**CAMHS T4 staff training CQUIN Reporting Template 2019-20**

|  |  |
| --- | --- |
| Provider | *Enter text* |
| Service name (including ward names) | *Enter text* |
| Level of security (medium/low/non-secure) | *Enter text* |
| Male/Female | *Enter text* |
| Service Type | *Enter text* |
| Name of lead in provider completing template | *Enter text* |
| NHS E Commissioning Team managing contract | *Enter text* |
| Name of Lead for contract from NHS E Commissioning Team | *Enter text* |

See appendix for detail on what good looks like.

## **Quarter 1**

### **Trigger 1**

1. Using Training Needs Analysis, complete review of existing staff teams (including bank and agency staff, and health care support workers) to:

* Identify the capability to deliver psychologically informed care
* Identify underutilised treatment skills
* Identify variations and inconsistencies in practice in and between service teams at an individual and team level including those between service shift teams

Please complete the training needs analysis spreadsheet (version 2) which is attached separately[[1]](#footnote-1).

1. To identify treatment needs and draw out themes, please complete a clinical audit of formulations and CPA notes and plans for

* the last 30 GA/PICU admissions
* the last 12 months admissions for medium and low secure services

1. Please provide governance documents to demonstrate establishment of service/organisational governance infrastructure, reporting and communication processes needed to oversee and deliver service change programme over years 1 and 2
2. Please set out how partnership opportunities with other local providers to support delivery have been identified and formed:

*Enter text*

## **Quarter 2**

## **Trigger 2**

* Identify appropriate opportunities for staff to utilise all treatment skills
* Identify metrics required to demonstrate progress in delivery taking account of chosen training option and requirement to deliver for all new and existing staff

*Enter detail*

Address identified inconsistencies in whole team practice, audit outcomes, skill and capability gaps through one of the following options

* OPTION 1 (HEI Collaborative in place locally)

Establish formal link to most local HEI IAPT Training Collaborative

Using the outcome of the TNA Service to engage the HEI Collaborative training service to participate in Tier 4 CYP IAPT training phased to start before end of Q4

training on effective team formulation to be included in the module

*Enter detail*

* OPTION 2 (No HEI collaboratives locally)

Establish local team training package in line with Tier 4 IAPT principles to achieve compliance with the TNA including module on effective team formulation and identifying opportunities for training input from Clinical Psychologists service members

*Enter start date*

*Enter detail*

* Phased implementation of team training to start before end of Q4.
* Please send a quarterly report of achievement

## **Quarter 3**

### **Trigger 2**

* Phased implementation of team training to start before end of Q4

*Enter start date (if not confirmed in Q2)*

* Please send a quarterly report of achievement

## **Quarter 4**

### **Trigger 3**

Evidence that implementation of action taken in Q1, Q2 and Q3 in line with Option 1 or Option 2 has contributed to delivery of organisational training plan and targets for staff participation in training

* Achievement against agreed metrics
* Recommendations for further action to deliver whole service consistency in approaches to treatment practice and team behaviours including identification of remedial action to remove barriers to implementation

**Appendix – What good looks like**

Trigger 1 – Training Needs Analysis

Include description of training needs met through in-house training

Trigger 1

The initial CPA will identify unmet needs.  These could include the need for completing a comprehensive formulation or the need to treat a diagnosable mental disorder with evidence-based treatments eg Psychosis, ED, Depression, Anxiety. This reflects 2 possible alternative functions of a Tier 4 admission and the trigger criteria is that the provider supplies evidence that they are providing at least one of these functions for an admission:

* + comprehensive formulation: provider will need to show that a formulation has been identified at initial CPA as being necessary for this admission, completed during the admission AND that the CPA notes (for the CPA post formulation being completed) reflect needs having been identified (whether it be for treatment within tier 4 or for post discharge care) and
  + care/ treatment directed at an already assessed and identified need for Tier 4 care i.e. most likely an identifiable diagnosable mental disorder.

Trigger 2

Increased number of comprehensive formulations identifying a range of treatment needs ie  these needs could be met within inpatient or post discharge.  Other good indicators could include service changes;   trainee knowledge and skills;  improved ward atmosphere and data from safety thermometer, reduced frequency of using restrictive practices.

Trigger 3

A description of the outcomes that the Unit would want to see as a result of undertaking the training of staff identified through training evaluation

* + Specific metrics such as improvements in the Safety Thermometer
  + Reductions in frequency of restrictive practises
  + Changes in trainee knowledge, trainee skills
* Ward atmosphere
* An evaluation of the impact of training via interviewing staff and YP

1. Please return any additional documents as separate attachments as unfortunately NHS Mail does not accept Word documents with embedded files [↑](#footnote-ref-1)