

## Coexisting Problems Competencies for Mental Health and Addictions Staff

	Essential (Understanding) (All staff)	Capable (Application) (Snr Support Workers Reg HP and DAPHANZ Level 2-3)	Enhanced (Demonstration) (Reg HP and DAPAANZ Level 3)
COMPETENCIES	Essential	Capable	Specialist
<b>Screening for substance use disorders &amp; mental health disorders i.e. mood disorders, psychosis, PTSD, anxiety, bipolar disorder, schizophrenia</b>	<ul style="list-style-type: none"> <li>Understanding and administration of common screening tools Needs to be more specific and prescriptive re use of a standardised tool across sector</li> </ul>	<ul style="list-style-type: none"> <li>Administration &amp; interpretation of common screening tools and ability to take the next steps</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates a variety of advanced screening skills</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Mental health &amp; substance use disorder comprehensive assessment.</b>	<ul style="list-style-type: none"> <li>Understanding of DSM-IV for mental health &amp; substance use disorders(including substance-induced states)</li> <li>Initial brief assessment of recent &amp; lifetime mental health symptoms/problems</li> <li>Initial brief assessment of recent &amp; lifetime drug use (patterns of use and previous treatment)</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive assessment of mental health &amp; drug use history in the context of psychological functioning, symptomatology &amp; withdrawal history</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and application of DSM-IV criteria for mental health &amp; substance use disorders (including substance-induced states)</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Substance testing/collection</b>	<ul style="list-style-type: none"> <li>Knowledge of common alcohol/drug testing procedures</li> </ul>	<ul style="list-style-type: none"> <li>Coordinating laboratory testing and being able to interpreted results as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge &amp; interpretation of common alcohol/drug testing procedures and laboratory investigations</li> </ul>
<b>Mental state examination</b>	<ul style="list-style-type: none"> <li>Understanding of mental status examination</li> </ul>	<ul style="list-style-type: none"> <li>Understanding and application of mental status examination for non-complex clients</li> </ul>	<ul style="list-style-type: none"> <li>Demonstration of mental status examination for complex clients</li> <li>Provides mentoring, training and</li> </ul>

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			supervision to other staff
<b>Assessment of relationship between substance use disorders and other mental health disorders</b>	<ul style="list-style-type: none"> <li>Understanding of interactions between substance use and mental health symptoms/ disorders</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and synthesis of interaction between substance use and mental health symptoms/disorders</li> <li>Demonstrates ability to formulate (i.e. apply grid) non-complex clients</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates knowledge and synthesis in reports for complex whaiora</li> <li>Demonstrates ability to formulate complex whaiora</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Brief Interventions</b>	<ul style="list-style-type: none"> <li>Knowledge and training of brief interventions</li> <li>Able to apply simple brief intervention strategies</li> </ul>	<ul style="list-style-type: none"> <li>Application of brief interventions</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates skills in utilising brief interventions e.g. motivational Interviewing, CBT.</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Evaluation of stages of change models in relation to substance use, and its application to treatment planning</b>	<ul style="list-style-type: none"> <li>Appraisal of whaiora stage of change and goals in relation to substance use</li> <li>Matching intervention to whaiora stage of change</li> <li>Able to identify areas required for change in supervision</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate skills in utilising stage of change theory in non-complex whaiora</li> <li>Application of matching interventions to whaiora stage of change</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates skills utilising stage of change theory in complex whaiora</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Management of whaiora intoxicated states</b>	<ul style="list-style-type: none"> <li>Understanding of symptomatology of substance intoxication across common substances of</li> </ul>	<ul style="list-style-type: none"> <li>Assessment and management of substance intoxication for common substances</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates knowledge across a wide array of substances of misuse/dependence</li> </ul>

