

8 December 2020

Briefing and guidance: financial offer to mental health trusts to build the lived experience 'personality disorder' workforce during 2020/21

A. Context

1. As part of the [NHS Long Term Plan for mental health](#), the NHS has committed to transforming community mental health services. By 2023/24, at least 370,000 adults and older adults with severe mental health problems will have greater choice and control over their care and be supported to live well in their communities each year via new and integrated models of primary and community care.
2. A key component of this transformation programme is transforming community mental health services for those with complex mental health difficulties associated with a 'personality disorder' diagnosis¹. In support of this programme objective and as set out in the [NHS Mental Health Implementation Plan 2019/20 – 2023/24](#), NHS England & NHS Improvement (NHSE/I), and Health Education England (HEE), will roll out Knowledge and Understanding Framework (KUF) training. The purpose of KUF training is to improve the confidence and competence of staff providing care and support to people with these difficulties.
3. KUF training is based on a 'train-the-trainer' model and is co-delivered by a clinical trainer and lived experience trainer. The 12-community mental health transformation funding early implementer (CMHTFEI) sites are currently prioritised for the initial roll-out of KUF during 2020/21. From 2021/22, KUF training will be made available to all staff working in new and integrated models of community mental health care across England. We are also exploring rolling out training to mental health crisis and liaison teams.
4. From our initial phase of the roll-out of KUF training, it is clear there is a shortage of people in lived experience roles working in mental health providers that have the capacity and experience to both support the implementation of new, transformed models of care for people with these difficulties, and to work alongside a clinical trainer to co-deliver KUF training within their local system from 2021/22.
5. If we are to meet the [NHS Long Term Plan](#) commitment to roll-out KUF training to all mental health providers, we need to act now to ensure there is a sufficient pool of people working in lived experience roles to co-deliver KUF training from 2021/22.

B. The offer

6. Non-recurrent funding, equivalent to the full year salary costs for the mid-point of one Band 7 on the NHS Agenda for Change pay-scale, is available for each mental health provider in England. NHSE/I will allocate funding to nominated CCGs who are expected to release these funds directly to mental health providers.
7. There are two opportunities for systems to access this funding during January and February 2021 [see section D, table one below]. **This is an optional funding offer; therefore, systems are only invited to request access to this funding if they are content to take up the offer and if they are confident that the conditions for receiving funding can be met within the timelines of the offer.**

¹ We acknowledge the range of terms used to describe this cohort, the sensitivities around diagnostic labelling and the current lack of consensus on terminology.

8. Systems will be supported by a co-produced national support offer, which will include a series of nationally facilitated webinars and the development of a 'community of practice'.

C. Conditions for funding

9. Funding can only be used to recruit an individual with lived experience who will:
 - have the capacity and experience to support the design and delivery of transformed models of care for people with complex mental health difficulties associated with a 'personality disorder' diagnosis; and
 - work alongside a clinical trainer to co-deliver KUF training from 2021/22.
10. To access this funding, we are asking each mental health provider to work in conjunction with their nominated CCG to confirm:
 - Mental health provider name and executive sign-off for requesting this funding.
 - Nominated named lead within the mental health provider for progressing this work, including appointment / recruitment.
 - Nominated CCG to receive the funding, and commitment to recurrently fund the role via LTP CMH uplifts in CCG baseline funding / CMH SDF i.e., transformation funding in future years.
 - 250 words on how the funding will be utilised.
 - Appropriate supervision arrangements for the individual recruited / appointed to the role.
 - Commitment to review and share joint outcomes from the employer's and employee's perspective.
 - Commitment to support the appointed individual to access counterparts from national organisations in similar roles.
 - Commitment to creating a role that aligns with the example job description provided.
11. In Annex one below, we have also provided a checklist. This includes some areas we would recommend each mental health provider has in place before accepting this offer of funding.

D. Next steps

12. We are hosting an optional support webinar on 15 December from 16:00-17:00 [calendar invitation shared in email] This will be recorded with the link made available on the [FutureNHS Collaboration Platform](#). The purpose of this webinar will be to:
 - discuss the funding award process.
 - share some good practice examples.
 - provide opportunity for Q&A.
 - discuss options for future support as the funding is allocated.
13. For your mental health provider to access this funding please:
 - complete this [short MS Forms proforma](#) by either of the deadline dates below, setting out how funding will be utilised in line with the conditions above. **Please note that providers are advised to aim for the 8 January deadline, but it is recognised that meeting this deadline in light of Covid and the festive period may be challenging.**
 - review the checklist set out in Annex one below.
 - submit the MS Forms proforma in line with the timeline set out in Table one below.
14. NHSE/I will then undertake a rapid review of all requests before making decisions and communicating them back to requestors ASAP.
15. Once funding has been approved and providers have been informed of a successful outcome, providers are requested to commence recruitment immediately.

16. We have provided an example Job Description (JD) from one of the 12 CMHTFEI sites. We recommend recruitment takes place broadly in line with this example JD. However, some mental health providers may need to amend accordingly to fit in with existing roles and structures unique to the organisation.

If you have any questions regarding this offer of funding, please contact [REDACTED], copying in the NHSE/I national Adult Mental Health Team's central mailbox [REDACTED]

Table one: funding offer dates and MS Forms proforma completion deadline

MS Forms: proforma completion date (provider action)	CCG allocation transfer date (NHSE/I action)	CCG to release funding to provider by no later than (CCG action)
8 January 2021	End January 2021	Early February 2021
8 February 2021	End February 2021	Early March 2021

Annex one – checklist

1	A trust-wide strategy for co-production and engaging people with lived experience in the development of new service provision
2	A trust-wide lead for service user and carer involvement
3	An organisational commitment to rolling out KUF one- and three-day awareness training
4	Identified supervision for the individual recruiter to the role
6	Structures to support Continuing Professional Development (CPD) for the individual to be recruited to the role
7	An identified team for the individual to join. This should also include plans for preparatory work for the existing workforce to appreciate and understand the unique aspects that (senior) lived experience roles bring to services
8	Organisational commitment to collaboratively build a network of new lived experience trainers e.g. in collaboration with a local recovery college who may be able to support providers to further expand their local KUF offer from 2021/22 onwards

Annexe two – available allocations

Mental Health provider location	Mid-point Band 7 (including on-costs) allocation
Non-London	£52,318
London fringe	£54,614
Outer London	£58,499
Inner London	£61,150

**If you do not think it is possible to recruit a full time Band 7 practitioner within the cost envelope provided above, please discuss options with [REDACTED] to discuss.*