

Dialectical Behaviour Therapy (DBT) Therapy Capability Framework (TCF)

Domain 1	Foundation Practitioner	Practice-Informed Practitioner	DBT Therapist	Advanced DBT Therapist
<p>Therapy Knowledge and Practice Skills</p>	<p>Basic knowledge of Borderline Personality Disorder (BPD) and core treatment principles; understanding of evidence-based practice (EBP) in the area of treating BPD, including but not limited to Dialectical Behaviour Therapy (DBT).</p> <p>Basic knowledge of treatment and referral options for Borderline Personality Disorder (BPD) and DBT.</p> <p>Basic knowledge of DBT principles and connection to recovery-oriented and person-centred practice.</p> <p>Has completed the foundation level DBT online training module – or equivalent.</p> <p>Basic core skills in building a therapeutic alliance including a shared understanding, history taking, risk assessment and formulation in the context of the DBT therapeutic framework</p>	<p>General knowledge of DBT concepts and how to incorporate these into current clinical practice.</p> <p>Awareness of DBT structures, modules (CM, ER, IE, DT) and DBT specific interview skills.</p> <p>Practice framework influenced by a general knowledge of the DBT model and core practice skills.</p> <p>Knowledge of DBT in relation to evidence-based practice.</p> <p>Awareness of DBT in the context of recovery-oriented and social inclusion practices.</p> <p>Has completed the foundation level DBT online training module and attended an introductory one-day training – or equivalent.</p> <p>Able to evaluate and modify care plans according to individual needs and DBT principles.</p> <p>Provide appropriate and tailored psychoeducation at the right time on the</p>	<p>Good knowledge of DBT practice competencies for assessment and intervention.</p> <p>Frequent independent application of a DBT practice framework and specific therapy techniques.</p> <p>Participation in DBT programs as available.</p> <p>Comprehensive understanding of DBT in relation to the best available evidence.</p> <p>Application of recovery-oriented and social inclusion practices to enhance therapy outcomes.</p> <p>Ability to evaluate and refine DBT interventions to improve therapy outcomes with regular supervision.</p> <p>Has completed formal DBT training of at least four days duration – or equivalent.</p> <p>Application of recovery-oriented and social inclusion practices to enhance therapy outcomes.</p>	<p>In-depth Knowledge of DBT theory and skills, contemporary techniques and practice competencies.</p> <p>Able to provide consultation to service leaders on therapeutic frameworks for complex clinical practice.</p> <p>Advanced knowledge of best available evidence for DBT, including its strengths and limitations.</p> <p>Leads application of recovery-oriented and social inclusion practices in the evaluation of DBT.</p> <p>Facilitates the evaluation and reporting of therapy program outcomes.</p> <p>Has completed DBT intensive Training offered through Behavioural Tech – or equivalent.</p> <p>Able to complete a complex DBT formulation in collaboration with consumers and carers.</p>

