The aim of this document is to provide a concise but comprehensive overview of the public mental health knowledge and skill areas required of a public health professional.

[public health specialist workforce](#)


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Example technical, context and delivery functions

Public Health Skills & Knowledge Framework		Public Mental Health Content	Self-assessment: Fully/Partially met; or Development area;
Technical functions			
A1 Measure, monitor and report population health and wellbeing; health needs; risks; inequalities; and use of services	A1.1 Identify data needs and obtain, verify and organise that data and information	<ul style="list-style-type: none"> • Knowledge, use and analysis of measures and data in relation to: <ul style="list-style-type: none"> o Mental health, wellbeing, resilience o Social capital o Mental health problems o Service access, outcomes and recovery o Suicide and self harm o Risk and protective factors e.g. parenting, social connections, control, financial security, participation o Wider determinants of mental health and wellbeing e.g. housing, employment, poverty, violence o Community health assets 	
	A1.2 Interpret and present data and information		
	A1.3 Manage data and information in compliance with policy and protocol		
	A1.4 Assess and manage risks associated with using and sharing data and information, data security and intellectual property		
	A1.5 Collate and analyse data to produce intelligence that informs decision making, planning, implementation, performance monitoring and evaluation		
	A1.6 Predict future data needs and develop data capture methods to obtain it		
A2 Promote population and community health and wellbeing, addressing the wider determinants of health and health inequalities	A2.1 Influence and strengthen community action by empowering communities through evidence based approaches	<ul style="list-style-type: none"> • Principles and approaches of community development and empowerment • Understanding of power inequality and mental health • Enable communities to develop their capacity to advocate for mental health and wellbeing 	

Better Mental Health for All: Strengthening Public Health Practice – Two day training

- ▶ The practice of **public mental health** is new to many of those who are currently working in public health. Further information on this can be found in the [FPH's Better Mental Health For All](#) resource for public health professionals
- ▶ **The two day course covers** – determinants, measurement, policy and interventions and include exercises to help develop your current practice and understand the principles of public mental health and how they can enhance practice in other areas of public health..
- ▶ **Audience:** Consultants, specialty registrars and practitioners as well as those with an interest in public health who want to learn more.



Faculty of Public Health

of the Royal Colleges of Physicians of the United Kingdom

Working to improve the public's health

Call to action: Public Mental Health Leadership for Workforce Development. PHE Yorkshire & Humber

- Developed by mental health Community of Improvement (COI)
- Supports local delivery of PHE's Public Mental Health Leadership and Workforce Development Framework and aligned to the Prevention Concordat
- Aims:
 - support public health staff to become leaders for public mental health, and to specifically
 - improve workplace mental health
 - support the workforce to recognise mental health problems and take appropriate action
- Recommendations for
 - Public Health Teams
 - The COI/regional networks
 - Directors of Public Health
- Practical case studies



Call to Action Cont

- **Recommendation 6: Develop and distribute resources and best practice about Public Mental Health leadership and workforce development, and support common standards for basic mental health and suicide awareness training.**
 - Case study: Mental Health First Aid and Asist - North Yorkshire County Council
 - Case study: Perinatal mental health awareness in family centres - Barnsley Council

 - **Recommendation 8: Support and align basic mental health training within Workplace Well-Being programmes.**
 - Case study: Working towards a mentally well workplace - Doncaster Council

 - **Recommendation 9: Develop a strategy and action plan for public mental health leadership and workforce development, aligning with existing strategies.**
 - Case study: Multi-agency emotional wellbeing plan - Hull City Council
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Capturing good practice and gaps in PMH training in Yorkshire and Humber

- What PMH training have you used – who was it for and how was it received?
- How did you determine the needs and gain the funding and support to progress this training?
- What are the gaps in public mental health training in your area?

