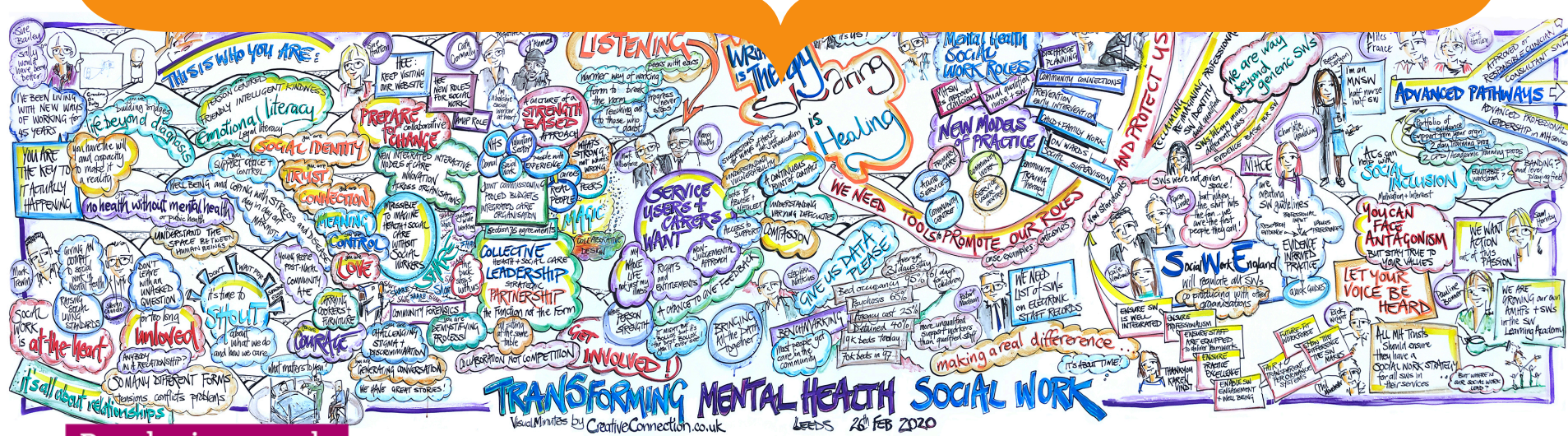


# Transforming mental health in social work

## MS Live webinar

### 8 September 2020



Developing people  
for health and  
healthcare

# Transforming the mental health social worker; a summary of the project

**Mark Trewin, Chair HEE New Roles in Mental Health Social Work Group**



# New Roles Programme: Mental Health

Expanding and maximising the workforce potential in 8 key roles:

All considered to be of the greatest potential impact to the transformation agenda

1. Nursing Associates
2. Psychological Therapies
3. Pharmacy and Pharmacy Technicians
4. Peer Support Workers
5. Physician Associates
6. Allied Health Professionals
7. Nursing
8. Social Workers

*“Our integrated Mental Health Workforce plan values and recognises social work as one of the eight key professions working in mental health services.”*

Lisa Bayliss - Pratt

Chief Nurse and Interim Regional Director for London at Health Education England

Kick start' workshops using the HEE Star.

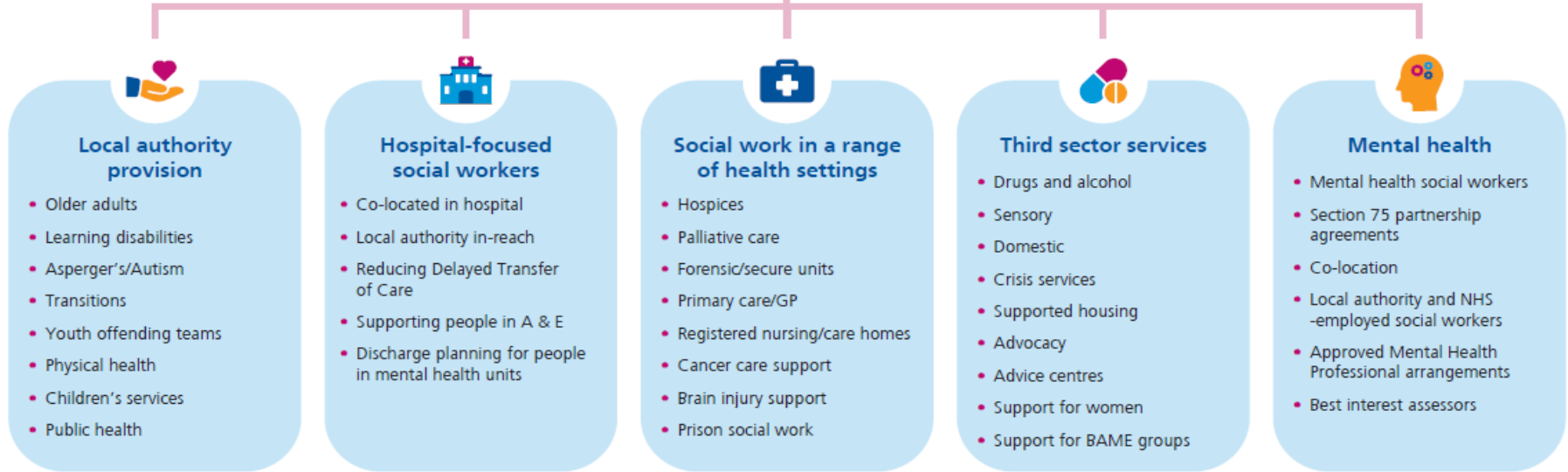
<https://hee.nhs.uk/our-work/hee-star>

A Chair's Group providing governance, oversight and support is led by Dame Professor Sue Bailey.



## The social work contribution to health settings

- Strength-based practice
- A human rights-based approach
- A community and family-led approach
- Understanding the social determinants of health
- Personalised care planning
- Legal knowledge



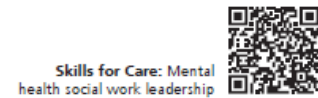
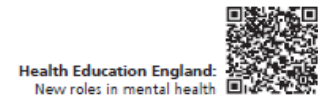
- ### Careers and workforce
- Skills for Care
  - HEE
  - Think Ahead
  - BASW (*careers website*)
  - LGA
  - HEI

- ### NHS Long Term Plan
- Community mental health framework
  - Mental health crisis services
  - Rehabilitation
  - Perinatal teams
  - Rough sleeping initiatives
  - Supported housing

- ### Practice information and resource
- Skills for Care
  - NICE
  - SCIE
  - BASW
  - RiPFA
  - Social Work England

