

LAKES DHB MENTAL HEALTH AND ADDICTIONS CO-EXISTING PROBLEMS ACTION PLAN

Goal 1: Client Centred – a coherent and comprehensive understanding of the needs of tangata whaiora, whanau and families					
<i>Objective</i>	<i>Action</i>	<i>KPI</i>	<i>Responsibility</i>	<i>Completion Time frame</i>	<i>Progress Made</i>
Service promote client-centred treatment and recovery	<ul style="list-style-type: none"> ▪ Joint training / shared language / understanding is developed across the services ▪ Agreement and implementation of standardised screening tools across the district 	<ul style="list-style-type: none"> ▪ Shared policy and procedures / assessment tool that is CEP sensitive ▪ Right skill mix: right people, right role ▪ Reduction of multiple access points – any door is the right door ▪ Agreed screening tools are identified and implemented 	<ul style="list-style-type: none"> ▪ Workforce Coordinator ▪ MoH ▪ Service Managers ▪ Clinical Managers ▪ MH & AOD Clinicians ▪ Consumer & Family Advisors 	<ul style="list-style-type: none"> ▪ 2013 	Provider forum are now underway as first step to developing essential relationships for this work to occur.
Documented client pathway that reflects service access	<ul style="list-style-type: none"> ▪ Shared client pathway document documentation that is clinically and culturally appropriate ▪ Review of Continuum of Care to develop clear understandings of CEP principles and practices (uniform culture shift) ▪ Agreed pathways are developed across the age range 	<ul style="list-style-type: none"> ▪ Shared client pathway and documentation is developed 	<ul style="list-style-type: none"> ▪ Planning & Funding ▪ Service Manager ▪ Clinical Director 	<ul style="list-style-type: none"> ▪ 2011 	Lakes is midway through its Adult Continuum Review process. It is likely that the documentation and pathways will not be addressed until post this process as part of service development and reconfiguration.

Goal 2: Service Development – services need to be responsive to CEP and to work towards being CEP capable

<i>Objective</i>	<i>Action</i>	<i>KPI</i>	<i>Responsibility</i>	<i>Completion Time frame</i>	<i>Progress Made</i>
CEP prioritisation within service planning	<ul style="list-style-type: none"> ▪ Managerial / leadership – buy in and support to the Lakes CEP Action Plan ▪ Training , developing staff and retention of staff is enhanced through national, regional and local cross sector training 	<ul style="list-style-type: none"> ▪ Agreed CEP implementation goals are developed by the leadership group ▪ CEP capable services are developed across the continuum 	<ul style="list-style-type: none"> ▪ P&F ▪ MH & AOD Leadership ▪ Consumer & Family Advisors ▪ Workforce Coordinator 	<ul style="list-style-type: none"> ▪ 2011/12 	Motivational interviewing training for both provider arm and NGO sectors undertaken as part of WFD plan to improve CEP capability. Completion timeframe for review.

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<i>Objective</i>	<i>Action</i>	<i>KPI</i>	<i>Responsibility</i>	<i>Completion Time frame</i>	<i>Progress Made</i>
Review need for CEP Enhanced Practitioners resource	<ul style="list-style-type: none"> ▪ Identify existing Dual Diagnosis funding and contracts ▪ Review existing contracts and align to CEP Enhanced Practitioner roles ▪ Workshops are undertaken to integrate CEP Specifications into roles and responsibilities 	<ul style="list-style-type: none"> ▪ Existing funding is identified ▪ CEP Enhanced Practitioner roles are developed ▪ Improved access to specialist across the sector ▪ Expertise utilisation and sharing e.g. supervision & case management 	<ul style="list-style-type: none"> ▪ P&F/MR Director 	<ul style="list-style-type: none"> ▪ 2011/12 	<p>CEP roles to be reviewed as a part of the 2012/13 contract round and in line with any recommendations of the Adult Continuum Review project. Current CEP staff are continuing to engage in training and development as well as broaden the scope of their work (e.g. group sessions as part of day activity program delivery)</p>
Development of comprehensive local and regional plans and strategies to increase CEP responsiveness	<ul style="list-style-type: none"> ▪ A regional plan is developed ▪ A Lakes plan is developed 	<ul style="list-style-type: none"> ▪ Regional and Lakes plans are aligned ▪ Strategies for increasing CEP capable services are identified 	<ul style="list-style-type: none"> ▪ Midland Regional Director ▪ Lakes LAG ▪ Lakes sector 	<ul style="list-style-type: none"> ▪ 2010 	<p>Completed</p>

Goal 3. Integrated systems of care –systems are to acknowledge and incorporate CEP approaches					
<i>Objective</i>	<i>Action</i>	<i>KPI</i>	<i>Responsibility</i>	<i>Completion Time Frame</i>	<i>Progress Made</i>
Service leaders collaborate	<ul style="list-style-type: none"> ▪ A CEP Working Group is convened comprised of Leaders and Senior Clinicians to drive CEP integration and organisational culture shifts: <ul style="list-style-type: none"> ○ Develop Terms of reference ○ Develop Job Descriptions ○ Implementation of Action Plan objectives are developed ▪ Consumers and Family are consulted 	<ul style="list-style-type: none"> ▪ Key decisions are made and service development for funding ▪ Positive relationships collaboration are built ▪ Funding mechanisms to support recovery are identified and implemented 	<ul style="list-style-type: none"> ▪ P&F through Lakes LAG 	<ul style="list-style-type: none"> ▪ 2011 ongoing 	Nil progress.

Goal 4: Workforce Development – a highly skilled workforce that is CEP responsive and effective					
<i>Objective</i>	<i>Action</i>	<i>KPI</i>	<i>Responsibility</i>	<i>Completion Time Frame</i>	<i>Progress Made</i>
Develop a Lakes Workforce Plan 2011 - 2015	<ul style="list-style-type: none"> ▪ A comprehensive Workforce Development Plan is developed that includes but is not limited to: <ul style="list-style-type: none"> ○ Takarangi Competency ○ CEP Tool Kits ○ Screening tools 	<ul style="list-style-type: none"> ▪ Alignment to national workforce strategies from Matua Raki and Werry Centre ▪ Alignment to the Midland Regional Workforce Plan 	<ul style="list-style-type: none"> ▪ Midland Workforce Coordinator ▪ P&F ▪ Lakes LAG 	<ul style="list-style-type: none"> ▪ 2011 ongoing 	Underway but not completed.

Goal 4: Workforce Development – a highly skilled workforce that is CEP responsive and effective

<i>Objective</i>	<i>Action</i>	<i>KPI</i>	<i>Responsibility</i>	<i>Completion Time Frame</i>	<i>Progress Made</i>
Responsiveness to cultural diversity	<ul style="list-style-type: none"> ▪ Core documentation, screening, treatment and discharge processes will be culturally appropriate ▪ Existing policies and procedures are reviewed to ensure inclusion of CEP and cultural competencies ▪ Workforce opportunities from Te Pou, Le Va and Te Rau Matatini are implemented e.g. Takarangi Framework 	<ul style="list-style-type: none"> ▪ Services and access for Maori, Pacific, Asian and refugees is enhanced 	<ul style="list-style-type: none"> ▪ P&F ▪ Midland Workforce Coordinator 	<ul style="list-style-type: none"> ▪ 2011 ongoing 	Takarangi framework rolled out.