



## Work Plan for Year Four

1 July 2010 – 30 June 2011

---

### **Werry Workforce Capacity:**

The Werry Centre Workforce Development programme team is made up of a highly effective management, clinical and cultural team. We believe that we have grown an expert team of highly skilled, innovative staff who have demonstrated their expertise and established effective networks and ways of working.

We have continuously evaluated our effectiveness and have shifted our team process from members being attributed to single projects to the current structure where by team members bring their expertise to a range of projects. We have a core team of advisors representing Clinical, Māori, Pacific, Youth, Family/Whānau and NGO perspectives who are able to advise and offer their expertise across all projects when required. We now fund an internal Evaluator in our core team and we also have highly skilled research and administration staff to support the programme.

This enhanced team has the capacity to coordinate and undertake the breadth of work proposed with some additional project managers and staff allocated to certain outputs.

We are conscious of the need to include the broad range of services for infant, child, adolescent and family/whānau mental health and AOD within DHBs, NGOs and addiction services in all Werry Centre activity. Increasingly we support the wider workforce including PHOs, community mental health, school guidance counsellors and others.

We recognise the growing needs of Asian and migrant populations. We engage in discussions with key stakeholders and wherever possible will address the needs of these populations by contracting advice when needed.

All outputs have been aligned to the associated goals and/or recommendations of:

- Te Tahuhu
- Te Kokiri
- Tauawhitia te Wero
- Whakamārama te Huarahi

As we enter Year Four of Contract 3 we will continue to build on our foundations and achievements to date.

In order to support the provision of better, sooner and more convenient services we will be even more targeted in our responses to CAMH/AOD services, including the development of the new Regional Engagement project (see Theme One below), to ensure that our work programme assists the CAMHS workforce to improve clinical effectiveness, productivity and recruitment and retention.

# Outputs:

---

**THEME ONE:**  
**EMBED CHILD AND YOUTH WFD PLANNING PROCESSES AT NATIONAL,  
REGIONAL AND LOCAL LEVELS**

---

- Output 1: 17750.23 Regional Engagement
- Output 2: 17750.10 Local Workforce Development Planning
- Output 3: 17750.11 Data Collection
- Output 4: 17750.13 Seven Helpful Habits & Choice and Partnership Approach

---

**THEME TWO:**  
**ALIGN TRAINING DELIVERY AND SERVICE DELIVERY TO DEVELOP  
CAMHS AND RELATED WORKFORCES**

---

- Output 1: 17750.20 Real Skills Plus
- Output 2: 17750.21 Mental Health Placement
- Output 3: 17750.36 Mentoring Initiatives
- Output 4: 17750.29 CAMHS Training Resource

---

**THEME THREE:**  
**STRENGTHEN AND INCREASE CAPACITY AND CAPABILITY OF CAMHS AND  
RELATED WORKFORCES.**

---

Output 1:	17750.30	Youth Consumer Participation
Output 2:	17750.31	Family Whānau Participation
Output 3:	17750.33	Parent Management Training – Incredible Years Sustainability
Output 4:	17750.34	Annual Infant, Child and Adolescent Training & Support Days
Output 5:	17750.35	Biennial CAMHS Conference
Output 6:	17750.37	Provision of a Comprehensive Web Based Clearing House
Output 7:	17750.38	Innovation Fund
Output 8:	17750.40	Child Youth Mental Health Sector Days
Output 9:	17750.14	Family Therapy

---

# THEME 1

## **EMBED CHILD AND YOUTH WORKFORCE DEVELOPMENT PLANNING PROCESSES AT NATIONAL, REGIONAL AND LOCAL LEVELS**

---

*This theme continues the strengthening of strategic relationships and operational links with other MOH funded WFD programmes, DHBs and DHB contracted providers (NGOs) in mental health, addictions and primary health care.*

***Te Kokiri:** Develop a culture of continuous quality improvement information and knowledge used to enhance recovery and service development*

***Tauawhitia te Wero:** Goal 1, 2, 7*

***Whakamārama te Huarahi:** Goals 1, 4, 5,8*

### **Theme 1: Output 1**

#### **17750.23 Regional Engagement**

---

##### **Project Concept / Aim:**

The delivery of all of Werry Workforce outputs is contingent upon effective engagement with the CAMH/AOD services and related sectors across all regions. Additionally, it is acknowledged that in the current environment, CAMH/AOD services are constrained in their ability to fund their workforce to attend many professional development opportunities outside of their region and sometimes outside of their DHB location. Given the number of services and key stakeholders Werry Workforce has engaged nationally, we now require an accessible, coordinated and cost effective approach to sector engagement.

In the last year, our two Senior Advisors have been working closely with DHB CAMHS services, to identify their individual needs and tailor Werry Workforce initiatives to suit their particular circumstances. This has resulted in significantly improved uptake from services as we offer them a menu of options. Examples of the options we offer services include:

- Local Workforce Planning
- Real Skills Plus CAMHS
- Choice and Partnership Approach
- Seven Helpful Habits
- Mentoring Initiatives for Emerging Leaders
- Mentoring Initiatives for Maori and Pacific secondary and tertiary students
- AoD Brief intervention training: SACSBI training
- Youth participation workshops
- Family/Whanau participation workshops
- Promotion of supervision and development of Incredible Years
- Collaboration with Regional Coordinators and other Mental Health Workforce Development Programmes.
- Regional Forums targeting CAMHS teams and DHB funded NGOs where Werry Workforce initiatives are promoted alongside local initiatives and networking between regional services is facilitated.