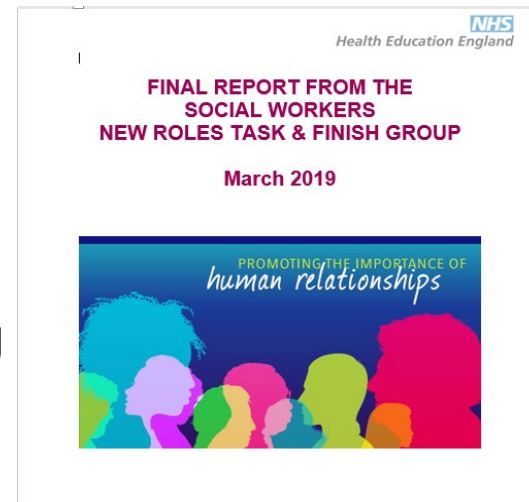
- ### Setting standards, leadership and regulation
- Social Work England
  - Chief Social Worker, DHSC
  - Principal Social Work Network

**Acronyms** • BASW: British Association of Social Workers • DHSC: Department of Health and Social Care • HEE: Health Education England  
 • HEI: Higher Education Institutes • LGA: Local Government Association • NICE: National Institute for Health and Clinical Excellence  
 • PSW: Principal Social Worker • RiPFA: Research in Practice for Adults • SCIE: Social Care Institute for Excellence



# HEE New roles in MH Social Work group: Aims

- Raise the profile of MH and LD Social Workers
- Developing practical support for employers
- Support AMHP role: Standards, Briefings, E learning
- Developing CPD, career & post qualifying support
- Develop a resource of Videos of MHSW Leadership
- Support SWs to access AC/RC training
- A comprehensive survey of MHSW and AMHPs across all services
- Developing models partnership via Social Work for Better MH
- Developing a specific web page for MHSWs
- Support for Forensic SW around standards and social supervision
- Developing joint working with Children's Social Care at DoE
- Supporting the NHSE Community MH Framework implementation
- Developing models of trauma informed social work within MH services



# National Workforce Stocktake of Social Workers in Mental Health Services

Stephen Watkins  
8<sup>th</sup> September 2020



# Overview

- Background – the NHS and Local Authority mental health workforce
- Mental Health Social Workers project findings
  - *NHS workforce profile*
  - *Service model*
  - *Workforce demographics*
- Conclusions



# What we did

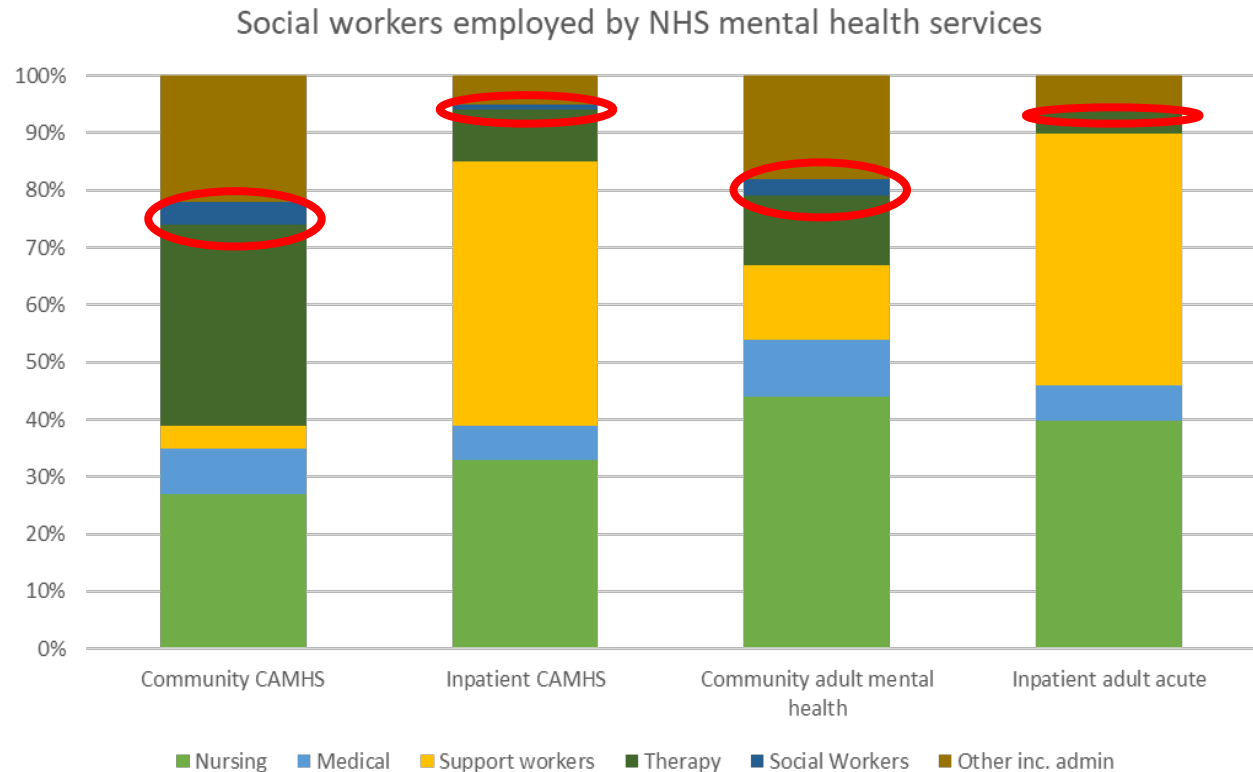
- Designed a data specification with Health Education England, partner Agencies and service representatives
- Collected data from across England:
  - All NHS Mental Health providers
  - Local Authorities
  - Independent sector
  - Voluntary sector
- Validated and analysed data
- Shared analysis with partner organisations and reported findings
- **Thank you to all participants**





# The NHS mental health workforce in England

- Social Workers directly employed by the NHS can be found in many areas of mental health care.
- Around 3% of the 100,000 WTE NHS employed mental health staff providing patient care are Social Workers.
- Social Worker staff employed by the NHS are more commonly found in community mental health services for children and adults.