V1 Effective: March 2021 Review: March 2022

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	<p>Able to deliver basic education and therapeutic support for consumers with BPD.</p>	<p>Bio Social Model and DBT core concepts and skills in individual work.</p> <p>Can co-facilitate a DBT skills focused group or program with a DBT therapist.</p> <p>Use referral pathways and support consumers to access relevant and appropriate services and supports for recovery, including internal and external services, information and resources.</p>	<p>Able to complete a DBT formulation in collaboration with consumers and carers with supervision from more experienced staff.</p> <p>Looks for and engages in opportunities in the workplace to promote DBT.</p> <p>Can explain the Bio Social Model and DBT's formulation of BPD to consumers, carers and other stakeholders in a way that is reassuring, fosters hope and is practical and relevant to the consumer's situation.</p> <p>Engages in providing education and information to other supports for DBT involved clients (e.g., Family / carers, NGOs, GPs, QAS, QPS, private practitioners).</p> <p>Leads by example and ensures consumer safety and emergency plans (e.g. AMP) including a focus on safety and stabilization strategies that assist consumers to regain control, ensuring plans remain current and accessible. Looks for opportunities to encourage the same from colleagues and assists others.</p>	<p>Provide high-level consultation and intervention to colleagues/teams for consumer's experiencing BPD related difficulties.</p> <p>Leads promotion and guidance on DBT strategies.</p> <p>Provides consultation to other staff around longer-term support for consumers with more complex care.</p> <p>Engages in opportunities to promote and provide education and information to external agencies about DBT (e.g., NGOs, GPs, QAS, QPS, private practitioners).</p> <p>Leads evaluation of individual and group therapy programs.</p> <p>Proficient in skills to communicate and train staff on DBT strategies and therapy.</p>
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Domain 2	Foundation Practitioner	Practice-Informed Practitioner	DBT Therapist	Advanced DBT Therapist
<p>Autonomy and Support (required and provided) in Therapy</p> <p>(For supervision requirements see Domain 4)</p>	<p>Aware there may be many factors influencing a consumer's presentation and considers how they may benefit from service wide/available care options.</p> <p>Ask for guidance from more senior staff around issues relating to consumer presentations including formulation and evaluation of consumer needs to better support recovery.</p> <p>Seeks support from line manager and discipline supervisor around issues relating to DBT for consumers.</p> <p>Able to perform most clinical tasks in a safe manner with regular clinical and professional reflective practice supervision.</p>	<p>DBT practice is supported by observation/supervision of interventions and formulation i.e. Participation in regular individual and/or group supervision on DBT.</p> <p>Supported in supervision to measure outcomes of DBT based interventions and review these outcomes with self-reflection.</p> <p>Can work jointly with a DBT therapist in applying DBT suitability assessment / groups / interventions.</p> <p>Seeks support from more experienced staff on the application of DBT components of practice.</p> <p>Provides support to consumers to manage safety and minimise risk when providing interventions.</p> <p>Promotes discussion around DBT at a team meeting level.</p>	<p>Independently completes most complex clinical tasks applying DBT techniques confidently using own judgement.</p> <p>Independently manages appropriate collaborative & ethical boundaries when practicing DBT.</p> <p>Seeks and provides regular advice within the multidisciplinary and/or professional team.</p> <p>Participates in leading manualised DBT groups and individual interventions/training with supervision.</p> <p>Provides support and mentoring for DBT skills to other members of the multi-disciplinary or professional team.</p> <p>Provides consultation / supervision and direct intervention around simple care needs or to practice-informed practitioners.</p>	<p>Independently and holistically manages complex clinical scenarios in therapy for a multi-disciplinary team or across clinical units.</p> <p>Independently goes beyond basic standards, creating interpretations and learning tools for self and other clinicians across various clinical units and professions.</p> <p>Provides support and mentoring for DBT skills within the multidisciplinary and professional teams across various clinical units.</p> <p>Provides consultation, supervision and direct intervention around very complex care needs.</p> <p>Engages with leaders to promote organisational focus on the value of DBT (including the cost-effectiveness of DBT) and in doing so, influence system change, organisational culture, staff education, staff access to supervision, and guidelines for DBT practice.</p> <p>Leads promotion of DBT and supports MSAMHS to make available DBT and other evidence-based therapies to consumers who need this service.</p>

Domain 3	Foundation Practitioner	Practice-Informed Practitioner	DBT Therapist	Advanced DBT Therapist
<p>Dealing with Complexity in Therapy</p>	<p>Able to deal with complex clinical situations with appropriate mental health interventions.</p> <p>This is achieved using non-specific psychological strategies, without the specific DBT framework perspective.</p> <p>Ask for guidance from more senior staff around issues relating to consumer presentations including formulation and evaluation of consumer needs to better support recovery.</p>	<p>Able to identify opportunities and provide DBT-informed intervention in complex situations with only partial understanding of therapy frameworks and techniques.</p> <p>DBT is used as a limited range of techniques that can enhance current clinical practice.</p> <p>These are applied safely as sub-skills of routine treatment.</p> <p>Seeks support from more experienced staff on the application of DBT components of practice with more complex clients.</p>	<p>Using a DBT framework, has ability to manage complexity through purposeful analysis and reflection utilising supervision from a more proficient therapist on a regular basis.</p> <p>Sees overall picture and how own actions contribute to consumer outcomes as a result of engagement in therapy.</p> <p>Independently manages more comprehensive practice, tailoring DBT to a consumer's needs, generally those with more complex care needs.</p>	<p>Using DBT, deals with clinical situations considered by the treating team to be highly complex.</p> <p>Holistic grasp of complex situations, moves between intuitive and analytical approaches with ease.</p> <p>Sees overall picture and alternative approaches; vision of possibilities in therapy.</p> <p>Provides consultation, supervision and direct intervention around very complex care needs.</p>

