Te Whare o Tiki

Co-existing problems
knowledge and skills framework

This framework has been adapted by Dr Fraser Todd and the joint mental health and addiction workforce development centres based on the work of Dr Tom Flewett and the Co-existing Disorders Team of Capital and Coast DHB, Community Alcohol and Drug Service.

Te Whare o Tiki (The Healing House of Tiki)

The name Te Whare o Tiki (The Healing House of Tiki) was given by Te Rau Matatini to the Co-existing problems joint workforce team for the Co-existing problems knowledge and skills framework.

The actual concept of the name originated from a line in a karakia often recited by Kaumatua Panataua Rangitaawa (Uncle Ben) a well-known Tainui kaumatua from Maniapoto who passed away in 2009. Uncle Ben would quote the whakapapa to Tiki and then recite the quote "E Tiki, hōmai te waiora ki a ahau" which Te Rau Matatini has translated to mean 'E Tiki grant me access to your house of healing powers'. The whakaaro around Te Whare o Tiki complements the themes of expressing transition, strength and hope portrayed in Te Ariari o te Oranga.

Te Whare o Tiki

Te Whare o Tiki, the Co-existing problems (CEP) knowledge and skills framework, describes the knowledge and skills required by the mental health and addiction workforce to be able to effectively respond to the needs of people, and their families and whānau, with co-existing problems. The framework has been developed to align with the seven key principles of Te Ariari o te Oranga (Cultural Considerations, Well-being, Engagement, Motivation, Assessment, Management and Integrated Care) and is underpinned by the values and attitudes outlined in *Let's get real*. Each key principle encompasses a set of knowledge and skills with performance indicators at three levels of practice: Foundation, Capable and Enhanced.

Te Whare o Tiki complements and adds to existing frameworks including:

- Te Ariari o te Oranga: The Assessment and Management of People with Co-existing Mental Health and Substance Use Problems (Todd 2010) – a clinical framework to assist health practitioners/clinicians working with co-existing problems

- *Let's get real* – a framework describing the knowledge, skills and attitudes required to deliver effective mental health and addiction services

- Real Skills Plus CAMHS – a framework describing the knowledge, skills and attitudes needed to work with infants, children and young people

- Real Skills Plus Seitapu – a framework describing the essential and desirable knowledge, skills and attitudes to engage with Pasifika peoples

- The professional competencies that mental health and addiction professionals are required to demonstrate for registration in nursing, social work, psychiatry, occupational therapy and psychology

- Addiction Intervention Competency Framework – the values, attitudes, knowledge and skills to assist people with addiction problems and register as an addiction professional

- Takarangi Competency Framework – a cultural competency framework for engaging with Māori

The levels of practice can be broadly defined as:

- **Foundation** – the essential knowledge and skills for everyone working in mental health and addiction services to be able to engage and respond effectively to people with CEP

- **Capable** – the knowledge and skills required of people working in mental health and addiction services to support people with less complex CEP needs. People with less complex needs can include those that:
  - are motivated to get support and attend treatment
  - have one of the co-existing problems relatively stable, well managed through existing treatment or less severe
  - do not need extra medication or treatment
  - do not need hospital-based treatment
  - have problems that have straight forward interactions to formulate
  - have good community and/or whānau supports.

- **Enhanced** – the knowledge and skills required of people working in mental health and addiction services to work effectively with people with more complex CEP needs. People with complex needs can include those that:

    - struggle to comply with treatment, including not taking medication as prescribed

    - are currently affected by both mental health and substance use disorders

    - have no apparent community or whānau support

    - have current legal issues such as imprisonment

    - have physical health problems, including chronic pain or a history of brain injuries

    - have an intellectual disability

    - have multiple social stresses such as homeless, relationship problems or children in care.