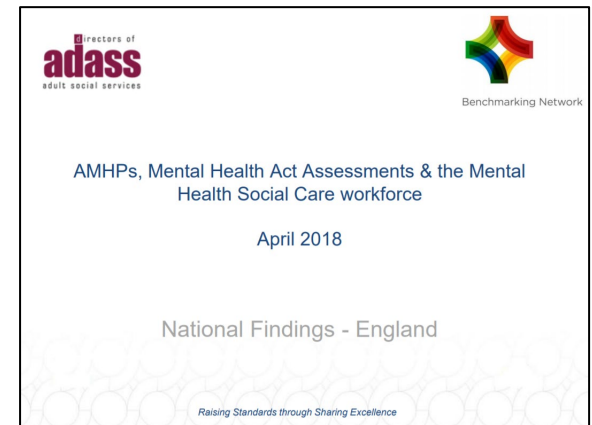
# Wider research - Mental Health Social Worker workforce in Local Authorities

2018 collaboration between ADASS and the NHS Benchmarking Network

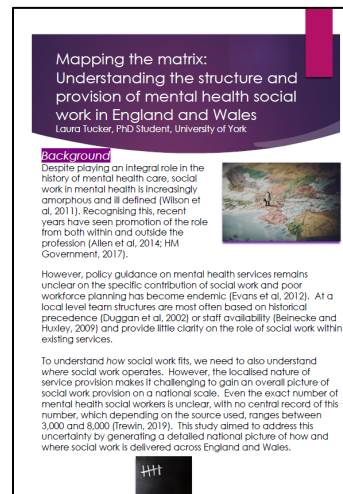
Local Authorities reported an average position of 9 WTE mental health social workers per 100,000 population. This extrapolates to a position of around 5,000 WTE mental health Social Workers employed in Local Authorities

AMHPs = 3,250 WTE with 95% of all AMHP staff recorded as Social Workers by professional background.

<https://www.adass.org.uk/media/6428/nhsbn-and-adass-social-care-national-report.pdf>



Tucker, L, Webber, M. and Jobling, H. (2019) *Mapping the matrix: understanding the structure and provision of mental health social work in England and Wales*. Unpublished research summary: University of York



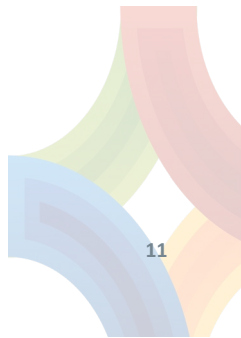
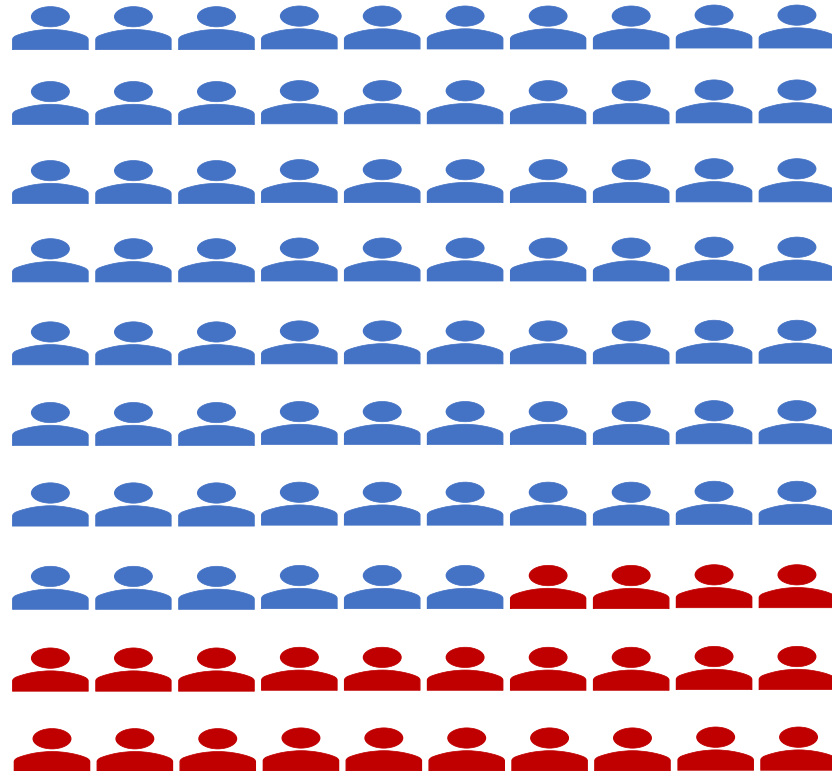
Organisation Type	Number of Mental Health Social Workers
NHS Trust (England)	2,144
University Health Board (Wales)	54
Local Authority (England)	4,105
Local Authority (Wales)	282
<b>Total</b>	<b>6,584</b>

# NHS – Mental Health Social Workers

**2,894 Social Workers (WTE) working within NHS mental health services at 30<sup>th</sup> September 2019**

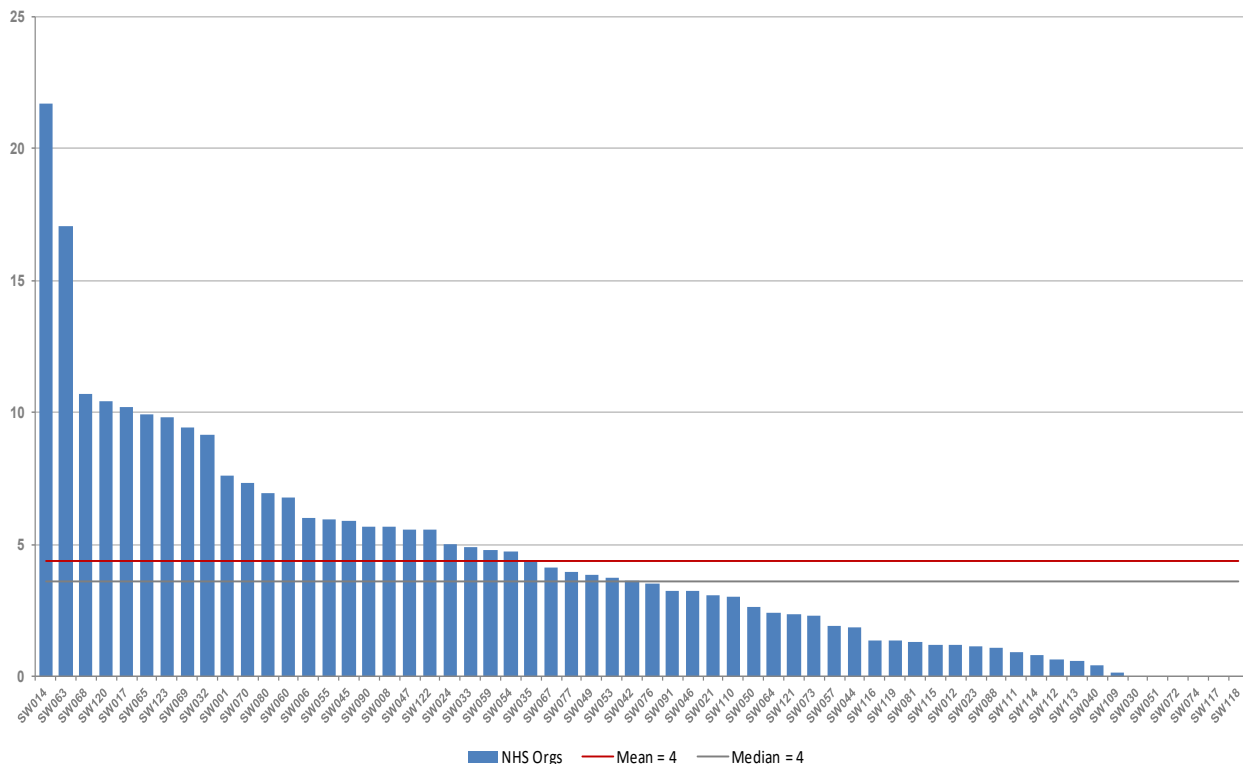
**of which:**  
**Employed by NHS:**  
**2,211 (76%)**

