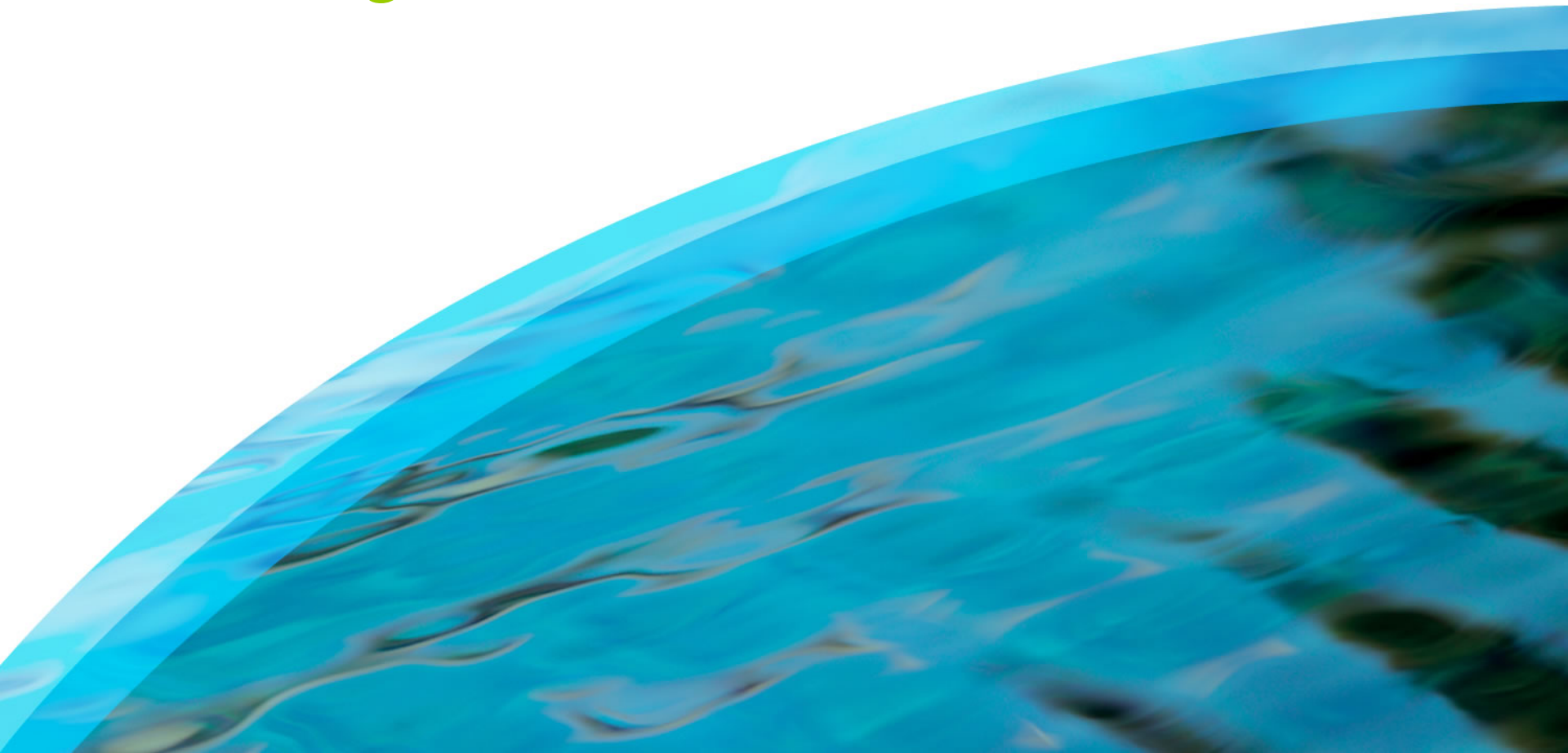


Let's get real 
REAL SKILLS FOR PEOPLE WORKING IN MENTAL HEALTH & ADDICTION