#### **Objectives:**

- To engage with CAMH/AOD services and related sectors across all regions.
- To enhance uptake of Werry Centre projects.
- To enhance networking and collaboration amongst local and regional services and stakeholders.
- To utilise sector knowledge to inform Mental Health and Addictions Workforce Development programmes.
- To enhance coordination of all CAMHS workforce development regional activity with Regional Workforce Coordinators, working collaboratively with other Mental Health Workforce Development Programmes.

#### **Outputs:**

- Contact made and information exchanged with all senior clinical/management staff across DHB CAMH/AOD services by 2011 including DHB funded NGOs.
- Increased awareness and uptake of Werry Centre initiatives and/or training.

- Werry participation in existing regional forums and development and organisation of new forums where indicated.
- Relationships enhanced with Planning and Funders resulting in improved workforce forecasting and planning regionally and nationally.
- Information from engagement processes informs refinement and targeting of Werry Centre work.
- Extended collaboration with Regional Coordinators and other Mental Health Workforce Development Programmes.

**Evaluation:**

Extent of engagement with CAMH/AOD services and measurement of uptake of Werry Centre projects is measured. Collaborative activity with Regional Coordinators and other Mental Health Workforce Development Programmes will be collated and outcomes tracked and reported in quarterly reports.

## Theme 1: Output 2

### 17750.10 Local Workforce Development Planning

---

#### **Project Concept / Aim:**

The Werry Centre will work with CAMH/AOD services to develop their capability to undertake sustainable workforce development at local and regional levels.

This project utilises the six-step Local Workforce Development Planning Model (LWDP) to facilitate DHB providers implementing service level workforce planning processes and to identify opportunities for regional workforce development.

Werry Workforce will work with CAMH/AOD services as part of the Regional Engagement process to enhance DHB capability to undertake sustainable workforce development at a local level. This activity is facilitated by experienced Werry Centre staff, and informed by accurate local and regional data. Data extracted from the Werry Centre Biannual National Stocktake of CAMHs workforce and access (see below) along with DHB annual plans and policy documents is summarised in an environmental scan.

#### **Objectives:**

- To provide DHBs with an environmental scan of their district to accurately inform the workforce planning process
- To provide a facilitated process of workforce planning which is offered in a flexible manner cognisant of the needs and resources of the CAMHs.
- To align the workforce planning process with local, regional and national strategic direction, and the identified needs of local services/workforce and stakeholders.

#### **Outputs:**

- Between July 2010 and June 2011 it is anticipated that the Werry Centre will undertake the Workforce Planning process with two or more DHBs in conjunction with the Regional Engagement Project.

#### **Evaluation:**

Utility of the workforce planning process will be gauged from participant feedback following completion of workshops.

## Theme 1: Output 3

### 17750.11 Data Collection

---

#### **Project Concept / Aim:**

Workforce forecasting and service planning can only be effective if accurate and up-to-date data is available. Werry Centre will undertake a third Stocktake of Child and Adolescent Mental Health Services to provide latest data to add to results derived from 2004 onwards.

The online Directory of services will include all DHB & DHB funded NGOs, and mainstream & Kaupapa Māori services, which contribute to the treatment of children and adolescents with mental health and substance problems.

#### **Objectives:**

- To collect accurate and up to date child and adolescent mental health workforce and access data to provide a foundation for strategic planning for the child and adolescent mental health sector.
- To provide up to date information, in the form of an online directory, of MOH funded services to support sector inter-connectedness. This Directory will be available on the Werry Centre website.

#### **Outputs:**

- Biennial Stocktake (2010) of MOH funded CAMHS (DHBs & NGOs) in New Zealand Analysis of trends and discussion of key issues tracked since 2004.
- On line publication of the Directory of MOH funded child and adolescent mental health services including NGOs and Addiction services.

#### **Evaluation:**

Prior to and following data collection, the data collection process and the utility of the current Stocktake format and reporting will be established. Process and content will also be comparatively evaluated across all three Stocktakes.

## **Theme 1: Output 4**

### **17750.13 Seven Helpful Habits of Effective CAMHS and Choice & Partnership Approach**

---

#### **Project Concept / Aim:**

The Seven Helpful Habits of Effective CAMHS (7HH) and the Choice and Partnership Approach (CAPA) were introduced into CAMHS in New Zealand with a series of workshops in Canterbury, Auckland and Wellington in 2007. The workshops were facilitated by Steve Kingsbury and Ann York, the authors of the original UK model to both improve access to and increase quality of services for young consumers and their families (Kingsbury and York 2007).

There are two distinct aspects of the work:

- 7HH - a conceptual framework and set of tools based on capacity and demand theory. These can be introduced in whole or part into a service to enhance service delivery and efficiency.
- CAPA - a service redesign model encouraging consumer choices in their dealings with CAMHS and partnership between consumer and CAMHS clinicians during the treatment process.

Uptake from CAMHS across the country has been very encouraging. With support from Werry Workforce, approximately 70% of services have introduced some aspect of CAPA and 7HH, and others are either in the planning stage or ready for implementation.

#### **Objectives:**

- To continue to promote 7HH and CAPA uptake and implementation within CAMHS
- To continue to support DHBs to implement the 7HH and CAPA models by providing onsite training, consultation, liaison and support to services as they plan and implement changes in service design and delivery.
- To ensure that key principles from 7HH and CAPA are promoted in the Werry Local Workforce Planning model and Real Skills Plus CAMHS.

