



Mental Health
STRATEGIES



Tom McCarthy
Managing Director

Welcome to Mental Health Strategies

We provide a range of bespoke consultancy services to mental health providers, commissioners, independent and charitable sector organisations.

Our team has a unique appreciation of the challenges facing mental health care provision based on years of clinical, financial and managerial experience. It is this in-depth understanding and experience of mental health that sets us apart from general management consultants.

Through services like simulation modelling, service evaluation, and pathway redesign we add significant value and insight, helping you deliver compassionate, high quality, effective and efficient mental health services.

Clients choose to work with us because our team are experts in their fields and dedicated to improving mental health services. Clients keep working with us because we are responsive to their needs, agile in our approach, and deliver outstanding pieces of work, time after time.

Client commendations

“The work undertaken has been held up as national best practice.”

Deputy Director, CCG

“Excellent work on the modelling.”

Assistant Director of Commissioning, CCG

“Helped develop our long-term vision.”

Chief Executive, NHS Foundation Trust

“Their dedication and skills were invaluable.”

**Executive Director,
Mental Health NHS Foundation Trust**

“Wouldn’t hesitate to recommend them.”

**Director of Transformation,
Mental Health NHS Foundation Trust**

“The team are a credit.”

**Executive Nurse & Director
of Commissioning, CCG**

“Independence, sensitivity, credibility and challenge.”

Associate Director of Contracting, CCG

“Really listened and understood our needs.”

Mental Health Programme Manager, CCG

“A vital component of our forward planning process.”

Project Manager, CCG

Sim:pathy is a discrete event simulation modelling tool, designed for the particular needs of mental health services. By highly detailed analysis and forecasting of capacity and demand, Sim:pathy enables you to ensure that services are:

Safer: ensuring early and local access to services for people needing it, and reducing out of area treatments to an absolute minimum.

Financially sustainable: making best use of the money and workforce available.

Effective: using models known to work.

A Sim:pathy project will leave you with:

- a detailed, clearly structured, and robustly evidenced understanding of the nature and volume of services which you should offer
- a process which has engaged a wide variety of people, and therefore prepared an excellent base for subsequent implementation.

Simulation modelling

Clinical pathway redesign

Our approach to pathway redesign is based on intelligent use of all relevant types of evidence:

understanding of local needs, empirical evidence from research, analysis of local data, and informed engagement with local stakeholders.

We understand how services fit together. Better acute care requires changes in alternatives to admission, CMHTs, step-down and longer-term services. Better care for people with dementia has to run from post-diagnostic support through to long-term care for people with severe and complex needs. Some services have only a short-term relationship with people who use them; for others this relationship can last a lifetime.

Redesigning pathways requires experience and expertise. We can work with you to identify credible change...and then support you to implement it.

Understanding and realising opportunities for service change very often requires "following the money." This can mean:

- identifying opportunities for efficiency savings, or productivity improvements;
- costing change at the strategic level;
- costing invest-to-save initiatives;
- brokering financial agreements across partner agencies; and
- ensuring fair distribution of costs and benefits across partner agencies.

For ten years, we were chosen to undertake national level analysis of spending in mental health services. And we are mental health specialists, who understand where the real opportunities and financial pressures lie.

All of this means that we are uniquely placed to give you financial plans which bring challenge where required to existing ways of doing things, and can realistically be implemented.

Financial planning

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Market reviews and business cases

The mental health market is highly competitive. In many sectors of care, providers have actively vied for contracts or referrals. Also, when trusts are developing new services or different ways of provision there is a need to understand 'where the market is now' and how developments might fit with both service user and commissioner needs.

We are at the forefront of detailed market assessment work to answer such questions, using our wide knowledge of how providers are delivering services and the commissioning market.

Once the assessment has been delivered, we often progress work to business case development, tailoring this to client and sector needs. Where necessary we can also draw upon highly specialist health care planning and financial expertise.

Compassionate organisational or team culture increases staff engagement and improves performance; which in turn leads to safer services, improved patient outcomes, a learning organisation and a better standing with local, regional and national audiences.

We work with Leadership Teams to help them:

- understand what might be acting as barriers to the development of compassionate care and recovery focussed cultures;
- design whole system interventions to model, support and sustain compassionate teams and leadership behaviours;
- understand the nature of the leadership challenges (at all levels) within their organisation;
- develop the necessary skills and capabilities to address those challenges;
- identify desired cultural values and behaviours; and
- move beyond action plans to embed positive and sustainable change in their organisation or across organisational boundaries.

Organisational development and culture

Service evaluation and review

We have 25 years' experience of working with mental health organisations to research, promote and support effective service models. We offer both formative and summative evaluation, identifying not only what has happened, but also proposing why it has happened.

When approaching service design we always:

- take a pragmatic, real-world approach – with an emphasis on talking to people directly to find out their ideas and experiences;
- ensure robust methods produce useful and reliable evidence;
- work with client services to debate the evidence as it emerges – and to shape and improve the process of implementation; and therefore...
 - improve the quality of health and social care available to patients, their families, and the wider community.

Meet the team - Our subject matter experts



Tom McCarthy
Managing Director



James Fitton
Director



Richard Ford
Associate Director



Steve Trenchard
Associate Director



Sue Salas
Senior Consultant



Jenny Treanor
Senior Consultant



James Sharwin
Analyst



Sally Sam
Analyst

Mental Health Strategies

9th Floor, Emerson House, Albert Street, Manchester, M30 0BG

Telephone: 0161-785-1001 **Email:** info@mentalhealthstrategies.co.uk **Website:** www.mentalhealthstrategies.co.uk