

10.00am, 17 March 2011, Best Western Braeside, Rotorua




Present: Don Paratene (NPWR Rep), River Paton (MRADD rep), Cindy Mokomoko (Te Rau Matatini - Te Rau Tipu rep), Tania Wilson (Werry Centre), Joleen Turnbull (Tairawhiti TLAG), Hine Moeke (MRGAFW rep), Linda Gibson (MRADD rep), Richard Woodcock (Te Pou rep), Lesley Watkins (MR Portfolio Mgr rep), Belinda Walker (MRN) & Ruth Choudharey (MRN)

Apologies: Kelly Ware & Natasha Cully (HTNK reps>Youth), Karen Covell (WLAG), Eseta Nonu-Reid & Akatu Marsters (MRN), Nicola Ehau (Te Rau Matatini), and Uncle Arama (NPWR)

No.	Topic	Discussion Points	Planned Action	By
1.0	Whakatau / Welcome	<ul style="list-style-type: none"> Don opened with a karakia Ruth welcomed everyone in attendance 		
1.1	Approval Previous Minutes	<ul style="list-style-type: none"> Minutes moved as a true and accurate record by Maureen and seconded by Joleen 		
1.2	Matters Arising	<p>Tairawhiti Representation</p> <ul style="list-style-type: none"> MRWAG welcomed Joleen Turnbull in her new role with Te Kupenga Trust, Gisborne. Nominated through Tairawhiti TLAG as a representative. <p>Family/Whanau Representation</p> <ul style="list-style-type: none"> Previous meeting identified 4 representatives from Family/Whanau. MRWAG were advised Sally Duncan and Francie Porter will continue to remain active on workforce issues through their roles on the MRGAFW. Current representatives on MRWAG – Maureen Mildon and Hine Moeke-Murray. 		
2.0	AGENDA ITEMS			
2.1	Workforce Coordinator Update	<p>CEP Case Formulation training</p> <ul style="list-style-type: none"> Evaluation feedback presented to group by Midland representatives that attended Fraser Todd workshop in October 2010. Participants that attended were also to support roll out of CEP: Case Formulation workshops in their area. <p>CEP: Case Formulation workshop (regional rollout)</p> <p>Two workshops per DHB area have been negotiated with Matua Raki. Targeted workshop mix - MH & AOD practitioners from NGO and DHB services. Learning</p>		

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		<p>each DHB area.</p> <ul style="list-style-type: none"> ▪ The third day of training is for the first round of participants and consistent with the Hub and Spoke method, and building supervision/mentoring capacity within the CAMHs ED workforce. <p>Midland Maudsley Family Training, Midland 24-25th March.</p> <ul style="list-style-type: none"> ▪ Training for clinicians in CAMHS services ▪ Places allocated based on a population based formula – total of 25 participants. 6 – BOP, 4 – Lakes, 2 – Tairāwhiti, 3 - Taranaki & 10- Waikato <p>Gillian Todd Workshop – Christchurch, December 2010 (Hosted by South Island Eating Disorder Service).</p> <ul style="list-style-type: none"> ▪ Summarised scholarship feedback presented. ▪ Two recipients of the seven expressed some dissatisfaction with the training, based on the ‘lack of structure’. Positive feedback was received from the remainder of participants. ▪ Eight Scholarships offered for clinicians that missed out on the Josie Geller training. 3 – Waikato, 2 – BOP & 1 to Lakes <p>Reported Activities – Te Pou monitoring report for October- November and 90 day plan. Presented aligned with national reporting activities.</p> <p>Lets get real</p> <p>Lets get real NGO Implementation Evaluation</p> <ul style="list-style-type: none"> ▪ One off funding received to complete evaluation report. ▪ Focus groups with leaders and managers in Taranaki, Waikato, BOP and Lakes have occurred. Report near completion. <p>Findings</p> <p>Most commonly referenced enabler use</p> <ul style="list-style-type: none"> ▪ HR and Team Planning Tool <p>Participants have reported wanting more workshops/training</p> <ul style="list-style-type: none"> ▪ enabler use ▪ values and attitudes ▪ whānau ora ▪ working collaboratively with other organizations <p>Real Skills plus Seitapu</p> <ul style="list-style-type: none"> ▪ Workshops have occurred in BOP DHB area and Waikato as part of the initial rollout with Le Va. Planning for rollout in other areas. <p>Takarangi Competency Framework</p> <ul style="list-style-type: none"> ▪ Planning and implementation for phase II to start in the near future. <p>7 Helpful Habits and CAPA</p> <ul style="list-style-type: none"> ▪ Mainly been focused on DHB provider arm services 	<ul style="list-style-type: none"> ▪ NGOs are interested in ED training, to send through expressions of interest. 	