- To create CAPA networking opportunities for CAMHS to improve nationwide consistency so they can learn from and support each other in the planning and implementation process.
- To support NGOs and Kaupapa Māori services that hold DHB funded CAMH contracts to train in 7HH and CAPA.
- To work with Steve Kingsbury and Ann York to keep abreast of 7HH and CAPA developments in the UK.

#### **Outputs:**

- One National workshop for CAMHS managers to provide advanced training and support to services that have implemented 7HH and CAPA to be facilitated by Ann York and Steve Kingsbury.
- 4 Regional Forums to discuss progress on initiatives such as care-bundles and to trouble shoot barriers to implementation
- Delivery of regional workshops on the 7HHs.
- Ongoing support for DHBs to promote continuous work improvement tailored to the needs of each DHB.
- Facilitated web-based discussion forum installed on Werry Centre website.

#### **Evaluation:**

The extent to which CAPA/7HH has been implemented in participating services will be monitored. Data from participating services will be evaluated to ascertain whether this approach increases access, decreases waiting times, and enhances service delivery for service-users.

---

## THEME 2

### **ALIGN TRAINING DELIVERY AND SERVICE DELIVERY TO DEVELOP CAMHS AND RELATED WORKFORCES**

---

*Continue implementation of the strategic framework - Whakamārama te Huarahi.*

*This theme maintains linkages with other national workforce development projects to improve training and career pathways into mental health and more specifically CAMH.*

***Te Kokiri: Objective 4***

***Tauawhitia te Wero: Goals 5, 6***

***Whakamārama te Huarahi: Goals 3, 4, 5, 6, 7***

### **Theme 2: Output 1**

17750.20 Real Skills Plus CAMHS competency framework for  
Infant, Child, Youth Mental Health, Alcohol and other  
Drug Workforce

---

#### **Project Concept/Aim:**

This project builds on the previously contracted activity; the development and testing of specialist infant, child and youth mental health and AoD sector competencies (Real Skills Plus CAMHS) which were developed in alignment with *Let's get real*, the national mental health sector competencies. The roll out of Real Skills Plus CAMHS will enhance service provision to infants, children and young people with mental health and AoD concerns. It provides a framework for nationally consistent practice across the workforce and will support current government strategies such as Whanau Ora. Real Skills Plus CAMHS will become a part of the National Services Framework by 2011 and all CAHMS will be encouraged to have implemented Real Skills Plus CAMHS by this time. This is in alignment with the expectation that Mental Health and

AoD services will have implemented the *let's get real* competency framework by 2011. As with *let's get real*, there are significant training and HR implications to ensure that Real Skills Plus CAMHS becomes embedded in CAMH/AOD practices.

To date Werry Workforce have completed the development and testing of the framework and the implementation compendium has been developed. The Compendium includes clearly defined process for implementation supported by a suite of tools which has been developed and tested in consultation with mainstream and kaupapa services, and the other Workforce Programmes. Roll out has commenced with several DHBS in 2010.

### **Objectives:**

- To engage and support service providers and frontline clinicians with their implementation of Real Skills Plus CAMHS.
- To work with relevant Tertiary Education Providers to review their programme content so as to guide students in their core-competency development.
- To collect data on the CAMH/AOD services training needs identified during the implementation process and develop a strategy regarding delivery of relevant training.
- To deliver the implementation in collaboration with the other Workforce Programmes.

### **Outputs:**

- Assertive engagement with CAMHS services regarding roll out of Real Skills Plus CAMHS including Senior Werry team members delivery of initial presentation to CAMHS service leaders, one day workshop to identified 'drivers', resourcing of team days and evaluation with delivery to up to six services by June 2011.
- Strategy for delivery of training in alignment with identified needs drafted and feedback sought
- Engagement with relevant Tertiary Education Providers to review alignment of Real Skills Plus CAMHS with programme content and possible expansion of training.
- Collaboration with other Workforce Programmes.

**Evaluation:**

The implementation phase of Real Skills Plus CAMHS includes evaluation of the uptake, utility, and applicability of the Implementation tools. To enhance a coordinated approach to project delivery and evaluation, where appropriate, data will be collected alongside evaluation activities being undertaken regarding other Werry Centre projects such as CAPA and the 7 Helpful Habits.

## Theme 2: Output 2

### 17750.21 Mental Health Placement

---

#### **Project Concept / Aim:**

By increasing the quantity and quality of child and adolescent placements for students it is intended that the number of people choosing to work in child and adolescent mental health services will increase. Research by Werry Centre and others has shown that a positive mental health placement positively influences career choice.

The Canterbury DHB contract continues until December 2010. During the three years the project has been operating the Werry Centre Placement Advisor has strengthened relationships across clinical and education providers. This in turn has contributed to improved awareness of the needs of students and services as they support placements. Collaborations have resulted in creative solutions to student placement issues. One outcome has been the Canterbury based 'Dedicated Education Unit' (DEU)<sup>1</sup>. This has been evaluated as being very successful and is likely to be widely adopted. The learnings from the Canterbury project are shared with other regions as part of regional workforce development planning processes.

The continuation of this project into 2011 is dependent on renewal of the contract with Canterbury DHB.