**Employed by an external organisation:**  
**683 (24%)**



# NHS Employed Mental Health Social Workers (WTE)

Total number of NHS employed Social Workers (WTE) per 100,000 registered population



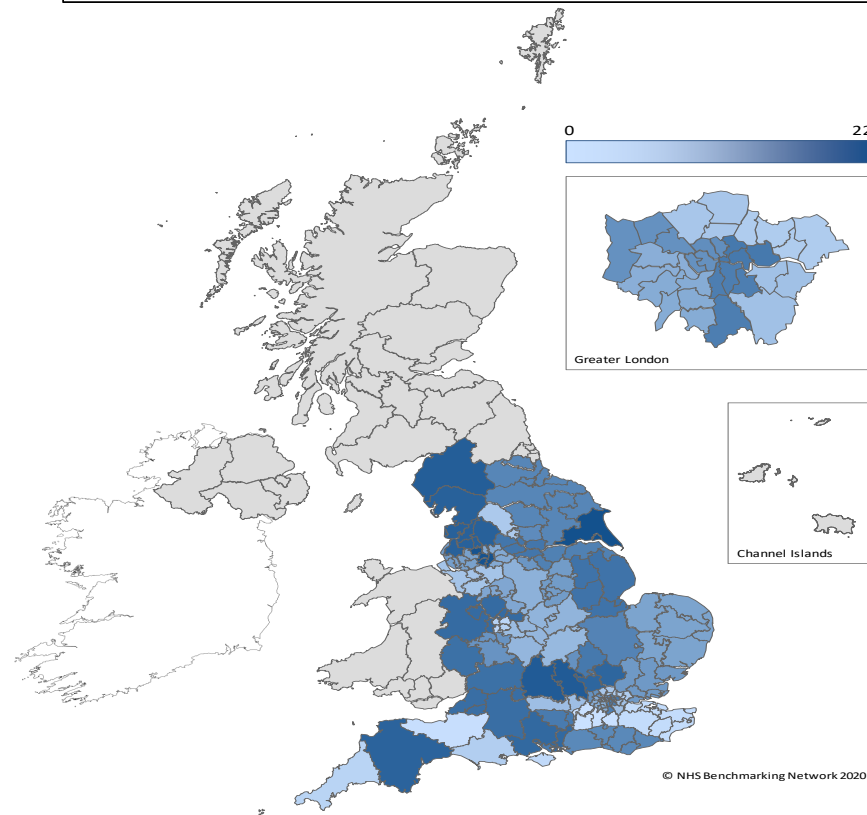
On average, NHS Mental Health Trusts employ 4 WTE Social Workers within their mental health teams when benchmarked per 100,000 registered population. This varies from 0 to 22 WTE per 100,000 population across NHS organisations. This data does not include :

- Mental Health Social Workers who are working within NHS services but who are employed by external organisations (e.g. Local Authorities)
- Social Workers in other areas of healthcare (not mental health) e.g. frailty services for older adults

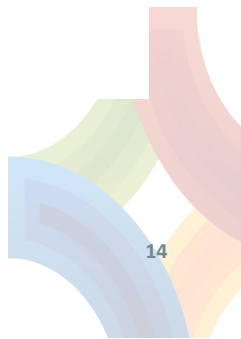
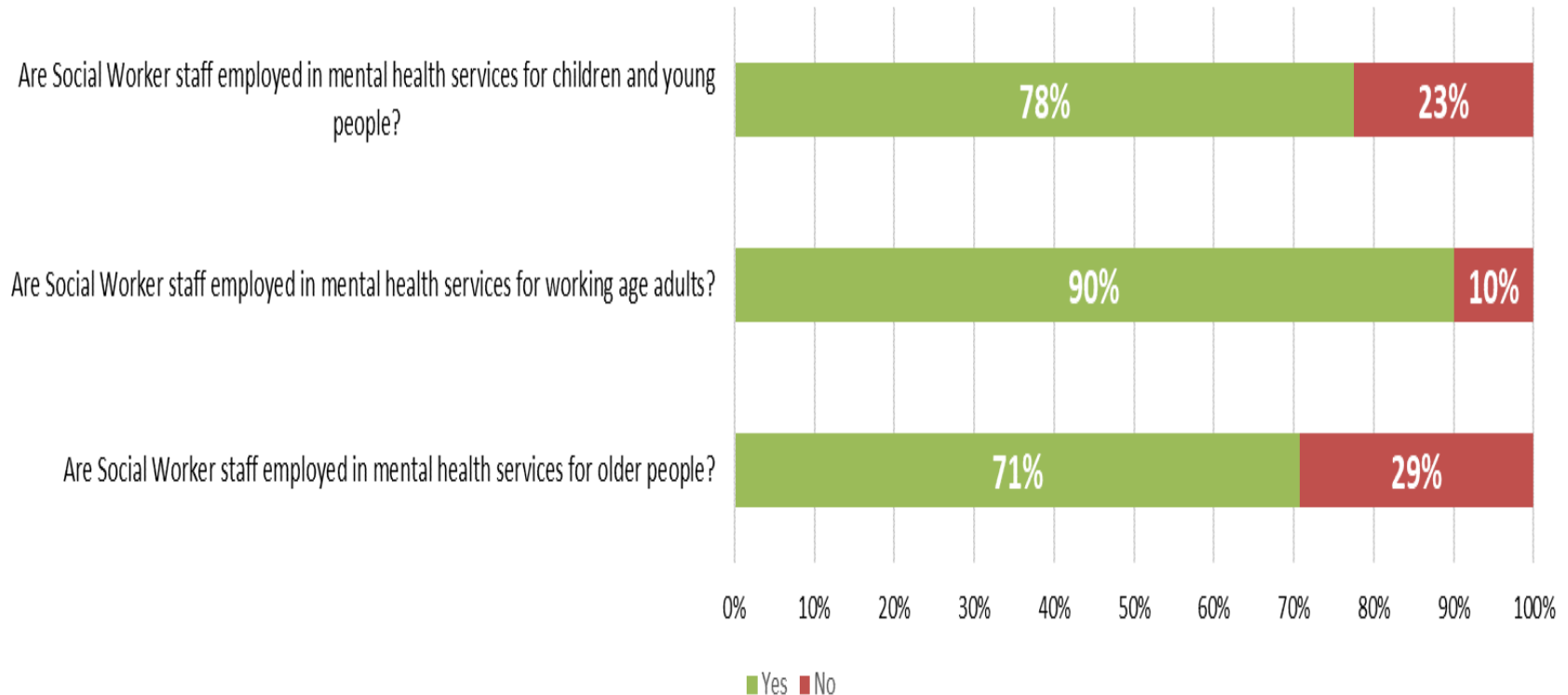
# NHS Employed MH Social Workers by Region