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		<ul style="list-style-type: none"> ▪ Dates for Taranaki NGO presentation (as part of the Taranaki Mental Health and Addictions Workforce Development plan and CAMHs Maternal Continuum of Care plan) - April/May 2011 		
2.2	Midland Workforce Strategic Plan	<p>Number 15 page 11</p> <ul style="list-style-type: none"> ▪ Why was there no progress on this point and where does this sit within the current plan and activities? ▪ Concerns regarding lack of leadership training opportunities and addressing the 'blame' culture that exists <p>Number 4.11 page 12</p> <ul style="list-style-type: none"> ▪ Feedback regarding the Risk Assessment training. Members would be interested in the evaluation of the rollout of the Risk Assessment training that occurred during that period. ▪ Importance of training to keep risk assessment and management planning within training activities <p>The intent of the introduction identifying SIP</p> <ul style="list-style-type: none"> ▪ Discussion as to the uptake and support of those that undertook training and variance amongst DHB areas to support training. ▪ Agreement to keep statement within the introduction as it highlights initiatives undertaken by the previous workforce coordinator at a time where it was reported as a need. <p>Members wanted to ensure consistent measures of meeting need:</p> <ul style="list-style-type: none"> ▪ Pre/Post evaluation and where are participants ▪ If training was successful, why are we not continuing and Midland regional funding available to ensure consistency. For one service they reported needing to pay for two staff members to attend training, while one DHB area had been supporting staff SIP training for their area for two years. This encompassed non mental health and addictions staff. 	<ul style="list-style-type: none"> ▪ Ruth to follow up on evaluation of historical risk assessment training that has occurred ▪ Ruth to follow up to see if data available on graduates. ▪ Consensus obtained to leave in discussion points raised, however, further MRWAG meetings may require exploration of issues raised 	
2.3	Terms of Reference – Clarification	<ul style="list-style-type: none"> ▪ All four meetings to occur in Rotorua. ▪ Remove Bimonthly teleconference. <p>Membership list: Discussion items.</p> <ul style="list-style-type: none"> ▪ Kaumatua not on the Membership list, though Uncle Arama has been referred to in that capacity for the group. Uncle Arama is representative from Nga Purei. Group wanted Kaumatua added to the membership list. ▪ CAMHs – Cindy is a representative for Maori CAFMHT only not as regional CAMHs rep. Discussion as to nomination of a CAMHs representative to the 	<ul style="list-style-type: none"> ▪ 	

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		<p>group. R advised we have a clear process for nomination to the group. The person would need to have the mandate to represent the CAMHS group on a regional basis.</p> <ul style="list-style-type: none"> ▪ Clinical Leadership representative – where and who. <p>Following amendments to TOR (Kaumatua and clarification sought on CAMHS and Clinical leadership representative), the MRWAG have agreed to ratify the Midland Regional Workforce Strategic Plan 2011-2015 and TOR. Moved by Don and seconded by Hine.</p>		
2.4	Te Rau Matatini Workforce Plan	<p>Te Tatou Mahere Korowai</p> <ul style="list-style-type: none"> ▪ Refer to embedded document  <p>Adobe Acrobat Document</p> <p>Taiawhiotanga</p> <ul style="list-style-type: none"> ▪ Refer to embedded document  <p>S:\LDHB Planning & Funding\Midland Regi</p>		
2.5	Midland Co-existing Strategic Plan 2010-2015	<ul style="list-style-type: none"> ▪ Refer to embedded document  <p>S:\LDHB Planning & Funding\Midland Regi</p>	<ul style="list-style-type: none"> ▪ Due to time shortages, individuals were encouraged to feedback if other questions arose 	
2.6	Te Pou Presentation	<ul style="list-style-type: none"> ▪ This to occur at the next meeting – all agreed by all ▪ This may provide more clarity for members in light of the current uncertainty in the sector and being able to report on workplan activities 		
2.7	Items for next meeting	<ul style="list-style-type: none"> ▪ Werry Centre to present Midland stocktake (agreement by all members) ▪ Te Pou to present Workplan activities ▪ Matua Raki and Te Rau Matatini update (in light of changes) 		
3.0	Meeting Close	<ul style="list-style-type: none"> ▪ 2.30pm meeting closed ▪ Karakia by Don 		
3.1	Next Meeting	<ul style="list-style-type: none"> ▪ 25 May 2011, Best Western Braeside, Rotorua 		