#### **Objectives:**

- To increase the quantity and quality of child and adolescent placements for students undertaking academic mental health programmes.
- To strengthen relationships and communication between educational programmes, DHB and NGO child and adolescent mental health services to increase the number of graduates choosing to work in CAMHS.

#### **Outputs:**

- Two forums with service and education providers re ongoing exploration and development of placement opportunities.

---

<sup>1</sup> Dedicated Education Unit is a Canterbury DHB initiative

- Reference group input to further development of DEU model.
- Preparation of cross-discipline placement calendar
- Facilitation of forum with service and education providers re new development of peer student mentoring.

**Evaluation:**

Participant feedback will be collected from the forums, then analysed and reported. Feedback will also be sought about numbers of student placements, experiences of students re placement, experiences of students re DEU model.

## Theme 2: Output 3

### 17750.36 Mentoring Initiatives

---

#### **Project Concept / Aim:**

Based on the findings of the Targeted Recruitment and Leadership reports produced in Year One, it was apparent that there was a need to provide comprehensive mentoring and support to targeted groups to grow and retain the CAMH/AOD workforce, particularly to attract and retain Māori, Pacific and young workers. It was evident from surveys of existing workforce initiatives, international and indigenous literature and from discussion with stakeholder focus groups that professional mentoring is a well established and preferred option for both neophyte and experienced staff.

There is widespread recognition that the CAMH/AOD sector requires leadership development and career pathway mapping in order to both attract workers into the field and provide conditions to foster retention. Additionally, with the high level of vacancies in the sector, skilled clinicians may become rapidly overwhelmed with responsibility too soon in their career thereby increasing the risk of burn out and exiting the sector altogether. By offering mentoring to developing leaders it is expected that they will remain in the sector, positively shift the culture of the workplace and attract and retain new staff.

To address these issues, Werry Workforce has commenced work on three approaches:

- **Approach One: Mentoring programme for emerging leaders already in CAMH/AOD positions.**

Werry Workforce has worked with the New Zealand Mentoring Centre (NZMC) to provide an Emergent Leadership programme. NZMC are recognised leaders in professional mentoring services and mentoring programme development. They are actively involved in promoting standards of practice and keep abreast of international trends and practice. Working with Werry Workforce, they delivered a pilot programme for Emergent Leaders in CAMH/AOD services in Canterbury and Auckland. When a 6-month evaluation demonstrated the programme's value, it was extended to the Otago, Southland and Midland regions. The twelve month review of the pilot programmes and six month review of the extension programmes are highly positive. With an established interest from the sector in the provision of Emergent

Leadership Mentoring, four of Werry Workforce staff have received training by NZMC to deliver Mentoring workshops and establish programmes in other regions.

**Objectives:**

- To support the development of leadership in the CAMH/AOD sector.
- To support the retention of staff in the CAMH/AOD sector.

**Outputs:**

- Extension of programmes in Canterbury, Auckland, Southland and Otago.
- Development of programmes in three other regions (Programmes have up to ten pairs of mentors-mentees).

**Evaluation:**

Survey and interview data collected and evaluated from programme participants and CAMH/AOD service leaders regarding experience of programme and its contribution to leadership development.

**Approach Two and Three: Secondary and Undergraduate health students – focus on Maori and Pacific**

Provide exposure to CAMH/AOD careers and support to final year secondary plus undergraduate Maori and Pacific students considering health and mental health and addictions as a career option.

**Objectives:**

- To increase interest and access to training and recruitment for targeted groups namely Māori and Pacific.
- To maintain partnership with the Auckland based Rangatahi Maori Mentoring Trust promote CAMH/AOD as careers plus funding for Maori mentoring provision in CAMH/AOD sector.
- To promote the Rangitahi Mentoring model to services outside of Auckland.

- To partner with new health mentoring programme for Pacific students to promote CAMH/AOD as career opportunities including funding for Pacific mentor provision in CAMH/AOD services.
- To collaborate with other workforce programmes i.e. Te Rau Matatini and Le Va to promote Mental Health careers broadly and CAMH in particular to undergraduate, secondary and tertiary students. This will build on the development of the Real Jobs for Real People website and resources developed in Year One.

#### **Outputs:**

- Ongoing CAMH/AOD information/liason provided to mentoring partners
- Maintain mentoring relationship with existing mentees.
- “Exposure Days” to orient new Maori and Pacific mentees to CAMH/AOD career opportunities
- Coordinate CAMH/AOD site visits for mentees
- Provide updates of programme to Maori and Pacific Advisory Groups
- Facilitate two hui for mentees, mentors and invited stakeholders
- Provide 4 regional workshops to promote the Rangitahi Mentoring model nationally.

#### **Evaluation:**

Evaluation objectives have been set in partnership with the identified Mentoring Programmes.

## Theme 2: Output 4

### 17750.29 CAMHS Training Resource

---

#### **Project Concept/Aim:**

E-Learning media to deliver core training in child and adolescent mental health.

By increasing the quantity, quality and affordability of child and adolescent mental health training it is intended that the number of people choosing to work in CAMH/AOD will increase. E-learning media facilitate access and a positive mental health learning experience which has been shown to influence career choice.

The Undergraduate Teaching Resource developed in Contract One has been developed into an e-learning resource and piloted with full roll-out expected to take place in June 2010. Study guides for students and their supervisors have been developed.