These levels have been structured to recognise the requirements of different workplaces and roles within the mental health and addiction sector from Support Worker to Specialist CEP Practitioner/Clinician. The levels are stepped and depending on the needs of the workplace and/or their role a worker can move from Foundation to Capable, and Enhanced, using the performance indicators to identify areas to be addressed through training and supervision.
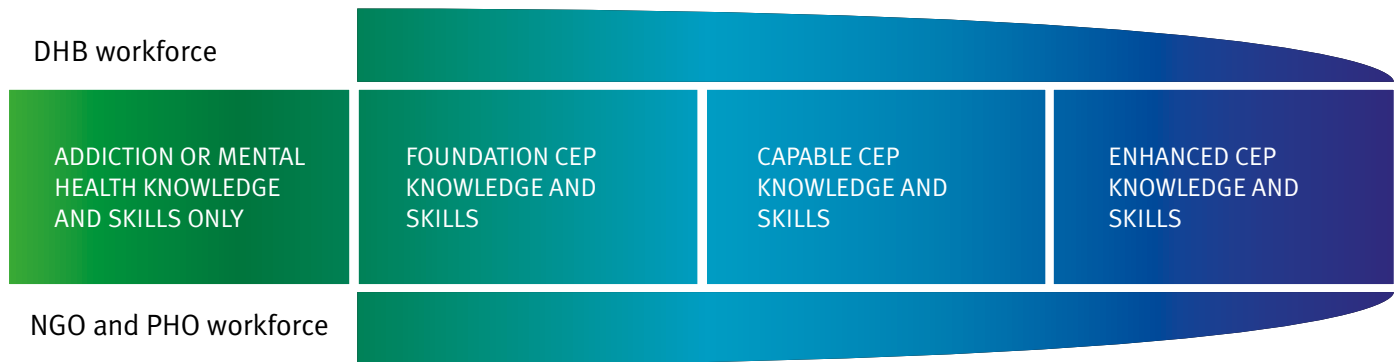
Each level has a clear set of performance indicators for each area of knowledge and skills that outline what a worker needs to know or demonstrate to show that they have achieved that level of capability. Workers are able to self-rate their level of relevant knowledge and/or ability to demonstrate that particular area of knowledge and skill.

Using the framework many workers will discover that they have a mixture of Foundation, Capable and Enhanced levels of knowledge and skills. Depending on the needs of their workplace and their specific roles they may need to work towards developing more consistent levels of Foundation, Capable or Enhanced levels of knowledge and skills.

There is no expectation that all mental health and addiction workers will move along the continuum to become experts in delivering mental health and addiction care, rather there is the expectation that everyone will become able to identify and respond to CEP at a Foundation level through: screening, brief assessment, and treatment planning, collaboration and shared integrated care with other services.

Depending on their service delivery requirements workplaces can identify what proportion of their workforce will need to have or develop each level of CEP knowledge and skills. To better meet the needs of tangata whaiora many services may expect all workers to have both Foundation and Capable levels of CEP knowledge and skills in some of the seven key principle areas. It is suggested that all services will need to have or have access to workers that have Enhanced CEP knowledge and skills to support their colleagues as mentors and in an advisory capacity.

Continuum for developing service responsiveness to people with CEP

DHB workforce

| ADDICTION OR MENTAL HEALTH KNOWLEDGE AND SKILLS ONLY | FOUNDATION CEP KNOWLEDGE AND SKILLS | CAPABLE CEP KNOWLEDGE AND SKILLS | ENHANCED CEP KNOWLEDGE AND SKILLS |

NGO and PHO workforce

1 CULTURAL CONSIDERATIONS
Consider the cultural needs and values of all tangata whaiora throughout the treatment process

Knowledge and Skills	Foundation — Base knowledge and skills	Competent	Need development	
1.1 Minority Ethnicities and Cultures	• Has knowledge of the values, beliefs and practices of minority ethnicities and cultures of people with co-existing problems, especially refugee, Youth and Lesbian, Gay, Bisexual, Transvestite and Transexual (LGBTT) cultures • Has knowledge of the prevalence of substance use, gambling and mental health problems in minority ethnicities and cultures			
1.2 Māori	• Demonstrates essential level *Let's get real*-Real Skill: Working with Māori			
1.3 Pasifika	• Demonstrates essential level Real Skills Plus Seitapu			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the integration of knowledge of the cultural background, beliefs, values and practices of people with less complex co-existing problems • Has knowledge of the prevalence of co-existing problems in minority ethnicities and cultures			• Demonstrates the integration of knowledge of the cultural background, beliefs, values and practices of people with complex co-existing problems • Has knowledge of strategies used to reduce the prevalence of co-existing problems in minority ethnicities and cultures		
• Demonstrates the integration of knowledge and skills for working with Māori with less complex co-existing problems			• Demonstrates skills for working with Māori with complex co-existing problems		
• Demonstrates the integration of knowledge and skills for working with Pasifika people with less complex co-existing problems			• Demonstrates skills for working with Pasifika people with complex co-existing problems		

2 WELL-BEING & RECOVERY
Consider problems as barriers to well-being and see well-being as the key recovery outcome rather than the absence of dysfunction

