

Existing workforce support resources

This document provides information on resources currently available relevant to supporting the mental health workforce throughout the mental health reform implementation process.

Mental Health Professionals' Network (MHPN)

<http://www.mhpn.org.au/>

The Department of Health is funding the MHPN to develop profession specific material and activities including webinars to support the provision of quality mental health care. The MHPN also facilitates multidisciplinary, inter-professional networks to support the delivery of primary mental health care at the local level. The coordinated care model is vital for the management of, and improved outcomes for, those with complex conditions, including mental illness. The networking model assists clinicians to gain a better understanding of the service providers available in their region and enhances their professional development by sharing skills and expertise with other clinicians.

General Practice Mental Health Standards Collaboration (GPMHSC)

<http://www.racgp.org.au/education/gpmhsc/>

The GPMHSC is responsible for establishing standards of education and training for the Better Access to Psychiatrists, Psychologists and General Practitioners through the Medicare Benefits Schedule (Better Access) initiative. The Collaboration promotes development and uptake of quality professional development in mental health for GPs to effectively manage the clinical care of patients with mental illness in a primary care setting and prevent escalation of a patient's condition, or future high cost interventions such as hospitalisation. Completion of GPMHSC accredited focussed psychological skills training allows GPs to access specific mental health items under the Medicare Benefits Schedule in relation to the Better Access initiative.

The GPMHSC maintains a register of GPs who complete mental health training, and notifies Medicare Australia of those GPs who complete the training in order to claim relevant Medicare items.

SWOT (Social Workers Online Training)

SWOT is the Australian Association of Social Workers' online professional development platform.

Current relevant Australian Psychological Society Institute eLearning courses

(Note: consideration is currently being given to updating some of these courses to ensure their currency).

<http://www.psychology.org.au/APSInstitute/eLearning/>

Fundamentals of Cognitive Behaviour Therapy (CBT): V2 2014

This course consists of seven (7) modules covering the fundamental principles underpinning CBT, ethical considerations, culturally and linguistically diverse applications, client assessment, case conceptualisation, structure of therapy, behaviourally focused interventions, cognitively focused interventions, behavioural experiments, and core belief work.

ATAPS telephone delivered cognitive behaviour therapy (CBT) training

This training on the telephone delivery of Cognitive Behaviour Therapy (T-CBT) is aimed at providing best-practice guidelines, resources and reference materials for allied health providers working under the Better Outcomes in Mental Health Care (BOiMHC) Access to Allied Psychological Services (ATAPS) program.

Suicide prevention professional development training: V2 2014

This professional development training package for allied health workers working under the ATAPS Suicide Prevention Service is designed to provide support to people in the community who are at risk of suicide or self-harm and is delivered through Divisions of General Practice and Medicare Locals.

The Kimberley way: Indigenous suicide prevention training

This training package around Indigenous suicide prevention for allied health professionals working in the Kimberley region. The aim of the Indigenous Suicide Prevention Training is to develop an allied health professional's understanding of suicide prevention specific to individuals and communities within the Kimberley region.

Children's Mental Health Service Professional Development Training: Fundamentals (CMH Fundamentals)

The Australian Psychological Society (APS), with the funding of the Australian Government Department of Health and Ageing, has developed a professional development training package for allied health clinicians working under the ATAPS Children's Mental Health Service (CMHS).

In order for mental health professionals to acquire/retain their eligibility to work under the ATAPS CMHS initiative, this course must be completed within 12 months of them commencing ATAPS CMHS services.

Children's Mental Health Service Professional Development Training: Enhanced (CMH Enhanced)

The Australian Psychological Society (APS), with the funding of the Australian Government Department of Health and Ageing, has developed a professional development training

package for allied health clinicians working under the ATAPS Children's Mental Health Service (CMHS).

This course is designed to up-skill the current ATAPS workforce and also extend the skills and knowledge of more experienced clinicians in order to assist ATAPS providers to work effectively with children (aged between 0-11 years of age) who have, or are at risk of developing, a mental disorder and their families.

Chronic disease self-management training: Behavioural interventions

This first course in chronic disease self-management training has been designed for health professionals working with clients suffering from a chronic disease. The course was originally developed by the Australian Psychological Society with funding from the Commonwealth Government Department of Health and Ageing. In addition to an introduction to the topic of chronic disease self-management, the course covers four modules that address the interdisciplinary collaborative model of care, communication skills, motivational interviewing goal setting and techniques, and psychosocial impacts of chronic disease. This course provides the opportunity to complete CPD online at the individual providers' pace, in their own time and, for APS members, provides 8 hours of CPD.

Understanding and supporting people affected by forced adoption: training for health professionals

Understanding and supporting people affected by forced adoption: training for health professionals" is a new national online training program designed for health professionals working in mainstream services to support people who have been affected by forced adoption policies and practices.

Online training modules are being progressively made available from February 2016. Webinars will also become available over the next 12 months.

Australian Indigenous Psychologists Association cultural competency training

To support reforms to the mental health system and to contribute to closing the gap in social and emotional wellbeing and mental health outcomes the Australian Indigenous Psychologists Association developed mental health specific cultural competence training in 2010.