A Digital Strategy commissioned by Werry Workforce has outlined the large resource required to undertake development of e-learning resources. If the pilot resource is demonstrated to be successful, it is hoped that further modules derived from other Werry Centre projects (e.g. Real Skills Plus, Youth Consumer Guidelines, SACBI, CBT for children and adolescents and core youth forensic knowledge and skills) could be developed in partnership with a specialist provider.

Ongoing monitoring will be provided for the e-learning resource to address technical and learning issues that may arise for students.

#### **Objectives:**

- To increase the accessibility and quality of child and adolescent mental health training.
- To increase the number of qualified workers taking up child and adolescent mental health and addictions work.
- To promote CAMH/AOD specialism as an attractive, well supported option for those considering mental health career choices.

**Outputs:**

- Web based training module: Introduction to Child and Adolescent Mental Health is promoted and available through the Werry Centre website
- Ongoing monitoring of e-learning course
- Review of current content and appropriateness of new medium
- Promotion to employers and students
- Report on uptake of the e-learning resource

**Evaluation:**

A review of the content of the e-learning resource will be undertaken, and modifications will be trialled with a selected pilot group. A six month follow-up will also be conducted to survey the utility of the resource in practice. Statistics on demographics of subscribers, site and page views, and general utility of the site will be reviewed and reported on, including recommendations for further modules.

---

## THEME 3

### **STRENGTHEN AND INCREASE CAPACITY AND CAPABILITY OF CAMHS AND RELATED WORKFORCES.**

---

*This theme incorporates a range of initiatives to strengthen the profile of CAMHS and the capabilities of the CAMHS and related workforces.*

*Te Kokiri: 3.9, 5.13, 4.7, 4.9 - Develop initiatives that support the development of service user skills, leadership and participation*

*Tauawhitia te Wero: Goals 2, 3, 4*

*Whakamārama te Huarahi: Goals 2,4, 5, 8*

### **Theme 3: Output 1**

#### **17750.30 Youth Consumer Participation**

---

##### **Project Concept / Aim:**

Active youth consumer participation in services will lead to improved outcomes for infants, children and adolescents who access mental health and addiction services. The capability of the workforce to encourage and support youth participation in services will be enhanced and the capacity of the youth consumer workforce will be increased.

The scope of this project incorporates a whole-of-sector approach relating to the development of youth consumer advisor/ advocate/representative roles in organisations that deliver child and adolescent mental health and alcohol and other drug services.

Provision of information, resources and support to youth consumer advisors and youth consumer advisory groups will ensure good models of practice for youth consumer participation in the sector.

By continuing to provide resources and training workshops for interested services, Werry Workforce aims to provide the sector with well researched protocols that will enhance services for child and adolescent consumers.

With the successful completion of updated guidelines including more information on Māori and Pacific youth consumer participation, there is a further need to enhance Māori and Pacific youth consumer participation in services.

Werry Workforce Youth Advisory team will continue to identify youth consumer advisor/representative/advocacy roles and establish contact and identify support needs. Contact will be maintained through the continued development of the National Youth Consumer Advisory Support Network. By providing a support and mentoring network of consumer advisors/representatives it is intended that valuable information sharing and support will enhance their participation.

#### **Objectives:**

- Continuation of the Youth Consumer Advisory Support Network to support effective consumer participation in CAMHS.
- To enhance Māori and Pacific youth consumer participation.
- To continue and grow youth consumer participation in services by delivering workshops for CAMHS staff.
- To research and develop a peer support model that is effective for young people who have experienced a mental health or substance misuse issue.

#### **Outputs:**

- Two national Youth Consumer Advisory forums per year.
- Expansion and maintenance of the Youth Consumer Advisor support network.
- Training workshops held for DHBs and NGOs regarding youth consumer participation, inclusive of Māori and Pacific youth consumer participation as requested.
- Report detailing the options for peer support for young people which are successful in the New Zealand context.

**Evaluation:**

Questionnaire and verbal feedback from forum and workshop participants will be collated and analysed. Information collected will then be analysed, and key findings reported.

## Theme 3: Output 2

### 17750.31 Family Whānau Participation

---

#### Project Concept / Aim:

The capability of the workforce to encourage and support family/whānau participation in service planning and delivery has been a focus of the Family/Whānau Project to date and requires further development across all regions. Additionally, the establishment of Family/Whānau Advisor roles has recently gained momentum and requires further promotion and development. Further training based on the Participating in Partnership Guidelines for CAMH/AOD Services (2007) to DHBs and NGOs will enhance family/whānau participation in service delivery and planning.

#### Objectives:

- To enhance outcomes for families and whanau accessing services.
- To improve service delivery to family/whānau of CAMHS service users by providing workshops on family/whānau participation in service planning and service delivery to the CAMHS workforce.
- Workshops to promote strategies to establish CAMH/AOD Family/Whānau Advisor roles (including individual and advisory groups) across all regions.
- To maintain an Advisory Network to facilitate effective family whānau consultation and support and promote family/whānau participation in CAMHS.
- To promote understanding of family/whānau participation in service planning and service delivery in CAMHS DHBs and NGOs. Delivery may include conference presentation, web-site, and e-based communication.
- To support CAMH/AOD services that have signalled an interest in establishing Family/Whānau advisory roles to plan and appoint Family/Whānau Advisors.
- Mentoring and support and networking is offered to newly established Family Whānau Advisors in CAMH/AOD services.

#### Outputs:

- Workshops held in five regions on Family/Whānau Participation in service planning and service delivery.