NHS employed Social Workers (WTE) per 100,000 registered population

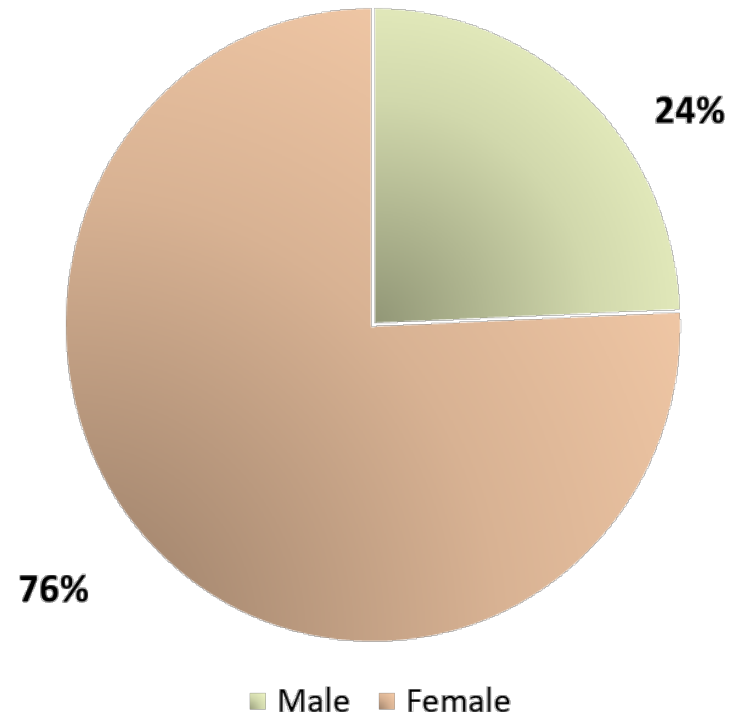
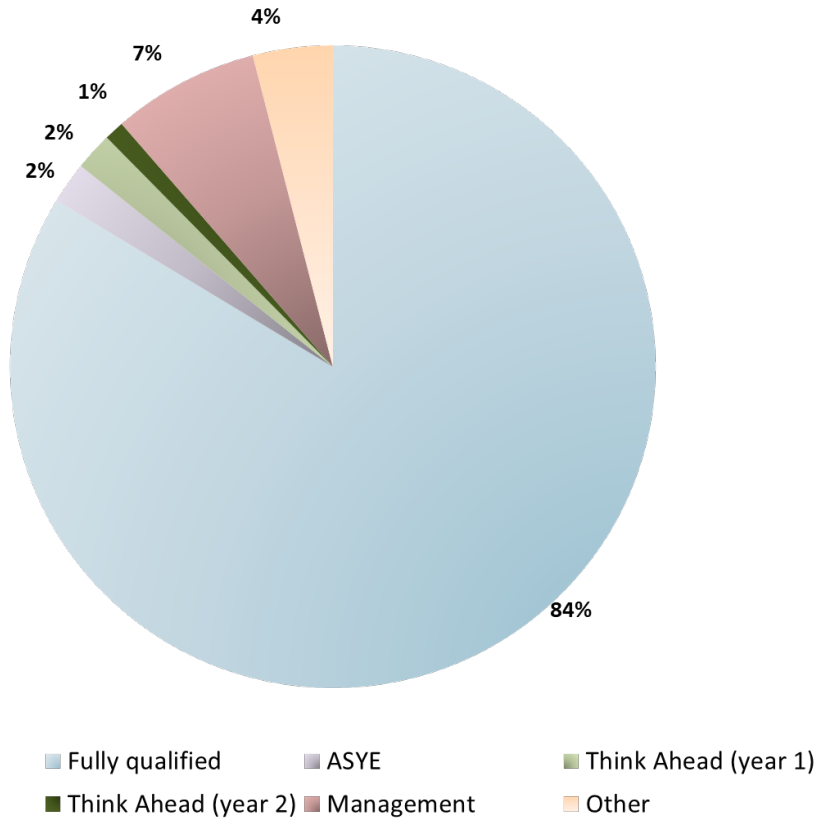
- Regional variation is evident in all aspects of mental health services



