



Public Health
England

Public Mental Health Leadership & Workforce Development Framework

Confidence, competence, commitment

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National policy

No health without mental health: Implementation Framework, 2012,
Department of Health:

Help build capacity and capability across the wider and specialist public health workforce in understanding and integrating mental health and wellbeing into public health

Government Mandate to Health Education England, 2014:

- Treating mental and physical health conditions with equal priority: “*staff awareness of the links between patients’ mental and physical health*”
- Public Health – specialist workforce, making every contact count in the wider workforce, life course approach, embedding public health capacity across the wider system, partnership working and promoting the mental health and wellbeing of the NHS workforce



Aim of the plan

To **inform** and **influence** the development of public health leadership and workforce development, in order to:

build the capacity and capability of leaders and a workforce that is confident, competent and committed to:

- Promoting good mental health across the population;
- Preventing mental illness, suicide and self-harm;
- Improving the quality of life and healthy life expectancy of people living with mental illness;
- Tackling inequalities and improving the wider determinants of wellbeing and mental health;

The overall recommendation is for partners responsible for workforce development, including leaders, commissioners, providers, managers and professional bodies, to use the competencies and priorities to guide action within their work plans.



Core Principles

Know

1. Know the nature and dimensions of mental health and mental illness.
2. Know the determinants at a structural, community and individual level.
3. Know how mental health is a positive asset and resource to society
4. Know what works to improve mental health and prevent mental illness within own area of work.

Believe

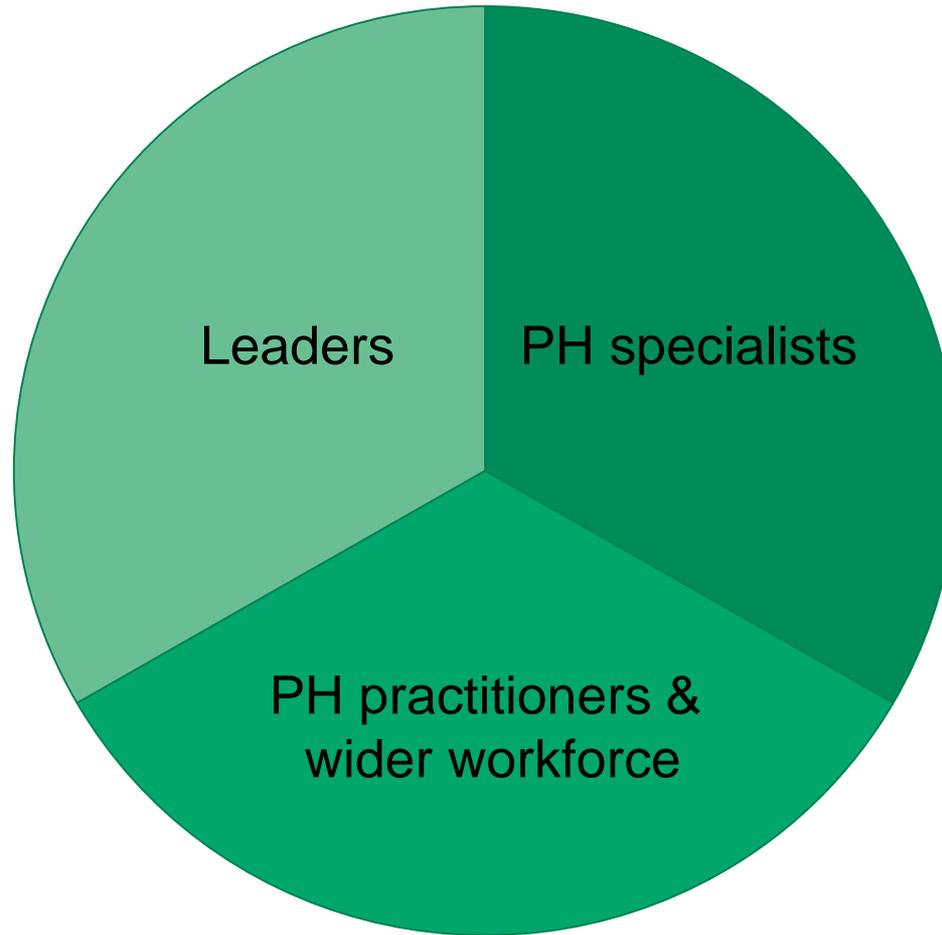
5. Understand own mental health, what influences it, its impact on others and how you improve it.
6. Appreciate that there is no health without mental health and the mind and body work as one system.
7. Commitment to a life-course approach and investment in healthy early environments.
8. Recognise and act to reduce discrimination against people experiencing mental illness;

