

Coexisting Problems Competencies for Mental Health and Addictions Staff

	Essential (Understanding) (All staff)	Capable (Application) (Snr Support Workers Reg HP and DAPHANZ Level 2-3)	Enhanced (Demonstration) (Reg HP and DAPAANZ Level 3)
COMPETENCIES	Essential	Capable	Specialist
Screening for substance use disorders & mental health disorders i.e. mood disorders, psychosis, PTSD, anxiety, bipolar disorder, schizophrenia	<ul style="list-style-type: none"> Understanding and administration of common screening tools Needs to be more specific and prescriptive re use of a standardised tool across sector 	<ul style="list-style-type: none"> Administration & interpretation of common screening tools and ability to take the next steps 	<ul style="list-style-type: none"> Demonstrates a variety of advanced screening skills Provides mentoring, training and supervision to other staff
Mental health & substance use disorder comprehensive assessment.	<ul style="list-style-type: none"> Understanding of DSM-IV for mental health & substance use disorders(including substance-induced states) Initial brief assessment of recent & lifetime mental health symptoms/problems Initial brief assessment of recent & lifetime drug use (patterns of use and previous treatment) 	<ul style="list-style-type: none"> Comprehensive assessment of mental health & drug use history in the context of psychological functioning, symptomatology & withdrawal history 	<ul style="list-style-type: none"> Knowledge and application of DSM-IV criteria for mental health & substance use disorders (including substance-induced states) Provides mentoring, training and supervision to other staff
Substance testing/collection	<ul style="list-style-type: none"> Knowledge of common alcohol/drug testing procedures 	<ul style="list-style-type: none"> Coordinating laboratory testing and being able to interpreted results as appropriate. 	<ul style="list-style-type: none"> Knowledge & interpretation of common alcohol/drug testing procedures and laboratory investigations
Mental state examination	<ul style="list-style-type: none"> Understanding of mental status examination 	<ul style="list-style-type: none"> Understanding and application of mental status examination for non-complex clients 	<ul style="list-style-type: none"> Demonstration of mental status examination for complex clients Provides mentoring, training and

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			supervision to other staff
Assessment of relationship between substance use disorders and other mental health disorders	<ul style="list-style-type: none"> Understanding of interactions between substance use and mental health symptoms/ disorders 	<ul style="list-style-type: none"> Knowledge and synthesis of interaction between substance use and mental health symptoms/disorders Demonstrates ability to formulate (i.e. apply grid) non-complex clients 	<ul style="list-style-type: none"> Demonstrates knowledge and synthesis in reports for complex whaiora Demonstrates ability to formulate complex whaiora Provides mentoring, training and supervision to other staff
Brief Interventions	<ul style="list-style-type: none"> Knowledge and training of brief interventions Able to apply simple brief intervention strategies 	<ul style="list-style-type: none"> Application of brief interventions 	<ul style="list-style-type: none"> Demonstrates skills in utilising brief interventions e.g. motivational Interviewing, CBT. Provides mentoring, training and supervision to other staff
Evaluation of stages of change models in relation to substance use, and its application to treatment planning	<ul style="list-style-type: none"> Appraisal of whaiora stage of change and goals in relation to substance use Matching intervention to whaiora stage of change Able to identify areas required for change in supervision 	<ul style="list-style-type: none"> Demonstrate skills in utilising stage of change theory in non-complex whaiora Application of matching interventions to whaiora stage of change 	<ul style="list-style-type: none"> Demonstrates skills utilising stage of change theory in complex whaiora Provides mentoring, training and supervision to other staff
Management of whaiora intoxicated states	<ul style="list-style-type: none"> Understanding of symptomatology of substance intoxication across common substances of 	<ul style="list-style-type: none"> Assessment and management of substance intoxication for common substances 	<ul style="list-style-type: none"> Demonstrates knowledge across a wide array of substances of misuse/dependence

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	misuse/dependence	<ul style="list-style-type: none"> Knowledge of the symptomatology of a wider array of substances 	<ul style="list-style-type: none"> Provides mentoring, training and supervision to other staff
Management of whaiora acute and protracted withdrawal states	<ul style="list-style-type: none"> Understanding of symptoms and assessment of acute substance withdrawal and outpatient intoxication and detoxification Understanding of who and when to contact for acute intervention 	<ul style="list-style-type: none"> Assessment and management of acute substance intoxication and withdrawal and outpatient detoxification Demonstrate use of detoxification protocols Works in consultation with specialist Detox Service 	<ul style="list-style-type: none"> Provides advice and assessment and management of complex inpatient and outpatient detoxification specific to scope of practice and in consultation with the specialist Detox Service Provides mentoring, training and supervision to other staff
Harm reduction strategies	<ul style="list-style-type: none"> Understanding of common harm reduction interventions for individuals and family whanau Theoretical base of harm reduction strategies 	<ul style="list-style-type: none"> Application of harm reduction interventions for individuals and family whanau 	<ul style="list-style-type: none"> A comprehensive knowledge and ability to apply a range of harm reduction strategies as they relate to the individual whaiora Applied knowledge of relevant public health approaches e.g. HIV, Hep C Implementation of harm reduction service delivery pathways Provides mentoring, training and supervision to other staff
Opioid substitution treatments	<ul style="list-style-type: none"> Understanding of paradigm of opioid substitution treatment Understanding of who and where to 	<ul style="list-style-type: none"> Assessment of opioid dependence patients for suitability for opioid substitution. 	<p>NB - This area relates more to the specialist Opioid or Methadone staff:</p> <ul style="list-style-type: none"> Demonstrates awareness of initiation

