

Workforce Development Project: Summary of Findings

In Mental Health,
Learning Disabilities and
Eating Disorders

Part 1: Mental Health Dietetic Workforce
Development Series



Summary of Findings Session Agenda



Aim and scope of the project



Project findings and recommendations



Promoting the role of Dietitians in MH/LD/ED activity



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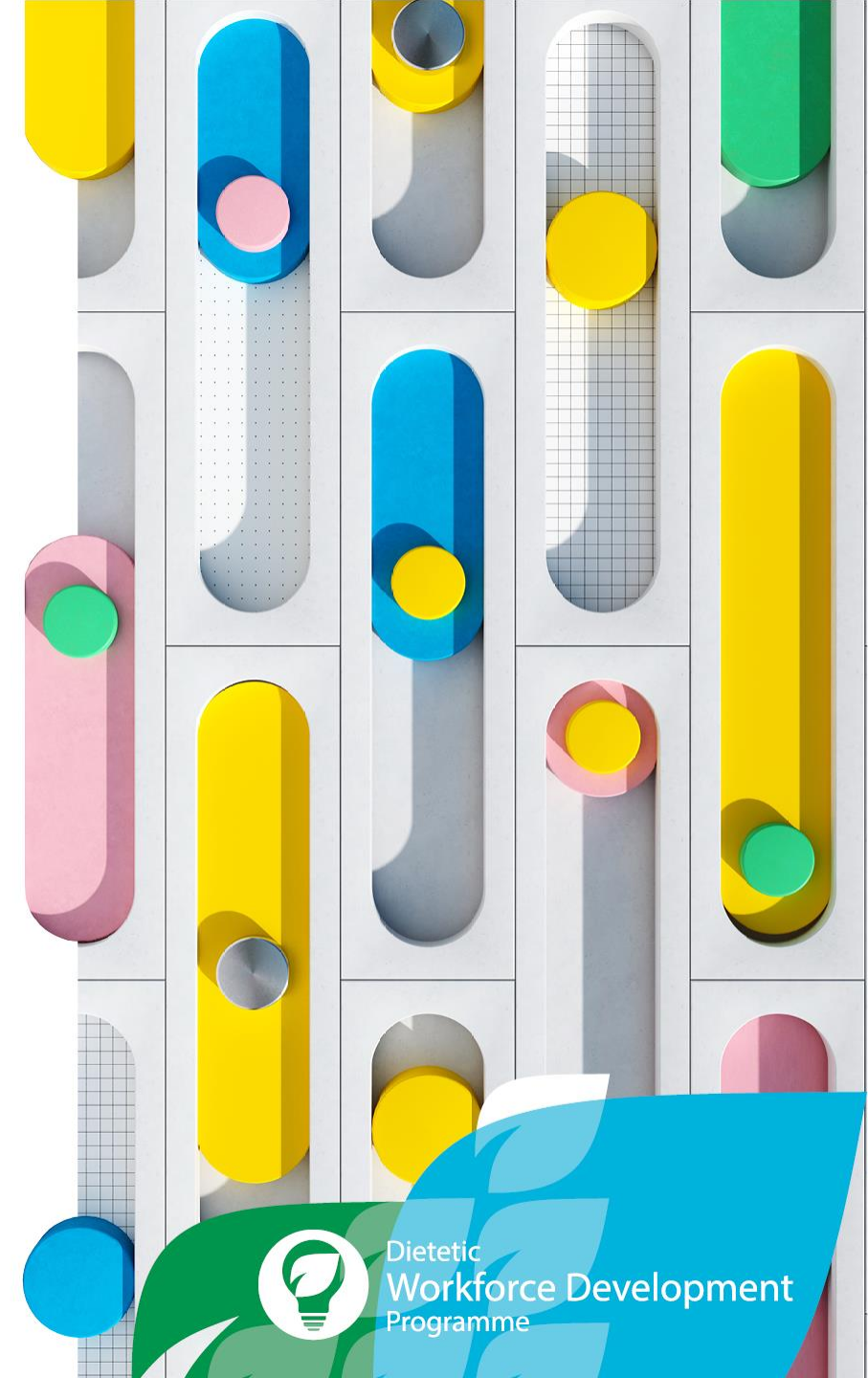
Aim and Scope

Caroline Frascina and Steph Sloan

Workforce Development Project

Why this project?

