# The Werry Centre Newsletter June 2009

**Director's Note**

We are all living through times of significant change. In times of economic and health threats such as we are experiencing right now, the immediate reaction is to tighten belts, stay indoors, hunker down, and not let strangers breathe on us! This can often mean that we end up staying away from friends and allies too. It is important that, while taking care of the health and wellbeing of ourselves and our services, the benefits of caution aren't outweighed by a loss of opportunities, connection, support and community.

Werry Centre Workforce Development is gearing up to meet the challenges of these new times – building on what has been successful in child, adolescent and community mental health (CAMHs) workforce development so far. The latest Stocktake of CAMHs workforce (in press) indicates that since 2004, there has been a 16% increase in the total workforce, largely in the Clinical workforce (23%). There has been a 25% decrease in vacancies since 2004 with the 2008 vacancy rate at 8%.

We are also looking at where, and how we are working – trying to ensure we do the travelling, and using more online and video based meetings and training. This way we can get still get information out to you, while helping to reduce costs and demands on stretched services.

We know that many services are facing redundancies and cutbacks, so it is even more important that staff are well supported to meet the needs of children, young people and their families. You'll see in this newsletter that more and more services are finding that Local Workforce Planning along with CAPA and the 7 Helpful Habits of Effective CAMHs are making a difference for teams and clients. We are excited by the start of the next stage of Real Skills Plus CAMHS, with the first DHBs testing competencies in the workplace.

You will also read about two projects that are ensuring we will have momentum to carry workforce development through these difficult times: Our Emerging Leaders Mentoring Programme helps to nurture the next generation of CAMHs leaders, and the RISE project is capturing the imaginations of creative young talents to promote positive messages about young people, their mental health and well being. You will also see a profile on one of our own Werry Centre emerging leaders, Joyce Leevard, in our youth team.

The Incredible Years parent management programme continues to go from strength to strength. There are no signs that demand for training and provision of groups for parents is slowing down, and this training too is a remedy to the stress and distress that increasing numbers of families are experiencing.

We know that the CAMHs workforce and Werry Centre are all about building resilience now and into the future. Let's keep in mind the benefits of this future focus, both for ourselves and our clients, while dealing with current challenges.

We look forward to hearing your feedback on the newsletter. If you'd like to learn more about Werry Centre workforce development, you'll find more on our website www.werrycentre.org.nz , and please contact me and members our team for more information.

**Choice And Partnership Approach (CAPA) and the Seven Helpful Habits (7HH)**

*Nationally CAMHS are generating some very innovative practices around CAPA and 7HH. Teams are staying true to the core principles within CAPA yet developing unique twists to suit their specific team culture and community. An example of this is the creation of a small resource room with computer access and pamphlets with local agency information, another example is the creation of an after hour clinics for families and separate one for older adolescents still at school.*

The first Regional Troubleshooting CAPA workshop was held in Palmerston North at the end of January. The six DHB CAMHS from the Central Region were all represented and enjoyed the opportunity to hear and learn how other teams had implemented CAPA to fit their own services, to share ideas and work toward solutions on

some tricky issues. The concerns at the top of the "tricky" list were consistent with the issues nationally; namely these were Managing Risk, Job Planning and Core Vs Specialist roles. There was a lot of learning from the day, a great aspect being that it was provided by colleagues working directly with the model.

The Werry Centre has developed a series of draft evaluation forms which are now being reviewed within the sector. These forms can assist with trouble shooting processes related to 7HH and CAPA and also help with gathering data on how the model is benefiting (or not) service change. Feedback from clients, their families and clinical staff can also be gathered. Chris Haddock has visited some teams already who want to look at review processes and he is happy for teams to contact him to discuss this further.

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**Emerging Leaders Mentoring Programme**

*The Emerging Leaders Mentoring Programme evolved as a result of the 'Workforce Initiatives for Leadership' project in 2008. The main recommendation from that project was that the CAMH and AoD sector wanted the Werry Centre to support their leadership development by implementing a mentoring programme.*

The programme is currently being offered in two pilot sites, Auckland and Canterbury, following a period of planning that included activities ranging from forming the reference group to recruiting and training the first groups of mentors and mentees who are participating in the programme. The Werry Centre is working in partnership with the New Zealand Mentoring Centre for this project. (http://www.coachingmentoring.co.nz/)

The programme has been successful in engaging leaders from the CAMHS and AoD sector and training them to be mentors. These mentors are now using their skills and experiences with the identified 'emerging leaders' in the sector. To date there are twenty-six pairs involved in the programme.

Click here for more information.

