

RRN and NHSE Statement on RRN Certified Training Implementation for Agency Workers:  
Apr 23-Mar 24

**The Mental Health Units (Use of Force) Act 2018 Statutory Guidance** requires that staff working in ‘Mental Health Units’, have completed RRN certified training, i.e., training that has been formally certified against the Restraint Reduction Network (RRN) Training Standards. It is recognised that this will include staff who are supplied by agencies or working as temporary and/or bank staff.

In order that this can be implemented the following guidance is provided by the **Restraint Reduction Network National Steering Group, with support and agreement from NHS England and the CQC** and covers the period April 1<sup>st</sup> 2023, to March 31<sup>st</sup> 2024, at which point in time it will be reviewed.

Organisational Obligations: The Responsible Persons Role

The Mental Health Units (Use of Force) Act 2018 Statutory Guidance states:

“A relevant health organisation (NHS trust, NHS Foundation trust or independent hospital providing NHS funded care) operating a mental health unit must appoint a 'responsible person' whose role it is to ensure that the organisation complies with the requirements of the act” [DoHSC, 2021 p.16]

“The responsible person must ensure that temporary, bank or agency staff have received training... Temporary, bank or agency staff should also be familiarised with the organisation or trusts policy on the use of force” [DoHSC, 2021 p.42]

“Training providers must be certified as complying with the RRN Training Standards. Certification bodies must be accredited by the UK Accreditation Service (UKAS) as complying with the ISO standards for certification. UKAS is the government recognised national accreditation body for the United Kingdom. UKAS ensure the competence, impartiality & integrity of the certification scheme.” [DoHSC, 2021 p.43]

“For the safety of both patients and staff, it will also be important for the responsible person to ensure that all staff, whether employed or contracted, temporary, bank or agency staff have been trained in the use of the same techniques” [DoHSC, 2021 p.42]

Therefore, there is an expectation that organisations covered by the Act will have systems in place to check that all staff are trained, skilled and competent, and be able to present evidence to regulators to the effect these obligations have been met.

GUIDANCE FOR AGENCIES PLACING STAFF		
Training Description	Acceptable	NOTES/.
1.NHS MH/LD Trusts, and Private Service Providers who are also Certified Training Services [CTS] <sup>1</sup> , or Affiliate Organisations [AO] <sup>2</sup> , provide <b>full INITIAL training</b> to all incoming agency staff, i.e., 3-5 days +	YES	This would represent the gold standard of compliance with the Mental Health Units (Use of Force) Act 2018, as a full programme of learning is directly provided to incoming agency staff by certified training providers.

<p>2. An agency worker provides a current certificate of <b>full INITIAL training</b>, indicating it was training provided by a CTS, or an organisation 'Working Towards' certification<sup>3</sup> i.e., 3-5 days +</p>	<p>YES</p>	<p>In order to meet their contractual obligations to NHSE and placed on them by the agency framework, <b>agencies</b> need to have systems in place to establish whether the training provider is a CTS, or were a CTS, at the time the certificate was issued or whether they are formally 'Working Towards'. NOTE/. Any certificate provided by an organisation who is working towards will NOT be acceptable after March 31<sup>st</sup>, 2024.</p>
<p>3. An agency worker provides a current certificate of <b>REFRESHER training</b>, indicating it was training provided by a CTS or an organisation 'Working Towards', i.e., 1-2 days, and can prove that this followed on from full training provided by a CTS</p>	<p>YES</p>	<p>Refresher training without proof of full initial training provided by a CTS is not acceptable. Due diligence will be required by <b>agencies</b> to identify and reject candidates who only present with evidence of completing refresher training. NOTE/. Any certificate provided by an organisation who is working towards will NOT be acceptable after March 31<sup>st</sup>, 2024.</p>
<p>4. An agency worker provides a current certificate, indicating they have completed <b>full INITIAL training</b> provided by an organisation that is NOT 'Working Towards' and/or NOT a CTS.</p>	<p>NO</p>	<p>In order to meet their contractual obligations to NHSE and placed on them by the agency framework, <b>agencies</b> need to have systems in place to establish whether the training provider is a CTS or was 'Working Towards' at the time the certificate was issued as only these are acceptable [see 2 &amp; 3]. Training provided by other types of training organisation is NOT acceptable.</p>
<p>5. An agency worker provides a current certificate, indicating they have completed <b>REFRESHER training</b> provided by an organisation that is NOT 'Working Towards' and/or NOT a CTS.</p>	<p>NO</p>	<p>In order to meet their contractual obligations to NHSE and placed on them by the agency framework, <b>agencies</b> need to have systems in place to establish whether the training provider is a CTS or was 'Working Towards' at the time the certificate was issued as only these are acceptable [see 2 &amp; 3]. Training provided by other types of training organisation is NOT acceptable.</p>

<sup>1</sup> Organisations who have achieved certification in their own right.

<sup>2</sup> Organisations who are directly licensed to deliver certified training to their own staff by Certified Training services.

<sup>3</sup> Organisations that have started the certification journey, but at present are not certified.

