Welcome to our summer edition of the Newsletter. The focus of this newsletter is to update you on the current developments, the most significant of which has been the completion of the Wellbeing and Recovery Partnership Annual Report 2009/10 and its subsequent endorsement by the NHS Dorset Community Health Services Board.

Following Becky Aldridge and Phil Morgan’s presentation of the report to the board they issued a statement saying “we commend this report as evidence of a major transformation programme for mental health services, which most importantly unlocks the potential in the people we serve and our staff, to deliver improvements in the wellbeing of individuals and their families”.

We are about to circulate the Annual Report, Executive Summary and promotional posters. So watch out for the leaflet; the cover looks like this (see below). If you would like a copy please contact either Becky or Phil.

At the beginning of the first year of this project our aim was to create a critical mass of people who were interested in recovery. We also wanted to look at a whole systems approach and get recovery embedded in all aspects of mental health service provision.

Lou Gerstner, who transformed IBM, writes in his book *Who Says Elephants Can’t Dance*? about the importance of culture change:

“I came to see, in my time at IBM, that culture isn’t just an aspect of the game: it is the game. … no enterprise – whether in business, education, healthcare, or any area of human endeavor – will succeed over the long haul if those elements aren’t part of its DNA.”

The cultural change he described was putting the needs of the customer at the forefront of everything that is done. We need to put the expertise of those with lived experience at the forefront of our work. We are looking to embed recovery into the DNA of the NHS and into all approaches to mental health and wellbeing across Dorset. This last year we have laid the foundations and there are a significant number of people who are passionate about recovery. The goal for the rest of this year is to change individual experience, for people who access services and for staff, so that everyone can fulfill their potential and be hopeful.
Recovery Journeys for Staff

We believe that recovery journeys are not just for people who access the service but also for staff. If the emotional wellbeing of staff is not taken into consideration, if staff are not hopeful about their own lives, how can they inspire hope in others? With this in mind we are looking to do two things. Firstly, we will be working with the NHS Dorset Human Resources and Occupational Health departments to embed the principles of wellbeing and recovery into all approaches to staff. Secondly, we are looking to develop support structures for existing staff who have lived experience of mental health problems, as well as exploring ways to utilise this expertise in the workplace. We plan to send out further information about this soon.

Wellbeing and Recovery Strategy 2010/11

Alongside the Annual Report the Wellbeing and Recovery Strategy has been launched and this specifically outlines the key areas of development for the forthcoming year. The following areas are being targeted:

Recovery and Self-Management Training delivered by those with lived experience: This training will be piloted in the Weymouth and Portland Recovery Team for both staff and people who access the service in a shared audience. It will focus on how people are able to take control over their lives and how staff can best work alongside them. This training will then be rolled out across all services and localities.

Peer Specialist Roles and Training: We currently have two peer specialist posts within NHS teams and others are under development. DCHS are committed to developing this role to complement existing staff structures. Peer specialists are people with lived experience who utilise their expertise to coach others in recovery (see November 2009 Newsletter for more details). We are also in discussions with Bournemouth University and Dorset Healthcare NHS Foundation Trust about having REC training courses accredited.

Learning from Lived Experience Groups: We have disbanded the WaRP steering group for two reasons. Firstly, it was becoming increasingly “top-heavy” with a growing interest from service managers. Secondly, last year was very much about developing the vision and now we are focusing on implementation. We have now incorporated the steering group function into the DCHS Operational Management Group so that the priorities of the WaRP are part of the core business of the Mental Health Management Team. This has left a need for groups with a local focus that can incorporate the views of people with lived experience on how services are delivered and run. These will be called learning from lived experience groups (a term we have borrowed from Nottingham Healthcare NHS Trust) and they will be open to staff and people who access the service and their supporters. We plan to have more information about these groups soon and will be sending out open invitations.

Partnership Working with Supporters (Carers): This year we plan to have a strong focus on how we engage with supporters. We have recently launched our first newsletter specifically aimed at supporters and will be working on a strategy to support these developments.

Wellbeing Toolkit: As outlined in the Spring 2010 Newsletter, we are developing a local toolkit and we plan to be piloting it in the Autumn.

Recovery Leadership Workshops: We will be running leadership workshops for team leaders to support them in embedding recovery principles within their teams and practices. These will start in the Autumn.

Evaluating Our Progress: We plan to monitor and evaluate our progress through using the Sainsbury Centre for Mental Health (2010): Methodology for Organisational Change. This is available on the Sainsbury Centre Website www.scmh.org.uk.

Contact Details: Phil Morgan – Philip.Morgan@dorset-pct.nhs.uk ☏ 01305 361371 or Becky Aldridge – beckyaldridge@dorsetmentalhealthforum.org.uk ☏ 01305 257172