<http://www.indigenouspsychology.com.au/workshop/about-the-workshops/>

Psychiatry resources

The role of the psychiatrist (RANZCP 2013)

https://www.ranzcp.org/Files/Resources/College_Statements/Position_Statements/PS-80-PPC-Role-of-the-Psychiatrist.aspx

Find a psychiatrist

- RANZCP online database: Search for consultant psychiatrists in Australia by location, specialty, gender, services and more

<https://www.ranzcp.org/Mental-health-advice/find-a-psychiatrist.aspx>

Best practice referral, communication and shared care arrangements between psychiatrists, general practitioners and psychologists (RANZCP 2014)

- This guideline aims to assist communication flow, clarification of patient management, patient care and safety. It outlines steps for best practice in referral, communication and shared care agreements between the GP, psychologist and psychiatrist

https://www.ranzcp.org/Files/Resources/College_Statements/Practice_Guidelines/P_S-Best-Practice-Referral-Communication-between-ps.aspx

Keeping Body and Mind Together, Improving the physical health and life expectancy of people with serious mental illness

<https://www.ranzcp.org/Files/Publications/RANZCP-Keeping-body-and-mind-together.aspx>

New RANZCP Clinical Practice Guidelines

- Mood disorders
<https://www.ranzcp.org/Files/Resources/Publications/CPG/Clinician/Mood-Disorders-CPG.aspx>
- Eating disorders treatment
<https://www.ranzcp.org/Files/Resources/Publications/CPG/Clinician/Eating-Disorders-CPG.as>
- Eating disorders guide for the community
<https://www.ranzcp.org/Files/Publications/Guides/RANZCPEatingDisordersGuide.aspx>

Clinical Practice Guidelines – in development:

- RANZCP clinical practice guidelines for schizophrenia and related disorders (due 2016)
- RANZCP clinical practice guidelines for self-harm (due 2016)
- RANZCP clinical practice guideline for anxiety disorders (due 2016)

The National Standards for Mental Health Services (the Standards)

<http://www.health.gov.au/internet/main/publishing.nsf/content/mental-pubs-n-servst10>

The Standards were released in September 2010. The Standards aim to assist all mental health services to provide quality care that is evidenced based, integrated, and recovery-focused. The Standards provide a blueprint for new and existing services to guide quality improvement and service enhancement activities. Individual Guidelines for implementation of the Standards are available for public mental services and private hospitals; non-government community services; and private office based mental health practices.

National Practice Standards for the Mental Health Workforce

<http://www.health.gov.au/internet/main/publishing.nsf/Content/mental-pubs-n-wkstd13>

These standards outline the values, attitudes, knowledge and skills that all mental health professionals should achieve in their work. They are intended to complement discipline-specific practice standards or competencies of the professions of nursing, occupational therapy, psychiatry, psychology and social work.

For psychologists

The Australian Psychological Society's:

- Code of ethics
- Ethical and practice guidelines and procedures

For social workers

The Australian Association of Social Workers':

- Australian Social Work Education And Accreditation Standards (2012)
- Code of Ethics (2010)
- AASW Practice Standards For Mental Health Social Workers (2008)

For occupational therapists

The Australian Association of Occupational Therapists':

- Code of Ethics (revised 2001)
- Australian Minimum Competency Standards for New Graduate Occupational Therapists 2010

The Occupational Therapy Board of Australia's:

- Code of conduct for registered health practitioners (2012)

For Psychiatrists

The Royal Australian and New Zealand College of Psychiatrists':

- position statements
- clinical practice guidelines
- ethical guidelines
- Code of conduct
- Code of ethics

For Nurses

The Australian College of Mental Health Nurses':

- Standards of Practice for Australian Mental Health Nurses: 2010

The Nursing and Midwifery Board of Australia's:

- Code of Ethics for Nurses in Australia (2008)
- Code of Professional Conduct for Nurses in Australia(2008)
- National Nursing Competency Standards for the Registered and Enrolled Nurses

The National Framework for Recovery-Oriented Mental Health Services (the Framework)

<http://www.health.gov.au/internet/main/publishing.nsf/Content/mental-pubs-n-recovfra>

The Framework was endorsed by the Australian Health Ministers' Advisory Council (AHMAC) on 12 July 2013 and formally launched by the Chair of AHMAC at the Mental Health Services Conference (TheMHS) on 21 August 2013. The Framework describes the practice domains and key capabilities required for the mental health workforce to operate in accordance with the recovery approach. The framework also provides guidance on tailoring recovery-oriented services to respond to the diversity of people with mental health issues. Its development is underpinned by extensive research and consultation, as well as being informed by lived experience.

Mental Health Professional Online Development (MHPOD)

<http://www.mhpod.gov.au/>

MHPOD is a nationally available online professional development resource, primarily designed for nurses, social workers, occupational therapists, psychiatrists and psychologists working in mental health in Australia. The curriculum is based on the National Practice Standards for the Mental Health Workforce, which describes the knowledge, skills and attitudes required of staff working in Australian mental health services. MHPOD is funded by states and territories and the Commonwealth.

Australian College of Mental Health Nurses (ACMHN) Standards of Practice for Mental Health Nurses 2010

<http://www.acmhn.org/publications/standards-of-practice>

The ACMHN is the peak professional mental health nursing organisation and seeks to represent the profession at all levels of government and across all health service sectors. In addition, the ACMHN sets standards for practice, supports mental health nursing research and provides a forum for collegial support, networking and ongoing professional development for its members.

The ACMHN Standards of Practice for Australian Mental Health Nurses 2010 specify the minimum level of performance required for a registered nurse practising in any mental health setting.