- Dietetic role in MH
 - Morbidity and mortality
 - Prevalence of physical health
- Dietetic role in LD
 - Health inequalities
 - Prevalence of physical health
- Dietetic role in ED
 - Nutritional risk and restoration of health



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Workforce Development Project Scope



- Current roles and responsibilities of dietitians in mental health
- Future opportunities for dietitians in mental health



- Barriers and enablers for dietitians working in mental health
- Innovative practice examples in mental health



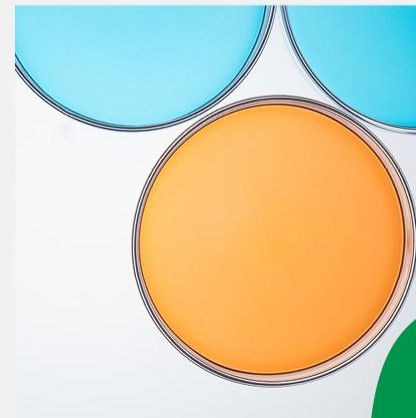
- Current BDA curriculum, preceptorship, and post registration professional development framework to identify any gaps and make recommendations to where MH can be incorporated further.



Scoping Activity Design

Online scoping survey & roundtable series

- September – November 2022
- Two-stage workforce scoping activity
- Online scoping survey & 5 roundtables
- Invitation via MHSB membership mailer & BDA social media accounts



