

**Public Health Outcome Fund Full end of project report – Training to Demystify Mental Health for Managers and Wellness Recovery Action Plan training for the workforce.**

**Project Narrative**

**To run Mental Health Awareness training courses for up to 200 managers to help them understand how they can**

- Recognise and manage their own mental health
- Recognise potential mental health issues in their teams
- Not be afraid to talk about mental health issues with their teams and be able to sign post them to effective support

A mental health awareness course for frontline staff was rolled out in 2012/ 2013. 6 courses were run; some of which were oversubscribed and a total of 107 staff were trained. The feedback received from this training was positive, 77% of attendees answered positively to wanting more Mental Health training. Training specifically for managers was identified as an action by the Stress Working Group and it has also been raised as a request at Departmental H&S Committee meeting level.

**Wellness Recovery Action Plan training**

- Training covers a tool for individuals to create a self-care plan to support employees manage their own wellbeing.
- Can cover both work related and personal factors
- Aims to help people come through difficult periods in their life and by providing skills and strategies around general wellness as well a focus on keeping well at work.

In 2013 64 members of staff attended WRAP training. 100% of participants were able to evidence specific skills and strategies that they had learnt in post training evaluation. 53 reported feeling less isolated and 39 reported an improvement in confidence, both of which play a fundamental part in the maintenance of positive mental health. The initial 64 staff consisted of individuals currently in the Occupational Health system and those who had expressed a desire to attend due to concerns about their stress levels. Further provision of the training will proactively help staff to gain skills to utilize before they start to feel unwell and to recognise the signs and symptoms and put their self-help plan into place.

**Finance**

The original finances were allocated based on the table below.

<b>13-14 £</b>	<b>14-15 £</b>	<b>Total £</b>	<b>Description</b>
600	600	1200	Room hire x 16 courses @ £75 per each 3 hour course
1,600	1,600	3,200	WRAP Course x 8 (25 per course) £400 per course

1,600	1,600	3,200	Demystifying Mental Health for managers x 8 (25 per course) £400 per course
200	200	400	200 reflective diaries @ £2.00 each
<b>4,000</b>	<b>4,000</b>	<b>8,000</b>	<b>Total</b>

These figures were subsequently simplified by Wirral Mind to be £600 per full day WRAP course and £360 for the half day Demystifying Mental health. This included all the admin, room hire and refreshments. This came to £4, 800 for the 8 WRAP training and £2,880 for the 8 Demystifying Mental Health.

Charges for courses run	Invoice amount	Total paid to date
5 x Demystifying Mental Health = £1800 3 x WRAP = £1800	£3600 excluding VAT	Paid 17.9.14
3 x Demystifying Mental health = £1080 2 x WRAP = £1200	£2280 excluding VAT	Paid 11.3.15 <b>Total £5880</b>

#### **Outstanding invoice from Wirral MIND to be received for remaining courses.**

Payment outstanding for 1 WRAP training = £600

2 Demystifying Mental Health = £720

Total = £1320 excluding VAT

Projected underspend of £800 from original £8000 funding.

#### **Training delivered and numbers of attendees**

<b>WRAP</b>	
Date	Number attended
5.3.14	14
21.5.14	11
9.4.14	12
19.11.14	10
10.12.14	10
11.3.15	11
6 course run	Total = 68

<b>Demystifying Mental Health</b>	
28.2.14	8
7.3.14	11
9.4.14	18
2.5.14	9
27.6.14	5
12.9.14	7
7.11.14	10
5.12.14	8
13.1.15	15
27.2.15	19
10 Courses run	Total = 110

Due to higher demand for the Demystifying Mental Health for Managers training and low numbers for the WRAP training, two WRAP courses were cancelled and the Managers training was run instead.

All courses have now been completed, awaiting receipt of final invoice from Wirral MIND.

### **What went well?**

Feedback from the training was excellent. Some quotes from the evaluation forms are included below.

WRAP -

“Good delivery on an awkward area and gave me lots of chances to ask questions and get answers”

“Very knowledgeable on subject. Made it interesting throughout. Gave good tips for dealing with individual issues”

“A valuable course, will recommend to co-workers and clientele”.

Demystifying Mental Health -

“All Senior Management should attend including the CESG”

“Thank you for an interesting and informative morning, it has given me new ideas for supporting staff team members in my workplace”

“Excellent course, I’m so glad I attended. I’ve learnt things about myself and my management of staff that I will take away and put into practice”.

The Demystifying Mental Health for Managers was designated as being compulsory for Managers to complete. It has proved to be so popular that it is being proposed to commission further training by Wirral MIND by Organisational Development. In addition to this, staff will also continue to be supported by giving time to attend any of the open WRAP training courses offered by Wirral MIND. This has also been recommended by Occupational Health in their referral reports, for both individuals and for their managers.

### **What did not go so well?**

The numbers from the original projection were not met. This was due to a number of managers and staff not turning up to the training that they had been booked on. This has been true of most training courses, not just this PHOF funded training and it is thought to be due to the changes in staffing and roles going in on in the authority. The follow up evaluation and feedback after a period of three months from Wirral Mind was also not completed.

**Do you think the PHOF funding has made a difference?**

From the evaluation by delegates who completed the training, both courses were well received and the majority of delegates would recommend that their colleagues attend. As a result of this, there is an intention to continue to offer both training course for both managers and staff.

It is hoped that in the long term further feedback and positive results regarding staff attendance and resilience will be observed and noted.