

NATIONAL MENTAL HEALTH CORE CAPABILITIES CONSULTATION

FEEDBACK FORM

Submitting your feedback

Please read the draft National Mental Health Core Capabilities (available as a PDF from www.hwaconnect.net.au) and provide your feedback in accordance with one of the preferred options below:

Option 1:

Email - Complete your feedback using this form and email it to penny.tolhurst@hwa.gov.au

Option 2:

Hard copy - send a printed copy of your completed feedback form to:

Ms Lisa Greig
Health Workforce Australia
National Mental Health Core Capabilities
GPO Box 2098
ADELAIDE
SA 5001

Questions relating to submissions

Please direct any queries about the content of this discussion paper or the consultation process to Ms Penny Tolhurst.

Email: <mailto:penny.tolhurst@hwa.gov.au>

Telephone: (03) 8624 5729

Free call: 1800 707 351

Deadline for submissions

5.00pm Central Standard Time, 2 May 2014

Feedback form

Instructions

Please provide responses using the template provided. The questions are designed to help you to focus your response and help HWA when analysing submissions.

Confidentiality

Your feedback will remain anonymous, unless you select to allow us to share the name of the organisation on whose behalf you are providing feedback. Whilst responses will not be published HWA would like to give you the following options about publishing your organisation name on our website as responding to this consultation:

- I give permission for the organisation name to be published
- I do not give permission for organisation name to be published

Your details

Name of organisation or individual providing this feedback: [Click here to enter text.](#)

Department (if applicable): [Click here to enter text.](#)

Contact person (if different from above): [Click here to enter text.](#)

Position: [Click here to enter text.](#)

Telephone: [Click here to enter text.](#)

Email: [Click here to enter text.](#)

Which state or territory are you located in?

NATIONAL

ACT

NSW

NT

QLD

SA

TAS

VIC

WA

Sector demographics

For individuals:

Please indicate your role or the area of health you work in. (select more than one if relevant)

Aboriginal and Torres Strait Islander health or education provider

Education provider to the health workforce

General practice

Health workforce planner

Mental health nursing

Occupational therapy

Social work

Peer work

Psychiatry

Psychology

Member of the public or other (please specify) [Click here to enter text.](#)

For organisations:

Please indicate which part of the health sector your feedback represents (select more than one if relevant)

Aboriginal and Torres Strait Islander health and education sector

Education and training sector

Consumer and carer sector

Government - Commonwealth

Government - State or Territory

Public mental health sector

Non-government sector

Private sector

- Regulatory sector
- Rural and remote health sector
- Other (please specify) **Multicultural**

Section 2: Consultation questions

1. Is the purpose of the National Mental Health Core Capabilities clear?

- 1. Yes
- 2. No

Please comment:

[Click here to enter text.](#)

2. Are the benefits of the capabilities clear?

- 1. Yes
- 2. No

Please comment:

[Click here to enter text.](#)

3. Is it clear to whom the capabilities apply?

- 1. Yes
- 2. No

Please comment:

MHiMA advocates the inclusion of an emerging workforce in the transcultural mental health field that are often referred to as multicultural mental health workers, transcultural mental health clinical workers, CALD consumer consultants or bilingual peer support workers, and bilingual health workers as additional workers that have a significant role in delivering services to CALD people with mental illness. In addition, interpreters are another essential workforce component that facilitates the delivery of mental health care in consumer's preferred language.

4. How might you or your organisation make use of the capabilities?

Please comment:

MHiMA is currently developing a draft multicultural mental health workforce strategy that is similarly aligned with other key mental health workforce and practice documents. This capability document is therefore another key document to be referenced and MHiMA advocates that the capabilities must be enhanced to be more targeted in terms of cultural responsiveness for the CALD population.

5. What tools might support you or your organisation to use the capabilities?

Please comment:

MHiMA has recently released a new National Framework for Mental Health in Multicultural

Australia as an online tool and views its successful implementation having to be underpinned by increased capability in the mental health workforce in terms of culturally responsive mental health practice. If online workforce training is made available to support the implementation of the mental health core capabilities then this can be supplemented with additional online modules on cultural capability and culturally responsive mental health practice.

6. The essential level describes the behaviours required of every member of the mental health workforce, including those in ancillary or support roles, and people in general practice. Do you support the concept of an essential level?

