

FOI164 Response

Lived Experience Staff

1. What is your total budget spend on Public and Patient Participation/Involvement?

For the Financial Year 2019/2020 (starting 1st April and ending 31st March) the budget spend on public and patient participation/ involvement is £773,972. Please note that this figure includes 3rd sector contracts to provide peer support)

2. How much of this is spent on staff salaries?

The expenditure for internal staff members' salaries is £421,007.

The expenditure for 3rd sector organisations peer support workers' salaries is £211,440

3. How much is spent on staff whose role requires use of lived experience of a mental health condition (i.e. Peer support worker, service user consultant, Patient Director, Service User Researcher)

For the financial year 2019/2020 the total expenditure for staff members roles which requires use of lived experience of a mental health condition is £ £89,190.

For the financial year 2019/2020 the total expenditure for 3rd sector peer support worker's role which requires use of lived experience of a mental health condition is £211,440.

Please provide job descriptions, person specifications and salaries for any of these types of roles

Please find attached the requested job descriptions and salary in the table below.

Role	Banding	Salary
Recovery Support Worker	Band 2 Part-time	As per national Agenda for Change pay scales on the following link: https://www.nhsemployers.org/pay-pensions-and-reward/nhs-terms-and-conditions-of-service---agenda-for-change/pay-scales/annual
Peer Support Worker	Band 3 Part-time	As per national Agenda for Change pay scales on the following link: https://www.nhsemployers.org/pay-pensions-and-reward/nhs-terms-and-conditions-of-service---agenda-for-change/pay-scales/annual
Service User Network Co-ordinator	Band 4 Part-time	As per national Agenda for Change pay scales on the following link: https://www.nhsemployers.org/pay-pensions-and-reward/nhs-terms-and-conditions-of-service---agenda-for-change/pay-scales/annual

Lived Experience Staff & Personality Disorder

4. Do you employ any lived experience staff to work specifically within the area of personality disorder? These roles could include specialist services, staff training (i.e. KUF trainers) or specifically with service users who have a diagnosis of personality disorder services?

Yes, the Trust employ lived in experience staff members to work within the Specialist Psychotherapies Service.

The Specialist Psychotherapies Service is a multidisciplinary specialist team providing a range of outpatient psychotherapeutic interventions including provision for patients suffering with Personality Disorders.

Furthermore, the Trust employs a lived experience staff member to support the Service User network which sits outside of SPS.

IF YES: Please provide details of:

- **Number of staff**
- **Job descriptions**
- **Person Specifications**
- **AFC Banding**
- **Salaries.**

Please see table below for the requested information and note the following

- The Knowledge and Understanding Framework (KUF) trainers are employed on a freelance basis
- The number of Knowledge and Understanding Framework trainers is representative of those employed in the past 18 months.
- For the breakdown of salary per banding please view the link to agenda for change: <https://www.nhsemployers.org/pay-pensions-and-reward/agenda-for-change/pay-scales/annual>
- KUF trainers' salary is based on a daily rate and will not be provided as it pertains to personal information. With this in mind, a Section 40 exemption has been applied to the Knowledge and Understanding Framework (KUF)Trainer salary.

Role	Number of staff	Banding	Salaries
Service User Network Co-ordinator	1	Band 4 - Whole time equivalent	Please see link above.
Knowledge and Understanding Framework Trainers (freelance)	0.6	Band 4 – Part time	Section 40 exemption

5. How much is the total salaries spend within your personality disorder pathway/service – total budget for all staff working specifically in this area?

The total budget for the Trust's is £350,000.

Please note that the total budget includes the following,

- Assessments
- one day intensive programmes x 2
- Supervision
- Consultation
- Tier 4 stepping down.
- Tier 3 stepping up.
- Staff members' salaries.

KUF Training

KUF (Knowledge & Understanding Framework) training is Personality Disorder education training ranging from Masters to awareness level. The following questions relate to delivery of awareness training that is delivered by/within your organisation.

6. Does your organisation deliver KUF training?

The Trust's Specialist Psychotherapies Service deliver Knowledge & Understanding Framework (KUF) training within the Trust's forensic services as well as probation service, HMP Prison's and wider criminal justice systems.

It is anticipated that the delivery of KUF training will expand across to additional Teams/services within the Trust in 2021.

IF YES:

Does your organisation directly employ staff as service user trainers to deliver this? If yes, please provide details of:

- **No. of staff**
- **Job descriptions**
- **Person Specifications**
- **AFC Banding**
- **Salaries**

Please see table below and note the following,

- The data provided in the table consists of contracted freelance trainers
- KUF trainers' salary is based on a daily rate and will not be provided as it pertains to personal information. With this in mind, a Section 40 exemption has been applied to the Knowledge and Understanding Framework (KUF)Trainer salary.

Role	Number of staff	Banding	Salaries
Knowledge and Understanding Framework Trainers (freelance)	3	No banding.	Section 40 exemption

7. Please include details of any policies/procedures you have to recruit, train and ensure CPD for lived experience trainers.

Please find attached KUF awareness delivery protocols and guidance which demonstrates how the Trust ensures Continuing Professional Development for lived experience trainers.

Also note that KUF trainers are required to attend and complete the “Train the Trainers” Course which is provided by the Trust’s Specialist Psychotherapies Service.

In addition to this this the Band 4 Service User Network Representatives undergo regular supervision to facilitate and establish Continuing Professional Development.

8. Does your organisation contract freelance service user trainer staff to deliver KUF training? If yes, please provide:

- **No. of freelance staff you contract**
- **The daily rate paid.**

Within the last eighteen (18) months the Trust’s has employed three (3) freelance KUF trainers and they were deployed within the Trust’s Specialist Psychotherapies Service.

The daily rate for the freelance KUF trainers cannot be provided this is because the requested data pertains to personal information. With this in mind, a Section 40 exemption has been applied.

Please note that due to Covid-19 crisis and the unprecedented demands on the Trust the provision of freelanced KUF trainers has been suspended.

9. How much is the total salary/budget spend on all staff trainers/coordinators working to deliver KUF training?

In the last 18 months the total salary spends for the of delivering KUF is: £14,680.185.

Please note that due to COVID -19 and the unprecedent demands on the Trust the delivery of KUF training is on hiatus and the Trust will be looking to provide KUF training virtually.