GUIDANCE FOR THOSE CTS WHO TRAIN AGENCY STAFF		
Evidence Type	Evidence Type	NOTES/.
6.A CTS may provide agency staff with access to <b>full INITIAL training</b> , i.e., 3-5 days +	YES	This would represent the gold standard of compliance with the MHI UoF Act.
7.A CTS may provide agency staff with access to <b>REFRESHER training</b> , i.e., 1-2 days.	POTENTIALLY	CTS should also have systems in place to establish whether the person has previously undertaken full training by a CTS, or an organisation 'Working Towards' that provides training that is compatible with theirs i.e., If the skillset or theory covered in this is deemed insufficient the CTS may offer <b>ALIGNMENT</b> training
8.A CTS may provide agency staff with access to <b>ALIGNMENT training</b> i.e., a course that is somewhere between an initial and a fresher course, typically 2-3 days in length.	YES	An alignment course covers all the RRN theory, and the providers core skills but is delivered in a condensed form based on the delegates proven prior learning/experience. See 7 & 'Parity in physical skills' below

### Dealing With Out-Of-Date Training

EVIDENCE OF INTIAL TRAINING PRESENTED		
Original training date [on certificate] + up to 12 months	Refresher due when the 12 months have passed. Up to 3 months is permitted to complete refresher training	More than 3 months have lapsed
<b>STATUS: IN DATE</b> Person can be placed.	<b>STATUS: OUT OF DATE/PENDING</b> Person can be placed. Refresher required within the 3 months.	<b>STATUS: OUT OF DATE/LAPSED</b> Person cannot be placed. Full training required.
<ul style="list-style-type: none"> <li>• Training must have been provided by any CTS or have been completed whilst working in an AO.</li> <li>• Training cannot be provided by an organisation that is 'Working Towards' after March 31<sup>st</sup>, 2024.</li> </ul>	<ul style="list-style-type: none"> <li>• Training must have been provided by any CTS or have been completed whilst working in an AO.</li> <li>• Training cannot be provided by an organisation that is 'Working Towards' after March 31<sup>st</sup>, 2024.</li> </ul>	<ul style="list-style-type: none"> <li>• Full training can be provided by any CTS or have been completed whilst working in an AO.</li> <li>• Full training cannot be provided by an organisation that is 'Working Towards' after March 31<sup>st</sup>, 2024.</li> </ul>

EVIDENCE OF REFRESHER TRAINING <u>ONLY</u> PRESENTED		
Refresher training date [on certificate] + up to 12 months	Refresher due when the 12 months have passed. Up to 3 months is permitted to complete refresher training	More than 3 months have lapsed
<b>STATUS: IN DATE</b> Person cannot be placed solely on the basis of evidence of refresher training. Evidence of prior full training by CTS or WT needed or new full training is required.	<b>STATUS: OUT OF DATE/PENDING</b> Person cannot be placed solely on the basis of evidence of refresher training. Evidence of prior full training by CTS or WT needed or new full training is required.	<b>STATUS: OUT OF DATE/LAPSED</b> Person cannot be placed. Full training required.

<ul style="list-style-type: none"> <li>• Training must have been provided by any CTS or have been completed whilst working in an AO.</li> <li>• Training provided by WT is temporarily acceptable but cannot be provided by an organisation that is 'Working Towards' after March 31<sup>st</sup>, 2024.</li> </ul>	<ul style="list-style-type: none"> <li>• Training must have been provided by any CTS or have been completed whilst working in an AO.</li> <li>• Training provided by WT is temporarily acceptable but cannot be provided by an organisation that is 'Working Towards' after March 31<sup>st</sup>, 2024.</li> </ul>	<ul style="list-style-type: none"> <li>• Full training can be provided by any CTS or have been completed whilst working in an AO.</li> <li>• Training provided by WT is temporarily acceptable but cannot be provided by an organisation that is 'Working Towards' after March 31<sup>st</sup>, 2024.</li> </ul>
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### Parity in Physical Skills

As has been noted, within the Statutory Guidance covering the implementation of the Mental Health Units (Use of Force Act) 2018, it states: “For the safety of both patients and staff, it will also be important for the responsible person to ensure that all staff, whether employed or contracted, temporary, bank or agency staff have been trained in the use of the same techniques” [DHSC, 2021 p.42]

Despite an individual completing certified initial training, or certified refresher training, this does not guarantee that the skills they have been deemed capable of performing are those in common use within the service in which they are being placed.

In those instances where a CTS does provide REFRESHER or ALIGNMENT training, they will in effect be confirming with the issue of their certificate that the individual is familiar with THEIR skillset.

It is important for agencies to be aware of the different skillsets and be able to provide information on this in order the responsible person within the service they are placing staff can discharge their responsibility [as above].

Agencies should be able to provide this information in a format that can be used by responsible persons.

### References

Department of Health and Social Care. (2021). *Mental Health Units (Use of Force) Act 2018 Statutory Guidance*. Retrieved from [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1038725/Mental-Health-Units-Use-of-Force-Act-2018-statutory-guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1038725/Mental-Health-Units-Use-of-Force-Act-2018-statutory-guidance.pdf)

Ridley, J., & Leitch, S. (2019). *Restraint Reduction Network Standards, Restraint Reduction Network*. Retrieved from [https://restraintreductionnetwork.org/wp-content/uploads/2022/11/RRN\\_standards\\_v9\\_accessible\\_PDF\\_updated.pdf](https://restraintreductionnetwork.org/wp-content/uploads/2022/11/RRN_standards_v9_accessible_PDF_updated.pdf)