

Mental Health position

7 October 2019

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Agenda Item No:10.3

Trust Board Report

Meeting Date:	7 th October 2019
Title:	Mental Health Position Comprising: The Trust current provision, education and evidence of mental health provision.
Executive Summary:	Key updates in this report include: <ul style="list-style-type: none"> • Mental health has been a continued thread throughout the 2019 CQC Well Led inspection process. • There are two briefing papers available detailing the standards that the CQC inspectors will assess against. One is relating to the general acute hospital environment, the other, the emergency department. • The Trust has a comprehensive range of education and services that support mental health crisis and conditions • Through the process of matching this provision against the CQC standards a number of improvements have been identified. • A steering group has been established to monitor progress and future developments. • Expert guidance support and mentorship on the future of mental health provision and structure in the Trust is being sought.
Action Requested:	Receive and note.
For the attention of the Board	As below
Assure	<ul style="list-style-type: none"> • The Trust has a comprehensive range of education and services that support mental health crisis and conditions including provision of services by mental health providers.
Advise	<ul style="list-style-type: none"> • The Trust has a comprehensive range of education and services that support mental health crisis and conditions including provision of services by mental health providers.
Alert	<ul style="list-style-type: none"> • CQC have advised that they are not confident that the Trust has an effective system of assurance or oversight of the mental health agenda. There is no consistent training for managers' on-call who would be asked to support the safe application of the mental health act. • There is a gap in the provision of services for 16 and 17 year olds in Staffordshire which will be addressed as part of STP standardisation. • Children placed in care in Wolverhampton from other local authorities have varying levels of Children's and Adolescent Mental Health Service (CAMHS) support, it is often these children that require an admission to a bed in RWT following a mental health (MH) crisis and can be very difficult to discharge. • Wolverhampton stands out as a poor performer in the number of 8 and 12 hour ED breaches due to the inability to find a Tier 4 MH bed. The CCG are working to improve this with the team in ED and BCPFT.
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Links to Trust Strategic Objectives	<ol style="list-style-type: none"> 1. Create a culture of compassion, safety and quality 2. Proactively seek opportunities to develop our services 3. To have an effective and well integrated local health and care system that operates efficiently
Resource Implications:	None

Report Data Caveats	This is a position statement as developed by a group of trust staff using current knowledge. There may be additional information the group is not aware of as further enquiry takes place.
CQC Domains	<p>Safe: patients, staff and the public are protected from abuse and avoidable harm.</p> <p>Effective: care, treatment and support achieves good outcomes, helping people maintain quality of life and is based on the best available evidence.</p> <p>Caring: Staff involve and treat everyone with compassion, kindness, dignity and respect.</p> <p>Responsive: services are organised so that they meet people's needs.</p> <p>Well-led: the leadership, management and governance of the organisation make sure it's providing high-quality care that's based around individual needs, that it encourages learning and innovation, and that it promotes an open and fair culture.</p>
Equality and Diversity Impact	No negative impact.
Risks: BAF/ TRR	TRR 3644 - currently amber risk (9)
Risk: Appetite	
Public or Private:	Public
Other formal bodies involved:	Mental Health Steering Group
References	Mental Health Act 1983
NHS Constitution:	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> • High standards of excellence and professionalism • Service user preferences • Cross community working • Best Value • Accountability through local influence and scrutiny

Report Details

Introduction

Informal feedback from the Care Quality Commission (CQC) following the RWT Well Led inspection in September 2019 includes that inspectors were not confident that the Trust has an effective system of assurance or oversight of the mental health agenda, indicating that a more structured approach is required from wards and departments to the Board. Despite this there is a large amount of co-ordination and resources and a Mental Health Steering Group has been established to oversee further structure and developments. This paper therefore gives a current position and further updates to the Board will be provided.

A scoping of current mental health provision, education and evidence in RWT has been undertaken by a group representing key areas (see appendix 1).

Patients, both adult and children, at RWT may present with mental health issues that require attention or referral in addition to their physical health needs. The mental health provider for the Wolverhampton is the Black Country Partnership NHS Foundation Trust (BCPFT). Mental health services for RWT are largely provided by BCPFT, and are commissioned on our behalf by Wolverhampton CCG. However, the Drug and Alcohol Liaison Team (DALT) are commissioned from Birmingham and Solihull Mental Health NHS Foundation Trust. In addition the Trust has a large number of patients from Staffordshire where the mental health provider is Midlands Partnership NHS Foundation Trust and Walsall and Dudley, provided by Dudley and Walsall Mental Health Partnership NHS Trust but no services are directly commissioned for RWT.