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
2.1 Person-focused Care	• Has knowledge of principles of holistic, person-focused care			
2.2 Wellbeing-orientated Care	• Has knowledge of and uses 'wellbeing' concepts to support people with co-existing problems			
2.3 Supporting Recovery	• Has knowledge of recovery concepts relevant to people with substance use, gambling and mental health problems • Acknowledges and works with people to determine and define their own recovery processes and goals • Advocates for recovery approaches			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the use of holistic person-focused concepts (e.g. wellbeing) to integrate care for people with less complex co-existing problems			• Demonstrates the use of holistic person-focused concepts to integrate care for people with complex co-existing problems		
• Demonstrates the ability to support people with less complex co-existing problems to identify wellbeing goals • Demonstrates assessment of wellbeing for people with less complex co-existing problems • Demonstrates the use of simple wellbeing interventions for people with less complex co-existing problems			• Demonstrates the ability to identify and acknowledge wellbeing for people with complex co-existing problems • Demonstrates the use of advanced wellbeing interventions for people with complex co-existing problems		
• Demonstrates support for people with less complex co-existing problems to achieve their stated recovery goals			• Demonstrates the ability to collaborate with people with complex co-existing problems to achieve recovery		

3 ENGAGEMENT
Actively incorporate strategies to increase and maintain engagement

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
3.1 Active engagement strategies	• Has knowledge of the principles of engagement • Demonstrates the ability to develop rapport with people with co-existing problems • Has knowledge of basic strategies to enhance engagement with people with co-existing problems • Can identify and describe key barriers to engagement • Demonstrates the use of supports to enhance engagement			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the ability to develop therapeutic relationships with people with less complex co-existing problems • Demonstrates awareness of the impact of service level factors that impact on engagement • Demonstrates the use of motivational approaches to enhance engagement for people with less complex needs • Demonstrates the use of skills to enhance engagement for people with less complex needs • Demonstrates the use of skills to reduce common barriers to early engagement for people with less complex co-existing problems e.g. hostility, anger, emotional dysregulation, depression, anxiety hyperarousal, avoidant coping			• Demonstrates the ability to develop therapeutic relationships with people with complex co-existing problems • Demonstrates the ability to address service level factors that impact on engagement • Demonstrates the use of motivational approaches to enhance engagement for people with more complex needs • Demonstrates the use of a range of strategies to enhance engagement e.g. cognitive mapping, use of peer support, community reinforcement • Demonstrates the use of skills to reduce common barriers to early engagement for people with complex co-existing problems e.g. hostility, anger, emotional dysregulation, depression, anxiety, hyperarousal, avoidant coping		

4 MOTIVATION
Actively incorporate strategies to enhance motivation

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
4.1 Assesses stage and level of motivation	• Demonstrates the ability to evaluate people's motivation to change and their goals in relation to mental health, substance use, gambling and other problematic issues • Has knowledge of the stages of change theory			
4.2 Strategies to enhance motivation	• Has knowledge of the principles of motivation enhancement • Demonstrates the ability to match treatment planning to people's apparent stage of change for each problematic issue • Demonstrates the ability to work within the spirit of motivational interviewing and use basic motivational strategies to support internalisation of motivation			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates skills at assessing motivation using stage of change and self-determination theories with people with less complex co-existing problems			• Demonstrates skills at assessing motivation using stage of change and self-determination theories with people with complex co-existing problems		
• Demonstrates the use of a range of strategies to enhance motivation for people with less complex co-existing problems, e.g. basic motivational interviewing skills, fostering autonomy supportive environments • Demonstrates the use of interventions matched to people's stage of change for each problematic issue • Demonstrates the use of peer and whānau support to enhance motivation for people with less complex co-existing problems			• Demonstrates advanced motivational enhancement skills adapted for people with complex co-existing problems • Demonstrates advanced skills to enhance self-determination and internalisation of motivation e.g. fostering autonomy-supportive environments • Demonstrates advanced skills to enhance transfer of goals into action e.g. fostering implementation and action intention • Demonstrates the use of peer and whānau support to enhance motivation for people with complex needs		

5 ASSESSMENT
Screen all tangata whaiora presenting to mental health and addiction services for co-existing problems and ensure that a comprehensive assessment and problem formulation is carried out when co-existing problems are identified

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
5.1 Screening for: a) **substance use disorders** b) **mental health disorders** c) **problem gambling**	• Has knowledge of and is able to use common screening tools			
5.2 Brief Interventions	• Has knowledge of brief interventions • Demonstrates the ability to use simple brief intervention strategies with people with co-existing problems			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates skills in the use and interpretation of common screening tools for people with less complex co-existing problems • Demonstrates the ability to use the outcomes of screening in support and treatment planning for people with less complex co-existing problems			• Demonstrates advanced screening skills for people with complex co-existing problems • Demonstrates the ability to use the outcomes of screening in support and treatment planning for people with complex co-existing problems		
• Demonstrates skills in the use of brief interventions with people who have less complex co-existing problems			• Demonstrates skills in utilising brief interventions in a variety of settings with people who have complex co-existing problems		