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Project Findings

Steph Sloan

Results

Demographics



Varied years of experience



Lowest representation from early career dietitians & highest from 11-20yrs



Large proportion of workforce joining MH in the last 10 years

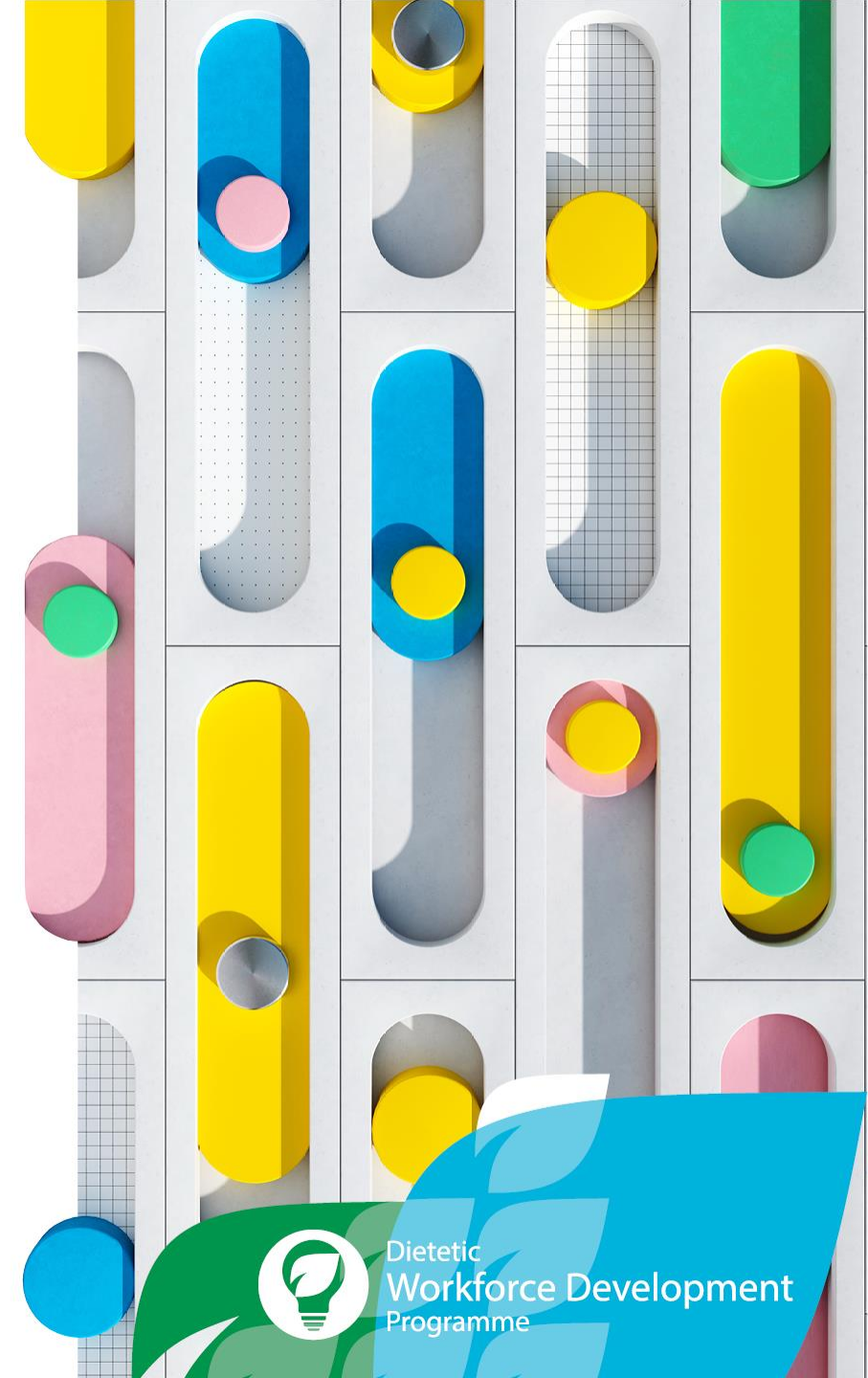


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Results

Banding of staff

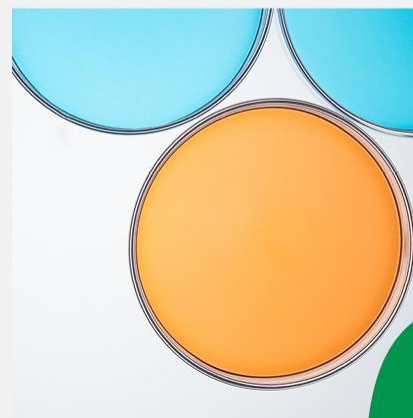
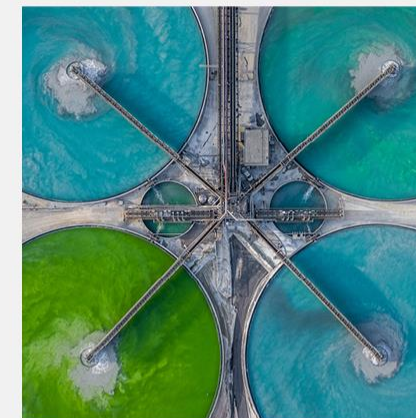
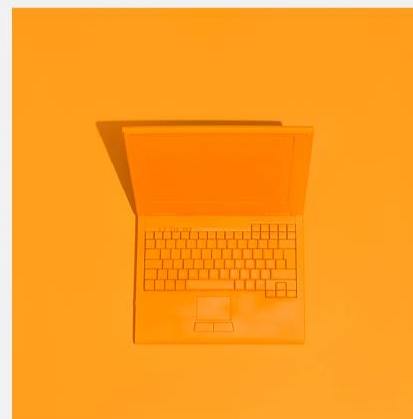
Agenda for change banding	Number of participants (n)	Percentage of the workforce (%)	Change from 2016 (%)
Band 2	2	1.33%	+1.33%
Band 3	0	0%	-5.84%
Band 4	7	4.67%	-0.08%
Band 5	9	6.00%	-1.79%
Band 6	37	24.67%	-14.31%
Band 7	66	44.00%	+6.06%
Band 8a	12	8.00%	+4.15%
Band 8b	5	3.33%	+2.48%
Band 8c	1	0.67%	+0.67%
N/A	11	7.33%	
	150		