(http://www.werrycentre.org.nz/382/Mentoring_Initiatives)

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**Incredible Years**

*Incredible Years parent management training continues to develop at a rapid pace across New Zealand. This year there have been several successful training events including a Supervision Day for kaimahi Māori, a Peer Coach training and Consultation with Carolyn Webster-Stratton, several Consultation and Supervision Days, and two Basic Trainings with several more scheduled across the remainder of the year.*

This year has been a whirlwind in terms of Incredible Years in New Zealand. In January the Incredible Years project jump-started with a Supervision Day for kaimahi Māori. Incredible Years Project Manager Ingrid Altena and Traceyanne Herewini from Manawanui, the Maori Mental Service with ADHB, provided a report on the Incredible Years training they had jointly facilitated with Māori only whānau on the marae. The day was very well received and the fact so many kaimahi Māori are embracing the programme and using it in a culturally

acceptable way for their Māori clients is a truly encouraging result. Many thanks to Teena Butler, the whaea who facilitated this day.

The Werry Centre was also privileged in February this year to be able to host Carolyn Webster-Stratton, the developer of Incredible Years, to provide training for the New Zealand group of Accredited group leaders (photo). The first group of Accredited leaders (affectionately called the "Sevens") all participated in New Zealand's first Peer Coach training. This is internationally a very new initiative so we are extremely fortunate to be trialling this in New Zealand. They were also joined by the most recently Accredited group leaders to participate in a Consultation Day with Carolyn and an Update Day on the new School Aged Programme.

Accredited group leaders meet in February each year for a retreat and the Werry Centre is very hopeful that Carolyn will be able to return to New Zealand again to share in her wisdom and expertise in Incredible Years in 2010. The pool of Accredited group leaders keeps growing in New Zealand each year through the Werry Centre's support. This is a rewarding outcome and with the added support of Peer Coaches providing coaching to those going through the accreditation process, the Werry Centre is keen to continue with this trend. Based on the Consultation Days that have been delivered already this year, the high standards of group delivery found across New Zealand will only make Incredible Years a bigger success.

The Werry Centre continues to provide Supervision Days and Consultation Days to promote fidelity in delivery of the programme. Ingrid Altena and those involved in the Incredible Years project are always keen to hear from you and your progress in Incredible Years group delivery. The discussion forums have regular visits with clinicians sharing their questions and knowledge, if you haven't already joined you can access the forum.

The Werry Centre is grateful to Dianne Lees, the New Zealand mentor, for the high standards she sets in providing Basic Training workshops across the country. It is always difficult to keep up with the demands for Basic Training and with every workshop there has been a need to prioritize and make the best use of the limited training spaces. To help keep up with the demands for training Peter Lofts, an Incredible Years Trainer from Seattle, has been contracted to return to New Zealand to provide training workshops in Auckland and Taupo.

For more information and registration forms please visit the Werry Centre website using the following link ….. Dianne will also be busy with another training workshop in Northland later in the year to help meet the demand of the sector and local communities.

For Pacifika clinicians the Werry Centre provided an Incredible Years fono on May 8. Mercy Drummond from Pacific Mental Health Services in Wellington presented on her work with Samoan families in Porirua.

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**Local Workforce Development Planning**

*A number of CAMHS are currently engaging in mid to long-term Local Workforce Development Planning. Planning is underway at Waitemata and Canterbury and it is expected that another two to three DHBs will begin implementing this model by the end of the year.*

Local Workforce Development Planning is a 'do-able' model of ground up future workforce planning adapted from the Sainsbury six-step model of workforce development for a New Zealand context. Tailored to address unique regional issues, this process aims to support quality service delivery and strategic leadership.

Last year the Werry Centre worked alongside CAMHS in the Bay of Plenty and West Coast to partner in renewing the focus on workforce development through a facilitated process of Local Workforce Development Planning. The resulting Workforce Development Plans are nearing completion and their implementation is much anticipated.

The MidCentral CAMHS, one of the first to complete the process, are now well down the path of implementing their Workforce Development Plan and are producing great results. Only six months into the review process, project manager Denise Holcroft, reported overall progress as 30% of a three to five year plan complete. General manager Nicholas Glubb, describes the local workforce development planning process as "...one of the best examples of making workforce development real."

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**Mental Health Placement Project**

*The 'Collaborative Approach to Student Placements' workshop was held on the 24th March in Christchurch. There were representatives from the Child, Adolescent & Family Service (CAFS), Canterbury District Health Board (CDHB), Tertiary Education Providers and Non Government Organisations (NGOs) that provide services to children and adolescents with Mental Health and Alcohol & Drug difficulties in Canterbury.*

Participants had the opportunity to hear about a new initiative by the Child, Adolescent & Family Service (CAFS, CDHB) and the Christchurch Polytechnic Institute of Technology (CPIT) to support nursing students. CAFS is a pilot site for the Dedicated Education Unit (DEU) model.