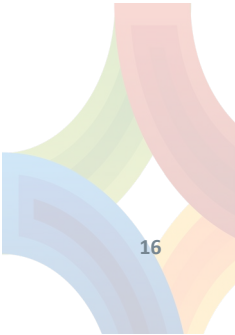
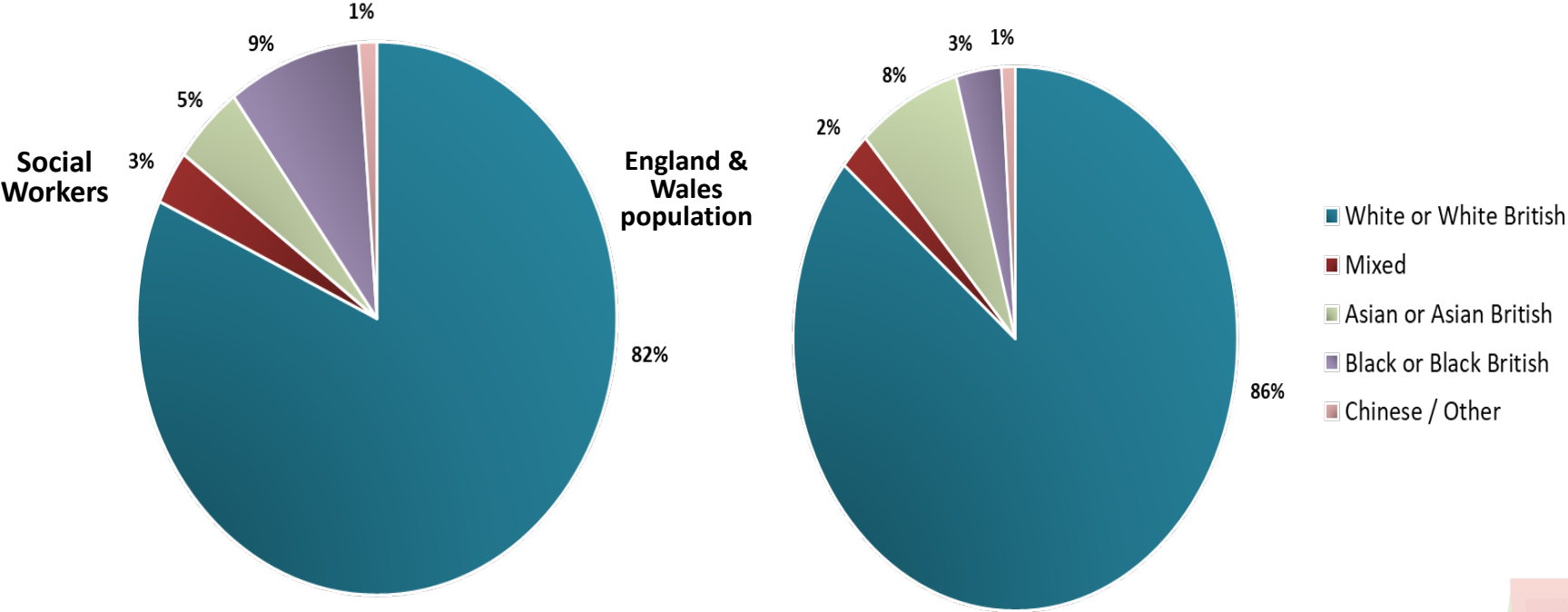
# Service Models – where are MH Social workers?



# MH Social Workers – Workforce Composition

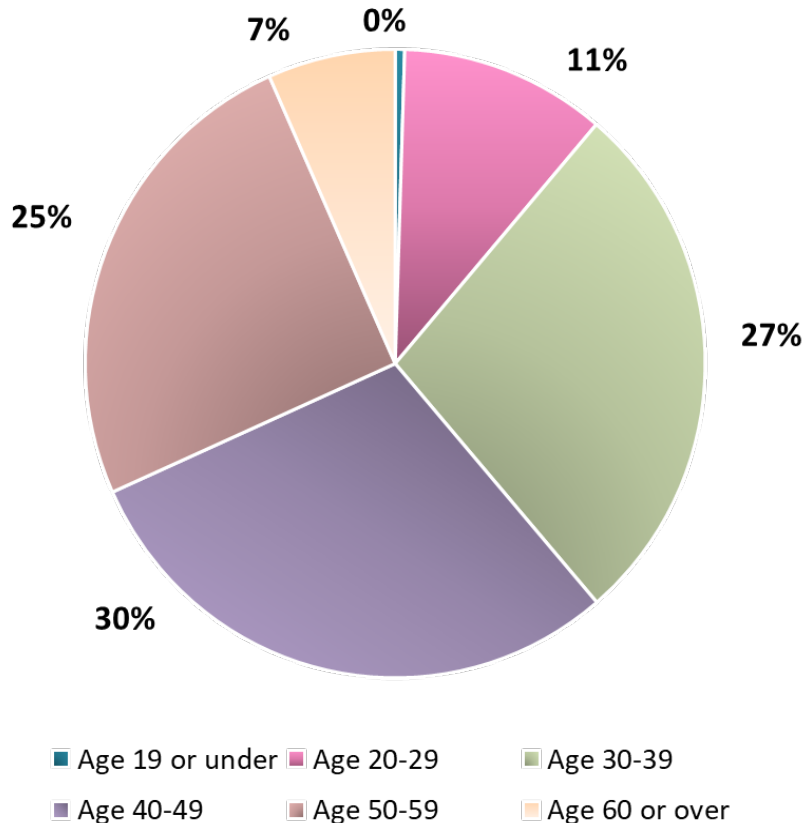


# Ethnicity of Social Workers





# Age of Social Workers



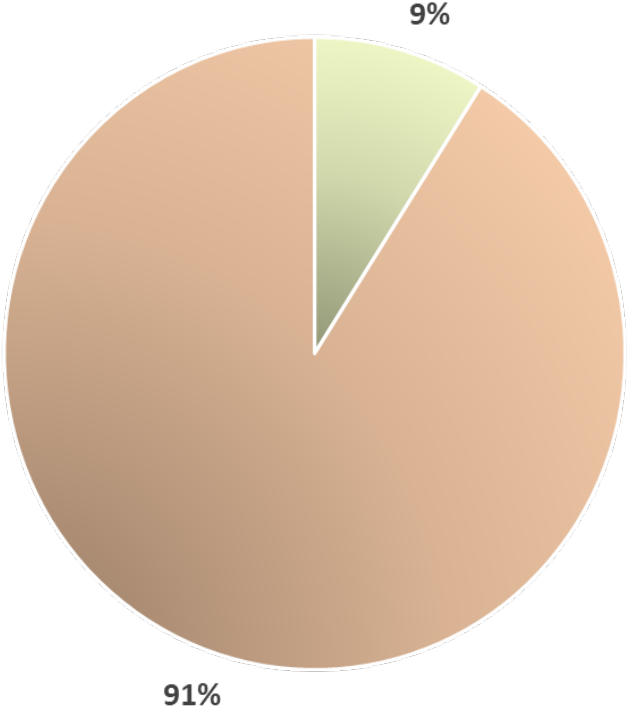
The mental health Social Worker workforce includes a wide age range of staff, with 32% reported to be aged 50 or above, and a further 30% aged 40-49.

In the 2018 NHS Benchmarking report in conjunction with ADASS\*, 38% of Social Workers were in the 50+ age group. This may indicate that Social Workers within the NHS are likely to be younger than the wider cohort within Local Authorities.