- Three half-day planning sessions with CAMH/AOD services to promote development of Family/Whanau positions.
- Support and mentoring for appointed Family Whānau Advisors.

**Evaluation:**

Participant feedback will be collected from the workshops, with data analysed and reported. Feedback from Services will be sought on outcomes achieved from engagement with the Family/Whanau Advisor.

## **Theme 3: Output 3**

### **17750.33 Parent Management Training – Incredible Years Sustainability**

---

#### **Project Concept / Aim:**

There is a clearly identified need in both government and NGO sectors to offer effective early intervention to "at risk families" and to families of children with disruptive behaviour disorder. Children in these families are at risk of developing significant mental health disorders and/potentially offending later in life. The Incredible Years (IY) programme developed by Carolyn Webster-Stratton and her colleagues has an extensive body of evidence demonstrating its effectiveness for both parents and children for more than 25 years. In recent years, this has included data on the effectiveness for a range of ethnicities.

All of the DHB's across New Zealand have now had access to training and most regions are delivering the programme. The training has been across several agencies with good representation from health, education and NGO's.

Werry Workforce has developed a clear structure of providing Basic Training in IY programme delivery and follow up Supervision Days. An increasing number of group leaders are taking up Accreditation in Incredible Years group delivery and the newly introduced Peer Coach training. The focus for this next phase will be on continuing with this trend by supporting those working towards Accreditation and further progression towards Peer Coach training and mentorship.

In light of the significant uptake of IY Basic Training by Maori and Pacific group leaders, resources will be provided to support a pool of highly skilled and Accredited cultural leaders to ensure appropriate Supervision for Maori and Pacific facilitators. Cultural input will continue, following up on previous Hui and Fono recommendations. Further resources will be developed for both Māori and Pacific Island groups. We envisage further development of cultural Supervision, resources such as translated programme materials, research to assess implications for Māori and Pacific families. A comprehensive survey exploring uptake and effectiveness of the Project's training will be required to demonstrate the effectiveness of training and outcomes for families.

## **Objectives:**

The objectives of the PMT project are to:

- Continue to build on the gains thus far and complete training for identified trainees.
- To provide a sustainable training programme for New Zealand based clinicians.
- To provide access to Basic Training (self funded) to Health, Education and NGO sectors.
- To provide regional supervision forums and consultation days for clinicians to improve fidelity and increase Accreditation.
- To consult with Māori and Pacific Island stakeholders to ensure cultural input, support research for Māori and Pacific to investigate effectiveness of the programme for their populations and provide cultural supervision.
- To continue to ensure cultural appropriateness and build resources for cultural groups in New Zealand.
- To further progress current Mentor and Accredited group leaders through providing Peer Coach training and opportunities to advance. This may include utilizing overseas trainers such as Carolyn Webster-Stratton.

## **Outputs:**

- Five Supervision Days to be held in Auckland, Northland, Hawkes Bay, Christchurch and Wellington.
- Four Incredible Years introductory information days to be held (provisionally in Christchurch, Nelson, Invercargill and the West Coast)
- Three School Update Days to be held in Wellington, Auckland and Hawkes Bay
- Two x Basic Training workshops in Incredible Years (self funding) to be held in Auckland and Nelson.
- Two day Hui for Maori IY group delivery to further build on resources and provide Supervision ensuring fidelity alongside cultural responsiveness in delivery.
- Two day workshop for Cultural leaders working towards Accreditation to ensure differentiation meets IY fidelity standards
- Two x one day Peer Coach trainings
- Accredited Leaders workshop – two days Supervision and Consultation
- One Day Peer Coach consultation

- Coaching sessions for all group leaders working towards Accreditation via The Werry Centre (2010 – 2011 includes 27 group leaders)

**Evaluation:**

Participant feedback will be collected from all training and development opportunities (Supervision, Consultation Days, Accreditation and Peer Coach Training), and analysed and reported. Collaborating with Māori stakeholders, a research project may be developed, to ascertain the effectiveness of a culturally responsive framework for Māori whānau.

## **Theme 3: Output 4**

### **17750.34 Annual Infant, Child and Adolescent Training & Support Days**

---

#### **Project Concept / Aim:**

The scope of this project is the delivery of relevant practice and evidence based training and support to organisations which deliver child and adolescent mental health and alcohol and other drug services incorporates a whole-of-sector approach.

There is much to be gained from getting clinicians together to exchange ideas and to present methods of service delivery and promote peer review. This work attempts to address some of the issues arising from ongoing difficulties for CAMHs and especially NGO workers to access either basic training programmes or continuing education opportunities. This is a major factor in both the recruitment and retention of mental health workers in CAMHS DHBs and NGOs.

Werry Workforce has successfully run annual Infant, Child and Adolescent Training and Support Days for the duration of previous contracts. We propose to continue coordinating these, running two Training and Support Days per year in conjunction with local DHB CAMHS and including Māori and Pacific communities. The days will be delivered at various locations to ensure national coverage and will include topical and cultural issues. Given the current constraints on travel and accommodation funding, where the technology is available, presentations will be recorded and/or video-conferenced using the Telepaeds network.

#### **Objectives:**

The objectives of the annual Infant, Child and Adolescent Days are to:

- Provide up-to-date, quality training and continuing education to the infant, child and adolescent mental health/AoD workforces.
- Provide a forum for experts to present/deliver training and develop skills in presentation.
- Provide a forum for the CAMH/AOD workforce to gather and discuss delivery of care to their particular client groups within a New Zealand context.

