

CORE Phase 3 - Randomised Controlled Trial of a peer-provided, self-management intervention for people leaving CRT services

Peer Support Worker Training

PSWs provided support to participants on the main CORE Study randomised controlled trial from March 2014 until October 2015. Altogether, 30 PSWs were employed at 6 NHS Trusts.

Peer support workers were recruited to work on the CORE Phase 3 trial through participating NHS Trusts. Personal, lived experience of mental health problems and personal experience of developing a recovery plan were essential requirements for the role.

Peer support workers (PSWs) were provided with an initial 5-day training programme organised by the study team. Two “top-up” training days and a site visit from an experienced peer support worker were provided during the course of the programme. Additional training for PSWs was provided by participating NHS Trusts as required to meet local requirements.

The 5-day initial training programme for PSWs working on the CORE Programme was adapted and abbreviated from an accredited training course for peer support workers developed by the Nottingham Institute for Mental Health. The five days of training are briefly described below. Training was co-facilitated by a member of the research team with clinical training (a psychologist or a social worker – Alyssa Milton and Brynmor Lloyd-Evans) and an experienced peer support worker connected to the study (David Hindle, Jacqui Lynskey, Mary Plant). Training was interactive, involving role plays, pair and group discussions, as well as provision of information and resources by the trainers.

Day 1	<p>Introductions</p> <p>Information about the Randomised Controlled Trial</p> <p>Knowing your job description and our expectations</p> <p>The role: Peer Facilitation of the personal recovery booklet</p> <p>Recovery concepts</p>
Day 2	<p>Think about what helps us communicate well</p> <p>Listening and Supporting Skills</p> <p>Self-disclosure and sharing your story (when, where, how, why)</p>
Day 3	<p>Self-management and using the booklet: rationale, strategies and focus</p> <p>Early Warning Signs & Triggers</p> <p>Setbacks and Challenges</p> <p>Strategies for Keeping Well</p>
Day 4	<p>Sharing stories</p> <p>Identifying Values and working towards Goals</p> <p>Working with others, signposting and linking</p>
Day 5	<p>Working with difference</p> <p>Challenging situations & distress</p> <p>Looking after ourselves in the role</p> <p>Concluding the 10 weeks</p> <p>Supervision</p> <p>Wrapping up</p>

During the project, all PSW teams were offered a visit from an experienced peer support worker employed in a research role on the CORE Study. He offered advice and support at the time, and fed back concerns and training needs to the study team, to inform plans for “top-up” training. All PSWs and their supervisors were invited to two top up days, which provided a forum for discussion, sharing experiences and experiential learning on topics including: “Challenges with using the recovery plan”; “Getting the most from supervision”; “Managing endings”; “Looking after myself”.

The amount training provided at participating NHS Trusts varied, but typically covered an induction to Trust procedures and local arrangements for support and supervision, lone working, confidentiality and data protection, breakaway training and safeguarding.

For more information about the peer support training courses provided by the Nottingham Institute for Mental Health, please contact:

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For more information about the organisational arrangements for PSWs and the project on the CORE Study, please see the trial operating procedures [*insert link*] or contact:

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