Mental Health Integrated Workforce Sheffield's Learning

James Sutherland

Head of Primary & Community Mental Health Transformation (Sheffield)

National Advisor Community Mental Health Transformation (NHS England)

james.sutherland4@nhs.net

🐦 @_J_Sutherland

Want to pick up a conversation?

SCAN ME

Background

- Sheffield was one of twelve NHS England Early Implementer sites in England to pilot how to embed the Community Framework for Mental Health for Adults and Older Adults.

- The background context was to improve access, outcomes and experience of serious mental illness/complex need care, support and treatment by integrating primary care, secondary care and the VCSE sector.

- Sheffield has 15 Primary Care Networks and c. 8,000 contact per annum relating to routine mental health needs.

Challenges

- Shortage of a number of Clinical Roles (Clinical Psychology, Mental Health Nurses).

- Investment into VCSE organisations was not sustainable (ie short term funding).

- Learning how to work effectively as a whole system, rather than in silos.

- Joint success/ownerships … 'We' not 'you and me'.

- Primary Care, Secondary Care and VCSE organisations each have their own culture.

How are we doing this?

From silos…

- Core Primary Care services
- Mental Health ARRS roles
- Existing Mental Health Teams
- New Investment Into Roles
- VCSE Organisations

To community transformational integration…

- 15 Community based multidisciplinary teams (integration of not solely mental health but wider roles)
- Pooled budget
- Defined by purpose and need rather than traditional structures.
- Integrating physical health and mental health needs
- Needs led based on local community health and social inequalities mapping
- Core offer but local bespoke solutions in each PCN

Key workforce enablers

- **Embedding and testing new HEE roles:**
  - Community Connectors
  - Clinical Associate Psychologists
  - and Mental Health Wellbeing Practitioners

- **Focus on the function of roles rather than job titles** (including mapping against the wider primary care workforce).

- **Development of a VCSE Alliance for Mental Health** to improve links with VCSE organisations big and small (over 100 members).

- Development of a **Cultural Change programme** designed to support service users, primary care, secondary care VCSE organisations to develop new ways of working.

Development of Primary Care Network Additional Reimbursable Roles (ARRS) and PCMHTP funding for Mental Health