

**Developing  
Cross-  
disciplinary  
Leadership to  
enhance the  
professional  
preparation of  
mental health  
practitioners**

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



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

**Cross-Disciplinary  
Cross-University  
Distributed  
Leadership**

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# 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



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# 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*)



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# 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

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## **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

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# 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 ....

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## **More teams ...**

- Forensic teams
- Crisis and assessment teams
- Liaison teams between general health & MH
- Staff in Emergency departments
- Homeless outreach
- ATODS



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# **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.....



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# 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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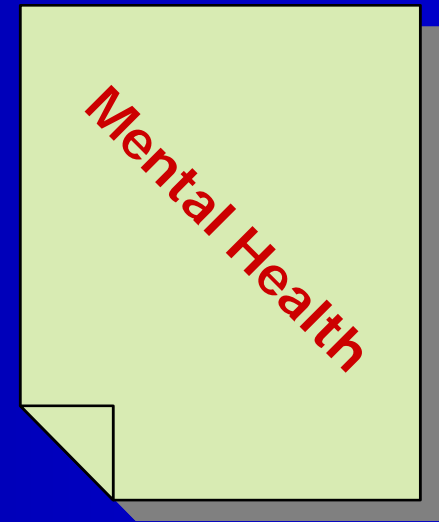
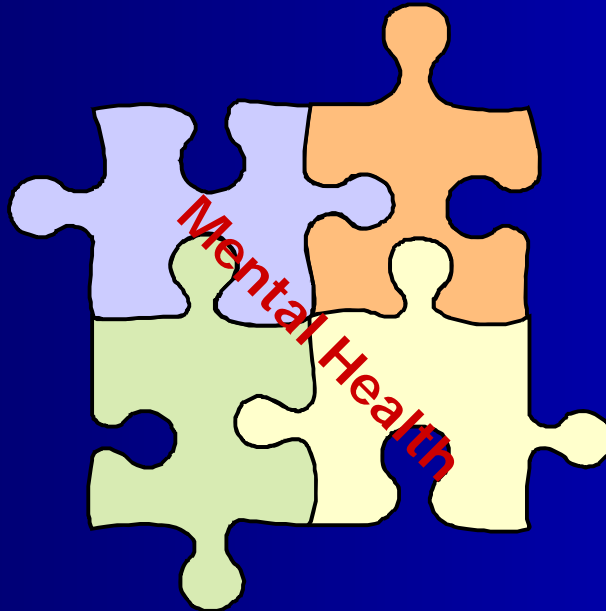
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# Multidisciplinary Mental Health Services

- **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

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# multi-disciplinary *NOT* generic



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# 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*)



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# 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

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# 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.



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# 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



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# **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



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# Plans for 2nd year of project

- National survey
- Repository of resources
- Training module



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