Knowledge and Skills	Foundation — Base knowledge and skills	Competent	Need development	
5.3 Mental health, substance use and gambling assessment	• Has knowledge of mental health, substance use and gambling disorders • Demonstrates the ability to briefly assess recent and lifetime mental health symptoms/problems • Demonstrates the ability to briefly assess recent and lifetime substance use (patterns of use and previous treatment) • Demonstrates the ability to briefly assess recent and lifetime gambling behaviour (patterns of gambling and previous treatment)			
5.4 Assessment of impact of substance use, gambling and mental health disorders on children, family and whānau	• Has knowledge of the possible impacts of mental health, substance use and gambling disorders on children, family and whānau • Has knowledge of COPMIA (Children of Parents with a Mental Illness and Addiction) and the resources and supports for children, family and whānau			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Has knowledge of DSM-IV/V and or ICD-10 criteria for mental health, substance use disorders (including substance-induced states) and pathological gambling • Demonstrates the ability to comprehensively assess mental health, substance use and gambling history in the context of social, psychological and physical functioning across the life span			• Has knowledge of and demonstrates the use of DSM-IV/V and or ICD-10 criteria for assessing mental health, substance use disorders (including substance-induced states) and Pathological Gambling • Demonstrates the integration of knowledge and practical application within the comprehensive assessment of complex co-existing problems		
• Demonstrates the ability to assess the consequences of non-complex substance use, gambling and mental health disorders for children, family and whānau • Demonstrates the ability to coordinate support for children family and whānau affected by less complex co-existing mental health and addiction problems			• Demonstrates the ability to assess the consequences of complex substance use, gambling and mental health disorders for children, family and whānau • Demonstrates the ability to coordinate and provide support for children, family and whānau affected by co-existing complex mental health and addiction problems		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
5.5 Mental state examination (MSE)	• Has knowledge of the mental state examination processes			
5.6 Risk management	• Has knowledge of risk assessment and management principles • Demonstrates support for risk management strategies for people with co-existing problems			
5.7 Assessment (and synthesis) of relationships between substance use disorders, problem gambling and other mental health disorders	• Has knowledge of potential interactions between substance use, gambling and mental health symptoms and disorders			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the use of mental state examinations for people with less complex co-existing problems			• Demonstrates the use of mental state examinations for people with complex co-existing problems		
• Demonstrates skills in risk assessment and management for people with less complex co-existing problems			• Demonstrates skills in risk assessment and management for people with complex co-existing problems		
• Demonstrates the knowledge and synthesis of the potential interactions between substance use, gambling and mental health symptoms and disorders in written assessments, intervention planning and clinical records for people with less complex co-existing problems • Demonstrates the ability to formulate the needs of people with less complex co-existing problems			• Demonstrates the knowledge and synthesis of the potential interactions between substance use, gambling and mental health symptoms and disorders in written reports for people with complex co-existing problems • Demonstrates knowledge of common underlying/latent causal and maintaining factors e.g. impulsivity, attentional control, negative emotionality, avoidant coping • Demonstrates the ability to formulate the needs of people with complex co-existing problems		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
5.8 Monitoring and testing of substances, including alcohol and medications	• Has knowledge of common substance and medication testing procedures and laboratory investigations • Has knowledge of common blood and urine tests used with people with co-existing disorders			
5.9 Evaluation of 'stages of change' in relation to problematic issues and the application of the model to treatment planning	• Has knowledge of importance of people's motivation to change and their goals in relation to each problematic issue • Has knowledge of the benefits of matching interventions to people's apparent stage of change for each problematic issue			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the use of common substance and medication testing procedures and laboratory investigations • Has a comprehensive knowledge of substance and medication testing methods • Demonstrates the use of blood and urine testing to enhance engagement, assessment, treatment and safety of people with less complex co-existing problems			• Demonstrates the use and interpretation of common substance and medication testing procedures and laboratory investigations • Demonstrates the application of substance and medication testing methods • Demonstrates the use and interpretation of blood and urine testing to enhance engagement, assessment, treatment and safety of people with complex co-existing problems		
• Demonstrates skills in using the stages of change theory with people with less complex co-existing problems • Demonstrates the use of interventions matched to people's apparent stage of change for each problematic issue			• Demonstrates skills in using the stages of change theory with people with complex co-existing problems		

6 MANAGEMENT
Use clinical case management to coordinate and deliver multiple interventions appropriate to the phase of treatment

