

# Blowing Bubbles

Developing the CAMHS (Child and Adolescent Mental Health) Workforce for our future generations by Berni McBride



## Where we were

CAMHS under resourced



National Focus on CAMHS and Addictions  
New Directed Money  
Need to rapidly grow workforce  
Global shortages Health care staff



### Ad Hoc Workforce

Overseas recruitment  
CAMHS outside of many people's training  
Where have all the nurses and psychiatrists gone ?



Clinical Governance  
Clarity – Leadership - Vision  
2009 – Service Stock take  
What does our community need/want?  
Consumer is 1<sup>st</sup> and central

**Workforce issues: barrier to service development and improvement**

**Financial constraints and little training budget**

## What did we do

### 2009

Workforce Development Project hand in hand with The Werry Centre  
Inclusive of :  
Service Users  
Primary and secondary health  
NGO sector  
Maori MHS  
Pacific and Asian MHS  
Addictions



### Objectives achieved

Local assessment of need and demand  
Review of the current workforce  
Gap assessment

### Outcome

**A Joint Workforce Development Implementation Plan Which has ownership across the sector & Aligns with national and local workforce strategies**

## What we have implemented in CAMHS so far

### Prioritising Nursing Workforce

Development of Senior Nurse Advisor role  
Doubled nursing placements  
Learning plans linked to technical competencies  
Nursing portfolios increased

### New Roles

Pacific CAMHS and Eating Disorder's  
CAMHS PG Intern programme 2009 – all now employed within the service

### Training Developed and Delivered to

School guidance counsellors  
Public Health Nurses  
School Nurses  
Youth Health

### Essential Skills Foundations for CAMHS

Inclusive of :  
Child Youth Family Services  
Pacific MHS  
Youth Health

### Choice and Partnership Model Fully implemented

+  
Internal Training Packages Developed by staff for staff

- The right people for CAMHS – building a diverse workforce
- Student placement focus
- Building relations with education
- Development of learning plans and packages to build foundations in CAMH knowledge
- Strengthening the workforce across the community
- Decreasing gaps- increasing equity
- Workforce development driven by service development and improvement
- Local solutions to local problems

