



Public Health  
England

Protecting and improving the nation's health

# **Public mental health leadership and workforce development framework**

## **Call to action**

## **Confidence, competence, commitment**

Public mental health leadership and workforce development framework: call to action



# About Public Health England

Public Health England exists to protect and improve the nation's health and wellbeing, and reduce health inequalities. We do this through world-leading science, knowledge and intelligence, advocacy, partnerships and the delivery of specialist public health services. We are an executive agency of the Department of Health and Social Care, and a distinct delivery organisation with operational autonomy. We provide government, local government, the NHS, Parliament, industry and the public with evidence-based professional, scientific and delivery expertise and support.

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## Call to action

Public Health England (PHE) and the partners listed here commit to work together to help build the capacity and capability of leaders and build a workforce that is confident, competent and committed to improving the public's mental health and wellbeing. This will be achieved through implementing the public mental health leadership and workforce development framework.

**1. We encourage local, regional and national partners responsible for leadership and workforce development, including commissioners, providers, managers and professional bodies, to:**

- 1.1 Incorporate the six ambitions within their workforce development plans and take action on the priorities.
- 1.2 Apply the principles and competencies to the delivery of workforce development programmes, formal training and continuing professional development.

**2. We encourage local, regional and national partners with an interest in public health, wellbeing and mental health to:**

- 2.1 Support the development of leaders and a workforce that is confident, competent and committed to:
  - promoting good mental health across the population
  - preventing mental illness, suicide and self-harm
  - improving the quality of life and healthy life expectancy of people living with mental illness
  - tackling inequalities and improving the wider determinants of wellbeing and mental health
- 2.2 Demonstrate the core principles within their own leaders and staff;
- 2.3 Influence the achievement of the six ambitions, priorities and key competencies across the priority workforces.

### What PHE will do

PHE will develop action to support implementation of the priorities. We will work with partners to provide leadership, support and direction on joint work. We will explore specific action to:

1. Work with the national People in UK Public Health to oversee implementation of this framework.
2. Integrate the priorities into our work to build the capacity and capability of the wider workforce.
3. Inform the review of the UK Public Health Skills and Knowledge Framework.
4. Apply and develop the principles and key competencies.
5. Demonstrate and build leadership in the competencies within our organisation.
6. Build system leadership for wellbeing and mental health through a support programme.
7. Shape the narrative on public mental health, engage partners in conversation and strengthen our role in advocating, championing and influencing.
8. Work with the relevant colleges, faculties and boards overseeing professional training to include mental health within public health curricula, training and CPD.
9. Develop networking, communication and collaboration between localities and our centres and national programme.
10. Build mental health intelligence capability through the National Mental Health Intelligence Network.
11. Support the development of best practice in mental health brief intervention and 'making every contact count'.
12. Support increased access to a range of mental health promotion training for frontline public health practitioners and the wider workforce.
13. Disseminate evidence and support best practice in working with communities and asset-based approaches.
14. Build public health competence among the mental health workforce, through curricula, CPD and practice guidance.
15. Build the capability of our own organisation to improve employee mental health and support to staff with mental health problems.
16. Support other organisations and businesses to take action to improve employee mental health and support staff with mental health problems.

## Endorsing partners

### What the Department of Health (DH) will do:

As stewards of the health and care system, DH will work across the system, including with PHE, to promote good population mental health and wellbeing, and ensure the best possible health and care outcomes for people with mental health problems across their life course. DH will continue to co-ordinate activity across the sector, including agreeing mandates and goals with organisations, in further support of PHE's work.

### What Health Education England (HEE) will do:

HEE is committed to ensuring mental health is treated with equal priority as physical health in education and training. Together with our local education and training boards, we are committed to engaging with systems partners at national and local level to improve the public health capability of all professional staff going through training and to work with others to support preventative services. HEE will work with partners across the system to consider how education and training supports development of skills and values to implement the 'making every contact count' policy.

### What the Faculty of Public Health (FPH) will do:

FPH is reviewing and updating the public health speciality training curricula to ensure it is fit for purpose, relevant and treats mental and physical health as equally important.

FPH will prioritise training in mental health and wellbeing and will build capability among its members via its mental health committee and work plan, disseminating evidence via its 'Better mental health for all' website and ongoing CPD programme and conference.

