

## **Recovery Matters 2014 Ayrshire & Arran: Our reflections**

### **Introduction**

“Recovery Matters 2014” is a baseline intervention for staff, paid or not, at any level of addiction treatment and related services. This workforce development opportunity comes free to ADP’s and treatment providers and our experience shows it has greater impact when senior managers and commissioners take part. We use current recovery research, ongoing examples of practice in Scotland and the local lived experience of long term recovery as standard in any of our workshops.

### **Our aim**

1. To contribute to a practice based recovery “paradigm shift” in the workforce.
2. To build local learning from the lived experience of recovery.
3. To use shared learning and dialogue based tools that respect the wisdom and experience of the participants.
4. To connect local recovery assets with national recovery actions.

### **Agenda**

The ‘brain food’ learning in four sections that each last for ten minutes introduced the participants to:

1. The lived experience of sustained recovery.
2. The Road to Recovery – A radical shift in drug policy.
3. The acute model/ recovery model.
4. The power of recovery and ‘better than well’ effect.
5. The next recovery right step – the culture of transformation and individual commitment.

The workshop included dialogue and round table exercises, a film show and a question and answer section. We facilitated meaningful conversations between treatment providers and recovery activists in Ayrshire and Arran from a diverse range of organisations and disciplines. We chose to give small bites of learning we call “brain food” alongside space for participants to dialogue in order to digest their collective thoughts/ learning and ideas.

### **Event planning: the event**

Jackie Hood, Locality Manager Addictions Services, attended a preview of the newly developed workshop and within weeks we had met up with a view to running this across Ayrshire for NHS Staff. NHS Ayrshire & Arran have led the way in true partnership working and we hope to continue this with more NHS areas.

### **Were we successful in achieving our aim?**

Yes.

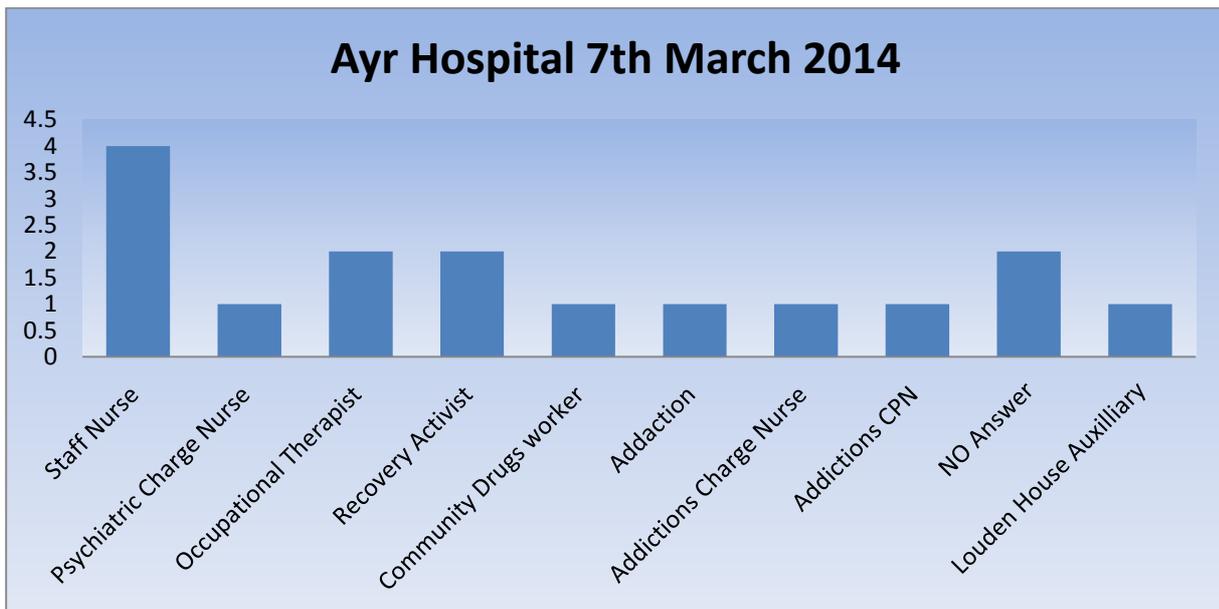
### **Practical matters**

Huge thanks to Jim Storrar who held the registrations which ran seamlessly.