Domain 4	Foundation Practitioner	Practice-Informed Practitioner	DBT Therapist	Advanced DBT Therapist
Supervision Role and Credentials	<p>Recipient of core clinical and professional practice supervision from senior clinician and/or relevant peer group process as per usual business.</p> <p>Core clinical practice skills endorsed by performance coaching and appraisal process.</p> <p>Participates in the identification of own learning needs and development activities.</p> <p>Seeks support from line manager and discipline supervisor around issues relating to DBT for consumers.</p> <p>Professional registration and/or credentialing requirements met.</p>	<p>Frequent reflective practice supervision or group peer mentoring with an emphasis on specific DBT skills and direct observation of practice.</p> <p>DBT practice is supported by observation/supervision of interventions and formulation i.e. Participation in regular individual and/or group supervision on DBT.</p> <p>Supported in supervision to measure outcomes of DBT based interventions and review these outcomes with self-reflection.</p> <p>Seeks support from more experienced staff on the application of DBT components of practice.</p> <p>Provides basic DBT education to less knowledgeable clinicians and foundation practitioners.</p> <p>Completed introductory training in DBT skills.</p>	<p>Ongoing and routine reflective practice supervision with a more proficient DBT therapist, utilising individual, peer supervision and/or direct observation.</p> <p>Provides DBT practice supervision to Foundation and Practice-Informed Practitioners as well as other less proficient DBT therapists.</p> <p>Certified core training in DBT.</p> <p>Participates in DBT Consult Group if available or actively maintains mentoring or peer supervision.</p> <p>Individual practice supervisor for practice-informed or less experienced DBT therapists as required.</p> <p>Independently manages appropriate collaborative & ethical boundaries when practicing DBT.</p>	<p>Provides consultation, supervision and direct DBT intervention around very complex care needs.</p> <p>Routine DBT practice supervision with a more proficient therapist or peer group.</p> <p>Provides therapy practice supervision for less proficient therapists.</p> <p>Completes adherence evaluations for DBT Therapists.</p> <p>Identifies DBT development needs for others and delivers appropriate continuing professional development activities.</p> <p>Certified advanced or intensive training in DBT</p> <p>Leads review and identification of supervision needs for staff on DBT.</p> <p>Leads promotion of DBT and supports MSAMHS to make available DBT and therapies to consumers who need this service.</p>

Domain 5	Foundation Practitioner	Practice-Informed Practitioner	DBT Therapist	Advanced DBT Therapist
<p>Research and Evidence-Based Practice (EBP) Role</p>	<p>Awareness of best available evidence in relation to DBT practice and relevant models of care.</p> <p>Accesses informal mentoring at work from senior staff about general concepts of DBT.</p> <p>Knowledge of and follows organisational guidelines that promote the use of DBT for consumer recovery.</p>	<p>Consumer of literature and knowledge of best available evidence in relation to DBT practice.</p> <p>Active participant in peer discussion in relation to DBT practice.</p> <p>Understands the links of using DBT to positive consumer and organisation outcomes and understands where these interventions may be best applied according to EBP.</p> <p>Basic understanding of limitations of interventions.</p>	<p>Regular active participation in EBP activities including peer review and DBT evaluation and development.</p> <p>Has completed formal training/professional development on DBT.</p> <p>Knowledge of and self-directed learning in DBT including scientifically supported education on interventions and assessments.</p> <p>Supports more skilled therapists in promoting training and running research opportunities within MSAMHS on DBT.</p> <p>Promotion of BPD EBP at a team level e.g. in case reviews and operational meetings.</p>	<p>Has completed professional development to an advanced level on DBT. Confidently draws on this training and new research and adapts these in the context of providing interventions.</p> <p>Identifies DBT training and education needs of others within the organization.</p> <p>Identifies DBT research opportunities at an organisational level including opportunities to partner with other agencies/stakeholders.</p> <p>Leads research design, implementation and evaluation along with the interpretation of this DBT research data for relevant quality improvement activities.</p> <p>Leads EBP initiatives including facilitation of peer review.</p> <p>Active participation by driving DBT evaluation and/or research and service initiatives.</p>

<h2 style="text-align: center; margin: 0;">Continuing Professional Development Diary</h2>							Staff Member Name:
							Profession:
							Commencement date: (i.e. commencement of PDA/PDL entitlements)
							Annual PDA entitlement:
							Annual PDL entitlement:
Date	Learning activity	Provider of activity	Learning outcomes (related to PAD)	Type of leave used (e.g. Conference leave, PDL, special leave)	Cost (Please indicate proportion of funding- i.e. PDA, Hospital and Health Service funded)	Line Manager signatures	