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	misuse/dependence	<ul style="list-style-type: none"> <li>Knowledge of the symptomatology of a wider array of substances</li> </ul>	<ul style="list-style-type: none"> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Management of whaiora acute and protracted withdrawal states</b>	<ul style="list-style-type: none"> <li>Understanding of symptoms and assessment of acute substance withdrawal and outpatient intoxication and detoxification</li> <li>Understanding of who and when to contact for acute intervention</li> </ul>	<ul style="list-style-type: none"> <li>Assessment and management of acute substance intoxication and withdrawal and outpatient detoxification</li> <li>Demonstrate use of detoxification protocols</li> <li>Works in consultation with specialist Detox Service</li> </ul>	<ul style="list-style-type: none"> <li>Provides advice and assessment and management of complex inpatient and outpatient detoxification specific to scope of practice and in consultation with the specialist Detox Service</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Harm reduction strategies</b>	<ul style="list-style-type: none"> <li>Understanding of common harm reduction interventions for individuals and family whanau</li> <li>Theoretical base of harm reduction strategies</li> </ul>	<ul style="list-style-type: none"> <li>Application of harm reduction interventions for individuals and family whanau</li> </ul>	<ul style="list-style-type: none"> <li>A comprehensive knowledge and ability to apply a range of harm reduction strategies as they relate to the individual whaiora</li> <li>Applied knowledge of relevant public health approaches e.g. HIV, Hep C</li> <li>Implementation of harm reduction service delivery pathways</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Opioid substitution treatments</b>	<ul style="list-style-type: none"> <li>Understanding of paradigm of opioid substitution treatment</li> <li>Understanding of who and where to</li> </ul>	<ul style="list-style-type: none"> <li>Assessment of opioid dependence patients for suitability for opioid substitution.</li> </ul>	<p><b>NB - This area relates more to the specialist Opioid or Methadone staff:</b></p> <ul style="list-style-type: none"> <li>Demonstrates awareness of initiation</li> </ul>

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	access treatment for opioid substitution	<ul style="list-style-type: none"> <li>Knowledge of local legislative requirements</li> </ul>	and maintenance of opioid substitution pharmacotherapies <ul style="list-style-type: none"> <li>Demonstrates awareness of the assessment and management of prescription opioid abuse</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Relapse prevention treatments. Pharmacological interventions to prevent relapse</b>	<ul style="list-style-type: none"> <li>Awareness of common relapse prevention interventions in coexisting disorders</li> <li>Awareness of pharmacotherapeutic interventions for addiction treatment &amp; mental health problems</li> </ul>	<ul style="list-style-type: none"> <li>Application of available relapse prevention interventions with regards to early warning signs and triggers</li> <li>Application of advocacy and support around pharmacotherapeutic interventions</li> </ul>	<ul style="list-style-type: none"> <li>Management of relapse prevention interventions for complex clients</li> <li>Demonstrate ability to refer for, advocate for, and monitor supportive pharmacotherapies</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Psychological treatments including, but not limited to motivational interviewing, CBT,DBT, group, systemic therapies, family therapies and talking therapies</b>	<ul style="list-style-type: none"> <li>Awareness of individual and systemic therapies used in addiction &amp; mental health treatment</li> </ul>	<ul style="list-style-type: none"> <li>Application of systemic &amp; individual therapies used in mental health &amp; addiction treatment</li> <li>Demonstration of individual &amp; systemic therapies for non-complex whaiora</li> </ul>	<ul style="list-style-type: none"> <li>Demonstration of individual and systemic therapies for complex whaiora</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Pharmacological treatments</b>	<ul style="list-style-type: none"> <li>Awareness of pharmacological treatments used in the treatment of whaiora with mental health disorders</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of the interactions of pharmacological treatments and substance use disorders relevant to individual scope of practice</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates the ability to give simple advice to the whaiora of the interactions of pharmacological interventions and knows when to refer to the relevant medical</li> </ul>

