



Gofal Cymdeithasol **Cymru**
Social Care **Wales**



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Mental Health Plan News



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1 ~ Introduction

The plan was launched in November 2022 by the Deputy Minister for Mental Health & Wellbeing - Lynne Neagle

The plan contains 33 actions to deliver across 7 priority areas

- 1. Workforce Supply & Shape
- 2. Engaged, Motivated & Healthy Workforce
- 3. Attraction and Recruitment
- 4. Seamless Workforce Models
- 5. Building a Digitally Ready Workforce
- 6. Excellent Education & Learning
- 7. Leadership & Succession



2 ~ Our Ambition

Our ambition in the Workforce Strategy for Health and Social Care, directly translates into this Strategic Mental Health Workforce Plan. The actions in this plan will come together to deliver a motivated, engaged and valued, health and social care mental health workforce, with the capacity, competence and confidence to meet the needs of the people of Wales. Specifically, this means that:

We will have a workforce with the right values, behaviours, knowledge, skills and confidence to deliver evidence-based care, and support people's wellbeing as close to home as possible

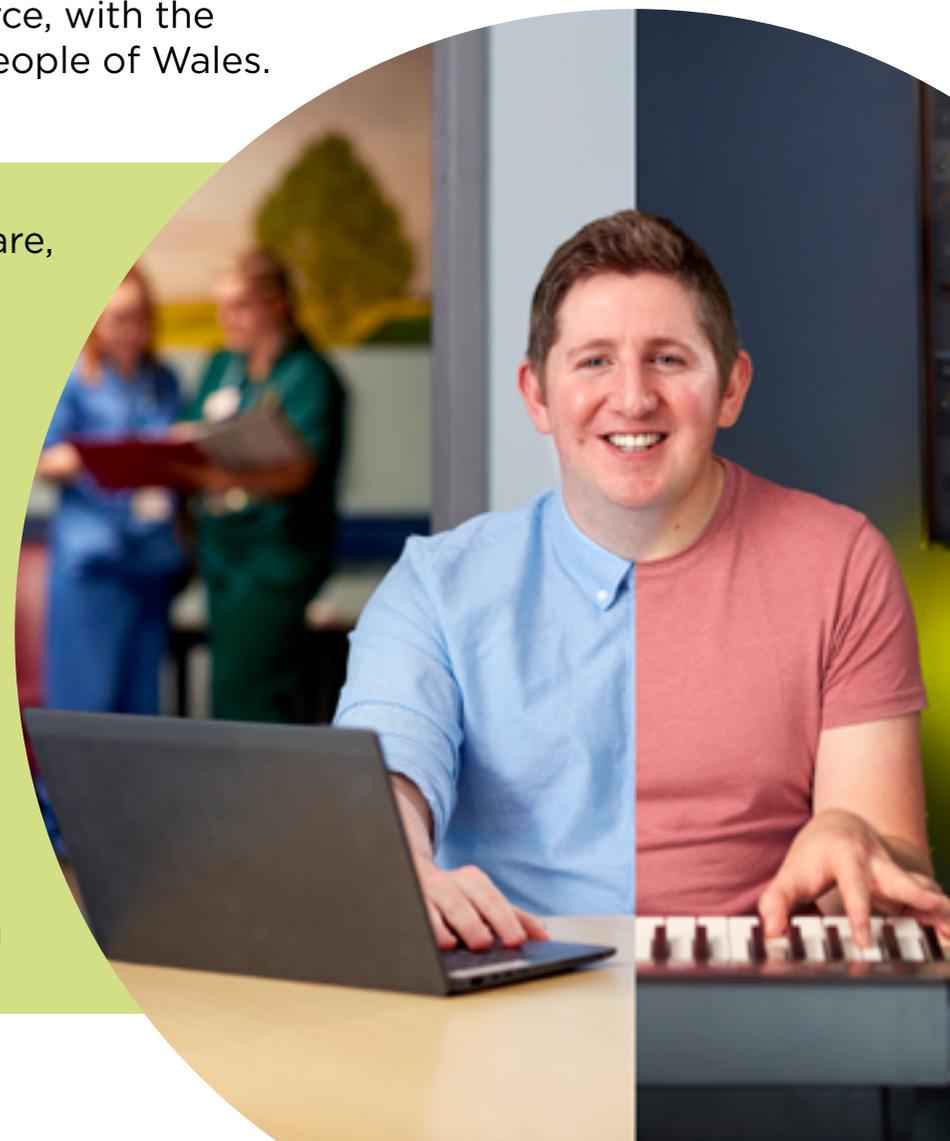
We will have a workforce in sufficient numbers to be able to deliver responsive mental health services across health and social care that meets the needs of the people of Wales

We will have a workforce that is reflective of the population's diversity, Welsh language and cultural identity

We will have a workforce that feels valued and is valued

A programme management team has now been recruited and we are now moving into the implementation phases of the plan.