The current model of clinical teaching for undergraduate nursing students, based on the preceptorship concept of one-to-one support, is difficult to maintain given the demands of the current clinical environment. The DEU model incorporates the best aspects of the hospital-based training such as student peer teaching and on-site tutorials. With the DEU model, student learning becomes the responsibility of a whole team, unit and/or service area rather than an individual nurse. DEUs expose students to more experiences yet also provide that much needed continuity.

The morning also provided a forum for fruitful discussions on the benefits of having students and providing quality placements, to exchange information and ideas on how best to optimise shared opportunities and have a collaborative approach to future planning.

One of the outcomes of the morning is the introduction of an online discussion forum on the Werry Centre website. The discussion forum is open to those with an interest in increasing the capacity and quality of Child and Adolescent Mental Health & AOD placement opportunities for students. The forum offers an opportunity to: network, exchange ideas and information, share new initiatives, and develop ways to work collaboratively across the sectors (CAMHs, Tertiary Education Providers and the NGO sector). Click here to link to forum.

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**Real Skills Plus CAMHS: A Competency Framework for the Infant, Child and Youth Mental Health and AoD Workforce**

*Real Skills Plus CAMHS is a competency framework for practitioners who work with infants, children and young people with significant mental health/AoD concerns, and their whānau. The Werry Centre has been contracted by the Ministry of Health to support the development and implementation of Real Skills Plus CAMHS.*

*Real Skills Plus CAMHS* has reached an exciting point with the finalisation of the framework. The document is now printed and is also available on the Werry Centre website. Photos and updates from the launch, held in March, can also be found online at http://www.werrycentre.org.nz/?t=441 .

The implementation tools are now being finalised and will be ready to start assisting teams to implement *Real Skills Plus CAMHS* very soon.

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**RISE**

*RISE is the new kid on the block - giving opportunity, resource and responsibility to the young people of Aotearoa. RISE is an innovative scheme that promotes mental health awareness and wellbeing by and for NZ youth, funded by grants.*

The official launch for the RISE project was held on the 2nd of March 2009 at the West Auckland youth centre 'Zeal Global Cafe'. The afternoon event consisted of performances from Pacific Island group (Te Riri O Te O Dance Group), Shorty star Johnny Barker and Jared Kahi and Canadian Poet Laureate Greg Frankson. The highlight of the night was the performance by the Hamilton-based hip-hop group and the first RISE grant recipients 'Straight Proof' who wowed the crowd to their feet.

Young people (20 years old and under) can apply for a RISE grant, up to $5000 for group projects and $1000 for an individual, to actualize their dreams and encourage others to reach their potential. On April the 3rd the first ever open RISE grant application period closed, during this time the RISE team received a grand total of twenty-nine grant applications. Eight applications were successful and mental health awareness is now being promoted by these groups and individuals through their own unique ideas; these projects range from 'Music for the eyes' murals in Palmy, the 'Radio jam' info sharing via radio station ads in Hamilton, a 'Love your body' carnival in Henderson and the 'Blue out' series of activities for youth in Wanaka.

Straight Proof is a group of five young people 15-18 years old, who received a RISE grant to professionally produce a music CD of their own songs raising mental health awareness. A young woman from West Auckland is the other recipient of our pilot projects and is creating a body of art work for an exhibition themed 'Hope'. These talented young people took on the opportunity to pilot the Werry Centre's RISE grants process, based largely on the Canadian youth grants initiative 'Dare to Dream'. Each recipient applies with or is hooked up with a mentor who holds the funds and helps guide the young person/people through to their project's completion.

Keep up with the RISE news online at www.rise.org.nz or find us on Facebook and Bebo by searching for RISE NZ.

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**Staff Profile**

**Joyce Leevard**

Joyce Leevard joined The Werry Centre in 2007 as part of the Youth Team in the position of Youth Consumer Advisor. Joyce is passionate about young people's needs and mental health and has been involved in the development of the RISE project and the latest Youth Consumer Advisor resource. Recently Joyce completed Blueprint's Consumer Advisor Training Course. The four, two-day training sets involved personal and professional reflection and discussion about topics and skills relevant to the consumer advisor role. Joyce said "being one of only two Youth Consumer Advisors on the course was a challenge, an experience and an adventure". Congratulations on completing the course Joyce!

## Conference Announcement

**Infant, Toddler and Preschool Mental Health International Conference**

Put the dates of 18-20 of February 2010 in your diary. The Werry Centre for Child and Adolescent Mental Health in collaboration with the The Brown Centre for the Study of Children at Risk will be hosting an International Conference on Infant, Toddler and Preschool Mental Health. The conference will focus on the treatment of disruptive behavioural problems, relationship disorders, preterm birth and autistic spectrum disorders.

Please feel free to distribute the attached announcement. Further details of the programme, with an invitation to submit abstracts for a poster exhibition will be sent out shortly.

For further information contact Pauline Proud: p.proud@auckland.ac.nz