Adult services

There is a nurse led adult Mental Health Liaison Team, based in the Urgent and Emergency Care Centre. This is a seven day service and usually sees adults with mental health conditions within 1 hour of referral in the Emergency Department. They are also available to provide advice, education and support to staff caring for patients on wards or other Trust services. An older persons Psychiatrist forms part of the team and is available to support older people in the Trust. In addition there is small drugs and alcohol liaison service (DALT) service commissioned and the Trust employs three learning disability nurses and two specialist dementia nurses. There is a dedicated perinatal mental health clinic at RWT receiving over 200 referrals since establishment 12 months ago.

Psychological services are available to patients in oncology and haematology. In addition haem/onc staff has clinical supervision and level 2 training for Haem/Oncology clinical nurse specialists available. Physical Health Psychologists cover amputation, stroke, renal, chronic pain, dental, adult diabetes, cardio rehab, respiratory and post ICU. All services are commissioned from BCPFT.

There is a 136 ageless suite at Penn Hospital (BCPFT) which provides a place of safety for adults or children with a mental health crisis.

Children and Adolescent Services

There is a city-wide Child and Adolescent Mental Health Services (CAMHS), provided by BCPFT. The RWT children's services refer to the CAMHS crisis team for assessment of mental health problems. From Monday 9th September they are also based in the UECC from 8am to 8pm, providing the same level of service as the adult team to under 18 year olds, improving the response times in ED and access by children's services. This service will see any children and will work with teams in other trusts to facilitate safe onwards care.

The 0-19 service has had recent focus on mental health and provided specific training for health visitors and the partnering families' team who have a lead practitioner specialising in mental health.

Although the nearest inpatient Tier 4 CAMHS beds for children are at Park view which is in Birmingham, when a bed is required the information is forwarded to NHSE/I and provision is reviewed via the national database along with the specific needs of the child and the best placement option is determined.

Learning Disability and Autism (0-25years)

There is a city-wide autism strategy (all ages). RWT has a special education needs and disability (SEND) lead doctor. This work is structured into the individual's job plan where there is a clear outline of responsibilities. Young people with LD or autism have an annual health check by their GP (under 14's) or the community paediatricians (from 14yrs).

RWT has recently invested in expanding the LD nursing team, one LD nurse is now responsible for providing advice and support to children's services, and there is now a flagging system to ensure that all people with a LD are visited and supported. The electronic flagging system at the present time does not cover people with autism. The department supports multi-centre research projects to ensure that there is a growing evidence base for the care of people with Autism and is developing a proposal for an autism specialist in the Trust.

Ofsted and CQC jointly inspect local areas to see how well they fulfil their responsibilities for children and young people with special educational needs and/or disabilities. This inspection is imminent in Wolverhampton and will be led by the local authority.

The Trust has applied the recommendations from the Learning Disabilities Mortality Review (LeDeR) and LD nurses are included in membership of the End of Life Group and the Mortality Review Group.

Policies

The ligature policy (Aug 19), describes prevention and action in the event of a ligature incident, the restraint policy (July 19), describes processes for physical restraint if required. Adult and children's safeguarding policies are also in place and current supporting the use of Deprivation of Liberty Safeguards (DoLS). There are also a range of standard operating procedures in the Trust. These are pulled together in to one guidance documents for ease of access: provide support for staff in the application of the mental health act, accessing patient information and advice and support and training for staff http://intranet/mental_health.aspx .

Education

There are 50 mental health first aiders in the Trust providing a network of support to staff. BCPFT provides training to staff on crisis management, particularly in ED. Maternity has had a specific focus on MH training, a private provider has been arranged to provide a full days training on perinatal mental health as part of the Better Births initiative. Fourteen members of the 0-19 service have received training from the Charlie Waller Foundation, who provides specific training for those working with children and young people to improve their the confidence in opening a conversation and give vital first-line support to stay mentally well. Dementia training (L1) is delivered to all new starters on induction and drug and alcohol and LD training to all nursing staff on nurse induction. Conflict training is mandatory for all frontline staff and 15 people will receive specialist ligature training in September to enable them to train others in the use of ligature cutters to support the policy. Further educational sessions are in development including L1 MH awareness on induction and Board development. Other training is accessed through the KITE site on the intranet and includes suicide awareness.

