

Strategic Mental Health Workforce Plan - Consultation Survey

We are currently consulting on the key actions which will form the foundations of the multi-professional mental health workforce plan for health and social care in Wales and would value your input.

Consultation on the mental health workforce plan for health and social care - <https://heiw.nhs.wales/programmes/consultation-on-the-mental-health-workforce-plan-for-health-and-social-care/> (<https://heiw.nhs.wales/programmes/consultation-on-the-mental-health-workforce-plan-for-health-and-social-care/>).

The survey will take approximately 15 minutes to complete. Please note, if you leave this form, your response will not be saved and you will need to resubmit your response.

If you wish to complete this consultation survey in Welsh, please click the language drop down on the top right of this page.

If you are completing this survey via your NHS Wales account, your email address will be included in the exported data. Your email address will not be used unless you have provided us with your contact email address in the survey.

Our commitment

As an organisation, Health Education and Improvement Wales are bound by ethical and legislative responsibilities around the handling of information. Our process of all personal data complies with the General Data Protection Regulation and the security of the data is assured through the implementation of HEIW's policies on information governance management.

The personal data we hold may be held as an electronic record on data systems managed by HEIW or as a paper record. These records are only accessed, seen and used as required and/or permitted by law by staff who need access to personal data so they can do their jobs and other partner organisations under data sharing agreements.

It is our duty to remind you of your rights under the Data Protection Act 2018 (DPA 2018). You are not required to complete this survey if you do not wish to.

Some questions have the option to provide free text, please ensure that you do not include any identifiable information relating to patients or colleagues. For more information on how HEIW uses information, please see Privacy Policy at: <https://heiw.nhs.wales/use-of-site/privacy-policy/> (<https://heiw.nhs.wales/use-of-site/privacy-policy/>).

* Required

Details

1. Are you a person with lived experience/carer/family member?

Yes

No

2. Do you work in any of the following:

NHS Health Board/Trust

Third Sector

Education Provider

Trade Union

Charity

Professional Body

Government

Local Authority

Volunteering

Other

3. Which Health Board/Trust?

- Aneurin Bevan University Health Board
- Betsi Cadwaladr University Health Board
- Cardiff & Vale University Health Board
- Cwm Taf Morgannwg University Health Board
- Health Education and Improvement Wales (HEIW)
- Hywel Dda University Health Board
- Powys Teaching Health Board
- Public Health Wales
- NHS Wales Health Collaborative
- Swansea Bay University Health Board
- Welsh Ambulance Service Trust
- Velindre NHS Trust
- Welsh Health Specialised Services Committee (WHSSC)

Other

4. In which geographical area are you located (by Health Board locality)

- Aneurin Bevan University Health Board
- Betsi Cadwaladr University Health Board
- Cardiff & Vale University Health Board
- Cwm Taf Morgannwg University Health Board
- Hywel Dda University Health Board
- Powys Teaching Health Board
- Swansea Bay University Health Board

Other

5. Do you work in an NHS Wales service/organisation?

- Yes
- No

6. If yes, what is your role/job title?

7. If no, which sector do you work in?

8. Are you employed to deliver mental health services as your main role?

- Yes
- No

9. If 'no', do you deliver any mental health support within your role?

Yes

No

10. If 'yes', what mental health support do you offer within your role?

Theme 1 - Workforce Supply and Shape

11. Do you support the suggested actions under Theme 1? *

	Yes	No	Partly
1. Increase the annual commissioning of education and training numbers related to the specialist mental health workforce for the next three years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Undertake scenario planning to inform the shape of the specialist mental health workforce including nursing, pharmacy, psychiatry, social work, psychological therapies and AHPs for the next 10 years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Ensure that data quality improvement projects under the workforce strategy address the needs of the mental health workforce.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Review workforce planning tools and resources being developed under the workforce strategy implementation to ensure they are fit for mental health purposes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Develop and implement plans to ensure that there is an appropriate supply of trained professionals to undertake new and existing legal roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Yes

No

Partly

6. Commission a programme of work to identify and define impactful volunteering roles which will help to inform workforce planning, education and training.

7. Develop and implement a specialist mental health Allied Health Professional (AHP) model as a pathfinder for rollout across Wales.