Act

9. Communicate effectively with children, young people and adults about mental health.
10. Integrate mental health into own area of work and address mental and physical health holistically.
11. Consider social inequalities in your work and act to reduce them and empower others to.
12. Support people who disclose lived experience of mental illness;



The workforce





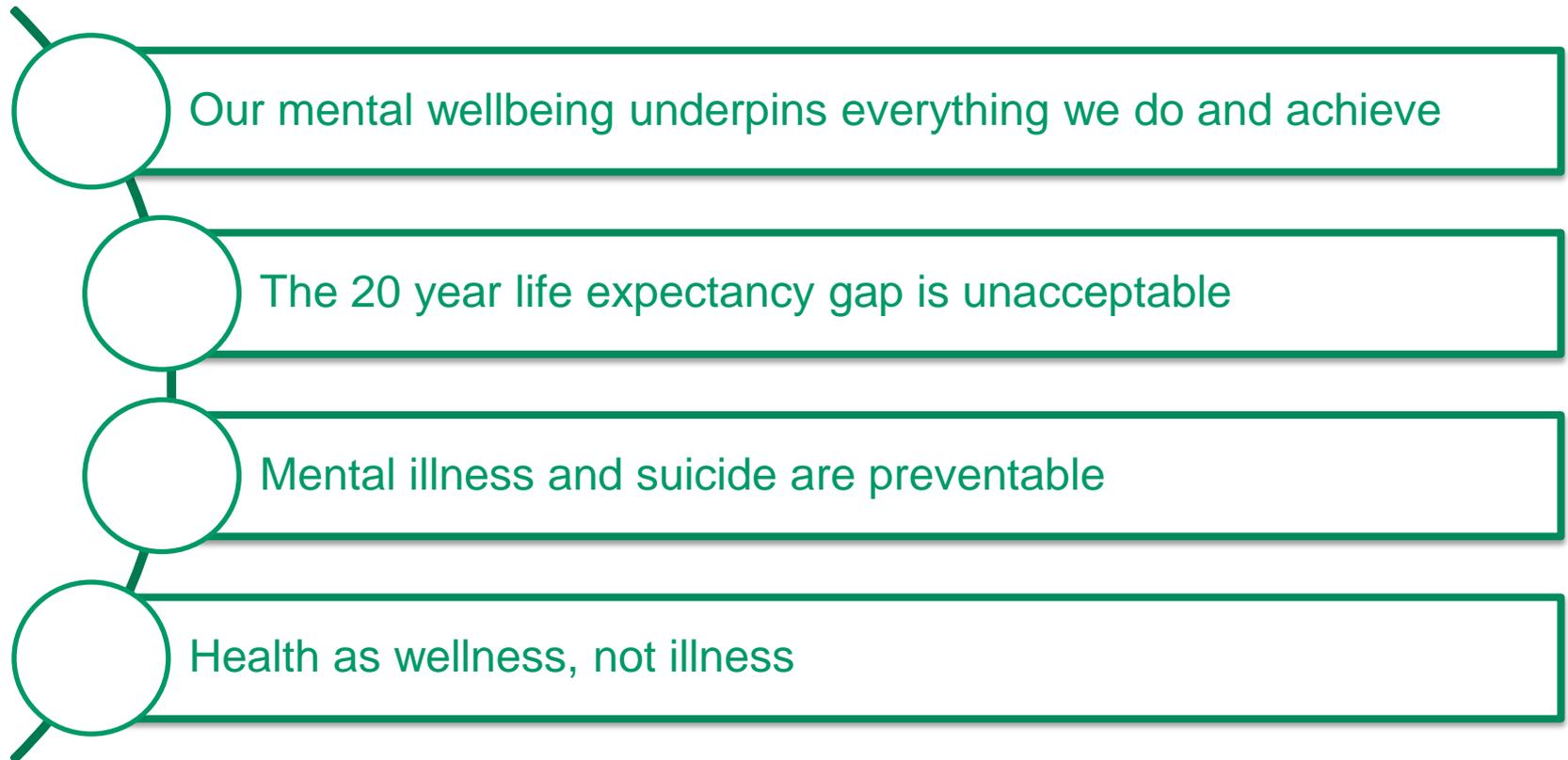
The Ambitions





Leadership

Ambition: Our leaders advocate for the mental health of citizens as a valuable resource for thriving communities and economies





