Victoria's Mental Health Services
Valuing the lived experience

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Mental Health Service System in Victoria

Government's objectives:

Improved consumer and carer experience

Recovery oriented evidence based practice

Focus on vulnerable people, particularly families & children

Integration with health and welfare services

Strengthen community based care

Highly skilled specialist mental health workforce

Increased accountability and transparency
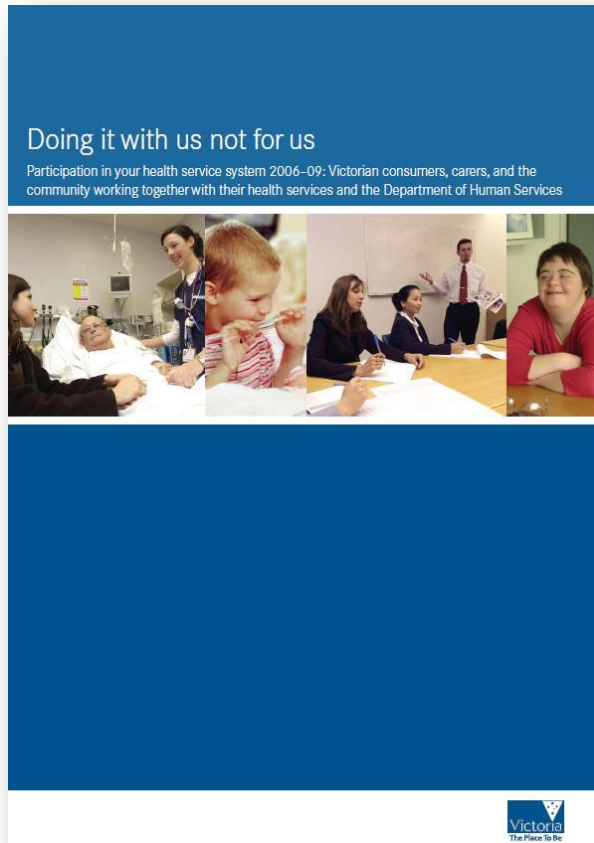

Department of Health

Framework for recovery-oriented practice

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Victoria

Recovery Oriented Practice

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The Framework presents an invitation to continue to develop and enhance practice in line with recovery principles. It offers an opportunity to create more positive experiences for people accessing the services.

Doing it with us not for us

Doing it with us not for us

Participation in your health service system 2006–09: Victorian consumers, carers, and the community working together with their health services and the Department of Human Services

Department of Health

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Doing it with us not for us:
Strategic direction 2010–13

Victorian Consumer and Carer Participation Policies

Strengthening consumer participation in Victoria's public mental health services
Action plan

Caring together - An action plan for carer involvement in Victorian public mental health services

