

principles and workforce development



The principles are an important driver for workforce development. Equipping people with the skills they need to transform services, to work in partnership and to empower the people who use their services presents us with some very real challenges. The cultural change that is required to improve life for mental health service users needs to encompass managerial and professional practice.

Not only do we have to think about the skills that professionals might require in order to work in different ways, we also need leadership skills to support the change in organisational cultures that

will support this endeavour. One thing is clear, good practice is most likely to happen where general principles of respect and participation exist within the workplace.

Upholding the principles may mean challenging some orthodoxies, finding new ways of delivering services and new ways of working across professional and organisational boundaries.

Training and development

- Joint training across professional groups is needed. Staff should also be encouraged to look at mental health in a wider context, linking in to training around social inclusion and recovery
- Staff need training in participation and communication, especially with people who have communication difficulties and impairments

Supporting processes

- Evaluation of services and individual principles should be grounded in the principles
- The Principles into Practice Network could help by developing a Principles

Audit Tool and making this available on principlesintopractice.net

- Inclusion of the workforce in service development, strategic planning and redesign

Leadership

- Be brave and encourage positive risk taking
- Encourage multi-disciplinary work through mechanisms such as joint projects with the voluntary sector, professional peer development programmes and service user involvement structures
- Rewarding, recognising and sharing examples of good practice through staff forums and the Network
- Developing the structure of services and staff skills within these to ensure support for the range of care options that may be required to meet individual needs