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	access treatment for opioid substitution	<ul style="list-style-type: none"> Knowledge of local legislative requirements 	and maintenance of opioid substitution pharmacotherapies <ul style="list-style-type: none"> Demonstrates awareness of the assessment and management of prescription opioid abuse Provides mentoring, training and supervision to other staff
Relapse prevention treatments. Pharmacological interventions to prevent relapse	<ul style="list-style-type: none"> Awareness of common relapse prevention interventions in coexisting disorders Awareness of pharmacotherapeutic interventions for addiction treatment & mental health problems 	<ul style="list-style-type: none"> Application of available relapse prevention interventions with regards to early warning signs and triggers Application of advocacy and support around pharmacotherapeutic interventions 	<ul style="list-style-type: none"> Management of relapse prevention interventions for complex clients Demonstrate ability to refer for, advocate for, and monitor supportive pharmacotherapies Provides mentoring, training and supervision to other staff
Psychological treatments including, but not limited to motivational interviewing, CBT, DBT, group, systemic therapies, family therapies and talking therapies	<ul style="list-style-type: none"> Awareness of individual and systemic therapies used in addiction & mental health treatment 	<ul style="list-style-type: none"> Application of systemic & individual therapies used in mental health & addiction treatment Demonstration of individual & systemic therapies for non-complex whaiora 	<ul style="list-style-type: none"> Demonstration of individual and systemic therapies for complex whaiora Provides mentoring, training and supervision to other staff
Pharmacological treatments	<ul style="list-style-type: none"> Awareness of pharmacological treatments used in the treatment of whaiora with mental health disorders 	<ul style="list-style-type: none"> Awareness of the interactions of pharmacological treatments and substance use disorders relevant to individual scope of practice 	<ul style="list-style-type: none"> Demonstrates the ability to give simple advice to the whaiora of the interactions of pharmacological interventions and knows when to refer to the relevant medical

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			<p>practitioner</p> <ul style="list-style-type: none"> Provides mentoring, training and supervision to other staff
Physical and alternative treatments that might interact on the overall health	<ul style="list-style-type: none"> Awareness of the physical and alternative interventions used in the treatment of whaiora with mental health disorders 	<ul style="list-style-type: none"> Applies knowledge & understanding of the physical and alternative treatment options 	<ul style="list-style-type: none"> Demonstrates knowledge and awareness for when whaiora would fit the criteria for physical and alternative treatment interventions and can direct referrals onto the appropriate agencies Provides mentoring, training and supervision to other staff
Mutual-help approaches e.g AA, Peer Support, Counselling Groups, ALAC	<ul style="list-style-type: none"> Knowledge and understanding of mutual-help sector and local recovery programs 	<ul style="list-style-type: none"> Introduce whaiora to mutual-help principles and options Support to implement and reinforce the principles of mutual-help and recovery programs 	<ul style="list-style-type: none"> Linking whaiora and family whanau with local mutual-help and recovery programs Support to implement and reinforce the principles of mutual-help and recovery programs Provides mentoring, training and supervision to other staff
Management of coexisting problems	<ul style="list-style-type: none"> Understanding of integrated, parallel and sequential models of treatment Understanding of why integrated treatment is best practice Understanding of multidisciplinary 	<ul style="list-style-type: none"> Application of appropriate management of non-complex whaiora with coexisting problems including working within the multidisciplinary team and 	<ul style="list-style-type: none"> Demonstration of appropriate management of complex whaiora with co-existing problems including working within the multidisciplinary team and interagency collaboration

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	work	interagency collaboration	<ul style="list-style-type: none"> • Knowledge of the interactions of coexisting disorders on addiction & mental health • Awareness of interactions between drugs of abuse and psychotropic medications • Provides mentoring, training and supervision to other staff
Risk management	<ul style="list-style-type: none"> • Understanding and application of risk indicators, assessment and management principles 	<ul style="list-style-type: none"> • Application of risk assessment and management principles in non-acute settings 	<ul style="list-style-type: none"> • Demonstration of risk assessment and management principles in non-acute/acute settings • Demonstration of risk/benefit analysis to manage complex situations • Provides mentoring, training and supervision to other staff
Pregnancy	<ul style="list-style-type: none"> • Basic understanding of interaction between substances of misuse, mental health problems & pregnancy • Awareness of FASD and promotes no drinking during pregnancy 	<ul style="list-style-type: none"> • Application of principles of assessment and management of substance use disorders & mental health problems during pregnancy & puerperium • Application of use of the high risk pregnancy team and resources available • Applied knowledge of available 	<ul style="list-style-type: none"> • Active coordination and facilitation to provide treatment (including detoxification) for whaiora with substance use disorders & mental health problems in pregnancy & puerperium