### **Attendance**

The attendance at all 3 workshops is taken from the registration sheets on the day which was important as although workshops were held for Ayrshire as a whole, they are treated individually statistically.

## South Ayrshire - 22 participants - 18 Recovery Commitments



### **Feedback**

Feedback was gathered from a survey monkey questionnaire which received 4 responses. A selection of the responses are included below.

### **We asked about your experience of the Recovery Matters Workshop?**

"It was very inspiring especially the personal story from the man in recovery."

"I attended the recovery matters training at Ayr Hospital and found it very unlike any other training I have been on. It was very friendly, I liked the "cafe" idea and drawing on the table cloths, then moving around the tables to speak to other people, that way we spoke to other people and got to see what they had discussed via the table cloths. It was a lovely environment. It made me think about my practice and that its not all "doom and gloom" in addiction. People can become "Better than Well."

### **We asked, what if anything, did you learn from the day?**

"It helped me to consider potential barriers to recovery and solutions and ways to optimise a person's potential for recovery."

"People can become "better than well" and actually aid in helping services to keep going as their hard work can actually work. Their 'job satisfaction' was sitting in the room with them."

### **We asked, Did you see anything differently as a result of the workshop?**

"Yes, it made me think of changing certain aspects of service delivery."

"That we have recovery assets and its not just all about numbers, its about people actually being able to recover."

"The event just reinforced that my concepts on recovery were in the right space."

### **We asked, What is your next right step?**

"To encourage the staff team to get on board with proposed changes."

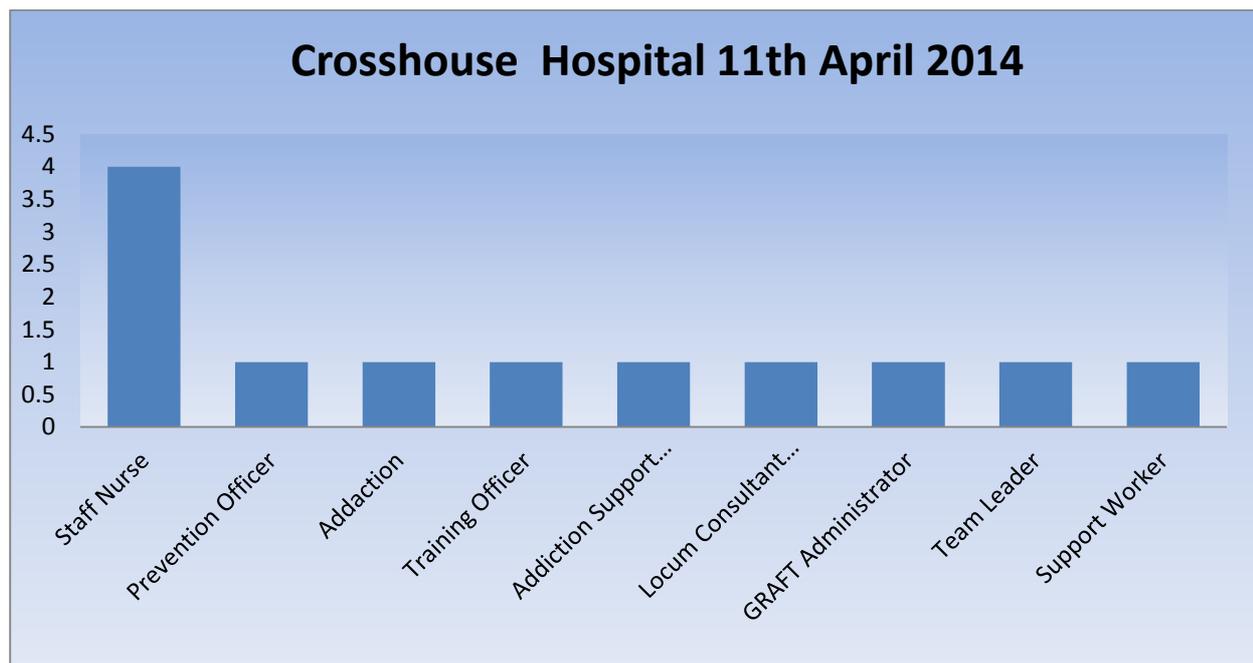
"To continue to promote recovery oriented projects."