Key competencies of leaders

- 1. Integrate mental health within all policy and take action to mitigate any negative impacts of policy on mental health (PH3)**
- 2. Promote the value of mental health and the reduction of inequalities across settings and agencies (PH4L6)**
- 3. Advocate for mental health (PH4L7) and addressing mental illness as central to reducing inequalities and creating thriving communities and economies.**
- 4. Create organisations that nurture and sustain the mental health of employees**



Public Health Specialists

Ambition: A public health specialist workforce that has expertise and leadership in mental health as a public health priority.





Key competencies of public health consultants, specialists and senior leads

- 1. Assess and describe the mental health and illness needs of specific populations and the inequities experienced by populations, communities and groups (PH1L7)**
- 2. Translate findings about mental health and illness, and needs and assets, into appropriate recommendations for action, policy decisions and service commissioning/ delivery/ provision (PH1L8)**
- 3. Influence political/ partnership decision making to maximize the application and use of evidence in achieving change (PH2L9)**
- 4. Set strategic direction and vision for mental health and communicate it effectively to improve population health and wellbeing (PH4L9)**
- 5. Advise strategic partners to determine priorities and outcomes to achieve improvements in quality and cost-effectiveness of treatments for mental illness and associated co-morbidities (PH9L9)**



PH practitioners & wider workforce

Ambition: A local workforce working with communities to build healthy & resilient places





Key competencies for working with communities:

- 1. Identify the existing resources and strengths within a community and the expertise within the voluntary and community sector**
- 2. Offer appropriate support to change, development and capacity building in the community, based on asset approaches (PHS17)**
- 3. Enable communities to develop their capacity to advocate for mental health (PHS18)**
- 4. Engage, empower and work alongside volunteers, lay workers, community leaders and community members, especially the most marginalised and excluded.**



Ambition: Front-line staff are confident and competent in communicating with people about mental health and supporting them to improve it.



