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**What are Core Competencies?**

- Attitudes, values, knowledge, and skills needed to deliver quality services to individuals with mental health & wellbeing concerns.
- Attributes of an individual rather than a system, and they necessitate proficiencies that are acquired and developed through study, training, and clinical experience.
- Acknowledges the level and type of knowledge and skills needed by each clinician may vary according to their particular role of each clinician

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**What are Core Competencies?**

- Competencies differ from practice guidelines and standards of care. Practice guidelines and standards of care specify intervention processes, setting requirements, and standardised procedures for treating mental disorders.
- Practice guidelines and standards of care will continue to inform the knowledge and skills that clinicians require.

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### Recommended Core Competencies

- Core Competencies seek to promote best practice approaches to management of BPD and Emotion Deregulation of clients of Services represented here today.
- Developed from development, research and group discussion yesterday
- Ten recommendations for the implementation of core competencies and strategies identified

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### Recommendation 1

- **Adopt a framework for implementation and ongoing review of the core competencies**
- Using a Participatory Action Research (PAR) informed approach, the recommended framework for the implementation and review of core competencies is outlined in figure 1
- The framework is a circular process that includes continual planning, implementation, observation and reflection.

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### Recommendation 2

- **Adopt core competencies that all clinicians should possess, regardless of their discipline, to meet the collective needs of consumers**
- Core competencies have been identified as attitudes, values, knowledge, and skills needed to deliver quality services to individuals with mental health concerns and include:
  - Professional, Ethical & Legal Practice
  - Foundations of Clinical Practice
  - Collaborative Practice

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### Recommendation 3

- **Develop an education plan to assist clinicians achieve and maintain core competencies**
- Using the framework of Core Competencies, identify specific training courses to meet the developmental needs of staff to meet the recommended competencies. Where training is not identifiable, develop training materials specific for staff to enhance attainment of core competencies.

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### Recommendation 4

- **Provide three training days annually**
- In support of staff obtaining and maintaining Core Competencies, it is recommended that three training days be provided on an annual basis.
- Two identified training days to meet specific training needs of as a group (includes mandatory training requirements) and an additional training day in the form of an annual forum in partnership with the service providers here in attendance today each year.

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### Recommendation 5

- **Acceptance of a program wide approach to acknowledges an evidence informed and recovery based approach to support consumer's identified needs**
- Develop a culture of evidence informed, recovery based and trauma informed approaches to support the management of mental health disorders.
- Discussion identified staff desire to increase knowledge of these approaches through further professional development

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### Recommendation 6

- **Further explore and discuss the CAMS approach for suicide risk assessment**
- The CAMS approach which has emerging evidence. The Collaborative Assessment and Management of Suicidality (CAMS) is an evidence-based therapeutic framework that uses a multi-purpose clinical assessment, treatment planning, tracking and outcome tool called the Suicide Status Form (SSF).

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### Recommendation 6 cont...

- Research from University of Washington lead by Marsha Linehan (developer of DBT) supports the use of the CAMS approach to management of suicide risk in consumers with BPD.  
<http://www.thefreelibrary.com/Working+with+suicidal+clients+using+the+Collaborative+Assessment+and...a0170113123>

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### Recommendation 7

- **Adopt a Dialectical Behaviour Therapy (DBT) informed approach to the management of Borderline Personality Disorder (BPD)**
- Evidence supports DBT is an effective treatment modality for reducing symptoms and enhancing functional outcomes among patients with BPD
- DBT is seen as a useful framework for clinicians working with patients with BPD symptomatology and those who have difficulties regulating their emotions.

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### Recommendation 8

- **Commence discussion with key stakeholders to enhance access to DBT program for consumers who have been identified as having a diagnosis of Borderline Personality Disorder (BPD)**
- A number of consumers who have a diagnosis of BPD and are likely to benefit from participation in a DBT program
- Access to treatment for BPD was acknowledged as a major challenge for staff from the services in attendance today

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### Recommendation 9

- **Exploration of the need for an enhanced Educator, Practice Development, and Supervisory role/consultancy to the region's service providers**
- Consistent approach is need to support the development of staff to meet core competencies and practice development needs
- Extended practice outcomes can be achieved through further support
- Management of BPD and ER more common and at times time intensive

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### Recommendation 10

- **Make available, through an intranet or webpage, a range of resources for staff that assist in obtaining and maintain the competencies highlighted within this discussion**

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Core competencies have been identified as attitudes, values, knowledge, and skills needed to deliver quality services to individuals with mental health & wellbeing concerns and include:

- Professional, Ethical & Legal Practice
- Foundations of Practice
- Collaborative Practice

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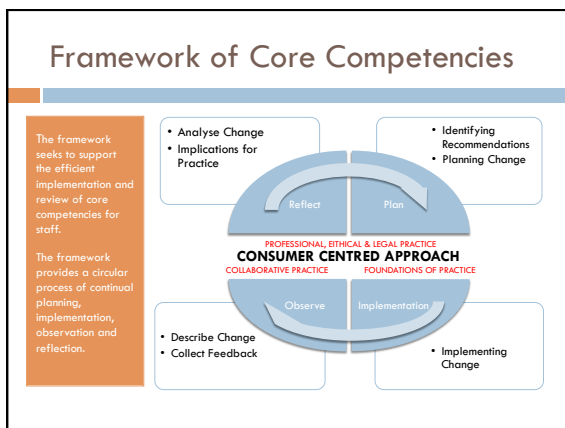
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**PERSONAL ATTRIBUTES**

- To be successful in the management of Emotion Regulation difficulties and individuals with Borderline Personality Disorder a range of personal attributes have been identified to enhance an individuals capacity to meet the needs of consumers and attainment of a range of core competencies for the region's service providers.

