

### **3.3**

## **Implementing a Stop Smoking Service Training Staff**

### **Who Should be Trained?**

The question of who should be trained immediately raises the question of who should deliver smoking cessation intervention? Regarding professional background, it is likely to be less crucial whether a staff member is a nurse, medic etc than whether good quality collaboration underpins the smoking cessation service. Indeed, the main criteria relating to whether a staff member should train in and deliver intensive stop smoking interventions should be whether they are motivated to do so, and whether they will be supported in this work by supervisors and colleagues.

This would seem to imply that one should be selective in identifying staff members for training in stop smoking support. While this is certainly the case for the intensive group or individual support that takes a service user through a quit attempt, it does not apply to training in brief interventions and referral. Indeed, in order for widespread uptake and accessibility of the service to become a reality the aim should really be that the majority of staff are trained at brief intervention level, and then selected staff within each team trained up to deliver quit smoking support.

### **Who Should Deliver Training?**

As discussed in Section 3.1, the delivery of stop smoking support in mental health settings should be a collaborative effort involving input from both mental healthcare staff and NHS Stop Smoking Services. This tenet also applies to the delivery of training. In order to provide staff with the knowledge and skills they require, training courses should cover all the usual aspects of NHS smoking cessation training as well as extra modules dealing with issues specific to mental health (see below). Therefore, it would seem a reasonable that courses should be designed and delivered collaboratively.

In order to maintain capacity for brief interventions, it may be wise to train some mental healthcare staff up as trainers. These staff would then be able to deliver brief intervention training sessions on a regular basis as staff turnover occurs.

### **What should Training Courses Cover?**

A good starting point for deciding upon the content of training courses is undoubtedly the "Standard For Training In Smoking Cessation Treatments" published by the Health Development Agency (HDA) in 2003 (now available at the NICE website). This document outlines the 'minimum content' that training courses should cover at levels I (brief intervention), II (intensive one-to-one) and III (group support). The standards were based upon the practical experience of experts in the field of smoking cessation and were designed to ensure that the treatment available to smokers wishing to quit would be consistent and based on evidence-based principles.

The HDA Training Standards are not over prescriptive in their recommendations. In particular, they allow for training to be tailored for advisers working in a variety of settings. This, of course, is essential in a mental health setting in which certain issues can arise that may not be covered by a course aimed at general healthcare professionals (eg – 'self-medication' of positive symptoms, or the effects of quitting on anti-psychotic metabolism).

Suggested outlines for courses at three levels of training are given below. They are informed by the HDA Training Standards as well the courses delivered by the 'Smoke Free Minds' team in mental healthcare settings across the UK. The assumption is that one level of training will be completed and some experience gained before the next level is embarked upon. Slides for the delivery of the Brief Intervention training module are included in the Resources section.

## **Brief Intervention Training**

### **The Impact of Smoking**

What is in a cigarette? Impact of smoking (physical, mental, financial, cosmetic, secondhand smoke). Smoking in society and health inequalities.

### **Smoking & Mental Health**

Impact of smoking on mental health. Prevalence of smoking. Influences on smoking. Smoking in the culture of mental healthcare.

### **Raising the Issue: Brief Interventions**

The four A's: Ask, advise, assist arrange.

### **Referring On: Intensive Quit Support**

A brief overview of intensive support. Invitation to train at intensive level.

## **Intensive Intervention Training: Basic Module**

### **The Effects of Stopping Smoking**

The short and long-term benefits. Nicotine Withdrawal. Effects on psychiatric symptoms. Effects on medication metabolism.

### **Stop Smoking Support**

Levels and structure of intervention. NHS Stop Smoking Services. The evidence base.

### **Pharmacological Support**

Benefits and limitations. Working with NRT, Bupropion & Varenicline. Workshop examining samples.

### **Psychosocial Support**

Communication skills workshop. Lapse prevention. Working with lapses. Self-efficacy. Ending treatment.

### **Assessment**

Data collection and return. Workshop on Carbon Monoxide monitoring.

### **Seminar: Practical Implementation**

Discussion of local implementation issues. Dissemination of contact details.

## **Intensive Intervention Training: Group-Work Module**

### **Why Group Work**

Group processes. Deciding between an individual or group referral. The evidence base.

### **Delivering Group Work**

Rolling versus Closed Groups. Managing group processes. 'Types' of Group Members. Workshop: Role Play of Group Sessions.