

Standards for Ensuring Staff Training and Supervision in Acute Services

Document History

Document Authors	Care Services Improvement Partnership West Midlands
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Related Documents	<ol style="list-style-type: none"> 1. Standards for Ensuring Effective Acute Mental Health Services: Introduction and Explanation of Terms 2. Standards for Ensuring Effective Care Pathways in Community Mental Health Teams and Acute Services 3. Standards for Care Planning and Delivery for Acute Mental Health Wards 4. Standards for the Ward Environment
Actions	To be modified only as part of the CSIP Acute Development Programme

Standards for Ensuring Staff Training and Supervision in Acute Services

1. Standards for Ensuring Staff Training and Supervision¹

- 1.1. All acute staff members receive regular clinical supervision, of at least one hour per month.
- 1.2. All acute staff will have received training within the past two years on at least two of the following:
 - equal opportunities
 - racial awareness
 - gender awareness
 - disability awareness
 - religious awareness
- 1.3. All acute staff will have received training in how to prevent or handle violence and aggression, this will include the use of rapid tranquilisation.
- 1.4. All acute staff will have received training in the past two years on:
 - Working with people with dual diagnosis / substance use in acute care.
- 1.5. All acute staff will receive training in:
 - Sexual safety awareness
 - Child protection
 - Vulnerable adults
- 1.6. Acute staff will receive training on the Mental Health Act (2007) and the Mental Capacity Act (2005) including the interaction between them.
- 1.7. A training plan is in place for all acute staff addressing the broader range of skill and capabilities required to deliver effective acute in-patient care. (See Appendix 1)

¹ *These training standards ARE NOT exhaustive and address only some of the training needs of acute staff. For further guidance on the wider range of training for acute staff, see Appendix 1 and refer to: Clarke, S. (2004) Acute Inpatient Mental Health Care: Education, Training & Continuing Professional Development for All. London. NIMHE/SCMH*

References

Department of Health, 2002 "National Service Framework Policy Implementation Guidance". Department of Health

Healthcare Commission 2007, Acute Inpatient Mental Health Service Review

Clarke, S. (2004) Acute Inpatient Mental Health Care: Education, Training & Continuing Professional Development for All. London. NIMHE/SCMH

Department of Health, 2005 "The Mental Capacity Act". DoH

Department of Health, 2007 "The Mental Health Act as amended from the 1983 Act". DoH

Appendix 1 The Broader Capabilities Needed for Acute In-patient Practice

The capabilities required to practice at specific levels in acute in-patient care are broader than those outlined in section 5 above. The range of capabilities outlined in this appendix can help develop training plans for acute in-patient care staff and should be expanded on, based on your local training needs assessment.

All staff in acute inpatient care (including; staff not aligned to a professional group; Support Time and Recovery workers; pre-registration students and all registered practitioners) should have the following capabilities:

- Cultural awareness
- Diversity awareness
- Gender Awareness
- Values-based practice
- Engagement with people and their families / carers
- Assessing clients needs and strengths
- Care planning and delivery
- Risk assessment and management
- Promoting healthy living
- Prevention and management of violence and aggression
- Basic management of alcohol and drug use
- Monitoring side effects of medication
- Team working
- Supervision

All registered staff should have the above capabilities plus the following:

- Comprehensive assessment of a persons need and strengths
 - Formulation of care plans
 - Evaluation of effectiveness of care plans
- Comprehensive risk assessment including a persons coping strategies and strengths
 - Formulation of risk management plans
 - Evaluation of effectiveness of risk management plans
- Medication management
- Engagement with people and providing effective interventions

All advanced practitioners should have all the above capabilities and the following:

- Leading Acute Services
- Professional development
- Developing others
- Advanced clinical skills

Further details are described in (Clarke, S. (2004) Acute Inpatient Mental Health Care: Education, Training & Continuing Professional Development for All. London. NIMHE/SCMH).