Results

Areas of work

Specialist area	Number (n)
Adult Mental Health	57
Adult Eating Disorders	57
Paediatric Eating Disorders	38
Older People's mental health	35
Adult Learning Disabilities	30
Child and Adolescent Mental Health Services	28
Forensic Mental Health	22
ARFID	22
Forensic Learning Disabilities	11
Manager / Professional Lead	9
Other	7
Paediatric Learning Disabilities	4
	320



Results

Understanding of roles



Most feel their non-dietetic colleagues have a good understanding of the dietetic role within MH



< 1/3 feel there is a good understanding of the dietetic role within MH amongst the wider dietetic profession



1/4 feel there is a good understanding of the MH dietetic role at pre-reg level



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Workforce development & retention



Entering profession

- Lack of role understanding
- Perceived lack of skills / experience
- Stigma / fear towards MH
 - Lack of service structure



Retaining profession

- Lack of progression
- Isolation
- Feeling unsupported
- Unsafe caseloads



Opportunities to grow & retain

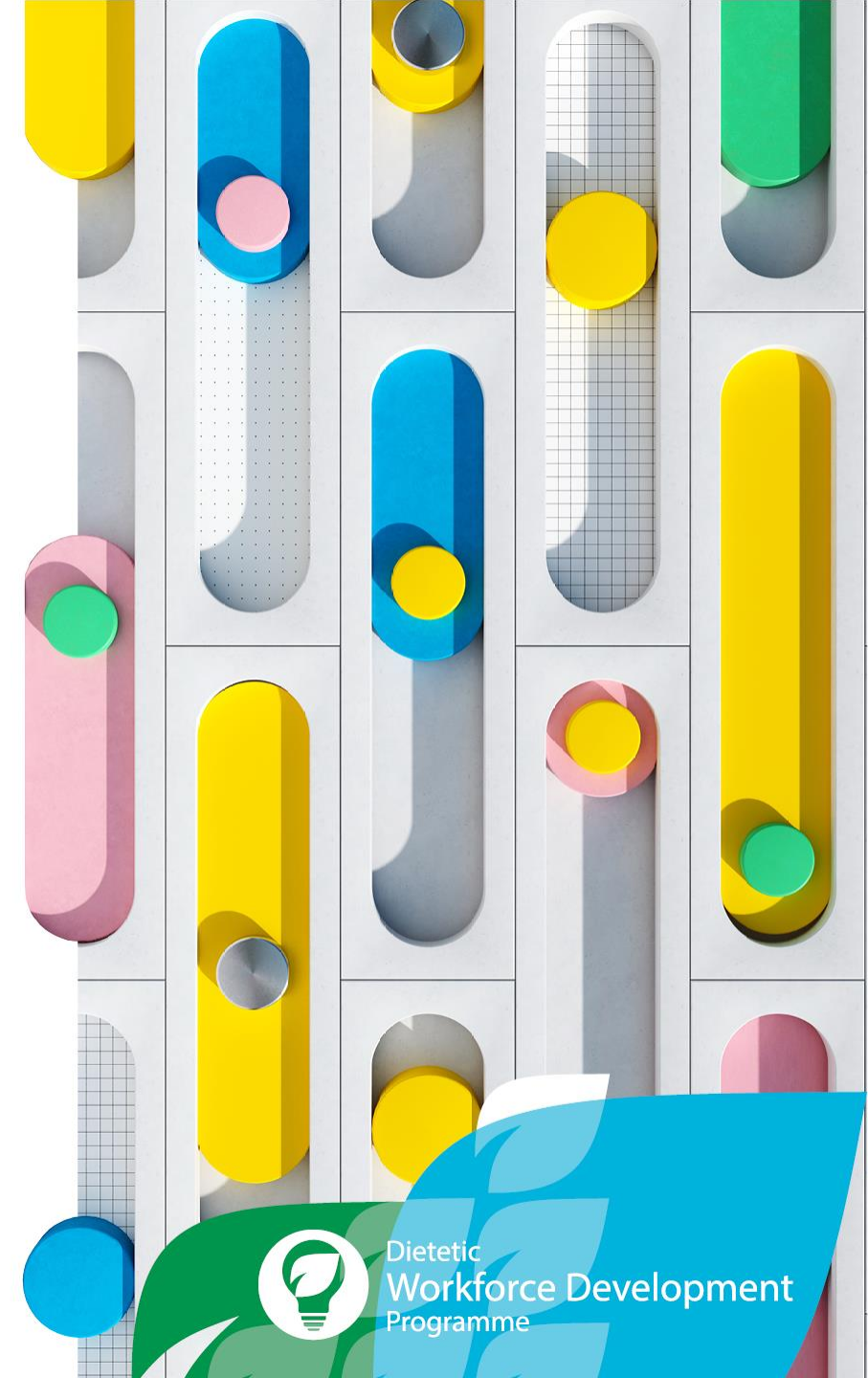
- Progression posts
- Non-clinical activity
- Better embed MH in curriculum
- MH PBL