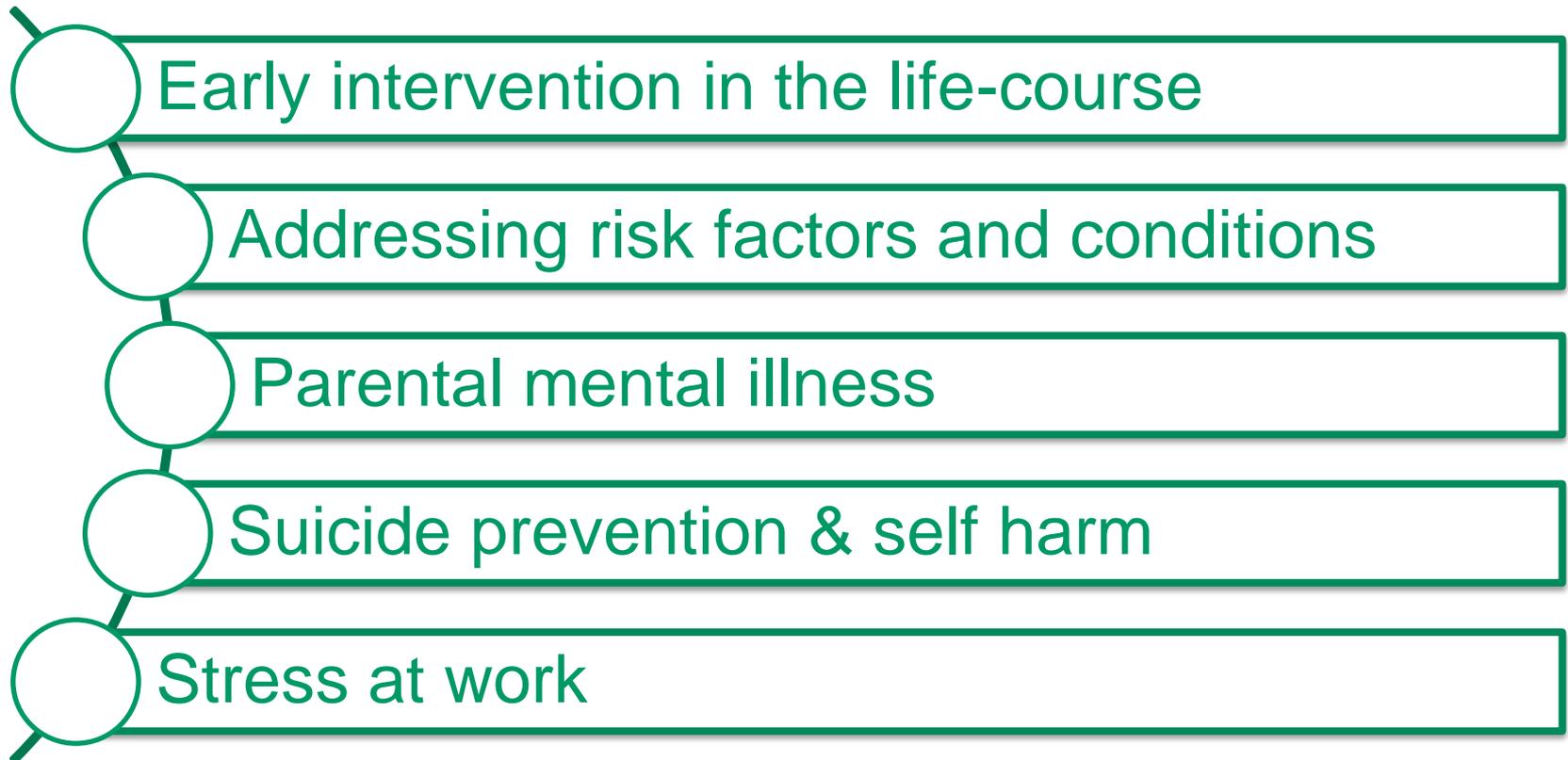


Key competencies of practitioners to improve mental health:

- 1. Encourage and enable individuals and families to identify the things that are affecting their mental health, now and in the future, and the things they can do to improve it (HT2)**
- 2. Use appropriate tools and approaches that support people to build their skills and confidence in staying mentally healthy.**
- 3. Help people to develop and implement a personal or family action plan to improve their mental health (HT3)**
- 4. Enable people to get hold of up to date appropriate information and advice when they need it (HT2) and access opportunities in their community.**



Ambition: Front-line staff are confident and competent in recognising signs of mental distress and supporting children, young people, parents and adults appropriately.