Staff Health and Well-being

A strategic plan, due for presentation at TMC on 27th September and Trust Board on 7th October, details the proposed offer to support staff's emotional and physical wellbeing, as well as those experiencing mental health challenges. The plan aspires to offer a range of psychological interventions and includes many approaches already available to employees.

Trust Board Leadership

There a names Executive for mental health, The Chief Nurse who is trained in mental health awareness. A Board Development Session is planned for January to develop the knowledge of the wider Board.

Current risks and issues

- The Trust does not have a specific suit of KPI's to monitor mental health; this will be developed along with a policy to enhance the governance framework.
- There is a commissioning gap in South Staffordshire in the children's crisis team provision for 16 and 17 year olds. The STP is working to develop a core commissioning arrangement for mental

health provision, but this issue remains a risk until this is in place.

- Children placed in care in Wolverhampton from other local authorities have varying levels of CAMHS support, it is often these children that require an admission to a bed in RWT following a MH crisis and can be very difficult to discharge.
- Wolverhampton stands out as a poor performer in the number of 8 and 12 hour ED breaches due the inability to find a Tier 4 MH bed. The CCG are working to improve this with the team in ED and BCPFT.

Key actions

Attached is a draft action plan (appendix 1) to be discussed and agreed at the next Mental Health Group.

The three key actions are:

- Develop a mental health policy
- Undertake training needs analysis including all staff groups
- Establish links with mental health specialists to gain clarity on a robust and suitable structure around mental health for the Trust.

Appendix 1

			AREAS FOR ACTION, PLAN AND ASSURANCE			
Standard	Current position	Additional steps required	Assurance	Target date	Lead	
1 There is governance structure that supports MH knowledge and best practice from ward to Board.	<ul style="list-style-type: none"> Executive lead is in place - Prof Cannaby 	<ul style="list-style-type: none"> MH Policy to be developed. 	Policy published on intranet	01/12/2019	Deputy Chief Nurse (VW)	
	<ul style="list-style-type: none"> Governance structure is in place 	<ul style="list-style-type: none"> KPI's to be developed/amend governance structure 	KPI's monitored via SG Operational Group	01/12/2019	Deputy Chief Nurse (VW)	
	<ul style="list-style-type: none"> Senior Medical Lead (Dr Brian McKaig) 	<ul style="list-style-type: none"> People presenting with MH – did they meet the waiting times. 	KPI's monitored via SG Operational Group	01/12/2019	Deputy Chief Nurse (VW)	
	<ul style="list-style-type: none"> Serious SOPs & guidance are in a guideline. 	<ul style="list-style-type: none"> Regular Board Reporting plan 	Board attendance records/plan	01/10/2019	Trust Secretary	
	<ul style="list-style-type: none"> Commissioners are supportive of the MH agenda 	<ul style="list-style-type: none"> Meet with commissioners to understand future MH plans and opportunities and update plan accordingly 	Telephone discussions week commencing 02/09/19	Completed	Deputy Chief Nurse (VW)	
		<ul style="list-style-type: none"> The Board have current knowledge of safeguarding and children's and young persons 	Board development delivered August 19	Completed	Head of Nursing - Safeguarding	
		<ul style="list-style-type: none"> Meet with commissioners to understand future MH plans and opportunities and update plan accordingly 	Children's commissioning telephone meeting 06/09/19	15/09/2019	Deputy Chief Nurse (VW)	