### **We asked for any suggestions?**

"To be able to roll out more workshops out in the same relaxed way. I felt very refreshed after coming back from training which never normally happens I would definately come again."

"Could more peer volunteers be present if possible."

## East Ayrshire -18 participants - 16 Recovery Commitments



### **Feedback**

Feedback was gathered from a survey monkey questionnaire which received 6 responses. Extracts are included below.

### **We asked about your experience of the Recovery Matters Workshop?**

"It wasn't anything new and was same discussions as we had previously relating to ADP Strategies and developing ROSC model."

"I had a very interesting day and had my eyes opened as to what is going on to help people in recovery. It has come a long way since my own experience with NHS some 7 years ago."

### **We asked, what if anything, did you learn from the day?**

"We are going in the right direction but there is still a lot to do as there is going to be more and more young people with alcohol problems and it is not going to go away."

"To continue to be recovery and person centered focused and to advocate as well as promote that within NHS recovery is occurring already."

### **We asked, did you see anything differently as a result of the Workshop?**

"More aware of individual's journeys."

"Not really, attended the event at the Lighthouse in Glasgow which changed things for me."

### **We asked, what is your next right step?**

"Read literature on recovery."

To work closer with third sector, find out what else is out there not led with pharmaceutical hats on."

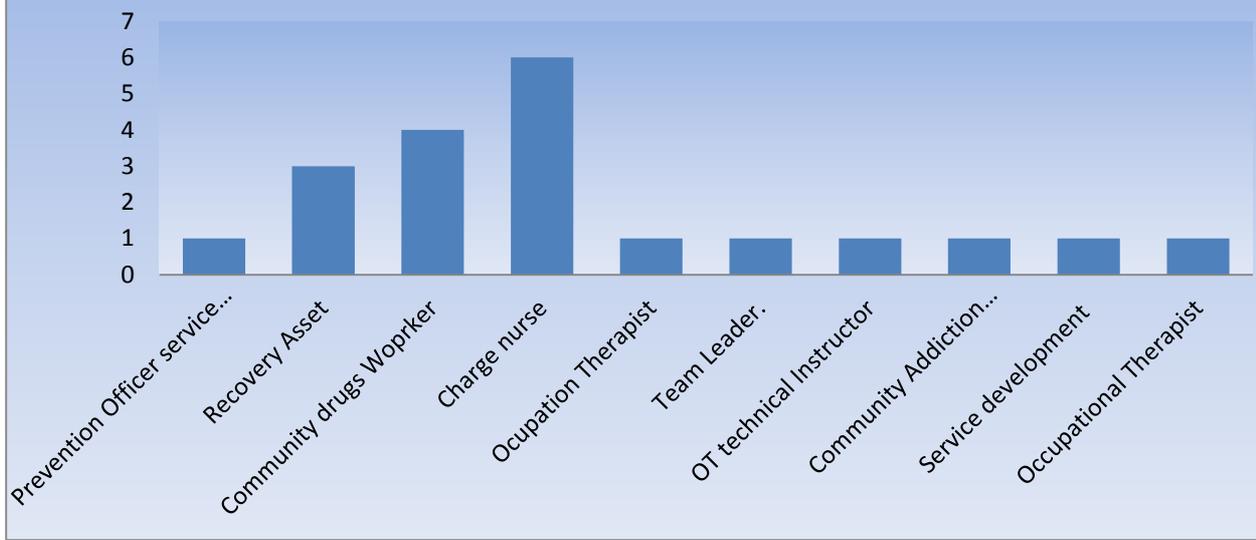
### **We asked for any suggestions?**

"More of the same."

"Have more regular shorter events."

## North Ayrshire - 26 participants - 23 Recovery Commitments

## Dreghorn Training Centre 6th May 2014



### Feedback

Feedback was gathered from a survey monkey questionnaire and extracts from the responses are included below.

#### We asked about your experience of the Recovery Matters Workshop?

"Enjoyed the small group discussion and meeting other people from both the treatment and those people in recovery."

"Very positive, good networking."

#### We asked, what if anything, did you learn from the day?

"That there are people out there who are making the choice and hard work to be in recovery. Also to learn of their experiences on the road to recovery."