A Victorian Government initiative
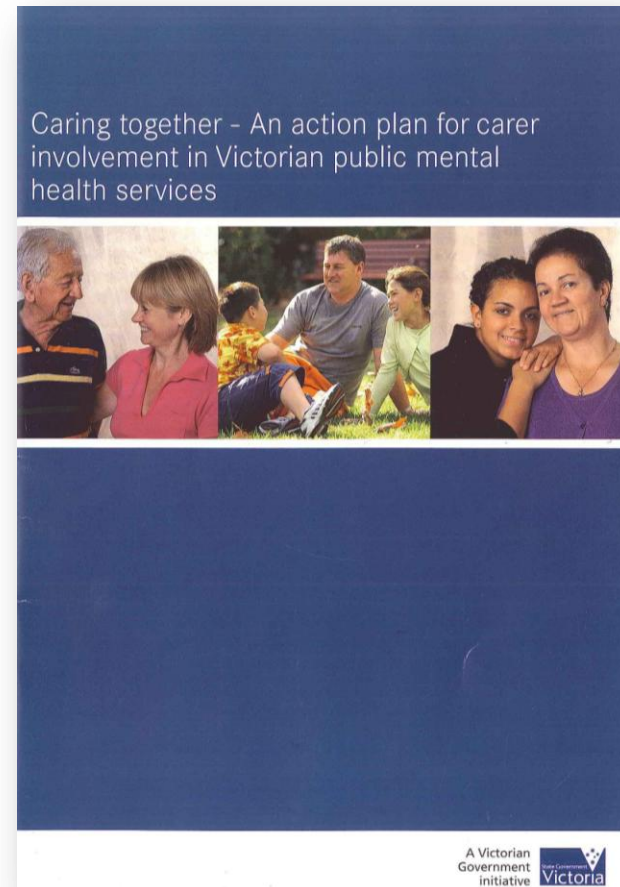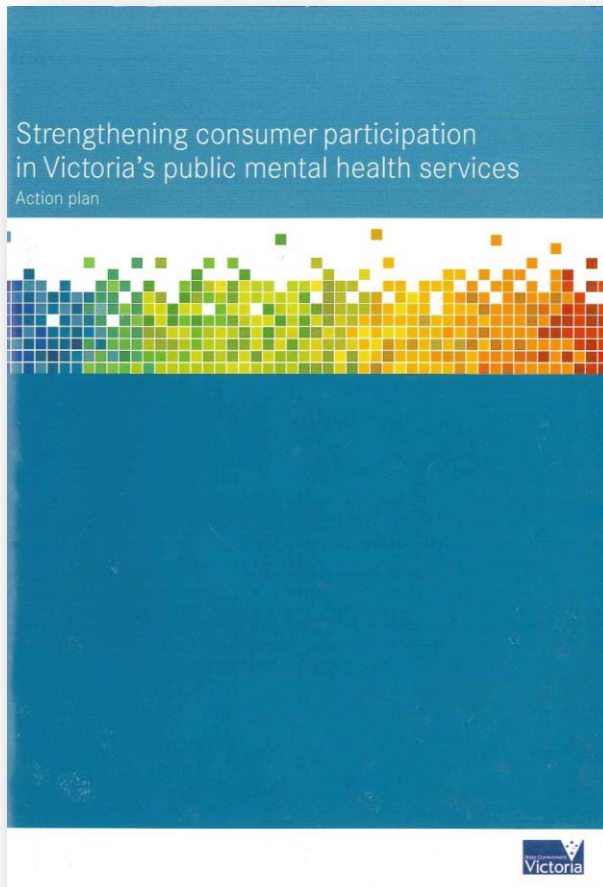
Consumer and Carer Partnership Dialogues
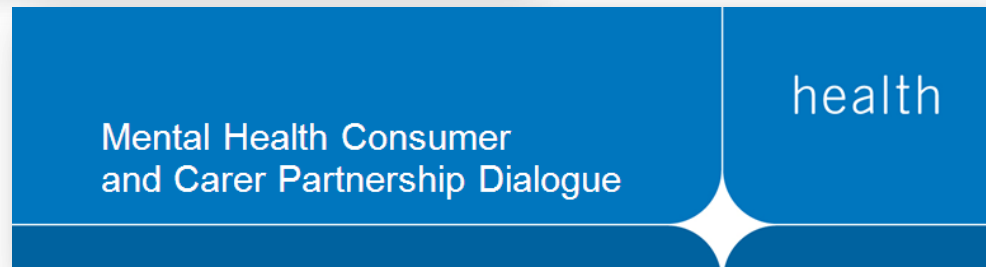
What are we doing to make it better: Reform

- New mental health legislation

- Recommissioning the psychiatric disability support sector

- Consumer & carer program review

- Mental health workforce framework

- Implementation plans for PDRSS and clinical mental health services

- Focus on transition to new mental health legislation

- Government, service providers and other organisations working partnership to implement the framework

