

# **Children and Young People Transforming Care Workforce (CYP TCW) - Consultation Questions**

The National Workforce Skills Development Unit focuses on a range of national mental health workforce issues and is a service commissioned from the Tavistock and Portman NHS Foundation Trust by Health Education England.

Prepared for: The CYP TCP Expert Reference Group (ERG), CYP TC Steering Group, and families and carers involved in the Challenging Behaviour Foundation (CBF) 'Families and Carers Views on the Workforce'

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## Purpose

This document sets out the questions and parameters of a consultation process agreed between the Unit, NHSE and HEE for the CYP TCW Report and Recommendations. An extension on the original deadline of April 1st 2018 has now been extended until May 1st 2018 to allow time for consultation to take place. The consultation will close at **5pm on the 18th April**. All comments, suggestions and views should be sent to [workforce@Tavi-Port.nhs.uk](mailto:workforce@Tavi-Port.nhs.uk) by this time. **It is important that this document is read and considered when considering your consultation response.**

**Please note that the report repeatedly references the LSBU literature review and the CBF families and carers reports commissioned for this piece of work, but these are not included in the consultation, and therefore are not included here. They will be included in the final version as appendices and are available on request.**

## Consultation

Given the time limited nature of this work and of the consultation process itself, you are requested to consider the report and recommendations in the context of the following:

- Endorsement - are ERG members specifically, content to endorse the report and recommendations as representative of the discussions held? If not, then what would need to be amended or changed? It is suggested that you consider this in the context of headline messages and content as opposed to technical details.
- Moving forward - do you feel that the overall content of the report and recommendations is sufficient to move the conversation forward given the limitations set out around this work at the outset - namely time available?

In addition to the above overarching framing of approach to this consultation, there are a number of specific points against particular sections it would be helpful to have views on. These are set out by section below:

### Section 4: Skills and Knowledge Framework

This section is an adapted version of the paper presented to the ERG at the final meeting. This has been updated to reflect discussions held at that meeting, both as a whole group and in the smaller working group.

1. Do you feel that the matrix as set out will help local areas determine the skills needed at the various levels to be able to map local skills gaps?
2. Are there technical aspects missing or misrepresented? (Note that the matrix is illustrative in intent and not comprehensive)
3. Are you happy with the approach to the inclusion of values in the matrix? This prompted much discussion in the smaller working group without full conclusion. We have taken the approach of not fully integrating values with skills as it is felt that they are quite different - instead they are included in whole within the matrix. This was done with a view to avoid repetition - that is

to say, the nature of values suggests that all would be present in one way or another at every point in the matrix.

4. Are the case examples helpful in illustrating how the matrix might be applied - this refers both to the overall inclusion of these and the way they are depicted?
5. Are there technical aspects of the case examples you feel are incorrect or could be enhanced? For example, we have had some discussion with the chair around whether the 'Barry' example is complex enough to be properly representative of this group. Please be detailed and specific when commenting on this to facilitate inclusion.
6. Are two case examples sufficient? If not then please provide further examples following the same approach.

## Section 5: Recommendations

This section is a summary of the discussions held at the ERG, a reflection of some of the points highlighted in the CBF synthesis report and workshops and the result of further discussions between different stakeholders. **Please note that the report is focussed on workforce and training and not service design nor commissioning, although of course there is significant synergy between these.**

7. Do the recommendations reflect what you would expect to see given the discussions that have taken place?
8. Do the recommendations feel comprehensive enough to move this agenda forward?
9. Do the recommendations cover what you might expect?
10. Would you add or remove any recommendations?

Further questions around this section will be set out against particular recommendations

11. Recommendation 1, Professional responsibility.

The list of organisations contained here is likely not comprehensive. Are there others that should be listed here? In particular there may be insufficient reference to education bodies and organisations in this recommendation.

12. Recommendation 2, Central coordination and future work

This captures a number of discussion points within the theme of the need for central coordination - does this approach work? Are their elements you feel are missing?

13. Recommendation 4, Skills gaps

These take two broad themes that seem to have repeatedly emerged throughout discussions. Are these themes correct? Are there more that you would have expected to see here given the discussions held?

14. Recommendation 5, Education and training

Are there further points you would wish to see included here?

15. Recommendation 8, Data

Is this comprehensive enough and could it be more specific? If so then what else does it need to include? Who could hold responsibility for capturing the population part of the data given it straddles social care, education, health etc.

16. Recommendation 10, The impact of other policy reforms

Are these examples illustrative enough? Are there other key examples you would like to see included?

## Section 6: Appendices

This is currently a suggested list of appendices which will be completed when preparing the final report. It is assumed these are not contentious but there are some specific questions around best practice.

We have received some limited examples of best practice but it is not clear whether it is actually helpful to include these as part of this report. This is because it seems at odds with the overall approach taken in this work, that is different local areas will need to find different local solutions. It seems it would run counter to this approach including examples in a particular area of where things have worked that would not be applicable nor practical in a different area. We did consider the approach of using two examples of best practice that are solving the same problem in different ways.

If you think this would be helpful are you able to provide examples of best practice that do this?