\*

<https://www.adass.org.uk/media/6428/nhsbn-and-adass-social-care-national-report.pdf>

# Disability status of Social Workers

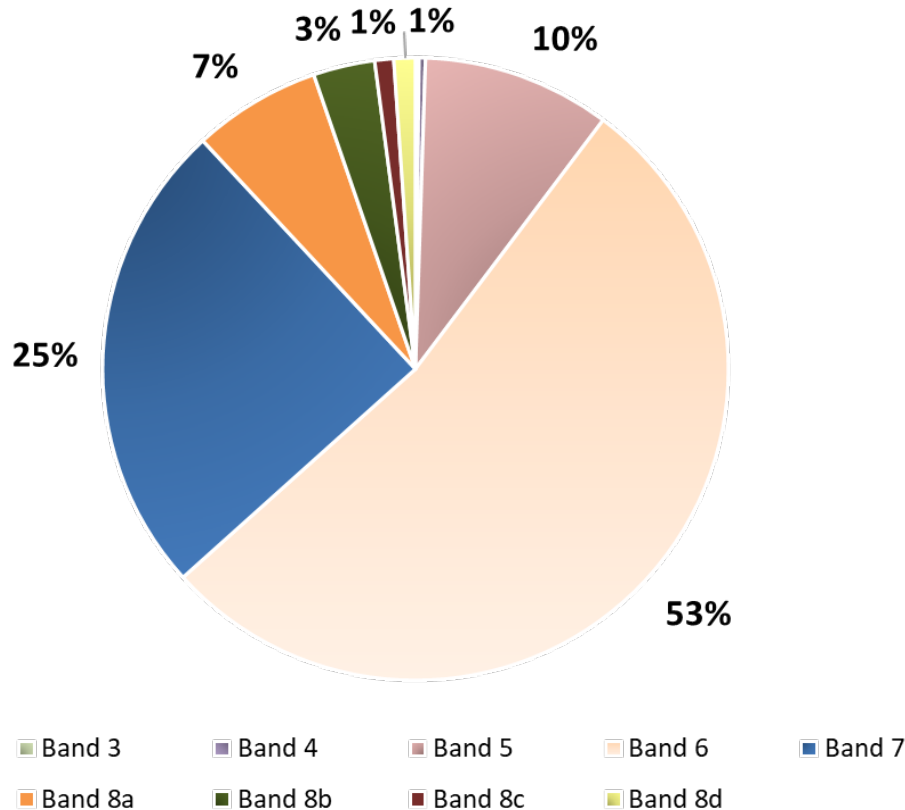


■ Staff who have a reported disability   ■ Staff who do not have a disability

The workforce demographic analysis confirmed 1,323 Social Workers with a disability status recorded. 9% (119) had a reported disability. This is marginally higher than figures in health services as a whole, but mirrors figures for other staff groups in mental health services.



# Salary information – Agenda for Change



Analysis of Agenda for Change data for NHS employed mental health Social Workers revealed a structured skill-mix with most qualified Social Workers paid at Bands 6 and 7 (78% in total).

Participants reported that the majority of the workforce are within Band 6 (53%) or Band 7 (25%) of the Agenda for Change salary bandings.

It is worth noting that the workforce demographics are inclusive of Social Worker trainees (ASYE and Think Ahead Years 1 and 2) which may account for a proportion of Social Workers below Band 6.

Service management and specialist roles are also evident in the 12% of staff banded between bands 8a and 8d.

# Conclusions

- Most NHS Mental Health Trusts directly employ Social Workers as part of their MDT. Only 7 of 55 organisations (13%) do not.
- 2,211 WTE mental health Social Workers, directly employed by the NHS. Another 683 employed by Local Authorities & working directly in NHS MH teams. Total = 2,894 WTE Mental Health Social workers working in NHS MH services.
- 3% of the total NHS mental health workforce.
- Local Authorities employ 2/3rds of all Social Workers working in England's mental health services, LA services make a significant contribution.
- Largely female workforce
- Good representation from BAME groups
- Youthful - 68% of NHS employed mental health Social workers are aged under 50
- Thanks for providing data !



**Stephen Watkins** | Director | NHS Benchmarking Network

0161 266 1997 | [s.watkins@nhs.net](mailto:s.watkins@nhs.net)

# Social work leadership

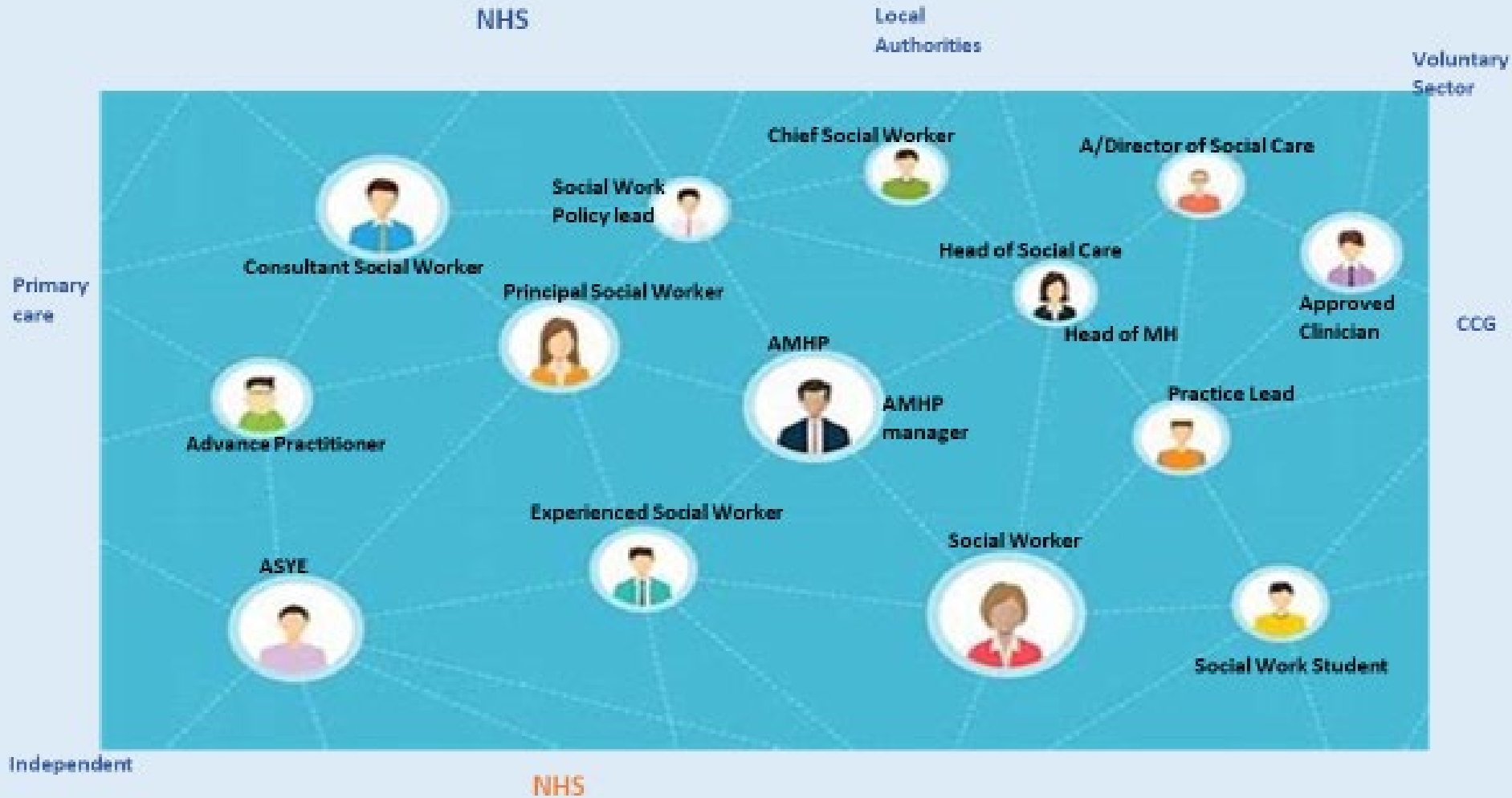
**Mark Trewin, Chair HEE New Roles in Mental Health**