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			<p>practitioner</p> <ul style="list-style-type: none"> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Physical and alternative treatments that might interact on the overall health</b>	<ul style="list-style-type: none"> <li>Awareness of the physical and alternative interventions used in the treatment of whaiora with mental health disorders</li> </ul>	<ul style="list-style-type: none"> <li>Applies knowledge &amp; understanding of the physical and alternative treatment options</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates knowledge and awareness for when whaiora would fit the criteria for physical and alternative treatment interventions and can direct referrals onto the appropriate agencies</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Mutual-help approaches e.g AA, Peer Support, Counselling Groups, ALAC</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of mutual-help sector and local recovery programs</li> </ul>	<ul style="list-style-type: none"> <li>Introduce whaiora to mutual-help principles and options</li> <li>Support to implement and reinforce the principles of mutual-help and recovery programs</li> </ul>	<ul style="list-style-type: none"> <li>Linking whaiora and family whanau with local mutual-help and recovery programs</li> <li>Support to implement and reinforce the principles of mutual-help and recovery programs</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Management of coexisting problems</b>	<ul style="list-style-type: none"> <li>Understanding of integrated, parallel and sequential models of treatment</li> <li>Understanding of why integrated treatment is best practice</li> <li>Understanding of multidisciplinary</li> </ul>	<ul style="list-style-type: none"> <li>Application of appropriate management of non-complex whaiora with coexisting problems including working within the multidisciplinary team and</li> </ul>	<ul style="list-style-type: none"> <li>Demonstration of appropriate management of complex whaiora with co-existing problems including working within the multidisciplinary team and interagency collaboration</li> </ul>

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	work	interagency collaboration	<ul style="list-style-type: none"> <li>• Knowledge of the interactions of coexisting disorders on addiction &amp; mental health</li> <li>• Awareness of interactions between drugs of abuse and psychotropic medications</li> <li>• Provides mentoring, training and supervision to other staff</li> </ul>
<b>Risk management</b>	<ul style="list-style-type: none"> <li>• Understanding and application of risk indicators, assessment and management principles</li> </ul>	<ul style="list-style-type: none"> <li>• Application of risk assessment and management principles in non-acute settings</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstration of risk assessment and management principles in non-acute/acute settings</li> <li>• Demonstration of risk/benefit analysis to manage complex situations</li> <li>• Provides mentoring, training and supervision to other staff</li> </ul>
<b>Pregnancy</b>	<ul style="list-style-type: none"> <li>• Basic understanding of interaction between substances of misuse, mental health problems &amp; pregnancy</li> <li>• Awareness of FASD and promotes no drinking during pregnancy</li> </ul>	<ul style="list-style-type: none"> <li>• Application of principles of assessment and management of substance use disorders &amp; mental health problems during pregnancy &amp; puerperium</li> <li>• Application of use of the high risk pregnancy team and resources available</li> <li>• Applied knowledge of available</li> </ul>	<ul style="list-style-type: none"> <li>• Active coordination and facilitation to provide treatment (including detoxification) for whaiora with substance use disorders &amp; mental health problems in pregnancy &amp; puerperium</li> </ul>

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		resources	
<b>Substance use &amp; mental health disorders across the lifespan</b>	<ul style="list-style-type: none"> <li>Understanding of varying presentations of substance use and mental health disorders in young people and older people</li> </ul>	<ul style="list-style-type: none"> <li>Application of principles of assessment and management of substance use and mental health disorders in young people and in old age</li> <li>Applied knowledge of available resources</li> </ul>	<ul style="list-style-type: none"> <li>Active coordination and facilitation to provide treatment for substance use and mental health disorders in young people and in older people</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Co-morbid physical wellbeing</b>	<ul style="list-style-type: none"> <li>Understanding of basic physical complications secondary to mental health and substance use disorders</li> <li>Understanding of mental health &amp; substance use disorders developing secondary to a compromised physical wellbeing</li> <li>Understanding of blood-borne viruses and applications of universal precautions</li> </ul>	<ul style="list-style-type: none"> <li>Application of principles of assessment and management of mental health &amp; substance use disorders in the physically compromised</li> <li>Applied knowledge of available resources</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates the principles of assessment and management of mental health &amp; substance use disorders in the physically compromised</li> <li>Application and coordination of advanced therapies for blood born viruses</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<b>Tobacco dependence (as per contractual agreements)</b>	<ul style="list-style-type: none"> <li>Screening, assessment and give brief advice on tobacco dependence in all service settings</li> </ul>	<ul style="list-style-type: none"> <li>Management of tobacco dependence including pharmacotherapeutic and psychosocial interventions</li> </ul>	<ul style="list-style-type: none"> <li>Demonstration of how to implement tobacco policies within mental health and addiction settings</li> <li>Comprehension of public health approaches to smoking</li> </ul>
<b>Pathological gambling (as per</b>	<ul style="list-style-type: none"> <li>Screening and identification of</li> </ul>	<ul style="list-style-type: none"> <li>Application of appropriate treatment</li> </ul>	<ul style="list-style-type: none"> <li>Linkages with local gambling</li> </ul>