Results




Post-reg education

- Half of the workforce feel able to access sufficient post-reg training
- A wide range of CPD is accessed
- Lack of time, financial support and relevant courses all serve as barriers to continuing education



Results

Extended roles

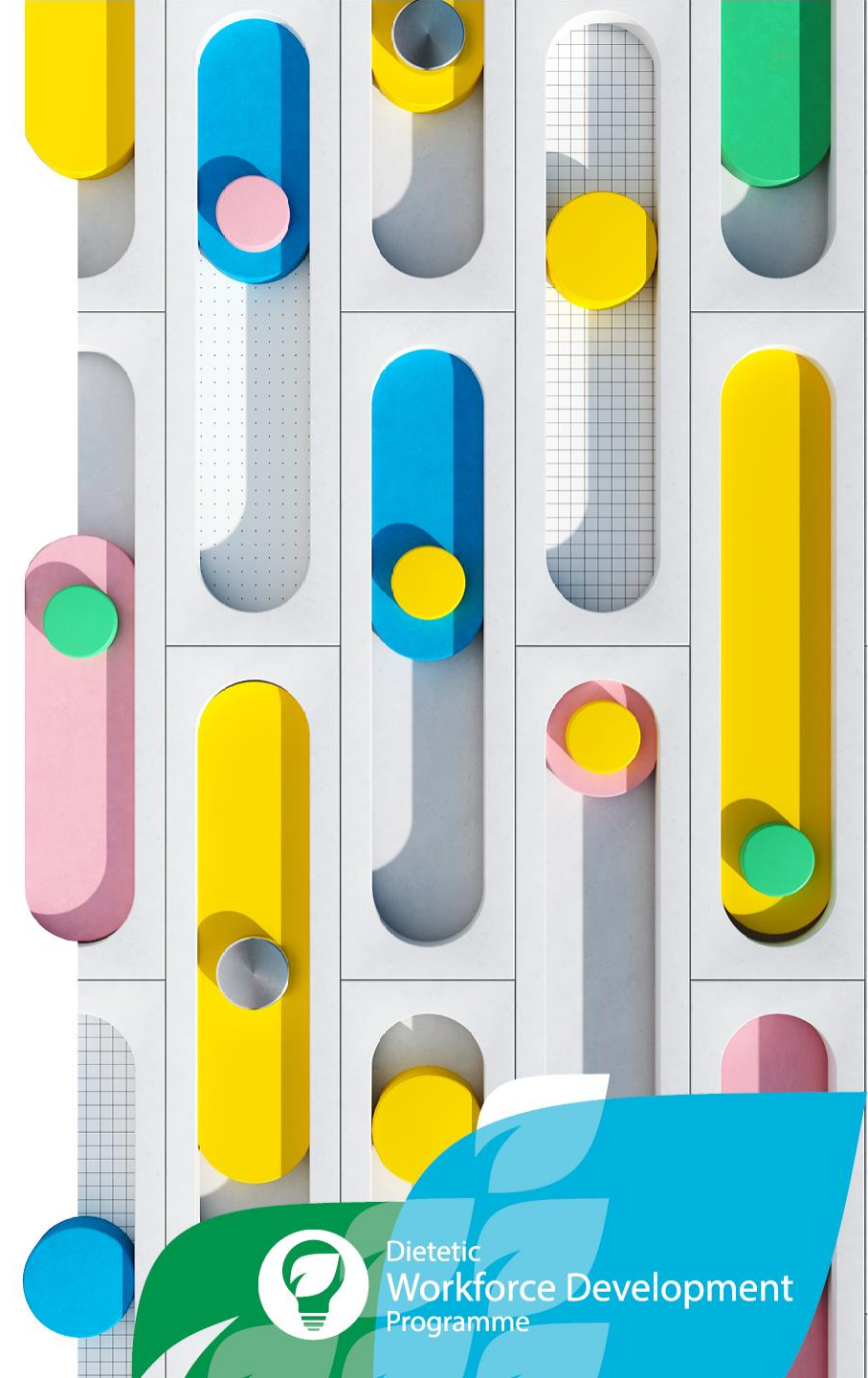
-  Psychological therapy informed interventions
-  Capacity assessments
-  Leading physical health monitoring