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
6.1 Integrated treatment approach for co-existing problems	• Has knowledge of the range of health, psychological and social issues that can also be co-existing problems • Has knowledge of the benefits of coordinated treatment for people with co-existing problems			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the ability to provide appropriate management of people with less complex co-existing problems including: integration of specific treatments, working within a multidisciplinary team, interagency collaboration and referral to support their recovery and wellness goals • Has knowledge of the interaction of less complex co-existing problems • Has knowledge of potential interactions between substances and or medications			• Demonstrates appropriate management of people with complex co-existing problems including: integration of specific treatments, working within a multidisciplinary team, interagency collaboration and referral to support their recovery and wellness goals • Has knowledge of the interaction of complex co-existing problems • Provides advice about potential interactions between substances and/or medications		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
6.2 Relapse prevention (RP) strategies	• Has knowledge of how to identify early warning signs and support relapse prevention plans • Has knowledge of common relapse prevention concepts and strategies			
6.3 Harm reduction and self harm reduction strategies	• Has knowledge of common harm reduction strategies for people with mental health, substance use and gambling problems and their families and whānau • Has knowledge of the reasons to use harm reduction strategies			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the development and use of relapse prevention strategies addressing early warning signs and triggers for people with less complex co-existing problems			• Demonstrates the use of individual and systemic talking therapies for people with complex co-existing problems • Demonstrates the development and management of relapse prevention strategies addressing early warning signs and triggers for people with complex co-existing problems		
• Demonstrates the use of harm reduction strategies for people with less complex co-existing problems and their families and whānau • Demonstrates the implementation of service harm reduction policies and procedures			• Demonstrates the use of harm reduction strategies for people with complex co-existing problems and their families and whānau • Has knowledge of national and international harm reduction debates and policies • Has knowledge of relevant public health harm reduction approaches		

