

CHILDREN & YOUNG PEOPLE'S EMOTIONAL WELLBEING & MENTAL HEALTH WORKFORCE DEVELOPMENT PROGRAMME: 2018-2020

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| CCG Lead Commissioners | Martin Komen – Sussex | Karina Ajayi – Surrey | Martine McCahon – Kent & Medway |
| Lead Commissioning Partners | Health Education England, KSS | SECN, NHS England | Local Workforce Action Boards |
| Programme Manager | Marguerite Macfarlane | | |

Objectives

- To ensure we have a CYP EW&MH workforce with the right number of people with the right skills deployed in the right place;
- To assist provider services to measure their workforce and bridge the gap between what they have and what they need to deliver quality emotional wellbeing and mental health services to children and young people;
- To draft an Outline Workforce Strategy that captures existing workforce issues, challenges, actions and ambitions across KSS and circulate for consultation and completion in April 2019;
- Commission a bespoke CYP EW&MH workforce audit tool developed with insights and expertise from local stakeholders;
- Conduct a workforce skills and competencies audit across all provider services/sectors to establish a baseline workforce profile;
- Analyse findings and emerging themes, undertake gap analysis, priority setting – to move from current to future state;
- To work collaboratively with services to lead workstreams for priority areas of work and draft a workforce action plan;
- Implementation and roll out.

Programme of Work

Set-up Phase (2017/18 – 4 months)

- Agree outline brief, expectations, resources and delivery of this programme of work;
- Scope project costs, potential funding streams and funding applications/MOUs;
- Agree governance and reporting arrangements (including responsible leads);
- Agree scope of workplan, programme management contracts and payment mechanisms;
- Create Project Plan and Communications and Engagement Strategy;
- Engage with key stakeholders in developing the Outline Workforce Strategy;
- Invite stakeholders to take part in the design of the bespoke audit tool;

Phase 1 (2018/19)

- Finalise Outline Workforce Strategy
- Report into the three Programme Boards across KSS and provide updates to HEE, SECN and provider services on request
- Launch the CYP Matrix audit tool;
- Undertake roll-out of audit tool;
- Analyse initial findings, summarise emerging themes and begin to draft an action plan (with estimated costs);
- Establish workstreams for emerging priority areas and draft preliminary recommendations for approval by Programme Boards;
- Engage with stakeholders targeted for inclusion in Phase 2 (ie schools, T4 and forensic, community, universal, parents etc);
- Map all the work being undertaken across services, HEE, LWABs etc and link (where appropriate) into this programme.

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Phase 2 (2019/20)

- Submit workstream recommendations with fully worked up cost estimates/business case (if appropriate) for approval to CYP Matters Steering Group and Programme Boards;
- Implement and monitor agreed actions;
- Roll out audit of services not included in Phase 1;
- Conduct analysis of finding from Phase 2 roll out – cross reference with Phase 1 findings and emerging themes;
- Extend workstream participation to Phase 2 services and refresh and extend recommendations;
- Revised/extended action plan submitted for approval to CYP Matters Steering Group and Programme Boards.

Progress Report (Start up and Phase 1 to date)

- 1) Established programme of work, governance and reporting arrangements;
- 2) Secured funding from SECN for start-up and HEE/LWAB funding for 6 months to 30/09/18; begun discussions to secured continued funding for the 6 months to 31/03/19;
- 3) Worked with commissioners to agree scope of services for inclusion in Phase 1 – engaged extensively with services across the sectors to agree joint ownership/involvement to this challenging programme;
- 4) Commissioned and developed the CYP Matrix with input from stakeholder 'Champions';
- 5) Conducted a desk-top document review and worked with multiple stakeholders across KSS to develop an Outline Workforce Strategy;
- 6) Discussions commence on further development of the CYP Matrix benchmarking tool including reporting requirements.

Deliverables

- Funding from SECN and HEE/LWAB
- Responsible leads/planning meetings
- Contract with Visual-data
- Design Workshop (26.02.18)
- Defined service lists across KSS
- 12 volunteer Champions
- 4 Launch Workshops (May/June 2018)
- CYP Matrix tool (vBeta) – 82 services
- Outline CYP EM&MH Workforce Strategy

Planned activities and actions (July 2018 – March 2019)

- 1) Conduct workforce audit across all CYP EW&MH services commissioned by health or jointly by health and social care;
- 2) Provide 1:1 support and joint webinars to support uptake of the audit to maximise participation;
- 3) Develop the CYP Dashboard with input from commissioners and provider services;
- 4) Review reports as soon as the audit is underway, working with Sarah Amani to identify key findings;
- 5) Establish a SE Region 'CYP Matters Steering Group' to oversee implementation programme;
- 6) Incorporate updated prevalence figures into the CYP Matrix;
- 7) Submit early recommendations and proposals to Steering Group; establish themed, time-limited workstreams to develop local and/or regional action plans;
- 8) Conduct exploratory workshops with extended stakeholders invited to join the programme in Phase 2 (ie schools, inpatient and forensic services, families and additional third sector partners)

Deliverables

- Fully worked up Workforce Strategy including agreed action plans
- CYP Dashboard (Beta version)
- Audit findings/emerging themes from Phase 1
- CYP Matters Steering Group and Workstreams established;
- Preliminary recommendations and action plans (from Phase 1)
- Exploratory Workshops (Phase 2)
- Revised CYP Matrix (if Phase 2 agreed)