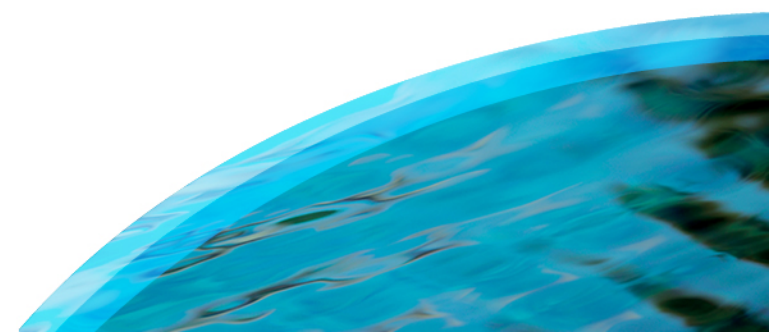
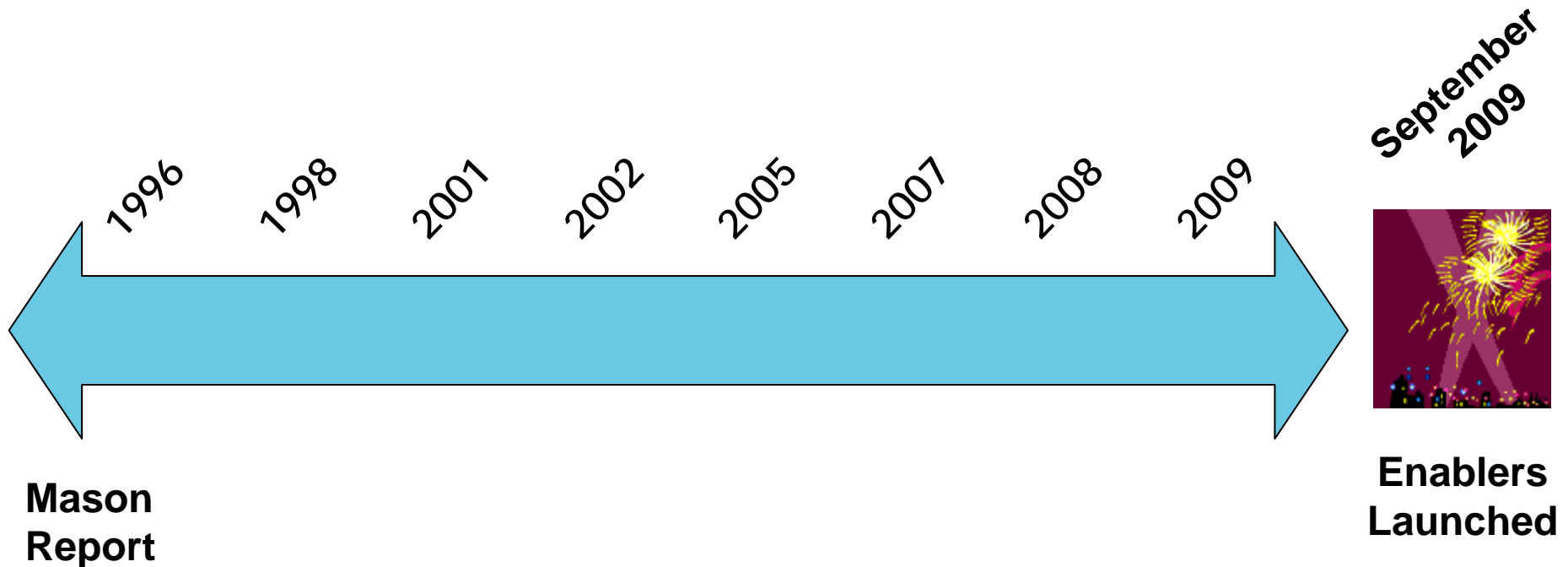
Te Pou
o Te Whakaaro Nui