Knowledge and Skills	Foundation — Base knowledge and skills	Competent	Need development	
6.4 Mental health or co-existing problem crisis	• Has knowledge of and can recognise signs and symptoms of mental health and or co-existing problems crisis • Has knowledge of who and when to contact in a mental health and/or co-existing problems crisis • Has knowledge of physical and substance use problems that resemble mental health crises			
6.5 Assessment and management of intoxicated states	• Has knowledge of and can recognise the signs of intoxication of commonly used substances • Has knowledge of physical and mental health problems that resemble intoxication			
6.6 Management of acute and protracted withdrawal states	• Has knowledge of and can recognise the signs and symptoms of substance withdrawal and the potential impact on physical and mental health • Has knowledge of who and when to contact for withdrawal management • Has knowledge of who and when to contact for outpatient detoxification • Has knowledge of the signs and symptoms of protracted substance withdrawal			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates skills in the assessment and short term management, including referral, of people in a mental health or less complex co-existing problems crisis			• Demonstrates clinical skills in the assessment and management of people in mental health or co-existing problems crisis		
• Demonstrates skills in the recognition and management of intoxication for common substances • Has knowledge of the signs of use of a wide range of substances • Has knowledge of the interplay between intoxication and the symptoms of less complex co-existing problems			• Demonstrates skills in the management of intoxication from a wide range of substances • Demonstrates knowledge and management of the interplay between intoxication and the symptoms of co-existing problems		
• Demonstrates skills in the assessment and management, including referral, of acute and protracted substance withdrawal for people with less complex co-existing problems • Demonstrates the use of detoxification protocols			• Demonstrates withdrawal management skills, within professional scope of practice, for people with complex co-existing problems engaged in inpatient and outpatient detoxification		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
6.7 Pharmacological treatments (medications) for mental health and substance use disorders	• Has knowledge of medications used in the treatment of mental health disorders • Has knowledge of medications used in the treatment of substance use disorders			
6.8 Psychological treatments including talking therapies such as Motivational Interviewing, Cognitive Behavioural Therapy (CBT), Dialectical Behavioural Therapy (DBT), group, systemic and family therapies	• Has knowledge of talking therapies used in addiction/ AOD, problem gambling, and mental health treatment			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates awareness of the interactions between pharmacological treatments and mental health and substance use disorders • Demonstrates the ability to provide basic information about medications, side effects and interactions with substances to people with less complex co-existing problems and to know when to refer to the relevant medical practitioner/prescriber • Demonstrates support for people with co-existing problems to ask questions about the need, use and side effects of medications • Demonstrates the ability to provide advocacy and support around pharmaco-therapeutic interventions for people with less complex co-existing problems			• Demonstrates in-depth knowledge of interactions between pharmacological treatments and mental health and substance use disorders • Demonstrates the ability to give advice to people with complex co-existing problems about interactions between pharmacological interventions and to know when to refer to the relevant medical practitioner/prescriber • Demonstrates the ability to monitor, refer and advocate for supportive pharmacotherapy for people with complex co-existing problems		
• Demonstrates the use of systemic and individual talking therapies for people with less complex co-existing problems			• Demonstrates the use of individual and systemic talking therapies for people with complex co-existing problems		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
6.9 Physical treatments e.g. Electroconvulsive Therapy (ECT), Transcranial Magnetic Stimulation (TMS)	• Has knowledge of physical procedures used in the treatment of people with mental health disorders			
6.10 Self-help approaches	• Has knowledge of self-help and local recovery programmes • Has knowledge of helplines and online self-help support services			
6.11 Pregnancy	• Has a basic knowledge of the interaction between common substances, mental health problems and pregnancy			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates knowledge, understanding and support of people with less complex co-existing problems having physical treatment of mental health disorders			• Demonstrates knowledge and awareness of when people would meet the criteria for physical treatment interventions • Demonstrates support of people with complex co-existing problems having physical treatment of mental health disorders		
• Demonstrates the introduction of self-help principles, services and options to people with less complex co-existing problems and to their family and whānau • Demonstrates support and reinforcement for people with less complex co-existing problems to use the principles of self-help, peer support and recovery programmes			• Demonstrates the linking of people with complex co-existing problems, and their family and whānau, with local self-help, peer support and recovery programmes • Demonstrates support and reinforcement for people with complex co-existing problems to use the principles of self-help, peer support and recovery programmes		
• Demonstrates knowledge of the principles of assessment and management of less complex co-existing substance use and mental health problems during and after pregnancy • Has knowledge of the role of high risk pregnancy support services for women with co-existing problems • Demonstrates knowledge of local resources available to support pregnant women with co-existing problems			• Demonstrates, within professional scope of practice, appropriate treatment (including detoxification) of women with complex co-existing substance use and mental health problems in pregnancy and during and after childbirth		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
