Dual Diagnosis Team Training Resource

A bespoke compendium of Dual Diagnosis training materials designed for specific care teams to increase knowledge, awareness and understanding
People with dual diagnosis of mental health and substance use have complex needs which often require navigation between mental health and substance use services (as well as other organisations and agencies such as housing, employment etc.) Workers across services often lack confidence to work holistically with people who have a dual diagnosis and may refer them on to other agencies. This can lead to inappropriate referrals or individuals falling through the 'net of care'. Outcomes for service users with dual diagnosis are often worse than for people with single diagnoses, and carers and families may find that they struggle to get the necessary help and support.

In order to address these problems, the guidance on dual diagnosis advocates that people with serious mental illness should be the primary responsibility of mental health services (with support from other agencies). Therefore it is vital that workers feel equipped and confident to deal with both mental health and substance use problems concurrently.

Training is an important aspect of developing and improving the capabilities of the workforce, along with clinical supervision, joint working and clinical placements. The aim of this training resource is to help integrate knowledge and skills in dealing with mental health and substance use, and to be aware of the particular issues relevant to this client group across a range of care settings.

This resource is not designed to produce dual diagnosis “experts”; rather to give the workforce a general overview of the key aspects required in dealing with people with a dual diagnosis. It will provide some key skills and tools, and help people to work together in clinical practice to improve outcomes.

1 Department of Health (2002) Dual Diagnosis Good Practice Guide
This resource is based on dual diagnosis training materials developed by Liz Hughes over the past 10 years, and has evolved as the evidence base for dual diagnosis has emerged. The training has been evaluated as part of two randomised control trials, a London-wide dissemination project and a pilot training project in prisons, and in assertive outreach teams. The outcomes of these evaluations suggest that a 5 day (or equivalent) training course in dual diagnosis interventions can improve confidence in skills, increase positive attitudes, and is perceived as useful and relevant by trainees.

Lois Dugmore and colleagues in Leicestershire Partnership Trust have developed the training for Crisis teams, Emma Weir in Northamptonshire Trust has developed the materials for use with Early Intervention, and Paul Barrett and Liz Hughes developed the materials for specific training for inpatient mental health nurses.

All materials are designed around the Dual Diagnosis Capabilities Framework.

**Definitions**

**Competence:** This is a measure of practice in terms of the person’s ability to perform it.

**Capability:** Encompasses competency but is wider in its scope as it covers attitude, application of theory to practice and reflection on that practice. It is the individuals’ ability to apply a competence in practice.

This training resource is based on a values and evidence base in dual diagnosis and the content is designed to develop team and/or individual capabilities based on “Closing the Gap” a capability framework for dual diagnosis (Hughes, 2006). This resource has been developed in consultation with NHS, Higher Education, non-statutory agencies and service users. It lays out the capabilities required to work in an integrated and effective level across all areas of health and social care from front line staff to dual diagnosis lead practitioners.
How to use the resources:

The CD rom contains a set of word documents and power-point designed to be used together to create a comprehensive training programme, divided into “units” which represent approximately 2-3 hours of training time. These can be delivered in whole days (2-3 units per day) or half day sessions (using 1 unit per session). In addition, some units of training can be used together to create briefer but more targeted training to meet particular groups’ needs. There are details of different ways to combine the resources within the folder “trainer’s resources”.

The Whole Team Portfolio and Individual Learning Units:

The whole team portfolio is a collection of all the units in one document. This has been designed as a whole team training programme for Assertive Outreach teams. The aim of the Whole Team Portfolio is to create a dual diagnosis learning and professional development resource that is specific to the team; relevant to the geographical area that it serves; and the client group that it works with. It is recognised that within teams there is a varying amount of knowledge, skills and experience in working with people with dual and complex needs. The portfolio aims to pull these capabilities together, collate the teams’ expertise, and provide a framework for the development of these skills within the team.

The portfolio can be developed alongside the ‘formal’ training sessions. Team discussions and exercises can be recorded and added to the portfolio. In addition there is team “homework” which will include tasks such as gathering information on local services and policies relevant to dual diagnosis, and summaries of applying skills and techniques in practice.
At the beginning of the training, the team is expected to devise a shared action plan which will have been generated from a discussion about what the team is doing well, and what could be improved in terms of working with dual diagnosis. The portfolio should be seen as an ongoing and “organic” tool that will grow and develop beyond the training. It will also serve as a useful resource for the induction of new staff members within the team.

**How to complete the portfolio/Unit Tasks:**

There are a series of portfolio tasks within the training. These are related to feedback from group exercises and discussions. It is the responsibility of the facilitator to assign specific people to complete each task and file in the portfolio. In addition, there are various homework tasks (such as trying out skills in practice) and it is important that team members write summaries of these (protecting confidentiality) using the pro forma at the end of the portfolio and add to the portfolio. These should include a reflection about what worked well and what could be different next time. These summaries may be added to after the training has finished as an ongoing record of the team development and can be used as a focus for team supervision.

**Using the CDROM:**

Once loaded onto a computer, click the ‘Dual Diagnosis Training Index.pdf’ to open a menu screen and from there you can navigate to different aspects of the content from the power-point slides, units and portfolio, trainers resources and additional team specific materials. You will be able to use the CDROM directly for training purposes, but you may wish to add some local information to your materials and according to the training needs of the group. In addition, it is your responsibility as a trainer to ensure that changes to the law, policy and other issues related to dual diagnosis are updated into you training.
This dual diagnosis resource was commissioned by the National Dual Diagnosis Programme Leads Ann Gorry and Tom Dodd. We hope you find it easy to use, informative and it assists you in developing your own skills and those of colleagues, and most importantly that it improves services for users, carers and their families.

**CDROM Contents**

- Core materials will suit all modules – generic workbook plus generic powerpoint slides
- Additional “introductory” modules specific to each area – word document plus powerpoint slides and case study exercises
- Set of case studies to use for different clinical areas
- Core Trainers guidance with additional sections on specific issues for each clinical area at the end. Will also include suggested course outlines.
- Weblink section to relevant documents – good practice guidance, inpatient guidance, cannabis toolkit etc

**Produced by:** Liz Hughes, with support from Lois Dugmore, Ann Gorry and Emma Weir
CDROM: A Series of Pathways Though the Dual Diagnosis Materials