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		resources	
Substance use & mental health disorders across the lifespan	<ul style="list-style-type: none"> Understanding of varying presentations of substance use and mental health disorders in young people and older people 	<ul style="list-style-type: none"> Application of principles of assessment and management of substance use and mental health disorders in young people and in old age Applied knowledge of available resources 	<ul style="list-style-type: none"> Active coordination and facilitation to provide treatment for substance use and mental health disorders in young people and in older people Provides mentoring, training and supervision to other staff
Co-morbid physical wellbeing	<ul style="list-style-type: none"> Understanding of basic physical complications secondary to mental health and substance use disorders Understanding of mental health & substance use disorders developing secondary to a compromised physical wellbeing Understanding of blood-borne viruses and applications of universal precautions 	<ul style="list-style-type: none"> Application of principles of assessment and management of mental health & substance use disorders in the physically compromised Applied knowledge of available resources 	<ul style="list-style-type: none"> Demonstrates the principles of assessment and management of mental health & substance use disorders in the physically compromised Application and coordination of advanced therapies for blood born viruses Provides mentoring, training and supervision to other staff
Tobacco dependence (as per contractual agreements)	<ul style="list-style-type: none"> Screening, assessment and give brief advice on tobacco dependence in all service settings 	<ul style="list-style-type: none"> Management of tobacco dependence including pharmacotherapeutic and psychosocial interventions 	<ul style="list-style-type: none"> Demonstration of how to implement tobacco policies within mental health and addiction settings Comprehension of public health approaches to smoking
Pathological gambling (as per	<ul style="list-style-type: none"> Screening and identification of 	<ul style="list-style-type: none"> Application of appropriate treatment 	<ul style="list-style-type: none"> Linkages with local gambling

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<i>contractual agreements</i>)	problem and pathological gambling	interventions, services and referral pathways	services <ul style="list-style-type: none"> Application of pharmacotherapeutic and psychosocial approaches for gambling disorder
<i>Legislative requirements</i>	<ul style="list-style-type: none"> Understanding of Mental Health Act implications for involuntary treatment of people with substance use disorders Understanding of the Alcohol and Drug Act Understanding of local mandatory requirements that may affect people with substance use and mental health disorders e.g. NZTA Act 	<ul style="list-style-type: none"> Application of how to initiate Mental Health and Alcohol and Drug Act Demonstrates support of family/whanau through the process of the Mental Health and Alcohol and Drug Act 	<ul style="list-style-type: none"> Demonstrates support and advocacy around the implementation and impact of the Mental Health and Alcohol and Drug Act for clients, family/whanau Able to apply the Mental Health and Alcohol and Drug Act Provides mentoring, training and supervision to other staff
<i>Quality assurance and improvement initiatives</i>	<ul style="list-style-type: none"> Understanding of the difference between quality assurance and quality improvement 	<ul style="list-style-type: none"> Application of basic principles of the audit and quality improvement cycle 	<ul style="list-style-type: none"> Complete quality improvement projects Leads quality initiatives Provides mentoring, training and supervision to other staff
<i>Public Health, mental health & substance use</i>	<ul style="list-style-type: none"> Understanding of public health components of mental health & substance use disorders such as risk of infection with blood-borne viruses 	<ul style="list-style-type: none"> Application of public health strategies relevant to mental health & substance use disorders Identification of public health issues of relevance in multiple settings 	<ul style="list-style-type: none"> Actively participates in raising public awareness of these issues relevant to mental health and addictions
<i>Cultural Competencies</i>	<ul style="list-style-type: none"> Takarangi Competencies Level 1 – 3 Non-Maori and Level 4 – 7 Maori 	<ul style="list-style-type: none"> Takarangi Competencies Level 1 – 3 Non-Maori and Level 4 – 7 Maori 	<ul style="list-style-type: none"> Takarangi Competencies Level 1 – 3 Non-Maori and Level 4 – 7 Maori

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			<ul style="list-style-type: none"> Provides mentoring, training and supervision to other staff

Key Agreements:

- The levels of competency have been defined against academic and professional criteria and can be utilised to:
 - Enhance non-clinical staff capability
 - Identify expectations for all staff to achieve Essential or Capable competencies
 - Identify specialist roles and responsibilities
- It is viewed by the region that the Coexisting Problems Competencies are an enhancement to existing professional body competencies and will allow individual clinicians to develop a specialist portfolio in Coexisting Problems once the professional body competencies have been met
- The mechanism for measuring attainment against the levels of competency will be the annual Performance Appraisal process which is managed at a local level.
- Workforce development opportunities will be aligned to Matua Raki (adults) and Werry Centre (child and youth)
- Enhanced Practitioner is a Registered Health Professional with a post graduate qualification in Addiction for mental health workers or a Level 3 DAPAANZ clinician with mental health endorsements.