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2	RWT staff members have appropriate knowledge/competency on mental health conditions and management including the Mental Health Act.	<ul style="list-style-type: none"> Maternity - Perinatal Mental Health Clinic running for 12 months as one of the "Better Birth Report recommendations. It has had over 200 referrals over the last 12 months. We believe this is a leading development in the region. 	<ul style="list-style-type: none"> Improve on call managers awareness of application of the Mental Health Act (136/5(2)/17) and what this means for practitioners and managers including the differences between mental health act and DOLS. 	100% on call managers have been trained	01/04/2020	Group manager Emergency Medicine.
		<p>The 0-19 service supports post-natal mental health.</p>	<ul style="list-style-type: none"> Develop x2 SOPs 1) Process for patient who is requires the application of the mental health act (sectioned) on site. 2) Process for patient who is admitted whilst under mental health act (sectioned). 	SOPs published	01/12/2019	Matron Emergency Medicine.
		<ul style="list-style-type: none"> Maternity - Black Country STP manager for the perinatal mental health service has agreed to provide training for midwives and other members of the MDT. 4 sessions over the coming year with the first session booked for 15th November 2019, which will look at different mental health conditions, referral pathway and support available for these women. 		Safeguarding compliance is >85% for Children L1,2, Adults L1,2, Prevent, MCA DOLS	Completed	Head of Nursing - Safeguarding
		<ul style="list-style-type: none"> Safeguarding training has good compliance and covers DOLS 		Safeguarding compliance is <85% for Children L3 (e-learning) 69.8 L3 face2face 83.1%, Adults L3 84.2%, Adults L4 83.3%	01/04/2020	Head of Nursing - Safeguarding
		<ul style="list-style-type: none"> Dementia training Level 1 is delivered to all new starters on induction. 				

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	<ul style="list-style-type: none"> · Suicide awareness training is available to all staff via KITE site http://intranet.xrwh.nhs.uk/kitenew/pdf/Suicide%20Awareness.pdf 	<ul style="list-style-type: none"> · Level 1 Mental Health awareness training for all staff to be integrated in to trust induction programme 	Induction programme	01/04/2019	Head of Education
	<ul style="list-style-type: none"> · Drug and Alcohol treatment on nurse induction since... 	<ul style="list-style-type: none"> · Session on MH first aid to be delivered on Board Away Day. 	Completion of board away day & programme.	01/04/2020	Head of Education
	<ul style="list-style-type: none"> · LD on nurse induction since 2018 	<ul style="list-style-type: none"> · Training Deputy MD & CNO in MH First aid. 	Training completed 18/09/19	18/09/2019	Sarah Birchill
	<ul style="list-style-type: none"> · Care certificate (HCA's) delivers training including LD, dementia and mental health awareness 	<ul style="list-style-type: none"> · ED to assign a senior member of medical staff as mental health lead. 	Named person	18/09/2019	Deputy MD
	<ul style="list-style-type: none"> · Fourteen members of the 0-19 service have received training from the Charlie Waller Foundation 	<ul style="list-style-type: none"> · Chemical restraint guidelines 	Guidance published	01/12/2019	Named Dr for Safeguarding adults
		<ul style="list-style-type: none"> · Business case for additional ligature cutters 	Contract and Commissioning meeting minutes	01/12/2019	Nursing Quality Team
	<ul style="list-style-type: none"> · Conflict resolution training is provided to frontline staff. 	<ul style="list-style-type: none"> · Raise the awareness of MH Training provision through trust wide comms. 	Comms	01/10/2019	Comms lead
	<ul style="list-style-type: none"> · Restraint policy due for publication 10/09/19 	<ul style="list-style-type: none"> · Launch Restraint policy 	Comms	01/10/2019	Nursing Quality Team
	<ul style="list-style-type: none"> · New Ligature policy published Aug 19 				
	<ul style="list-style-type: none"> · Ligature training: 15 places on the training on 11th September allocated to high risk areas. Staff from AMU, C41, A21, C21, WPNRU, ESU, D7, Maternity, security are attending, Moving and handling is attending for information only as she can cascade information to all link trainers and through moving and handling training. ED staff were trained last year. A register of those trained be held. 		Register of trained persons.	12/09/2019	Nursing Quality Team