 **MINISTRY OF
HEALTH**
MANATU HALORA

Let's get real

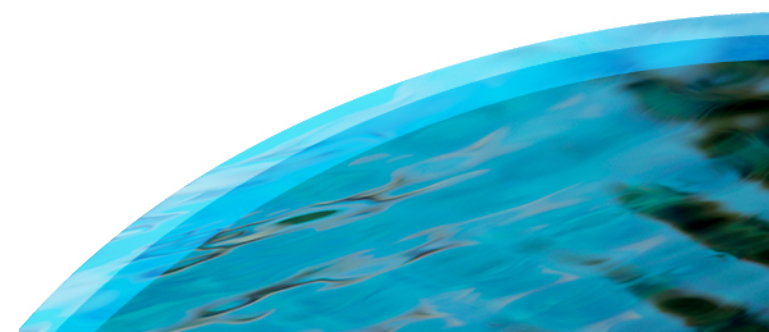


Background to *Let's get real*

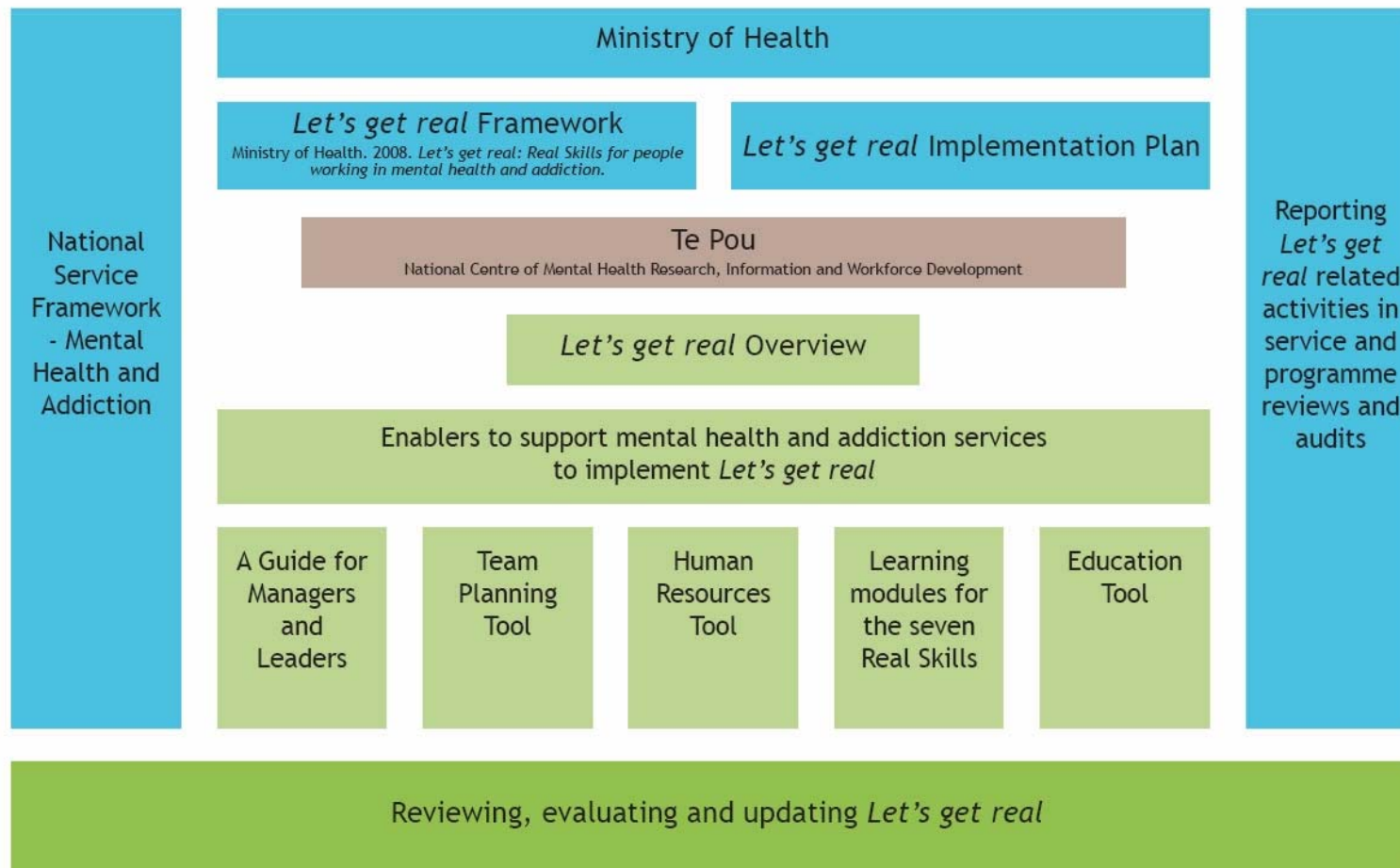


Key stakeholder involvement

- Mental health and addiction services
- National mh workforce devp centres
- Service users
- Whānau/families
- Māori
- Pacific
- Communities



Let's get real in context



Seven Real Skills

- Working with service users
- Working with Māori
- Working with whānau/families
- Working within communities
- Challenging stigma and discrimination
- Law, policy and practice
- Professional and personal development