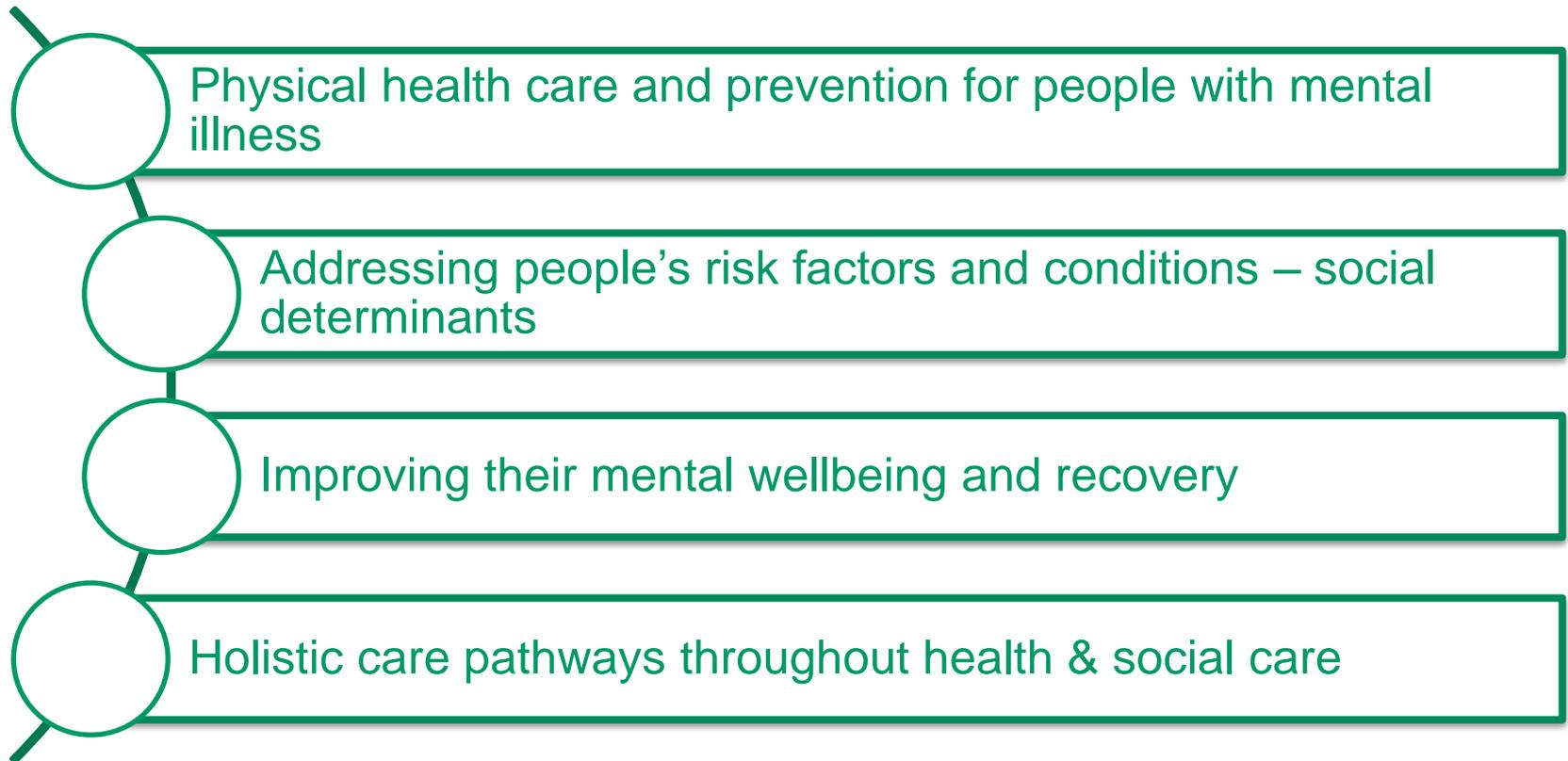


Key competencies of practitioners to prevent mental distress and suicide:

1. Recognise when someone may be experiencing mental distress, including self-harm and suicidal thoughts and intentions
2. Judge risks and follow appropriate procedures and guidelines
3. Apply an early intervention or suicide intervention model
4. Link people to appropriate sources of support, to address psychological need and social causal factors



Ambition: The health and social care workforce has the knowledge and skills to improve the health and wellbeing of people with a mental illness and reduce mental health inequalities.





Key competencies of practitioners to improve the health and wellbeing of people with a mental illness:

1. Support people experiencing mental illness to make and maintain informed choices about improving their health and wellbeing (PH5L4) as part of recovery (MH20), including:
 - health behaviour and physical health
 - mental health and resilience
 - control and participation
 - welfare support, eg, financial management, benefits uptake, employment, housing
2. Deliver care holistically; through integrating physical, psychological, spiritual and social factors within all care pathways
3. Support individuals and communities in the articulation of their priorities and advocating for health and wellbeing (PH5L6)



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England

Call to Action

PHE calls all partners to take action on:

- Incorporating the six ambitions and priorities into their work;
- Applying, and testing, the principles and competencies to different workforce;



