

REGIONAL WORKFORCE DEVELOPMENT ACTIVITIES PLAN 2012 - 2013

Setting the Context

Significant efforts have been put in to the development of this Regional Workforce Development Plan 2012 – 2013 to span DHBs planning processes and the regional services plan.

Mental health and addiction services have made multiple commitments to workforce and workforce planning to ensure that it supports the work undertaken by HWFNZ in developing the Workforce Service Review Report. In addition the plan aligns with work being done by Te Pou, Matua Raki, Werry Centre and Te Rau Matatini.

Strategic Imperative	Goals	Activities	Lead Organisations and/or Groups	Deliverables	Comments
Organisational Development	Support local service implementation of national workforce development initiatives	Support the coordination and implementation activities for national frameworks across the Northern Region services. Frameworks include: <ul style="list-style-type: none"> • <i>Let's get real,</i> • Real Skills Plus CAMHS & AoD, • Real Skills Plus Seitapu, • Takarangi Cultural Competency Framework, and • Co-Existing Problems 	NDSA Te Pou	Plan for BaU for AoD/CEP Review CEP plans for each DHB to identify where regional solutions could be found	
Recruitment and Retention	Build the capacity of mental health and addiction services to attract and retain staff	Support local activity via a leadership forum to develop approaches and actions for: <ul style="list-style-type: none"> • Secondary/primary co-operation and collaboration • Sharing resources and approaches • Reducing duplication and increasing consistency and alignment • Sharing best practice 	NDSA	3 x leadership events	

Strategic Imperative	Goals	Activities	Lead Organisations and/or Groups	Deliverables	Comments
		Review and build on current workforce activities that support growth in staffing to reflect the communities served	NDSA	Complete stocktake with Whanau Oranga Hinengaro Plan Ensure findings are integrated to DHB/NGO/Primary and Planning	
		Support local activity that builds peer support role development and career pathways via a peer support forum	Te Pou Matua Raki NDSA Werry Centre	2 x Training sessions in December and June (Vicki Burnett).	
		New services across Youth Forensic continuum. Identification of workforce needs and development of approach to support development	NDSA	Plan agreed 2012	
		Support development of Primary Health and Addiction capacity	NDSA	Report on Nurses Practice scope and barriers	
		Support development of Addiction capacity	NDSA		

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Training and Development	Ensure educational and training programmes meet the current and future needs of the mental health and addiction services	Undertake future training needs assessment for services in the Northern Region (10 year horizon) <u>as resource allow</u>	NDSA	Yet to be commenced	
		Complete the implementation of the Mental Health Services for Older People e-Learning Competency Framework	NDSA	Continue good access and consider further development	
		Complete the implementation of the Psychiatric Registrar Training Programme Review Recommendations	Northern Region Psychiatric Registrar Training Governance Group	Co-ordinate quarterly meetings for 2012 – 2013 Ensure alignment of MH and General Health registrar training activity	
		Complete the implementation of the Regional Forensic Framework Workforce e-learning tool	NDSA	In progress	

Strategic Imperative	Goals	Activities	Lead Organisations and/or Groups	Deliverables	Comments
		Ensure workforce resources are available to Eating Disorders Services (EDS) Workforce and related staff that supports the operation of the Northern region eating disorders services	NDSA	Learning resource is used across EDS spectrum	

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Research and Development	Work towards better Health Workforce Intelligence	Ensure tools and resources, as developed elsewhere, for workforce planning are made available for use within the northern region to ensure regional utility	NDSA Te Pou Matua Raki Werry Centre Te Rau Matatini	On-going	
	Ensure tools and resources meet the current and future needs of the mental health and addiction services	Support the implementation of Talking Therapies guides for Mental Health and Addiction staff working with Maori, Pacific, Asian, Migrant and refugee populations, Older adult, Addictions and disabilities	Te Pou Matua Raki Werry Centre Te Rau Matatini NDSA	O-going	

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Infrastructure	To enhance current mechanisms of effective communication across the sector	Provide regular updates through web-based information about local, regional and national workforce activities	NDSA	On-going	
		Maintain the Northern Region Workforce Development Working Group to support networking and collaboration between regional stakeholders, communities of interest and workforce leaders	NDSA	Co-ordinate bi-monthly meetings	
		Participation of the Northern Region Workforce Coordinator in National workforce directions to represent the Northern Regional interest Partner with Te Pou to optimise WF delivery across National Workforce centres to services in Northern Region through members of WF working group. Need to identify workforce activities that may benefit from optimising national workforce activity on the region.	NDSA	Attend Te Pou workshops Meet with other regional co-ordinators WF centres regularly attend bi-monthly workforce working group meetings	

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	Alignment of service planning with workforce planning and development	Maintain the Northern Region Workforce Governance Group to provide a governance function for strategic planning activities including responding to identified needs, prioritisation, resource allocation and project delivery	NDSA	<p>Co-ordinate bi-monthly meetings</p> <p>Ensure effective governance structure for the MH&A Workforce in the Northern Region</p> <p>Maintain workforce regional structure and national linkages: NoRTH MH&A Workforce centres</p> <p>Leaders forum October 2012</p>	
		Support activities and workforce development opportunities in alignment with the Whanau Oranga Hinengaro Maori Mental Health and Addiction Plan 2011 as resources are available	NDSA	<p>Complete Stocktake</p> <p>Ensure findings are integrated to DHB/NGO/Primary and Planning</p>	

Strategic Imperative	Goals	Activities	Lead Organisations and/or Groups	Deliverables	Comments
		Moana Pasifika and NDSA to action the workforce recommendations within the Pacific Consumer Leadership Framework as resources are available	Moana Pasifika NDSA	On-going	
		Support activities and workforce development opportunities in alignment with the Asian Mental Health and Addiction Workforce Stocktake 2008 recommendations as resources are made available	NDSA	On-going	