Developing Cross-Disciplinary Leadership Capacity for Enhancing the Professional Education of Mental Health Practitioners

Australian Learning and Teaching Council (ALTC)
Leadership for Excellence in Learning and Teaching Grant
Forum Outline

- 3 short presentations
  - Project overview: Shirley Morrissey
  - Data from our series of learning circles/workshops: Graham Davidson
  - MHPN initiative in multi-disciplinary networking: Angela
- Implications for psychology educators
- Interactive discussion
Project Overview

• The Project Team
  – Dr Shirley Morrissey *(Griffith Psychology)* – Project Leader
  – Emeritus Prof Graham Davidson *(USC Psychology)*
  – Assoc Prof Margaret McAllister *(USC Nursing)*
  – Dr Donna McAuliffe *(Griffith Social Work)*
  – Dr Harry McConnell *(Griffith Medicine / Gold Coast Hospital Psychiatry)*
  – Prof Prasuna Reddy *(Deakin Medicine)*
General Aims of the ALTC Project

- Engage and empower mental health educators to bring about cross-disciplinary curriculum change
- Foster and sustain educational networks that support multidisciplinary perspectives on mental health service delivery
- Provide leadership assistance to enable cross-disciplinary approaches to mental health practitioner education
- Provide mental health educators with opportunities to acquire a cross-disciplinary understanding of the National Practice Standards for the Mental Health Workforce
- Assist educators to integrate cross-disciplinary perspectives on mental health practitioner training
Developing Cross-disciplinary Leadership to enhance the professional preparation of mental health practitioners

Why are we interested in this?

- ‘Silo mentality’ especially in psychology
- Expectation that students ‘get’ the idea of multi-disciplinary practice
- In practice – psychologists work in teams (especially in the health field)
- Allied health are doing it!
- Research in Canada, UK
Examples of work teams (mental health)

- Child and Youth services
  - General
  - Court liaison / forensic
  - Child protection (Evolve teams)

- Adult Services
  - Inpatient settings
  - Community (case management models)
  - Care of Older persons teams
  - Rehabilitation and recovery teams ....
More teams …

- Forensic teams
- Crisis and assessment teams
- Liaison teams between general health & MH
- Staff in Emergency departments
- Homeless outreach
- ATODS
Challenges for the education of mental health professionals

- Role clarity
- Discipline specific roles
- Informed management respectful of discipline perspective
- University structures/silos

So to our project…..
Limits and Scope

• ALTC funding is designed to promote research, innovation and leadership in university teaching and learning
  – Focus is on university education of our future mental health practitioners

• In mental health practice, the *National Practice Standards for the Mental Health Workforce (2002)* are the workforce benchmark
  – Standard 8 Integration and Partnership
  – Standard 12 Ethical Practice and Professional Responsibility
  – Recognised mental health professions
    • Mental health nursing
    • Occupational therapy
    • Psychology
    • Psychiatry
    • Social work
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Multidisciplinary Mental Health Services

- **Cross-disciplinary**
  - Academic disciplines that form an important cross-disciplinary area or network (ALTC Leadership for Excellence in Teaching and Learning Program Guidelines)

- **Multi-disciplinary**
  - Teams of individuals from varying disciplines applying the methods and approaches of their respective disciplines
  - Two or more professions learning from and about each other to improve collaboration and quality of service (Canadian Collaborative Mental Health Initiative, 2006)
  - Multi-disciplinary = Inter-professional in our project
Developing Cross-disciplinary Leadership to enhance the professional preparation of mental health practitioners

multi-disciplinary NOT generic

Mental Health
Our Project Network

- **Our expert program leaders and educators** from Griffith and USC

- **Industry Advisory Group** assists the Project Team to:
  - Identify challenges and barriers to cross-disciplinary mental health preparation and training
  - Develop broad curriculum for preparing students about to undertake a first placement in a multi-disciplinary mental health setting
  - Articulate outcomes into program accreditation guidelines and continuing professional development activities
  - Offer state of the art knowledge on multi-disciplinary professional development and service delivery

- **Project Reference Group**
  - Ms Christine Grimmer (Griffith GIHE); Assoc Prof Robert King (UQ Medicine); Prof Nick Buys (Griffith Health); Prof John Lowe (USC Public Health); Prof Stephen Billet (Griffith Education and Professional Studies)
So what have we done so far?

• 2 universities – regional and metropolitan
• 5 disciplines – OT, SW, Nursing, Psychiatry, Psychology
• Series of ‘learning circles’
• Barriers and challenges to cross disciplinary education and training
• Readiness to engage in cross disciplinary education
Learning circles

Workshop 1 – Both Universities:
- Program convenors (academics), Industry stakeholders, (members of professional groups, Qld health, MHPN)

Workshop 2 – University specific:
- Program convenors, Heads of Schools and Deans

Workshop 3 – University specific:
- Program convenors, university placement co-ordinators, industry placement co-ordinators.
Summary

• What we attempted to do so far
  – Review National Practice Standards and implications for cross-disciplinary education
  – Investigate barriers and challenged to collaborative cross-disciplinary education for the mental health workforce
  – Assess readiness to engage in cross-disciplinary education
  – Consider institutional incentives for change
  – Consider curriculum content
Implications for university educators in psychology

- Health faculties vs non health faculties?
- Psychology as health profession or not?
- Respect for other disciplines?
- Teaching responsibility matrices/EFTSU’s
- Preparing students for the ‘real world’ of working in health/mental health
Plans for 2nd year of project

- National survey
- Repository of resources
- Training module