

**Feedback Fono:**

The Second National Fono  
on Child and Adolescent  
Mental Health Service  
Workforce Development  
Needs for Pacific People

June 2004



THE UNIVERSITY OF AUCKLAND  
FACULTY OF MEDICAL AND  
HEALTH SCIENCES



# Feedback Fono:

## The Second National Fono on Child and Adolescent Mental Health Service Workforce Development Needs for Pacific People

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Monique Faleafā  
June 2004

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[www.werrycentre.org.nz](http://www.werrycentre.org.nz)

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**Note from the Director of The Werry Centre for  
Child and Adolescent Mental Health**

With great pleasure we present the results of the Second National Fono. My thanks to Monique Faleafa and Ettie Pasene-Mizziebo, who made such a good job of organising everything, to our wonderful MC, Ben Taufua, for facilitating discussion on the day, and to Bishop Moaseni Sioli for spiritual support. There are many others who helped make the day the success it was, and I thank them all. I would also like to thank all the participants for their input.

We will do our best to support the implementation of the proposals, and look forward to working with you all again.

Sally Merry  
(on behalf of the Werry Centre Workforce Development team)

**Talofa lava, malo e lelei, kia orana, ni sa bula, taloha ni,  
fakaalofa lahi atu, halo olaketa, kam na mauri,  
ia orana, kia ora, greetings.**

## **1.0. Introduction**

The Werry Centre for Child and Adolescent Mental Health has been established by the University of Auckland and has a contract from the Ministry of Health to support and develop the child and adolescent mental health workforce. The Workforce Development project is one of a number of initiatives undertaken by The Centre to support the education and training of the specialist child/tamati and youth/rangatahi mental health workforce and to promote research into child and adolescent mental health.

A specific initiative of The Werry Centre is to develop a network of Pacific child and adolescent mental health workers and to clarify workforce development needs for Pacific people. In order to progress this initiative, The Centre held the First National Fono for Pacific child and adolescent mental health workers in August 2003. The background to this initiative and the outcomes from the fono are documented in the report of the First National Fono.

It was envisaged the first fono would be the beginning of an ongoing relationship and dialogue between The Werry Centre and relevant Pacific communities.

The purpose of the Second National Fono held in May 2004 was twofold:

- to provide feedback on the recommendations from the First National Fono on Pacific child and adolescent mental health services workforce development needs; and
- to consult the Pacific community on suggested strategies to be implemented arising from these recommendations.

This report was written to document the process and outcomes of the second fono.

## 2.0. Process

Participants from the first fono and previously unidentified Pacific leaders and providers who had been subsequently identified were invited to the second fono via telephone, e-mail and post. A copy of the report from the first fono was included with the invitation, and comment from potential participants was encouraged. Those participants who were unable to attend the second fono were given the opportunity to provide feedback on the report verbally or in writing before the fono. This information was collated and presented (anonymously) at the fono.

To ensure accessibility and representation from all over New Zealand, travel assistance was provided for those outside the Auckland region who wished to attend. People travelled from Hamilton, Whangarei, Bay of Plenty, Wellington, and Christchurch.

Individual introductions from all 45 participants highlighted the wide variation in ethnicity, age group, expertise, service provision and geographical representation. Pacific Consultant Ben Taufua facilitated the fono with enthusiasm, and introduced Cultural Advisor, Moaseni Sioli (Counties-Manukau DHB), who opened the day with a prayer. Pacific Advisory board member for The Werry Centre, Ettie Pasene-Mizziebo, spoke passionately about her experiences as a Family Therapist working in a Child and Adolescent Mental Health Service. Dr Francis Agnew followed with an inspirational talk highlighting the need for the participation of Pacific people in the child and adolescent mental health field and for cultural competencies currently being developed. To set the scene, Dr Sally Merry presented information on The Werry Centre and the context of workforce development for Pacific people in mental health. Following morning tea, Monique Faleafa presented the report from the first fono, feedback from Pacific people unable to attend the fono, and proposed suggestions for comments from the floor. Ben continued to facilitate deliberations, discussions, comments and questions from participants.

Information was transcribed by Werry Centre staff on paper as well as on an easel pad visible to the participants. These data were collated to form the basis of the outcomes from the fono.

### **3.0. Outcomes**

The process used by the Werry Centre to engage with the Pacific community received unanimous support. Following feedback on the report from the first fono, five priority areas for action were proposed:

- The establishment of a Workforce Development position at The Werry Centre to be held by a Pacific person to work on the Pacific initiative.
- The establishment of a Pacific Working Party.
- The establishment of a national Pacific child and adolescent mental health network.
- The organisation of a national Pacific child and adolescent mental health conference.
- The promotion of increased access to specialist mental health training for Pacific people.

These strategies received much support and were formally approved by the fono participants.

#### **3.1. Endorsement of the Report from the First National Fono**

Consensus was achieved among all participants for the report from the first fono to be mandated by the Pacific communities represented.

#### **3.2 A Pacific Mental Health Workforce Development Position at The Werry Centre**

Participants were pleased that The Werry Centre had employed a Pacific clinician on their staff and satisfied with the person appointed to this position. Satisfaction was also expressed on the Pacific Advisor position appointed to the Advisory Board for The Werry Centre.