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3	The Emergency Department will offer high quality, safe care to patients with mental health conditions	<ul style="list-style-type: none"> The CCG holds a contract with BCP to provide the Mental Health Liaison nurse led service (BCP 24/7 based in the UECC. This supports effective rapid triage of patients with mental health illness and clear pathways in ED and wards. 	<ul style="list-style-type: none"> Observation policy for patients with mental health conditions in ED 	Revised policy published	30/09/2019	Group manager Emergency Medicine.
		<ul style="list-style-type: none"> CAHMS will be present in ED and for support to other services 8-8 to see all children where there are mental health issues, Wolverhampton & other boroughs, commissioned by W'ton CCG commenced Monday 9th September. 	<ul style="list-style-type: none"> Information is available to informal patients to say that they can leave the area freely. 	Information leaflet ratified and communicated	01/12/2019	Matron Emergency Services
		<ul style="list-style-type: none"> There is a supportive and positive relationship between ED and the Liaison Team. 	<ul style="list-style-type: none"> Discussions are anticipated on CAHMS being a up to 25 year service (new legislation guidelines planned) 	evidence of discussion and conclusion	01/04/2020	Divisional Medical Director (paeds) Div 3
		<ul style="list-style-type: none"> The Liaison Team has expertise includes older adult specialists – see further below. 				
		<ul style="list-style-type: none"> Any patient in crisis can be seen, others will be signposted to other services following enquiry. 				
		Response rate is 100% of referred patients seen within 4 hours as per commissioned agreement. The Mental Health Liaison Team have a local agreement of responding to ED referrals within 1 hour.				
		<ul style="list-style-type: none"> Local in patients beds are at Penn Hospital (single point of access is based here – useful for on call managers) in W'ton or in Sandwell. 				
		<ul style="list-style-type: none"> A 9 month project has been established to look at high attending adults with drug and alcohol or mental health conditions (>10 attendances). 				

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		<ul style="list-style-type: none"> o Security staff have access to Mental Health first aid course and 15/19 are trained in restraint. At present security guards complete IKON – Restrictive Physical Intervention Training courses. 				
		<ul style="list-style-type: none"> o The Trust has 19 security guards, 15 completed Restrictive Physical Intervention Training course in April and May 2019. 				
		<ul style="list-style-type: none"> o 4 newly appointed officers booked on for training 10th & 11th October 2019. 				
		<ul style="list-style-type: none"> · The Mental Health assessment room adheres to the Royal Collage of Psychiatrist Guidelines for The Management of Self Harm in the Emergency Department and the NICE Clinical guideline, Violence and Aggression: Short-term Management in mental health, health and community settings. 				
		<ul style="list-style-type: none"> · DALT availability in ED 				
4	Over 65 year old patients with mental health conditions receive high quality safe care whilst inpatients at RWT	<ul style="list-style-type: none"> · Website update 	Website reflects all current resources	01/11/2019	Matron - Oncology and Haematology	
		<ul style="list-style-type: none"> · Mental Health Liaison Team provides support for mental health concerns/ distress 	<ul style="list-style-type: none"> · Domestic Violence policy for staff to be developed 	Policy published on intranet	01/12/2019	Deputy Director of Workforce
		<ul style="list-style-type: none"> · Dementia Specialist Nurses 				
		<ul style="list-style-type: none"> · DALT 				
		<ul style="list-style-type: none"> · Safeguarding Team support DOLS, safeguarding concerns, escalation and staff supervision. 				
		<ul style="list-style-type: none"> · LD Nurses x 3 				
		<ul style="list-style-type: none"> · The patient experience team supports advocacy roles & translation services as required. 				
		<ul style="list-style-type: none"> · There is an on- site social services team to support safe discharge. 				
5	There are suitable & up	<ul style="list-style-type: none"> · Ligature Policy 				

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	to date policies and procedures to manage patients and staff with mental health conditions	<ul style="list-style-type: none"> · SG policies · Managing allegations · Tool Kit – intranet – pull together document 				
6	There is access to psychological support for patients groups at specific risk	<ul style="list-style-type: none"> · Psychologist and Counselling teams attached to some of the areas i.e. Oncology, Haematology 				
		<ul style="list-style-type: none"> · BCPFT Physical Health Psychologists cover the following areas - Amputation , Stroke, Renal, Chronic Pain, Dental, Adult Diabetes, Cardio Rehab, Respiratory, post ICU 				
7	Patients have access to mental health advocacy.	<ul style="list-style-type: none"> · Independent Mental Health Capacity Assessors (IMCA's) can be accessed via Wolverhampton Local Authority – on web page - check 				
8	There is a programme on MHA audit and feedback with action plans and improvement.	<ul style="list-style-type: none"> · Audit on time for MH Liaison service to see patients in ED. 	<ul style="list-style-type: none"> · Programme on MHA audit and feedback with action plans and improvement to be developed. To include continuous audit on application of MH Act 	Audit tools as part of Mental Health Policy	01/12/2019	Deputy CNO (VW)
9	There is evidence of patients' rights being fully explained and repeated as required	<ul style="list-style-type: none"> · No evidence 	<ul style="list-style-type: none"> · Audit to be developed - see also section 2 re SOPS 	Audit results		
10	Environments are well managed to minimise self-harm	<ul style="list-style-type: none"> · Ligature policy 	<ul style="list-style-type: none"> · Ligature risk assessment and plan. 	100% high risk areas to have ligature risk assessment and plan.	10/09/2019	Deputy CNO (VW)
		<ul style="list-style-type: none"> · Safe staffing 	<ul style="list-style-type: none"> · Ligature cutters will be stored on crash trolleys in ED, AMU, ESU, A21, C21, C41, D7, maternity, WPNRU, Fairoak initially following training and update of crash trolley information 	Audit data	13/09/2019	Resuscitation Team Lead