The seven Real Skills

Working
with service
users

Working
with Māori

Working
with
families/
whānau

Working
within
communities

Challenging
stigma and
discrimination

Law,
policy and
practice

Professional
and personal
development

Values

Respect
Human rights
Service
Recovery
Communities
Relationships

Attitudes

Compassionate and caring
Genuine
Honest
Non-judgemental
Open-minded
Optimistic
Patient
Professional
Resilient
Supportive
Understanding

Performance indicators of the seven Real Skills

- Three levels
 - Essential
 - Practitioner
 - Leader
- Everyone required to demonstrate the essential level and for others it will be a mixture of essential, practitioner and leader levels



Let's get real and other competency frameworks

Health Practitioners Competence Assurance Act 2003

Professional registration boards and councils

Professional competencies

Real Skills Plus CAMHS
(Practitioner level only)

Real Skills Plus Seitapu
(for anyone working with Pacific people)

DAPAANZ competency framework

Individual health professional competency frameworks

Let's get real

REAL SKILLS FOR PEOPLE WORKING IN MENTAL HEALTH & ADDICTION

The seven Real Skills

Working with service users

Working with Māori

Working with families/whānau

Working within communities

Challenging stigma and discrimination

Law, policy and practice

Professional and personal development





Real Skills plus Seitapu



- ✧ Is a framework for mainstream workers for working with Pacific people
- ✧ Is a relational and attitudinal framework which provides guidance towards understanding and getting to know Pacific people
- ✧ Seitapu - the base document developed by Pava, remains a framework for by Pacific for Pacific services





How the frameworks fit together

ALL PEOPLE WORKING
IN MENTAL HEALTH AND
ADDICTIONS.

ANY OF THE WORKFORCE
WORKING WITH PACIFIC
PEOPLE.

SPECIALIST PACIFIC
SERVICES OR SPECIALIST
PACIFIC POSITIONS.

LET'S GET REAL:
REAL SKILLS FOR PEOPLE
WORKING IN MENTAL
HEALTH AND ADDICTIONS

**REAL SKILLS PLUS
SEITAPU:**
WORKING WITH PACIFIC
PEOPLES (INCORPORATES
ASPECTS OF SEITAPU CORE
COMPETENCIES)

SEITAPU:
PACIFIC CULTURAL
COMPETENCIES (ADVANCED
AND SPECIALIST
COMPETENCIES)

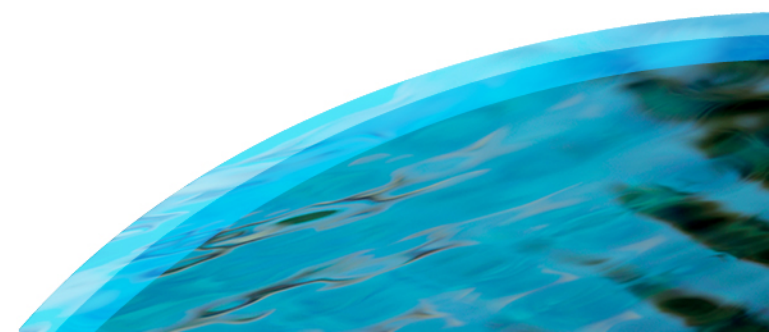
Seven Real Skills

- Working with service users
- Working with Māori
- Working with whānau/families
- Working within communities
- Challenging stigma and discrimination
- Law, policy and practice
- Professional and personal development