6.12 Mental health, substance use and gambling disorders across the lifespan	• Has knowledge of the varying presentations of substance use, gambling and mental health disorders in children, youth, adults and older people • Has knowledge of the varying presentations of substance use, gambling and mental health disorders in males, females and sexual minorities • Has knowledge of the varying presentations of substance use, gambling and mental health disorders in people with physical health, cognitive and intellectual disorders			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates knowledge of the principles of assessment and management of co-existing substance use, gambling and mental health disorders in children, youth, adults and older people • Demonstrates knowledge of principles of assessment and management of co-existing substance use, gambling and mental health disorders in males, females and sexual minorities • Demonstrates knowledge of principles of assessment and management of co-existing substance use, gambling and mental health disorders in people with physical health, cognitive and intellectual disorders			• Demonstrates active coordination and facilitation of treatment for co-existing substance use, gambling and mental health disorders in children, youth, adults and older people • Demonstrates active coordination and facilitation of treatment for co-existing substance use, gambling and mental health disorders in males, females and sexual minorities • Demonstrates active coordination and facilitation of treatment for co-existing substance use, gambling and mental health disorders in people with physical health, cognitive and intellectual disorders		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
6.13 Co-existing physical health conditions	• Has knowledge of basic physical health complications of mental health and substance use disorders • Has knowledge of mental health and substance use disorders developing secondary to physical illness • Has knowledge of blood-borne viruses • Has knowledge of the impact and side effects of common medications used for treatment of physical health problems • Demonstrates awareness of physical health problems and needs of tangata whaiora			
6.14 Nicotine dependence	• Has knowledge of the impact of smoking tobacco on physical and mental health and substance use problems • Has knowledge of and can use screening tools for nicotine dependence • Has knowledge of where and when to refer people for smoking cessation • Has an understanding of public health approaches to smoking tobacco			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates knowledge of the principles of assessment and management of mental health and substance use disorders in people who have co-existing physical health needs • Demonstrates use of appropriate screening for blood-borne viruses			• Demonstrates use of the principles of assessment and management of mental health and substance use disorders in people who have co-existing physical health needs • Demonstrates ability to refer and advocate for supportive pharmacotherapy and or treatment of co-existing physical illness including blood borne viruses • Demonstrates the awareness of mental health sequelae of physical health conditions		
• Demonstrates skills in the management of nicotine dependence including nicotine replacement prescribing and psychosocial interventions for people with less complex co-existing problems • Demonstrates management of the impact of smoking tobacco on less complex co-existing mental health and substance use problems			• Demonstrates skills in the management of nicotine dependence including nicotine replacement prescribing and psychosocial interventions for people with complex co-existing problems • Demonstrates how to implement tobacco use policies within mental health, addiction and public health settings • Demonstrates management of the impact of smoking tobacco on complex co-existing mental health and substance use problems		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
6.15 Pathological gambling	• Has knowledge of and can use screening tools to identify gambling problems			
6.16 Legislative requirements	• Demonstrates essential level *Let's get real* Real Skill: Law policy and practice • Has knowledge of the Mental Health (Compulsory Assessment and Treatment) Act and the Alcoholism and Drug Addiction Act • Has knowledge of local legal processes for people with substance use and mental health disorders, e.g. reporting to Land Transport NZ • Has knowledge of other legislation, e.g. Privacy Act, Health and Disability Act, and relevance to information sharing with agencies and family and whānau			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the use of appropriate treatment interventions and services and for people with co-existing gambling problems and their family and whānau • Demonstrates the ability to develop integrated treatment plans for co-existing gambling, mental health and or substance use problems • Demonstrates awareness of Self Exclusion legislation and processes			• Demonstrates linkages with local gambling services • Demonstrates the use of psychosocial approaches for treating co-existing gambling problems • Demonstrates skills in the support and development of integrated treatment for co-existing gambling, mental health and or substance use problems • Demonstrates support for the initiation of Self Exclusion orders		
• Has knowledge of when and how to initiate the Mental Health Act, the Alcoholism and Drug Addiction Act and the Protection of Personal and Property Rights Act • Demonstrates support of family and whānau through the processes of the Mental Health Act and Alcoholism and Drug Addiction Act			• Demonstrates support and advocacy around the use and impact of the Mental Health Act, Alcoholism and Drug Addiction Act and the Protection of Personal and Property Rights Act for people, family and whānau • Demonstrates the ability to use the Mental Health Act, Alcoholism and Drug Addiction Act and the Protection of Personal and Property Rights Act		