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**PROFESSIONAL, ETHICAL & LEGAL PRACTICE**

- Staff are responsible for providing safe, competent and ethical care while developing and maintaining a therapeutic relationship with consumers.
- Staff maintain autonomy, are accountable to consumers, their employer and their profession.

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**PROFESSIONAL, ETHICAL & LEGAL PRACTICE**

**PROFESSIONAL PRACTICE**

- Decision Making
- Development of therapeutic relationship
- Leadership in Practice
- Demonstrate Professional conduct
- Culturally diverse practices
- Supervision
- Self-regulation
- Work/life balance

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**PROFESSIONAL, ETHICAL & LEGAL PRACTICE**

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**ETHICAL PRACTICE**

- Ethical practices within therapeutic relationship
- Promotion of consumer rights & responsibilities

**LEGAL PRACTICE**

- Legal requirements of practice
- Disclosure of appropriate information within the framework of confidentiality and consent
- Adherence to legal requirements of documentation
- Responding to requests of the legal system
- Mandatory reporting

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**FOUNDATIONS OF PRACTICE**

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- Staff are integral in the assessment, planning, implementation, evaluation, recommendation and documentation of quality mental health care.
- Staff promote, support and advocate for consumers to achieve optimum health outcomes.
- Staff use critical thinking to guide formulation of decisions, based on evidence-informed practice.
  - Assessment
  - Planning
  - Recommendation of treatment approaches
  - Collaboration

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**FOUNDATIONS OF PRACTICE - ASSESSMENT**

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Complete comprehensive assessment needs of consumers through the lifespan

- Initial Assessment
- Risk Assessment
- Formulation of Consumer's Needs
- Interim Treatment & Service Support Planning
- Least restrictive and most appropriate service responses/providers

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**FOUNDATIONS OF PRACTICE - ASSESSMENT**

- Promote and facilitate access to specialist mental health assessments
  - Risk Profile Assessment
  - Contribute to Diagnostic Assessment
  - Drug & Alcohol Assessment
  - Crisis Assessment
  - Basic Developmental Assessment
  - Pharmacotherapy Assessment
  - Family Violence Assessment
  - Dual Diagnosis Assessment
  - Child Safety Assessment

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**FOUNDATIONS OF PRACTICE - PLANNING**

- Formulate decisions that are consistent with consumer's needs and priorities
- Embrace general therapeutic approaches:
  - patient-centred care
  - inclusive approaches with carers and families
  - therapeutic alliance
  - disengagement and service transitions
  - outcome measures
  - stress vulnerability model
  - structured problem solving

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**FOUNDATIONS OF PRACTICE - PLANNING**

- Consideration of overall health needs of consumers
- Promote client-centred practices to other service providers
- Effective time management
- Interim Treatment Planning
- Least restrictive service response

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**FOUNDATIONS OF PRACTICE - TREATMENT**

- Staff identify and seek evidence informed practices for consumers (\* as an adjunct to medication)
  - **CBT** Cognitive behaviour therapy (Depression, Bipolar\*, Anxiety, Panic, Phobias, OCD, Psychosis, PTSD, Bulimia Nervosa, Binge Eating, ADHD, Substance Use Disorders, Sleep Disorders, Somatisation)
  - **MI** Motivational interviewing (Substance Use Disorders)
  - **IPT** Interpersonal psychotherapy (Depression, Bipolar\*)

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**FOUNDATIONS OF PRACTICE - TREATMENT**

- Staff identify and seek evidence informed practices for consumers (\* as an adjunct to medication)
  - **MBCT** Mindfulness-based cognitive therapy (Depression, Bipolar\*)
  - **ACT** Acceptance and commitment therapy (Depression, Pain, Substance Misuse Disorders)
  - **SFBT** Solution-focused brief therapy (Depression, Substance Use Disorders)
  - **DBT** Dialectical behaviour therapy (Borderline Personality Disorder, Substance Use Disorders, Bulimia Nervosa, Binge Eating)

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**FOUNDATIONS OF PRACTICE - TREATMENT**

- Staff identify and seek evidence informed practices for consumers (\* as an adjunct to medication)
  - **EFT** Emotion-focused therapy (Depression)
  - **SH** Self-Help (Depression, Panic, Phobias, OCD, Bulimia Nervosa, Binge Eating, Sleep Disorders, Substance Use Disorders)
  - **PD** Psychodynamic (Depression, Anorexia Nervosa, Somatisation)
  - **PE** Psycho-education (Depression, Bipolar\*, Panic, Psychosis)

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### FOUNDATIONS OF PRACTICE - TREATMENT

- Staff identify and seek evidence informed practices for consumers (\* as an adjunct to medication)
  - **EFT** Emotion Focused Therapy (Depression)
  - **FBT** Family Based Therapy (Childhood Disorders, Bipolar\*, Somatisation, Anorexia Nervosa, Psychosis)
  - Psycho-education
  - Pharmacotherapy

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### COLLABORATIVE PRACTICE

- Working collaboratively with other health-care teams, develop and maintain a therapeutic relationship with consumers and demonstrate leadership while fostering continued growth of self and others to meet the challenges of a developing health-care system.
  - communicate, develop and maintain collaborative relationships with consumers, carers, families, service providers, mental health services, GPs emergency services, PDRS organisations and others
  - demonstrate leadership within respective organisations in the coordination of the management of consumer's needs

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