**Social Work Group,**

**Karen Linde, Social Work for Better Mental Health/Centre  
for Citizenship and Community.**

**Carla Fourie, Director of Social Care**





# Social Work Leaders Videos

## Key Themes:

- Raise the profile of mental health social workers
- How social workers developed into system leaders
- Social workers in an integrated community mental health systems across range of settings
- Champions of inter-disciplinary, interagency and co-production
- Importance of more visible inclusivity and diversity in social work leadership
- AMHP leadership
- Leaders of relationship, rights and strength-based care
- Social workers employed across all areas incl. forensic, perinatal mental health services, child and adolescent mental health psychiatric liaison services
- Different social work roles and leadership
- Transformational leadership
- To be used widely to educate and as part of new interprofessional learning framework



# Become part of the mental health leadership learning community

Skills for Care is forming a leadership community of practice. Details to be circulated post webinar. For further support and leadership resources, please visit

<https://www.skillsforcare.org.uk/Learning-development/social-work/Mental-health-social-work/Mental-health-social-work-leadership.aspx>

You can find the leadership films at:

<https://www.youtube.com/playlist?list=PLrVQaAxyJE3fn52TDaw3hXueDiWWXSHdP>

Keep in touch with us





# Developing the AMHP role, e-learning and service standards

**Robert Lewis, AMHP service manager  
Devon NHS Partnership Trust**

# Forensic social work and the role of the social supervisor

**Mark Trewin, Mental Health Social Work Lead,**

**Jacob Daly, Independent Mental Health Social Worker**

# Forensic Social Work: a scoping report

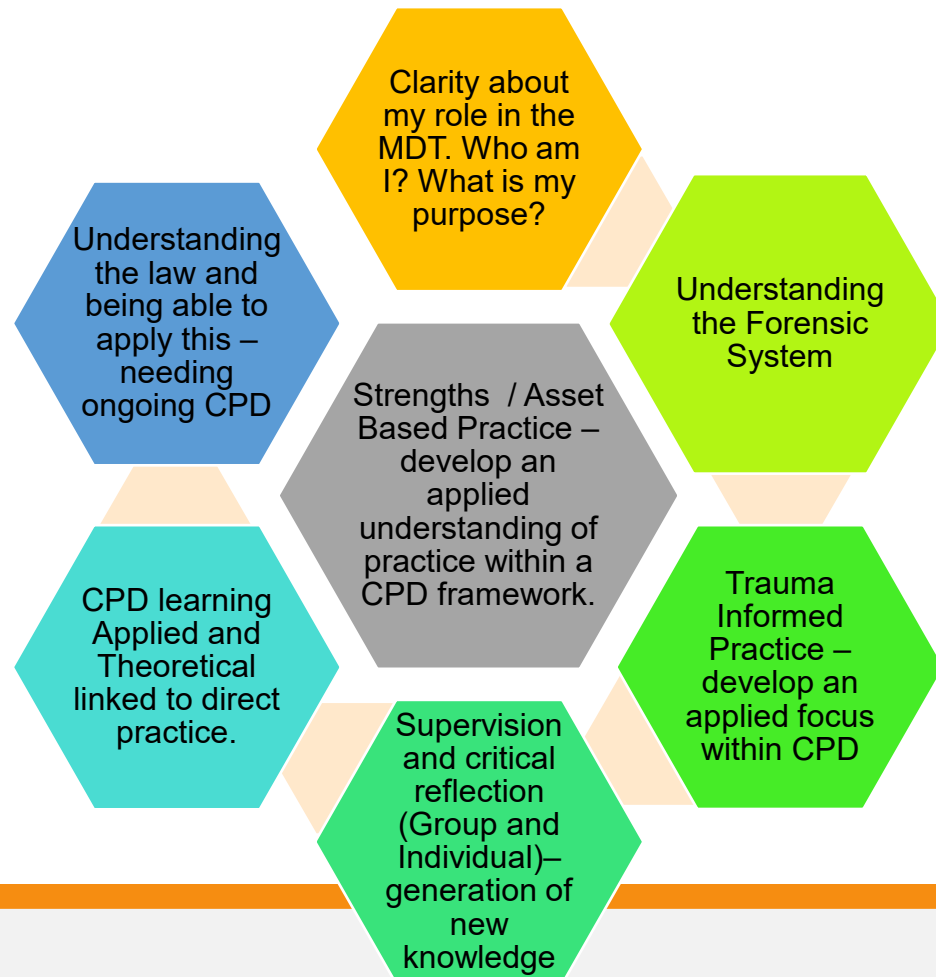
**(1) The Role of the Social Supervisor:** Specific training needed; vicarious responsibility and social supervision for out of area; allocation of role of social supervisor; social supervisor role and confusion with CPA care coordinator role; social supervisor training for other professions and non AMHP's; line management supervision of social supervisors.

**(2) Recruitment and Retention Issues;** Payment disparities between LA and Trusts; future pathways for FSW; distance to employment; limited career pathways; closed communities; using locums to fill shortfall; fear about the FSW role; image of social work; other professionals views about social work.

- *Salary and Location*

**(3) Continuing Professional Development:** A Simplified competency and performance framework recognised across the FSW sector; workforce planning data gathering strategy; professional supervision; legal knowledge and skills as ongoing CPD; pooling of training resources; opportunities for movement and finally, Sometimes I am asked to do X and Y but what I really need is for someone to show me how to do X and Y and include this as part of wider CPD activity.

# How to do X and Y and how to be part of MDT/ Agency/ Interagency; knowing my role.



# Summary and close

**Mark Trewin, Mental Health Social Work  
Lead,  
Emma Wilton, Delivery Lead, HEE Mental  
Health Programme**