- Enhance networking and leadership in the sector and across sectors.
- Encourage professional development.

#### **Outputs:**

- Coordination and delivery of two national training days
  - **June 2010- Dec 2010** Adolescent Training Day
  - **Jan 2011- June 2011** Child Training Day
- Service organisations and attendee numbers for each training day reported to MOH.
- Training materials and presentations posted on website and electronically archived.

#### **Evaluation:**

Written feedback from the Training and Support Days will be collated and analysed, with key findings reported.

## **Theme 3: Output 5**

### **17750.35 Biennial CAMHS Conference**

---

#### **Project Concept / Aim:**

The biennial conference for child, adolescent and family mental health and addictions provides an opportunity for a wide range of individuals and services to meet, share knowledge and experience and develop ongoing working relationships. All of which have long term benefits for consumers. It is also one of the few opportunities to showcase innovations from a uniquely New Zealand perspective, as well as supporting and providing a platform to discuss indigenous mental health issues and address mainstream responsiveness to Māori and Pacific consumers and whānau. It also offers an opportunity to look at innovative practice from a whole of sector perspective.

The 2010 conference will be promoted to a wide range of providers working with infant, child and adolescent mental health in New Zealand and internationally. The conference is an opportunity for clinicians and services to showcase their work, and for participants to engage in debate and networking, to enhance the profile of this sector.

Previous CAMHS conferences have been well received and attended. By hosting each conference in a different region, participants have the opportunity to gain insights and knowledge into the state of the CAMHS workforce nationally that they might not otherwise have. Werry Workforce will work with Nelson Marlborough DHB, (the designated DHB) and local stakeholders including tangata whenua to organise the conference. This will involve Werry Centre participation and guidance in the organisation and underwriting costs. As in previous years, any profit will be held over to be available for the next conference.

A Pacific Fono was held in 2009 in conjunction with the CAMHS conference in order to provide a platform for Pacific communities to share knowledge and promote CAMHS. Key learnings will be collated and shared with the wider sector at the 2010 conference to highlight innovations in service delivery to Pacific children, youth and their families.

Werry Workforce will engage with Te Rau Matatini's Te Rau Tipu group to support a Māori hui to align with the CAMHS conference as well as any other special interest groups such as professional networks, that may wish to host workshops or forums. An invitation only workshop to be facilitated by Ann York and Steve Kingsbury is planned along with a Youth Panel as part of the conference.

### **Objectives:**

The objectives of the Biennial CAMHS Conference are to:

- Develop the capability of this workforce through the provision of continuing education.
- Positively profile the child and adolescent mental health and addictions sector and support a sense of professional identity and coherence.
- Facilitate the development of networks and inter-sectoral collaboration amongst those working in the sector.
- Provide targeted support to increase the numbers of Māori and Pacific staff participating in national educational events - as contributors and participants.
- Provide a forum for New Zealand based CAMHS research.

### **Outputs:**

- Co-hosting of biennial CAMHS conferences in September 2010
- Publication of Conference proceedings
- Sponsorship of keynote speaker for CAMHS conference

### **Evaluation:**

Written feedback from Conference participants will be collated and analysed, with key findings reported.

## Theme 3: Output 6

### 17750.37 Provision of a Comprehensive Web Based Clearing House

---

#### Project Concept / Aim:

The website provides a central point for the dissemination of workforce development, training and research information relating to infant, child and adolescent mental health and addictions, through a web based clearing house. The website provides interactive access for the sector, including current, comprehensive and easily accessible information and downloadable guidance documents/literature reviews.

There are now several sub-sites to the website including *Rise* (mental health promotion grants for young people), Real Jobs for Real People (career information for young people) and Incredible Years (New Zealand based information for group leaders and accreditees).

#### Objectives:

The objectives of the Web Based Clearing House are to:

- Provide a centralised tool for disseminating relevant, up to date information (streamlined and reviewed) to increase information sharing nationally (e.g. listings of training, events, conferences and vacancies).
- Provide a conduit for the MOH and other MHWFD programmes to inform and access the child and adolescent mental health sector.
- Improve the perception of the sector as a desirable and professional sector to work in, with attention to workforce issues such as those for Māori and Pacific people.
- Promote links for particular groups with specialist needs (isolation, trainees, Māori and Pacific clinicians, youth consumer advisors etc).
- Provide a conduit for attracting new entrants and people who are considering a career in child and adolescent mental health (nationally and internationally) through providing up to date profiles and vacancies across disciplines, ethnicities and parts of the sector.

- Host discussion forums for providers of child and adolescent mental health services, thereby building networks, enhancing access to clinical knowledge and reducing isolation of workers.

#### **Outputs:**

- Archive of key Werry Centre reports and publications
- National web based CAMHS directory updated annually.
- Recruitment and publicity functions.
- Up to date contacts database.
- Statistical reports; including unique site visitors, page searches, search enquiries, contact time, sites of origin, onward links. These reports will be tabulated and included in reports to the Ministry of Health.

#### **Evaluation:**

Statistical reports (including unique site visitors, page searches, search enquiries, contact time, sites of origin, onward links) will be collated, analysed and reported.