7 INTEGRATED CARE
Place the needs of tangata whaiora first and deliver care based on the formulation in a single setting ensuring close linkages between all services and workers involved

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
7.1 Person centred and wellbeing focused care as basis for integration	• Has knowledge of effective models for treatment and care for people with co-existing problems • Has knowledge of principles of person-centred and wellbeing-focused care • Has knowledge of the processes of integrated care starting with the needs of the person • Has knowledge of how treatment and interventions fit into the context of people's overall wellbeing and recovery goals			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates collaboration with people with less complex co-existing problems to develop and provide an integrated care plan based on the person's wellbeing and recovery goals			• Demonstrates collaboration with people with complex co-existing problems to develop and provide an integrated care plan based on the person's wellbeing and recovery goals		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
7.2 Assessment strategies	• Has knowledge of the range of possible health, psychological and social problems that can contribute to co-existing problems			
7.3 Multi-disciplinary team (MDT) functioning	• Has knowledge of multi-disciplinary roles • Demonstrates the ability to share information and work effectively within a team			

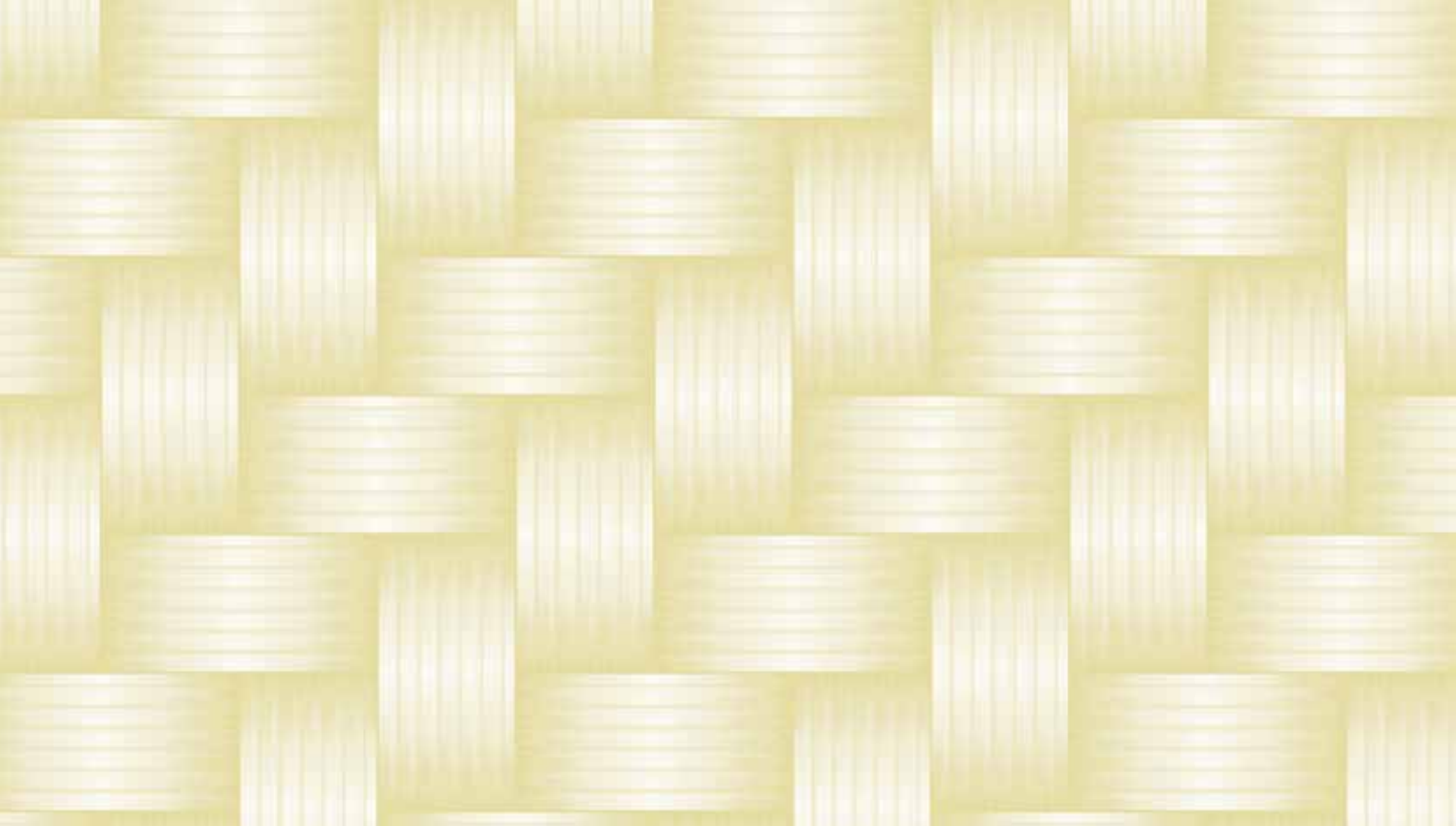| Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates the integration of multiple sources of information • Demonstrates the integration of multiple domains of information for people with less complex co-existing problems • Demonstrates understanding of the interactions between multiple factors, especially substance use, mental health and gambling for people with less complex co-existing problems • Demonstrates the integration of information through multi-dimension case formulation for people with less complex co-existing problems			• Demonstrates the integration of multiple sources of information for people with complex co-existing problems • Demonstrates understanding of the interactions between multiple factors, especially substance use, mental health and gambling for people with complex co-existing problems • Demonstrates the integration of information through multi-dimension case formulation for people with complex co-existing problems		
• Demonstrates effective participation in MDTs/case conferences for people with less complex co-existing problems			• Demonstrates effective management and facilitation of difficult situations in MDTs/case conferences for people with complex co-existing problems		

Knowledge and Skills	Foundation Base knowledge and skills	Competent	Need development	
7.4 Collaboration and referral	• Has knowledge of appropriate community and professional networks • Demonstrates effective communication with a wide range of people involved in the care of people with co-existing problems • Has knowledge of the importance of continuity of care between the community and hospital services			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Demonstrates effective participation, collaboration and communication with others in written and verbal form • Demonstrates the ability to provide information about the relationship and interactions between less complex substance use and mental health problems • Demonstrates the ability to provide advice about integrated treatment strategies and options for less complex combinations of co-existing problems			• Demonstrates the ability to lead and guide collaboration and liaison with other professionals and agencies • Demonstrates the ability to provide information about the relationship and interactions between substance use and mental health problems • Demonstrates the ability to provide information about interactions between substances and psychotropic medications • Demonstrates the ability to provide advice about integrated treatment strategies and options for specific combinations of co-existing problems		

SERVICE and ORGANISATIONAL KNOWLEDGE and SKILLS				
Knowledge and Skills	**Foundation** Base knowledge and skills	Competent	Need development	
1 **Quality assurance and improvement initiatives**	• Has knowledge of the difference between quality assurance and quality improvement			
2 **Public health, mental health, substance use and gambling**	• Has knowledge of the public health consequences of mental health, substance use and gambling disorders, such as the impact of poverty on families and whānau and the risk of infection with blood-borne viruses			

Capable Knowledge and skills to support people with less complex needs	Competent	Need development	Enhanced Knowledge and skills to support people with complex needs	Competent	Need development
• Has knowledge of the basic principles of the audit and quality improvement cycle as relevant to people with co-existing problems			• Demonstrates the ability to complete quality improvement projects for people with co-existing problems • Demonstrates leadership of quality improvement projects for people with co-existing problems		
• Demonstrates the use of knowledge about the impact of less complex co-existing problems on public health • Demonstrates the ability to identify relevant public health issues in multiple settings			• Demonstrates the ability to share information about the impact of co-existing problems on public health through participation in public awareness projects and campaigns		