A framework for change

Vision

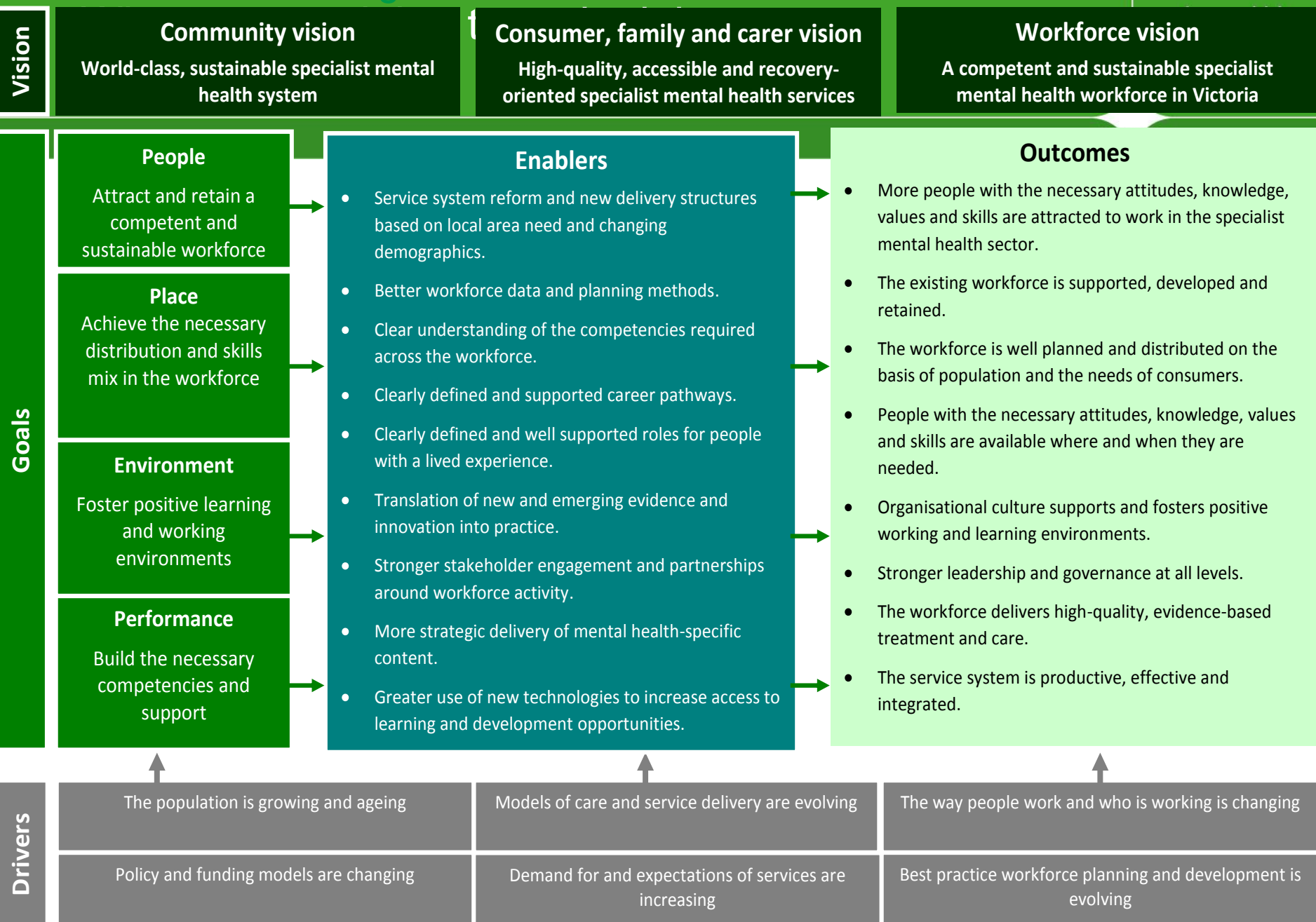| Community vision	Consumer, family and carer vision	Workforce vision
World-class, sustainable specialist mental health system	**High-quality, accessible and recovery-oriented specialist mental health services**	**A competent and sustainable specialist mental health workforce in Victoria**

Goals

People

Attract and retain a competent and sustainable workforce

Place

Achieve the necessary distribution and skills mix in the workforce

Environment

Foster positive learning and working environments

Performance

Build the necessary competencies and support

Enablers

- Service system reform and new delivery structures based on local area need and changing demographics.
- Better workforce data and planning methods.
- Clear understanding of the competencies required across the workforce.
- Clearly defined and supported career pathways.
- Clearly defined and well supported roles for people with a lived experience.
- Translation of new and emerging evidence and innovation into practice.
- Stronger stakeholder engagement and partnerships around workforce activity.
- More strategic delivery of mental health-specific content.
- Greater use of new technologies to increase access to learning and development opportunities.

Outcomes

- More people with the necessary attitudes, knowledge, values and skills are attracted to work in the specialist mental health sector.
- The existing workforce is supported, developed and retained.
- The workforce is well planned and distributed on the basis of population and the needs of consumers.
- People with the necessary attitudes, knowledge, values and skills are available where and when they are needed.
- Organisational culture supports and fosters positive working and learning environments.
- Stronger leadership and governance at all levels.
- The workforce delivers high-quality, evidence-based treatment and care.
- The service system is productive, effective and integrated.

Drivers

The population is growing and ageing	Models of care and service delivery are evolving	The way people work and who is working is changing
Policy and funding models are changing	Demand for and expectations of services are increasing	Best practice workforce planning and development is evolving

Consumer and Carer Workforce Actions

- Clearly defined and well supported roles for people with a lived experience

- Identifying the professional and personal qualities of the mental health workforce through the development of a competency framework, informed by consumers and carers

- A more coordinated and planned approaches to learning and development for the consumer and carer workforce, and greater engagement of consumers and carers in the design and delivery of training for the mental health workforce

- Support the attainment of the Certificate IV in Mental Health Peer Work

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