"Listening to ex-clients who have moved on was interesting."

#### We asked, did you see anything differently as a result of the workshop?

"No."

"Yes, the fact that the professionals now understand we need people in recovery to promote it and help others."

#### We asked, what is your next right step?

"To utilise the discussion I had with the individuals in recovery as a goal attainment strategy with my clients."

"Continue to deliver person centred support."

#### We asked for any suggestions?

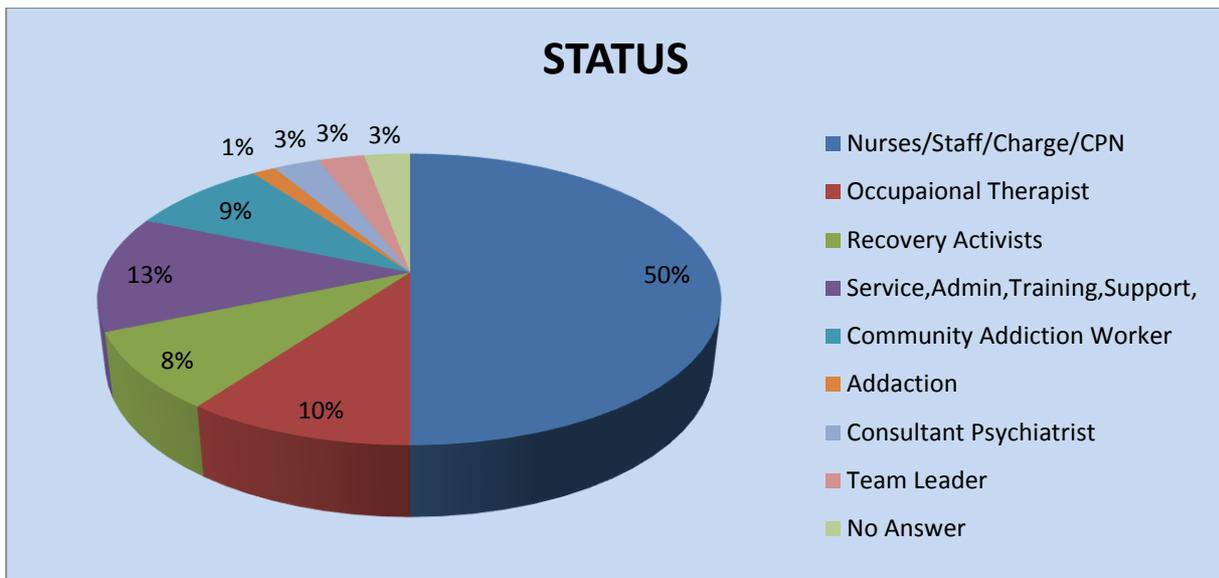
"Consider changing the power of recovery model, the potential line should not be set at zero, all human beings have potential therefore the line should move further up the axis as the starting point."

"Yes, dont ask us to put our hands up to have quiet in the room."

"No, it was very good."

### Status

The following chart shows a representation of the status of attendees across the 3 Ayrshires collectively:-



#### Visibility: Initial impact

- 57 recovery commitments were made.
- Lived experience of recovery was in the room and presented at the workshop.

#### Visibility: Developing impact (the recovery bounce)

The power of example. NHS Ayrshire has led the way for NHS workforce development uptake. As a direct result of our in Ayrshire NHS Lothian have requested a similar workshop.

#### International impact

None yet that we know.

#### What did we learn?

- The interest in recovery as half of the NHS staff addiction services (66) signed up willingly and voluntarily.
- Holding registrations outwith the SRC meant that it was more difficult to build a relationship with participants prior to the workshop.
- Each workshop became busier than the last, and the last one had the most participants. An indicator of positive word of mouth?

#### Thank You

- A huge thank you to all participants, and especially those who took the time to provide feedback through our SurveyMonkey.
- Jackie Hood for initiating the workshops.
- Jim Storrar for all the hard work behind the scenes. We were in constant communication to ensure that all staff in NHS Ayrshire and Arran had the opportunity to attend this workshop.
- All of the venues, technical support and administration staff and the wonderful catering at each venue.

**Anne-Marie Quigg**  
June 2014