

Foreword

The Creating Capable Teams Approach (CCTA) is intended to help local health and social care services at a multidisciplinary team level, to review their skill mix and refine their learning and development needs on the basis of service user and carer need. *New Ways of Working*, as set out in the companion document *Mental Health: New Ways of Working for Everyone*, is intended to support and underpin this process.

This Approach has taken some time to come to fruition but we believe that it will help teams to focus on their staffing profile as part of the broader implications of *New Ways of Working* and the action that organisations should take strategically. The CCTA will then be a key component of this process.

Employing organisations will need to identify experienced facilitators for the successful introduction of the CCTA combined with support and sign up of the organisation at every level.

I would like to thank all involved in the development of CCTA, specifically Nicki Hollingsworth for her dedication in co-ordinating what has been a complex and lengthy piece of work. I am confident that once you have used the CCTA and implemented its findings, you will agree it has been worth the wait.

Roslyn Hope

Director

NIMHE National Workforce Programme

CTTA Acknowledgements

This work was originally undertaken by the National Institute for Mental Health in England (NIMHE)/Sainsbury Centre for Mental Health (SCMH) Joint Workforce Support Unit, led by Judith Watt.

The final document has been developed and produced by Nicki Hollingsworth for the NIMHE National Workforce Programme, with support from Avril Wright, and input from the CCTA National Steering Group and CCTA pilot sites as listed below.

CCTA National Steering Group

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CCTA Pilot Sites

The steering group would like to thank the following pilot sites for their valuable contribution to the field testing process:

Mark Hardcastle and CAMHS Outreach Team, West Sussex

Brid Kelly and Hitchin CMHT, Hertfordshire

John Ging and Runneymede CMHT, Surrey

The steering group would also like to thank all those individuals who contributed, at various stages, to the production and development of the CCTA.