Essential

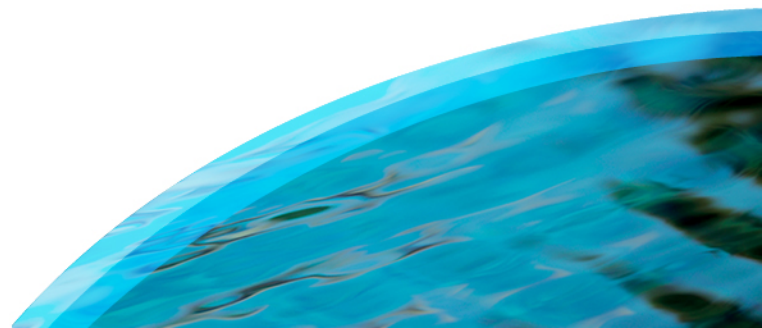
Practitioner

Leader



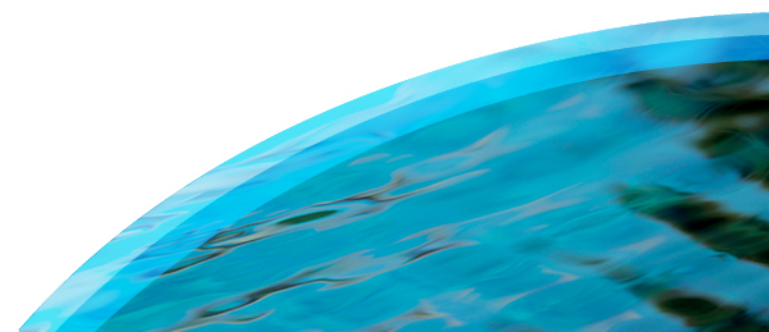
Let's get real enablers

- *Let's get real* Overview
- Guide for Managers and Leaders
- Team Planning Tool
- Human Resources Tool
- Education tool
- Learning modules x 23



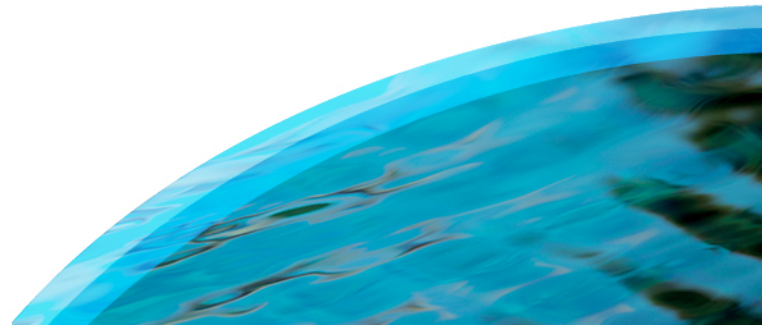
Te Pou's role

- Facilitate
- Lead
- Link
- Enable
- Coach/mentor
- Advise
- Evaluate



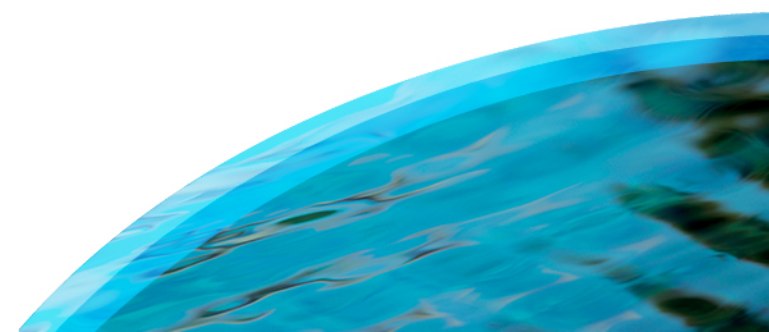
Let's get real Overview

- A summary document about *Let's get real* for the sector.



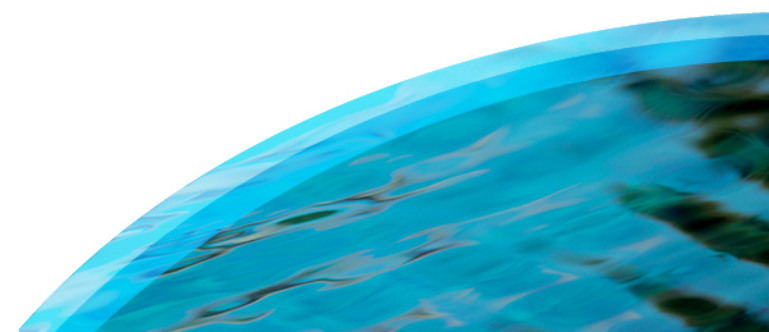
Guide for Managers and Leaders

- Provides guidance on how the enablers support implementation of *Let's get real* in organisations.