The group proposed that establishing funding for at least one permanent full-time equivalent Pacific position at The Werry Centre was the first priority. Not only would this enable the development and management of Pacific initiatives suggested at the fono, but it would also scope, develop and “springboard” a strategic plan for the future. There was concern that Pacific issues in the child and adolescent mental health area are not well represented at policy level, and it was suggested the Pacific person at The Werry Centre should be required to sit on other policy and decision-making committees (such as The

Mental Health Workforce Development Programme, etc.) to ensure Pacific child- and adolescent-specific issues are fairly represented.

A further request was made that participants be notified when the Pacific Advisor position on The Werry Centre Advisory Board is next open for nominations.

### **3.3. A Pacific Working Party**

The establishment of a national body in the form of a Pacific Working Party was deemed an appropriate strategy to oversee and drive Pacific child and adolescent mental health initiatives. The group emphasised that the Working Party and any related initiatives be funded through the Ministry of Health and supported by The Werry Centre. While the Working Party would sit structurally within The Werry Centre, it would be led and driven by Pacific people. This position involves being factored in to The Werry Centre's strategic plan and seeking funding to ascertain sustainability.

There was general discussion on funding, potential terms of reference for the Working Party, and specific discussion on how the party would function (e.g., quarterly meetings, roles of members, remuneration, etc.). It was decided some decisions would best be made by the Working Party itself and would be partly determined by the amount of funding obtained.

It was proposed that the Working Party would be a generic child and adolescent body catering for the needs of Pacific people throughout New Zealand, rather than be exclusive to The Werry Centre. This might include child and adolescent mental health workforce development, treatment and research (examples given were research on Pacific models of service delivery and care and cultural competencies). It was anticipated that the working party would develop into an independent entity in time.

The potential make-up of the working party and the 'Pacific way' of being inclusive was fully discussed. Ideally, to be representative, participants suggested that the working party attempt to include:

- Relevant professionals and/or clinicians in the child and adolescent mental health field.
- People with a variety of professional expertise (e.g., nurse, psychologist, psychiatrist, etc.).
- People with ethnic specific representation from various Pacific Islands groups.
- A Matua.

- A consumer representative.
- People from different age groups, both New Zealand and Pacific born.
- People from New Zealand, both urban and rural, and from the North and South Islands.

To ensure a 'Pacific Voice', it was recommended that the process of membership be via nominations from the Pacific communities. Various suggestions were made regarding the size of the working party ranging from four or five to no more than 10 people. It was emphasised that the people selected would be required to attend regularly and participate actively.

A mandate was given for The Werry Centre to apply for funding to the Ministry of Health for this initiative to progress. However, the group proposed a voluntary Informal Working Party be established as soon as possible, so the outcomes of the fono would move forward, the potential need for a third fono could be discussed, and Pacific child and adolescent networks throughout New Zealand could be developed and strengthened. The Pacific person at The Werry Centre was asked to initiate the set up of this informal working party and continue the coordination of it.

### **3.4. A National Pacific Child and Adolescent Mental Health Network**

It was agreed there is an urgent need for Pacific people working in child and adolescent mental health and related services to be less isolated and less fragmented, and to have access to and share precious Pacific resources. For example, a cultural assessment tool had been recently developed 'for Pacific by Pacific'; it was felt everyone should have access to the tool and be able comment on it.

Being able to notify people of activities would prevent duplication of effort. The ideal would be a national organisation catering specifically to the needs of Pacific child and to the adolescent mental health workforce. A step towards such an organisation would be to identify and strengthen current networks for further development. The group proposed resources be made available to support the establishment of an electronic Pacific network facilitated by The Werry Centre.

### **3.5. A Pacific Child and Adolescent Mental Health Conference**

The group supported the proposal for a Pacific child and adolescent mental health conference to further develop Pacific networks, knowledge, information and resources.

Consensus was achieved on the decision to link with the National Child and Adolescent Mental Health Conference to be held in 2005, where a pre-conference day would be allocated to Pacific people. It was proposed that The Werry Centre support the Pacific day by providing funding for it, and funding for travel grants and conference registration for Pacific child and adolescent mental health workers throughout New Zealand.

### **3.6. Increased Access to Training**

Four key proposals emerged in discussions on training and support:

- An initiative should be established to increase the accessibility of Pacific people to child and adolescent mental health training. This would be in the form of:
  - The provision of information on pathways for Pacific people to train in child and adolescent mental health. Scholarships or grants provided by The Werry Centre to train in the child and adolescent mental health field.
  - Conference grants provided by The Werry Centre for Pacific workers to attend international conferences and learn from ethnic minorities in the international field of child and adolescent mental health.
- Support for a bridging programme for Pacific workers who have much practical experience and require access to post-graduate training.
- The Werry Centre should support and facilitate an annual training day specifically for Pacific child and adolescent mental health workers. The day would involve presentations from Pacific speakers, and invitations would be extended to include mainstream services. The Working Party could oversee and/or have input into this.
- The provision of or support for child- and adolescent-specific cultural competency training and models of Pacific service delivery for mainstream and Pacific workers. This training could be developed in tandem with current adult 'cultural

competency' projects. The course would require input from the Working Party.

- The Werry Centre should include Pacific approaches to child and adolescent mental health in their own training courses and educational curriculum.