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<i>contractual agreements</i> )	problem and pathological gambling	interventions, services and referral pathways	services <ul style="list-style-type: none"> <li>Application of pharmacotherapeutic and psychosocial approaches for gambling disorder</li> </ul>
<i>Legislative requirements</i>	<ul style="list-style-type: none"> <li>Understanding of Mental Health Act implications for involuntary treatment of people with substance use disorders</li> <li>Understanding of the Alcohol and Drug Act</li> <li>Understanding of local mandatory requirements that may affect people with substance use and mental health disorders e.g. NZTA Act</li> </ul>	<ul style="list-style-type: none"> <li>Application of how to initiate Mental Health and Alcohol and Drug Act</li> <li>Demonstrates support of family/whanau through the process of the Mental Health and Alcohol and Drug Act</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates support and advocacy around the implementation and impact of the Mental Health and Alcohol and Drug Act for clients, family/whanau</li> <li>Able to apply the Mental Health and Alcohol and Drug Act</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<i>Quality assurance and improvement initiatives</i>	<ul style="list-style-type: none"> <li>Understanding of the difference between quality assurance and quality improvement</li> </ul>	<ul style="list-style-type: none"> <li>Application of basic principles of the audit and quality improvement cycle</li> </ul>	<ul style="list-style-type: none"> <li>Complete quality improvement projects</li> <li>Leads quality initiatives</li> <li>Provides mentoring, training and supervision to other staff</li> </ul>
<i>Public Health, mental health &amp; substance use</i>	<ul style="list-style-type: none"> <li>Understanding of public health components of mental health &amp; substance use disorders such as risk of infection with blood-borne viruses</li> </ul>	<ul style="list-style-type: none"> <li>Application of public health strategies relevant to mental health &amp; substance use disorders</li> <li>Identification of public health issues of relevance in multiple settings</li> </ul>	<ul style="list-style-type: none"> <li>Actively participates in raising public awareness of these issues relevant to mental health and addictions</li> </ul>
<i>Cultural Competencies</i>	<ul style="list-style-type: none"> <li>Takarangi Competencies Level 1 – 3 Non-Maori and Level 4 – 7 Maori</li> </ul>	<ul style="list-style-type: none"> <li>Takarangi Competencies Level 1 – 3 Non-Maori and Level 4 – 7 Maori</li> </ul>	<ul style="list-style-type: none"> <li>Takarangi Competencies Level 1 – 3 Non-Maori and Level 4 – 7 Maori</li> </ul>

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			<ul style="list-style-type: none"> <li>Provides mentoring, training and supervision to other staff</li> </ul>

### Key Agreements:

- The levels of competency have been defined against academic and professional criteria and can be utilised to:
  - Enhance non-clinical staff capability
  - Identify expectations for all staff to achieve Essential or Capable competencies
  - Identify specialist roles and responsibilities
- It is viewed by the region that the Coexisting Problems Competencies are an enhancement to existing professional body competencies and will allow individual clinicians to develop a specialist portfolio in Coexisting Problems once the professional body competencies have been met
- The mechanism for measuring attainment against the levels of competency will be the annual Performance Appraisal process which is managed at a local level.
- Workforce development opportunities will be aligned to Matua Raki (adults) and Werry Centre (child and youth)
- Enhanced Practitioner is a Registered Health Professional with a post graduate qualification in Addiction for mental health workers or a Level 3 DAPAANZ clinician with mental health endorsements.