Department
of Health



Children & Young People's
Mental Health Coalition

Centre for
Mental Health



Realising a better future



FACULTY OF
PUBLIC HEALTH



mental
health
foundation



NHS
England



RSPH
ROYAL SOCIETY FOR PUBLIC HEALTH
VISION, VOICE AND PRACTICE



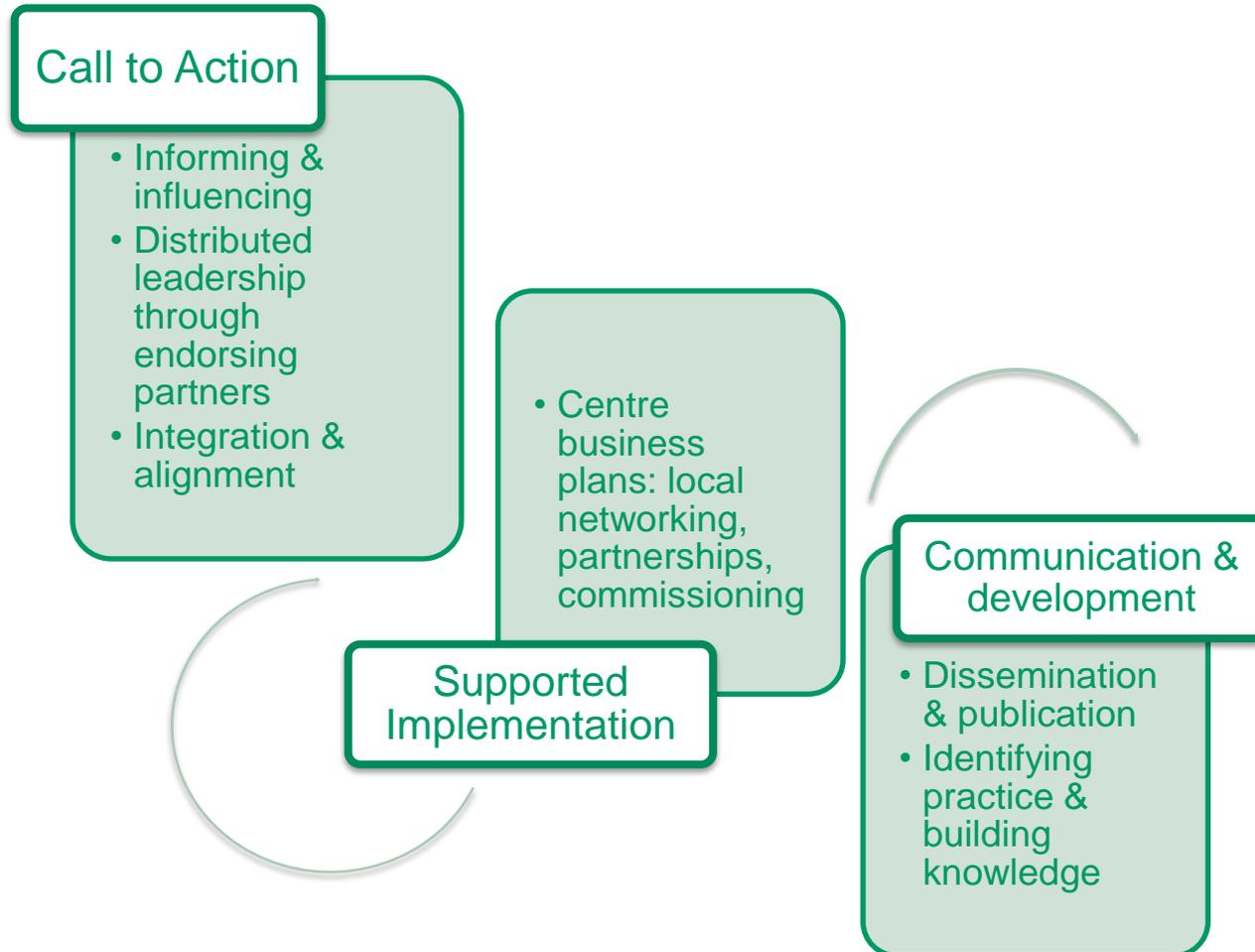
Local
Government
Association



NHS
Health Education England



Next steps for PHE





Key challenges

1. Ensuring mental health is key to mainstream system leadership of a 21st century public health system.
2. Recognising the burden of mental health on the nation's health and in the public health system.
3. Building staff confidence to discuss mental health.
4. Improving staff skills, not just knowledge and awareness, to promote mental health.
5. Addressing both lifestyle and social determinants of health to increase life expectancy of people with mental illness.