12. Please explain your response

Theme 2 - An Engaged, Motivated and Healthy Workforce

13. Do you support the suggested actions under Theme 2? *

	Yes	No	Partly
8. Commission a mental health workforce survey across health and social care, to assess staff engagement, experience and wellbeing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Establish a national Professional Support Unit for the mental health workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Identify, train and support a network of mentors which will be hosted on 'Gwella' to provide consistent and agreed standards for mental health staff mentoring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Use best practice and evidence to establish standards for supervision across the wider mental health team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Building on the Social Care Wales Team Manager Approach, implement an accredited team manager development programme across mental health services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Please explain your response

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Theme 3 - Attraction and Recruitment

15. Do you support the suggested actions under Theme 3?

	Yes	No	Partly
13. Develop a targeted attraction campaign programme for the mental health workforce, supported by Train Work Live and We Care Wales.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Use the Careersville platform to promote mental health careers across health and social care through a marketing campaign aimed at schools and colleges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Implement recommendations relating to careers pathways for the mental health workforce, including opportunities relating to research, academic, leadership and improvement as described in the Centre for Mental Health's Future of the mental health workforce report	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Develop guides, tools and resources which help managers to facilitate improved work-life balance and increase staff retention across health and social care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Please explain your response *

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Theme 4 - Seamless Workforce Models

17. Do you support the suggested actions under Theme 4?

	Yes	No	Partly
17. Develop and roll out mental health literacy training for the health and care workforce, to provide more seamless support for physical and mental health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Building on the work developed by Health Education England (HEE) design an All Wales resource for implementation of new, expanded and extended roles into mental health multi-disciplinary teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Initiate a project working with arts organisations to capture the experience of people with lived experience to inform the development of seamless care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Increase the capacity of community and primary care teams to support mental health services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Please explain your response *

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Theme 5 - Building a Digitally Ready Workforce

19. Do you support the suggested actions under Theme 5?

	Yes	No	Partly
21. Assess current digital capability in the mental health workforce, against the national digital capability framework to inform training needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Create a network of digital champion roles to influence and lead digital workforce transformation (to be discussed with Digital Health Care Wales and other partners).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Please explain your response *

Theme 6 - Excellent Education and Learning

21. Do you support the suggested actions under Theme 6?

	Yes	No	Partly
23. Work with partners to develop proposals to redesign education and training programmes for psychiatry.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Review quality frameworks for commissioned education and training programmes relating to mental health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Consider how pre-qualifying training for social workers can be adapted to encourage greater specialism and take up in mental health, alongside how the new post qualifying framework can be developed to include opportunities for newly qualified and experienced social Workers in mental health specialisms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Commission professional bodies to assess interprofessional education and training opportunities for the specialist mental health workforce.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Commission evidence-based, multi-professional education and training frameworks in priority and specialist areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Yes

No

Partly

28. Establish a national investment fund for post-qualifying education for the mental health workforce.

29. Provide targeted national continuing professional development programmes to support priority areas across the mental health workforce.

30. Building on Social Care Wales Qualification Framework, develop a mental health support worker education framework.

22. Please explain your response *

Theme 7 - Leadership and Succession

23. Do you support the suggested actions under Theme 7?

	Yes	No	Partly
31. Develop and implement an inclusive and targeted talent management pipeline for mental health leadership roles at organisational level, recognising the unique context and challenges of mental health services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Ringfence places for mental health clinicians as part of the wider national multi-professional clinical leadership programme.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Establish a mental health leaders' network on Gwella, to improve access to the compassionate and collective tools and resources for all staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Please explain your response *

General Questions

25. Do you think there are any gaps in the suggested actions? *

Yes

No

26. If 'yes', please highlight what else should be included, and why this matters to you.

27. What advice do you have on how we should implement these actions?

28. Do you have any examples of different ways of working, best practice or case studies that would help inform these actions and the costings?

(Please provide a brief overview which may include hyperlinks, and your contact details. Alternatively you may wish to email us the information via the HEIW mental health email: HEIW.MentalHealth@wales.nhs.uk (<mailto:HEIW.MentalHealth@wales.nhs.uk>))

29. Do you feel the proposals set out within this consultation provide equity and accessibility to all? *

Yes

No

30. Do you have any further comments?

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