Results

Supervision

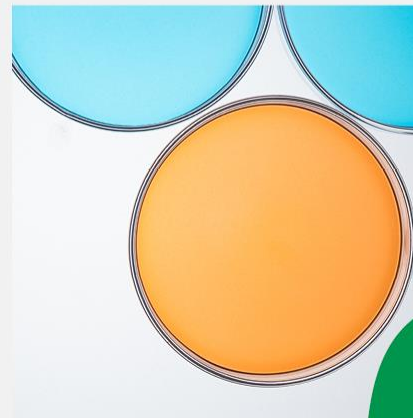
- 70% able to access supervision
- 3/4's acknowledged barriers to accessing supervision
- Lack of suitably skilled supervisor & financial costs
- The workforce value peer support and networking
- View BDA supervision document as ill-fitting for MH
- Supervisor 'directory'






Results

Resources

- Resources needed to support role confidence;
 - 1) Practice guidelines
 - 2) Robust evidence base
 - 3) Patient resources
 - 4) Accredited courses



Results Research

-  Raising awareness of value of dietetic role in MH
-  Improving retention via job satisfaction
-  Clinical academic roles & dietetic learner dissertations





The Association
of UK Dietitians

Project Recommendations

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Project recommendations

- MHSB hosted CPD sign-posting
- BDA review & expand CED course provision with MHSB
- BDA scope opportunities for accredited further education
- MHSB Scope opportunities for informal free or low-cost peer support and CPD
- BDA liaise with MHSB re. opportunities to better embed MH within the dietetic pre-registration curriculum on review
- Provision of PBL guidance and support for MH dietetic trusts
- Promotion of 'career case studies' showcasing the MH dietetic role from entry level to consultant
- Provision of educational resource supporting MH dietetic workforce to create business cases to grow and develop their service



Project recommendations

- Update of BDA supervision document in conjunction with MHSG
- MHSG to scope opportunities for shared workstreams with other specialist groups
- MH and acute dietetic services are encouraged to establish local pathways of care for patients accessing MH and acute services
- MH and acute dietetic services are encouraged to establish local shared learning opportunities
- Examples of joint working across MH and dietetic services should be shared as examples of good practice.
- MH dietetic services are encouraged to adopt a preceptorship programme for dietitians new to MH
- Preceptorship education should be made available to MH dietetic services