We have activities delivering from January 2023 onwards and will initially be looking at six phases of six months each taking us up to December 2025.



3 ~ Meet the team



Ainsley Bladon
Implementation Lead

Responsible for implementation of the plan, including delivery of the 33 actions set out in the SMHWP, drawing on clinical experience and working across stakeholder groups to meet strategic objectives.



Tom Narbrough
Strategic Programme Manager

Overseeing the coordination and delivery of actions to support implementation, drawing on project and programme management experience, maintaining key stakeholder relationships and managing project documentation.



Hannah Morland-Jones
Lived-Experience Coordinator

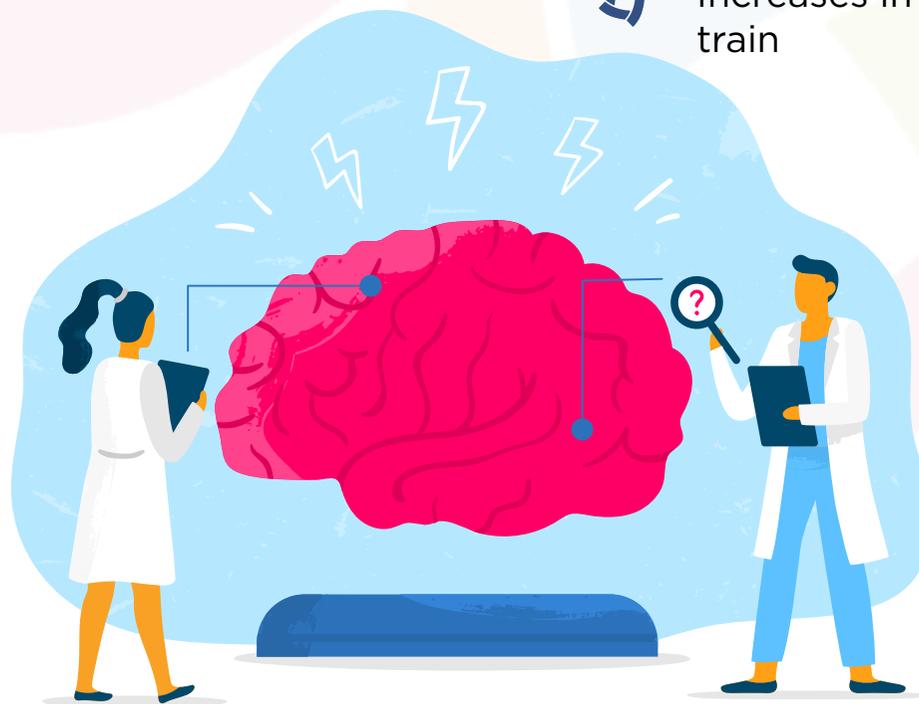
Supporting the implementation of peer workforce planning actions, and scoping the potential for an all-Wales recovery college, using expertise derived from lived experience of a mental health issue as well as professional experience at a senior level within health and social care.

4 ~ What have we done so far?

Growing the Workforce

We have committed to provide

- 20% increase in Mental Health Nursing student places in universities across Wales by December 2025 (97 more places over three years)
- 50% increase in Clinical Psychology student places in universities across Wales by December 2025 (18 more places over three years)
- A year on year increase in Occupational Therapists supporting mental health (16 more places per year)
- Supporting Clinical Associate for Applied Psychology places in Health Boards
- Increases in the numbers of psychiatrists we train



Rolling out Training

Cognitive Behavioural Therapy and Brief Solution Focussed Therapy will have been delivered to over 800 staff across Health & Social Care by May 2023