### What the Royal College of Psychiatrists (RCP) will do:

RCP is developing online CPD resources and are seeking more shared curriculums with other organisations to reflect the wellbeing and public health agenda. RCP is also establishing a public mental health network of practice, policy and research, involving multidisciplinary and multi-agency partners. RCP members are committed to suicide prevention, parity of esteem and reducing premature mortality among those with mental illness, as well as improving wellbeing, resilience and social capital and social integration for all citizens and populations, including those with mental illness. RCP works closely with FPH, PHE and other bodies to develop the public health competence of its workforce and hopes to develop better pathways to psychiatrists becoming public health professionals.

### What the Royal Society for Public Health (RSPH) will do:

Since the publication of 'No health without mental health' and our pledge to support the wider workforce, RSPH has developed a national qualification entitled the RSPH Level 2 Award in Understanding Mental Wellbeing. It has been primarily designed for the wider workforce to increase baseline knowledge and is an essential part of our understanding health portfolio. The award was formally approved in March 2014 by Ofqual, the national regulator of vocational qualifications for entry onto the National Qualifications and Credit Framework (NQCF). RSPH will continue to work on ensuring there is wide access to training that supports individuals who wish to achieve this

award, as well as organisations who would like to train and develop their workforce in understanding mental wellbeing.

#### What Skills for Care (SfC) will do:

SfC is pleased to endorse this workforce development framework. SfC is working with social care employers to support the social care workforce to use the common core principles for mental health and wellbeing in social care when they are working with people needing care and support who may have additional mental health needs. In addition to this the principles encourage the workforce to think about the promotion of good mental health.

#### What Skills for Health (SfH) will do:

SfH is pleased to endorse this workforce development framework. SfH is working with health care employers and education providers to support the health care workforce working with people needing care and support, including those who may have additional mental health needs. SfH supports the development of the workforce in public and mental health services through a variety of initiatives including the development of National Occupational Standards (NOS) role templates including the development of new roles and the career framework for public health: [www.skillsforhealth.org.uk](http://www.skillsforhealth.org.uk) Our National Skills Academy for Health also offers a wide range of e-learning products that support knowledge and skills development and transfer: [www.nsahealth.org.uk/e-learning](http://www.nsahealth.org.uk/e-learning)

#### What the Local Government Association (LGA) will do:

The LGA supports this framework and recognises the need for local government staff to be skilled in improving the public's mental health, wellbeing and resilience. This is relevant to our entire workforce, whether working with children, working-age adults, older people or communities. It is also a priority for local government to demonstrate leadership in addressing the mental health and wellbeing needs of their communities and their staff. We will work with PHE to incorporate the priorities and competencies into our workforce development and system leadership programmes.

#### What NHS England will do:

The NHS England mental health and wider parity of esteem programme works closely with PHE partners. Together we have developed the National Mental Health Intelligence Network, which provides information to enable local public health programmes to identify the priorities for action to improve health and wellbeing and to build resilient local communities. Through NHS England's strategic clinical network programmes we work with PHE on reducing physical health mortality through improving

healthy lifestyles, implementing the physical health CQUIN, smoking cessation programmes and suicide reduction. This workforce strategy builds on this effective partnership

#### What Mind will do:

Mind, the mental health charity, is committed to building resilient communities where wellbeing can flourish. We have many resources on public mental health available free to download on our website. We are working to reduce stigma through Time to Change, our joint campaign with partners Rethink Mental Illness. We have a trusted network of local Minds in England, delivering quality local services, responsive to local need. Through different projects and services they develop resilience in the population, run awareness and anti-stigma campaigns, support people to live with or recover from mental health problems and help people to prevent their mental health deteriorating. For more information about local Minds, visit [mind.org.uk](http://mind.org.uk)

#### What the Centre for Mental Health (CMH) will do:

CMH is an independent charity seeking a fairer chance in life for people facing or living with mental ill health. We will continue to offer evidence to inform local leaders and practitioners to identify and implement effective interventions to promote and protect wellbeing and resilience. And as a partner in the Mental Health Challenge for local authorities we hope to support member champions to take a lead role in embedding mental health in local wellbeing strategies and in monitoring progress.

#### What the Children and Young People's Mental Health Coalition (CYPMHC) will do:

One of the priority areas of CYPMHC is ensuring that everyone working with children and young people must receive an appropriate level of training about children and young people's mental health and child development. We will be talking to ministers, parliamentarians and other national and local agencies about workforce development and the need for frontline staff such as teachers and health visitors to receive sufficient training to enable them to support any child or young person with mental health needs.