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		<ul style="list-style-type: none"> Education compliance 				
		<ul style="list-style-type: none"> DRB/HR checks - policy 				
		<ul style="list-style-type: none"> Environmental audits (sharps safety) 				
11	Patients who are under a mental health act are safe during their inpatient care	<ul style="list-style-type: none"> There is a mental Health Act Coordinator (BCP) who is responsible for ensuring that the mental health act is administered appropriately if the patients required in patient care at RWT. 	<ul style="list-style-type: none"> On call managers are aware of mental health act timescales & where patients are in terms of detention 	Audit plan and subsequent data	01/10/2019	Group manager Emergency Medicine.
12	LD patients are safely cared for	<ul style="list-style-type: none"> LeDaR recommendations are in place 	<ul style="list-style-type: none"> Revise paediatric DNA policy to include actions for LD/Children in care. 	01/12/2019	01/12/2019	Matron Children's services
		<ul style="list-style-type: none"> LD patients are readily identifiable through PAS 	<ul style="list-style-type: none"> Develop process to minimise DNA for adult LD patients and make reasonable adjustments. 	SOP & audit plan available	01/11/2019	HoN Safeguarding
		<ul style="list-style-type: none"> LD nursing team in place (3WTE LDRN's) 	<ul style="list-style-type: none"> 			
		<ul style="list-style-type: none"> DOLs are audited and appropriate 	<ul style="list-style-type: none"> Maintain improved appropriate DOLs application numbers. 	DOLS number and checks (51 applications in July 19)	09/09/2019	HoN Safeguarding
		<ul style="list-style-type: none"> A designated children's LD nurse is responsible for children's services to provide advice and support - this is a new development and developing well. 	<ul style="list-style-type: none"> 			
13	Risk relating to MCA/detaining patients/ and LD are well managed	<ul style="list-style-type: none"> Risk on risk register 	<ul style="list-style-type: none"> 			
14	Staff will have access to mental health support	<ul style="list-style-type: none"> There is a Staff Well-being strategic plan that includes mental health as a core element 	<ul style="list-style-type: none"> Staff Well-being strategic plan 	October Board papers	01/10/2019	Deputy Director of Workforce
		<ul style="list-style-type: none"> Mental Health First aid training rolled out to 50 staff & ongoing 				
		<ul style="list-style-type: none"> Mental health First Aid trainers 				
		<ul style="list-style-type: none"> Schwartz rounds 				
		<ul style="list-style-type: none"> Emotional intelligence 				
		<ul style="list-style-type: none"> Stress & Burn out (delivered as part of preceptorship training) 				

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		<ul style="list-style-type: none"> · Making the leap includes recognizing stress in others, self-awareness and building resilience & staff health & well-being) 			
		<ul style="list-style-type: none"> · Asp B 7 covers stress management , building resilience, coaching skills, 			
		<ul style="list-style-type: none"> · Action centred leadership covers self-awareness & building resilience, 			
		<ul style="list-style-type: none"> · Local training: Paeds do MH awareness for managers sessions , ICCU – resilience day for new starts, NNU do SANDS training g- medial mediation, Dialysis unit do dealing with difficult patients and dealing with their own stress (delivered by a psychologist) HV do basic perinatal MH awareness training, MW, restorative supervision, ED??? 			
15	Children’s services will offer high quality, safe care to children and young people with mental health conditions.	Perinatal mental health training will be delivered to Health Visitors on 15th September with maternity staff.			
		Mental health nurse post in development on children’s ward to add to skill set and influence education and practice.	Induct new member of staff		