## Theme 3: Output 7

### 17750.38 Innovation Fund

---

#### **Project Concept / Aim:**

Through efficiencies in Contract 3, we will continue this fund which enables responsiveness to the sector through projects agreed with the Ministry. These projects will encourage, enable and support innovation in the child and adolescent mental health sector. The funding will be applied in keeping with the themes of the current work plan and may include but is not limited to:

- Training and development of CAMHS workers
- Development of Research and Evaluation
- Assisting CAMHS services to develop organisational culture and systems
- Projects with clear potential to enhance service user outcomes and sector development
- Providing seed funding for possible future projects to be scoped or developed.

At the Director's discretion this funding may be allocated to external providers. An Innovation Fund assessment panel will assess external requests for funding and, if successful, a one-off funding grant offered.

#### **Objectives:**

- Provide funding to respond to new initiatives not included in the current work plan.
- Provide a vehicle for responding in a timely manner to sector needs.

#### **Outputs:**

- Funding stream for new innovations in the CAMHS sector including the rollout of Substance & Choice Screening and Brief Intervention (SACSBI) workshops to be offered to all DHB CAMH services, following the development of a training manual and a train the trainer workshop held in 2009.
- Two further rounds of RISE grants to promote mental health promotion for young people
- CBT workshops

**Evaluation:**

Key objectives will be established for initiatives selected and outcomes measured accordingly. Evaluation information will be included with the packs distributed to grant winners through the *Rise* Project with completion of evaluation activities being one of the conditions of the grant.

## **Theme 3: Output 8**

### **17750.40 Child and Youth Mental Health Sector Days**

---

#### **Project Concept / Aim:**

Werry Workforce has managed the quarterly Child and Youth Mental Health Sector Days since June 2007. These days were originally facilitated by the senior child and adolescent mental health advisor to the Ministry of Health in order to develop a national CAMHS network. Acting on feedback gathered from a Werry Centre questionnaire distributed to participants, it has been recognised that the needs of those participating in the Sector Days are changing as more clinicians and NGO representatives attend what was originally a day aimed at DHB CAMHS managers, team leaders and clinical directors. Responding to the sector's feedback, we will continue to provide opportunities for both Managers and Clinicians to meet with agendas targeted to the differing needs of participants.

#### **Objectives:**

- Werry Workforce will coordinate and facilitate the quarterly Child and Youth Mental Health and Addictions Sector Days as a vehicle for the dissemination of information from the Ministry of Health and national agencies. Sector Days also provide opportunities for sharing innovative practice and service development ideas between services and foster networking and leadership support.

#### **Outputs:**

- Werry Workforce will organise and facilitate four Child and Youth Sector Days in Year 4.
- Werry Workforce will create the agenda for each Sector Day in conjunction with the Ministry of Health and other national workforce development centres where relevant to the child and adolescent sector.
- Sector Day presentations will be posted on the Werry Centre website.
- A web based discussion forum will be moderated developing themes arising from sector days.

## **Evaluation**

Werry Workforce will seek participant evaluations at each meeting, analyse the demographics of participants and conduct an annual review of the Sector Days to ensure they remain relevant for attendees.

## Theme 3: Output 9

### 17750.14 Family Therapy

---

#### **Project Concept / Aim:**

It is universally accepted that mental health and AoD services for infants, children and adolescents need to be provided in the context of the parent/child relationship. However, up until now workforce development has not been directed towards growing competence in family therapy and family engagement skills. This is imperative when considering that services need to reflect delivery in a Whanau Ora context.

In 2009 the Werry Centre completed a descriptive summary report of effectiveness research and practice perspectives of family therapy to inform training and workforce development planning.

Following the recommendations of this report the project will include:

- A web based discussion forum will be moderated developing themes arising from sector days.
- Establishing regular 'virtual' contact with the reference group who contributed to the family therapy report with a view to their continuing to inform this work
- Coordinating a one day workshop for people who have an interest in family therapy practice.
- Supporting the development of a national network of people interested in the development and practice of family therapy in New Zealand
- Hosting a one-day national follow-up forum in 2011 to ensure the momentum achieved is supported
- Preparing a report to be presented to ICAMHS Clinical Leaders and managers which:
  - identifies and describes the current status of Family Therapists in ICAMHs (i.e. the number of people in 'dedicated' Family Therapist roles and other data on the benefits and barriers of establishing these roles);
  - includes a template of a job description for a Family Therapist;

-explores and identifies opportunities nationally and internationally for organizations that support Family Therapists (i.e. networks, organizations and relevant journals)

**Objectives:**

- To quantify the current status of the ICAMH Family Therapist workforce
- To enhance competence in family therapy in ICAMHs throughout New Zealand
- To identify existing expertise and training resources in New Zealand
- To develop a network of people practicing and/or with a strong interest in Family Therapy development in New Zealand
- To advocate for access to, and the development of family therapy training in New Zealand.

**Outputs:**

- One day workshop for people who have interest in family therapy practice is coordinated and convened aligned with the CAMHS conference.
- A national network of people with expertise and/or strong interest in family therapy in New Zealand is developed.
- One day forum is convened in 2011
- A report is prepared and presented to ICAMHS Clinical Leaders and managers which quantifies current status of Family Therapy workforce, promotes recruitment and retention of these roles, and identifies national and international potential supports.
- Names of people interested in family therapy in New Zealand are captured on a data base.
- Feedback requested from sector on the report

**Evaluation:**

Feedback from participants at the workshop is collated and analysed.

Feedback from participants at the forum is collated and analysed.