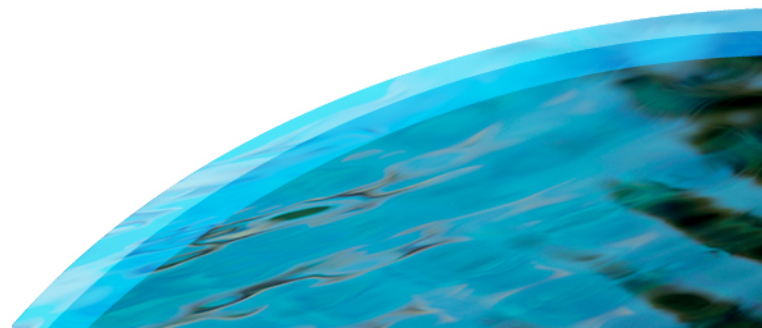
Team Planning Tool

- Helps teams to incorporate *Let's get real* into everyday practice
 - Integrate *Let's get real* into team planning and service documents
 - Produce a workforce plan for services and or teams to upskill team members in the 7 Real Skills



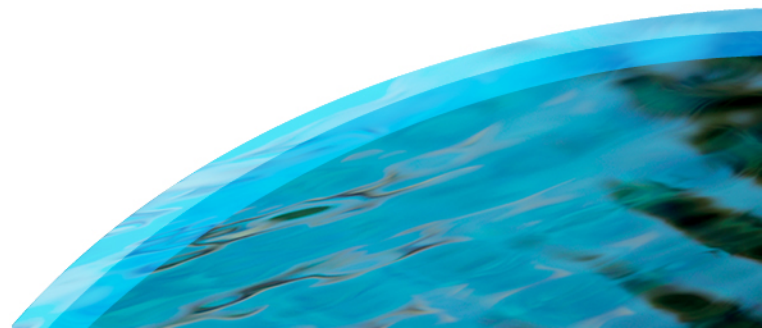
Human Resources Tool

- Supports the implementation of *Let's get real* into human resource systems and processes.
- A comprehensive tool with templates that can be downloaded and adapted for own use



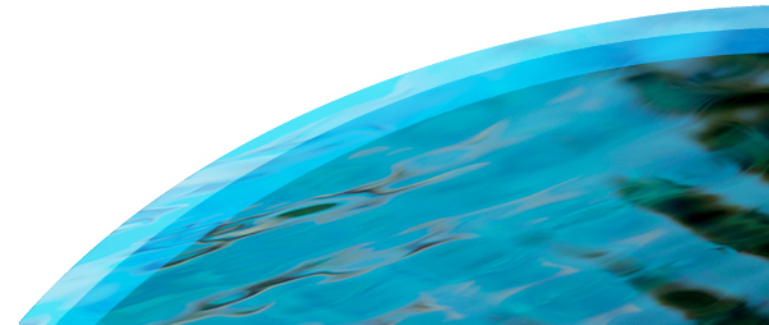
Education Tool

- Two purposes:
 - Integrate *Let's get real* into curricula development
 - Integrate *Let's get real* into programme review processes
- Supports professional bodies to audit training programmes/courses.



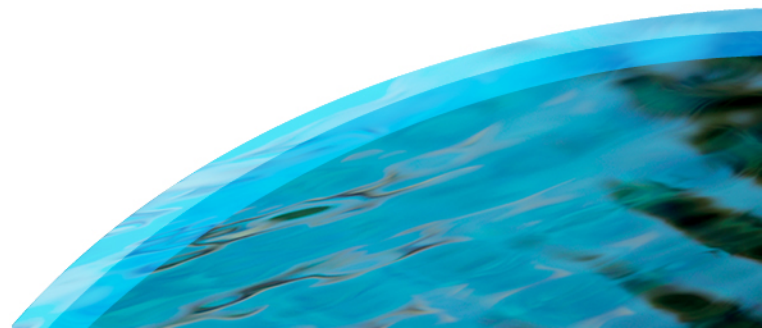
Learning Modules

- Self-directed learning
- Can be adapted for group learning
- Modules:
 - Getting Started
 - Values and Attitudes
 - Real Skills (3 levels per Real Skill)



Learning Modules - Learning Process

- An introduction to the Real Skill
- Activities and exercises
- Learning review tool
- Individual professional development plan



Working with Service Users

Every person working in a mental health and addiction treatment services utilises strategies to engage meaningfully and work in partnership with service users, and focuses on service users' strengths to support recovery

Essential

understanding recovery, strengths, planning, key aspects of mental illness

Practitioner

recovery in practice, working in partnership & therapeutic relationship

Leader

integrating recovery into service



Let's get real 
REAL SKILLS FOR PEOPLE WORKING IN MENTAL HEALTH & ADDICTION

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 **MINISTRY OF
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Let's get real