#### What the Mental Health Foundation (MHF) will do:

MHF holds a Mental Health Awareness Week every May that looks at an aspect of public mental health. This is an opportunity for managers and staff to discuss the issues and take local action. "We welcome this new development framework and it is important that all those involved with workforce development consider the wellbeing of their workforce."

Managers need to be helped to support their staff, for example, using flexible working practices, supporting people to prioritise, an employee assistance scheme for when



they are having difficulties and a working environment that is conducive to wellbeing. Public sector and charitable organisations should be efficient and measure their work appropriately but without sacrificing employee health for targets and performance indicators; corporations aspiring to be seen as socially responsible should be aware that employee wellbeing is at the core of any successful company.

#### What the Mental Health Providers Forum (MHPF) will do:

MHPF supports 60 national, regional and local mental health charities, which in turn support five million users of mental health services to live actively in communities. We will continue to use our position as lead mental health voluntary sector strategic partner to represent sector wide support and linkage for the development of holistic, whole system working to create better mental health. We will continue to provide and develop bespoke workforce development programmes and resources to ensure that our members employ and encourage the development of competent, caring and compassionate people. We will continue to encourage our members to develop responsive models of best and better practice to provide the quality care for people using mental health services. We will also spotlight and showcase new ideas and models that are shaped around prevention, resilience and wellbeing, so that people are supported sooner and better, within community focused settings.

#### What the Chief Fire Officers Association (CFOA) will do:

Poor mental health is a key factor in risk from fire, including by self-harm, so CFOA will support fire services and fire service personnel to ensure they are confident and able to support those living with mental illness. Fire and rescue services enjoy a positive relationship with the public and have a strong track record on prevention so are well placed to engage those with mental health issues and use our strong partnerships to highlight or signpost those in need of further help. CFOA will include mental health as an aspect of our Executive Leadership Programme to ensure that the future leaders of the fire and rescue service can be champions for good mental health within their service and with their authorities and elected officials. Equally important is to ensure the good mental health of the fire and rescue service workforce, and CFOA will continue to work with partners at MIND and elsewhere to ensure that the mental health of firefighters and fire service staff is taken as seriously as physical wellbeing.

#### What the Institute for Health Visiting (iHV) will do:

The iHV is delighted to endorse this framework for health improvement in the critical area of public mental health. Health visitors' community development work can have a significant impact on the public's mental health. For example, through the establishment of therapeutic and social support groups for marginalised families, those experiencing social isolation, or for mothers with mild to moderate postnatal mental illness. Also through activities such as encouraging physical activity for parents and their children by

facilitating toddler walking groups and opportunities for parents to meet, have fun together and discuss and share the challenges of being a parent. One example being by using the iHV programme 'Ready Steady Mums' which promotes emotional wellbeing through physical and social activity. The iHV purpose is to support the development of universally high-quality health visiting practice. We will continue to do this in relation to public mental health via our learning hub, many targeted resources, e-learning and training. This includes training in perinatal mental health, infant mental health, domestic violence and building community capacity. So far the iHV perinatal mental health training has reached over 10,000 health visitors and other professionals needing to support mothers at this time and we have created almost 600 perinatal mental health champions. We have also recently developed a perinatal mental health awareness training pack for training non health visitors.

#### **What the Chartered Institute of Environmental Health (CIEH) will do:**

CIEH is pleased to endorse and to actively implement the workforce development framework. Furthermore, CIEH recognises that environmental health professionals as part of the core public health workforce can maximise their existing skills and competencies to directly address and improve the conditions which support mental health and wellbeing across a lifespan from birth to old age. Environmental health addresses the stressors through working to social determinants achieving health inequalities and promoting healthier and sustainable environments within our homes, workplaces, businesses and communities. We will work with PHE and other relevant partners to incorporate the priorities and competencies into our 'Workforce for our Future' strategy and professional leadership programmes, to build an environmental health workforce across all employment sectors that is confident, competent and committed to improving the public's mental health and wellbeing.

#### **What the Association of Directors of Public Health (ADPH) will do:**

The Association of Directors of Public Health will support its members to learn more about public mental health. We will work in partnership with other organisations to encourage Health and Wellbeing Boards to consider population outcomes for mental health in their Joint Health and Wellbeing Strategies and mental health needs are considered in Joint Strategic Needs Assessments.