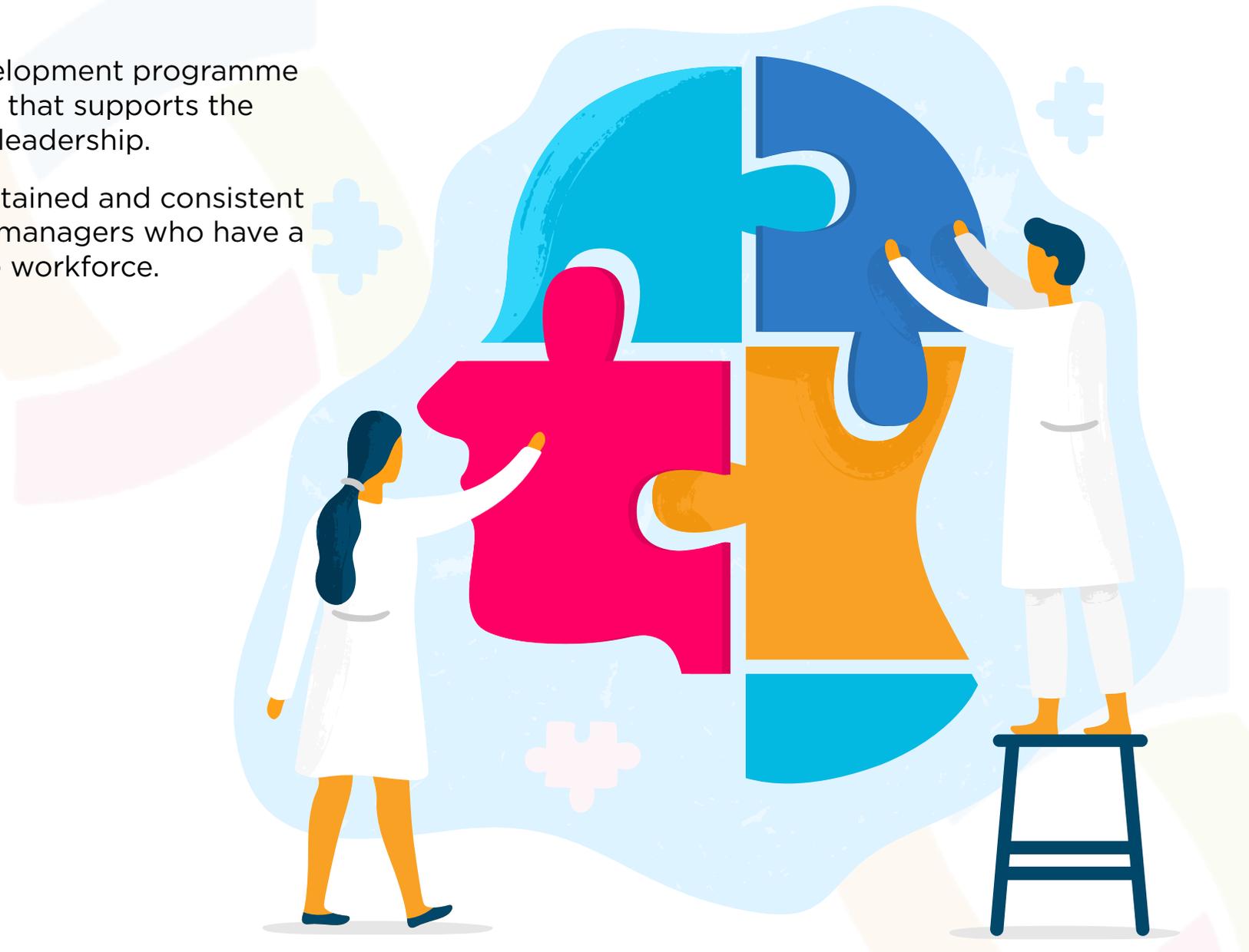


Team Manager Programme

We have started work on

A robust team manager development programme across health and social care that supports the principles of compassionate leadership.

This will ensure there is a sustained and consistent approach to developing our managers who have a critical role in supporting the workforce.



Attracting new people into the workforce

We are launching a number of new campaigns to attract staff to the mental health workforce.

This will include creating a mental health specific building within the Careersville platform that is an online platform which provides an interactive digital village that can be used by people of all ages to discover information about careers.

Our first campaigns will be aimed at those from ages 14 - 25 and will be launched in a variety of settings including schools.

Careersville



As well as some existing campaigns, we will also be adding new mental health content to the Train, Work, Live programme designed to promote the benefits of living and working in Wales.

Train Work Live