Promoting the Role of Dietitians in MH/LD/ED

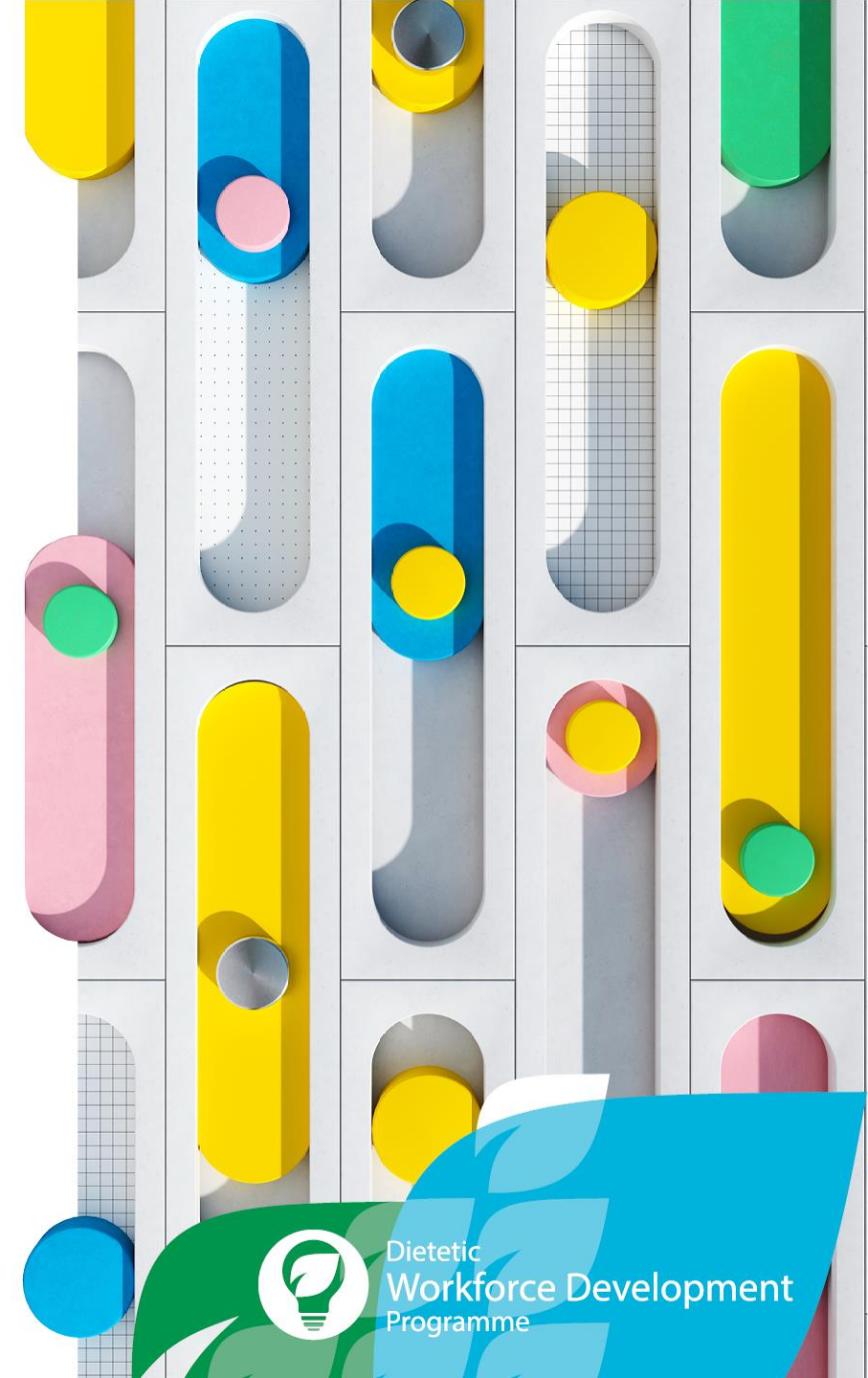
Caroline Frascina

Promoting our Role

Tweetchat Activity

- Breakout Rooms – discuss the questions
- Share your responses to the questions which will be posted on Twitter and Instagram Stories from the Mental Health Specialist Group account
- Answer as many questions as possible
- Like and share the responses you agree with or like
- If you don't have a social media account, you can add your responses to the Mentimeter link and we will share your answers as part of our social media posts in the next few weeks