1. Yes
2. No

Please comment:

[Click here to enter text.](#)

7. The capabilities have four levels. Do you have any comments on the way these levels have been assigned?

Please comment:

[Click here to enter text.](#)

8. The values domain has been closely aligned with the existing National Practice Standards for the Mental Health Workforce (2013) and related national frameworks. Does domain 1 accurately reflect the values and behaviours required of people working in mental health?

1. Yes
2. No

Please comment:

[Click here to enter text.](#)

9. Does domain 2 accurately capture the behaviours required to support a whole-person focus including diversity, working with Aboriginal and Torres Strait Islander peoples, prevention and wellbeing?

1. Yes
2. No

Please comment:

MHiMA welcomes domain 2 but believes it needs to be strengthened in terms of culturally responsive mental health practice for the CALD population given over a quarter of the Australian population is overseas born. While we welcome the acknowledgement of the specific mental health issues for the Aboriginal and Torres Strait Islander People on p6 of the document, we recommend that an additional section is inserted in this part of the document highlighting cultural capability as a

core capability for the mental health workforce given the high level of cultural diversity of the Australian population which is projected to increase to over 30% of the population by 2050.

10. How might the capabilities encourage and support the mental health workforce to consider the physical health of people with a mental illness?

Please comment:

[Click here to enter text.](#)

11. Does domain 3 accurately describe the ethical, legal and professional requirements of the mental health workforce?

1. Yes
2. No

Please comment:

[Click here to enter text.](#)

12. Does domain 4 accurately reflect collaborative practice requirements of the mental health workforce?

1. Yes
2. No

Please comment:

[Click here to enter text.](#)

13. Does domain 5 accurately describe the behaviours required of the mental health workforce in relation to the provision of care?

1. Yes
2. No

Please comment:

[Click here to enter text.](#)

14. Domain 5 includes dignity of risk – do you support the inclusion of this in the capabilities?

1. Yes
2. No

Please comment:

[Click here to enter text.](#)

15. **By defining a common language and articulating behaviours for the provision of care, it is hoped that teams may be able to deliver more integrated care and that interprofessional practice will be supported. How might this domain support the mental health workforce to work more collaboratively?**

Please comment:

[Click here to enter text.](#)

16. Does domain 6 accurately describe the behaviours relating to development of self and development of others?

1. Yes
2. No

If not, please comment:

[Click here to enter text.](#)

17. How might domain 6 support the mental health workforce and organisations to ensure life-long learning of self and others is embedded in the workplace?

Please comment:

[Click here to enter text.](#)

18. Overall do you support the idea of shared workforce capabilities in mental health?

1. Strongly oppose
2. Oppose
3. Neutral
4. Agree
5. Strongly agree

Please comment:

[Click here to enter text.](#)

19. Do you have any comments on the length of the capabilities, for example, do you think they are too long or too short etc.?

Please comment:

[Click here to enter text.](#)

20. Do you have any overall comments on the document, or anything else you wish to add?

Please comment:

MHiMA welcomes the core capabilities for the mental health workforce approach and would welcome the opportunity to work with HWA to ensure the cultural capabilities component is strengthened to be a more targeted approach to culturally responsive mental health practice.

We also have some additional comments in relation to the Appendices:

Appendix D: Developmental context

Just a caution that the development context outlined in this appendix is for the majority western culture population and cannot be applied cross culturally to various minority groups which have quite different developmental stages

Glossary; we advocate the inclusion of a definition of cultural capability. The multicultural mental health sector tends to use cultural competency or cultural responsiveness more but in line with the document focusing on core capabilities it may be worth looking at a paper developed by Queensland Health on cross cultural capability for the health workforce

http://www.health.qld.gov.au/multicultural/health_workers/CCC-bkgrnd.pdf

21. Would your organisation be interested in testing and evaluating the implementation of the capabilities should the opportunity arise?

1. Yes
2. No

If not, please comment:

Click here to enter text.

Thank you for providing your feedback. Your views play an important role in informing the refinement of the National Mental Health Core Capabilities. It is expected that the capabilities will be finalised during mid-2014.

If you have provided us with your contact details, we will email you a copy of the final capabilities when they are approved. Alternatively, a PDF will also be available from the HWA website.

If you have further queries regarding the National Mental Health Core Capabilities, please visit the HWA website.