Twitter: @Dietitians_MHG Instagram: @bdamentalhealth



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Join us on Mentimeter



- Go to www.mentimeter.com
- Type in code: 3947 9286

Or

- Click the link in the chat box

Or

- Scan the QR code on your
phone/device

<https://www.menti.com/al26b4x36gyc>



Promoting our Role

Tweetchat activity



Q1 How did you get into your role as a MH/LD/ED Dietitian?



Q2 Why is the role of a Dietitian so important in MH/LD/ED?



Q3 What do you love most about your role as a Dietitian in MH/LD/ED?



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Promoting our Role

Tweetchat activity



Q4 What's the most rewarding part of your role?



Q5 What do you wish you'd known about working in MH/LD/ED before you started working in this area?



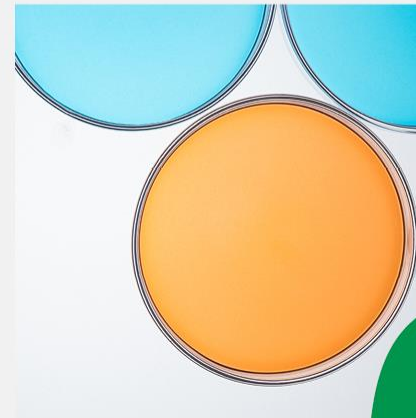
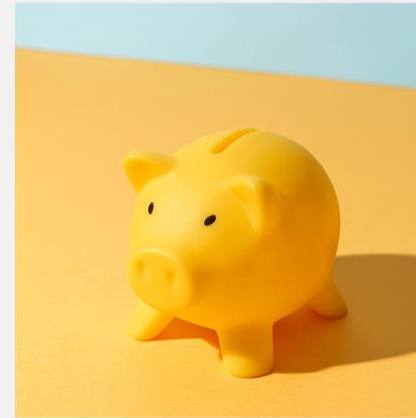
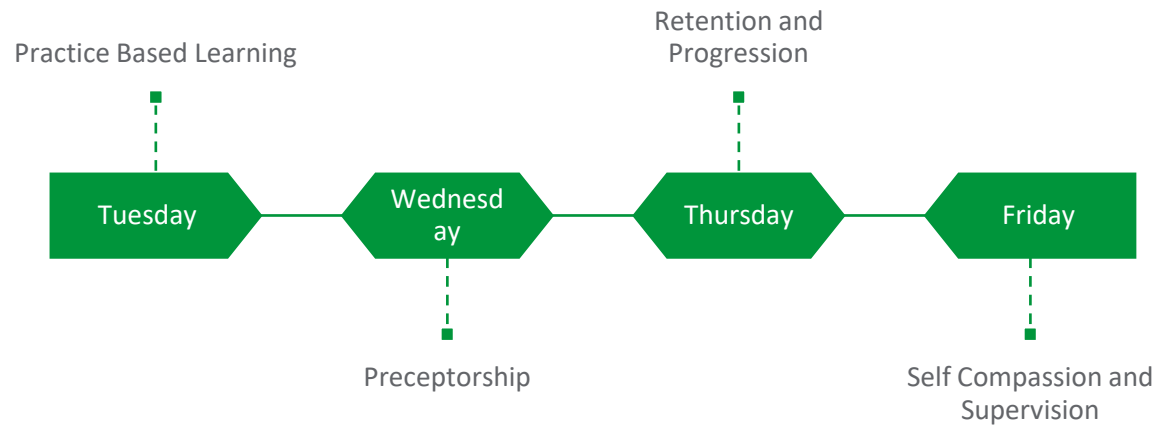
Q6 How can MH/LD/ED Dietitian's promote their role within the wider Dietetic community?



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Mental Health Workforce Development

Webinar Series



Dietetic Workforce Development Programme

Thank you

Any questions?