

## Therapies Capability Framework

Pease insert the relevant therapy in the ‘.....’ space provide (e.g. CBT, DBT, MI)

Domain 1 Therapy knowledge and practice skills	Foundation Practitioner	Practice informed Practitioner	Practitioner	Advanced Practitioner
	<p>Basic core skills in building a therapeutic alliance including a shared *understanding, history taking, risk assessment and formulation in the context of the ..... therapeutic framework</p> <p>Basic knowledge of treatment and referral options for ..... therapy</p> <p>Basic knowledge of ..... principles and connection to recovery oriented and person-centred practice</p> <p>Able to deliver basic education and therapeutic support (including dual diagnosis context) for consumers</p> <p>* “understanding” refers to stepping into the person’s world and conveying this back</p>	<p>General knowledge of .....therapy concepts and how to incorporate these into current clinical practice</p> <p>Practice framework influenced by a general knowledge of the ..... model/s and core practice skills</p> <p>Knowledge of ..... in relation to evidence-based practice</p> <p>Awareness of ..... therapy in the context of recovery-oriented and social inclusion practices</p> <p>Able to evaluate and modify care plan according to individual needs and ..... principles</p>	<p>Sound knowledge of .....practice competencies for assessment and intervention</p> <p>Frequent independent application of a ..... practice framework and specific therapy techniques</p> <p>Comprehensive understanding of ..... 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 ..... interventions to improve therapy outcomes with regular supervision</p>	<p>In-depth knowledge of ..... therapy knowledge 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 ....., including its strengths and limitations</p> <p>Leads application of recovery-oriented and social inclusion practices in the evaluation of ..... therapy</p> <p>Facilitates the evaluation and reporting of therapy program outcomes</p>

**Domain 2 Autonomy and Support (required and provided) in therapy (for supervision requirements see domain 4)**

Foundation Practitioner	Practice informed Practitioner	Practitioner	Advanced Practitioner
Able to perform most clinical tasks in a safe manner with regular clinical and professional reflective practice supervision	<p>Completes straightforward clinical tasks incorporating basic ..... skills supported by observation and reflective practice supervision</p> <p>Requires frequent support and advice from practice supervisor, multidisciplinary and professional teams</p>	<p>Independently completes most complex clinical tasks applying ..... techniques confidently using own judgement</p> <p>Seeks and provides regular advice within the multidisciplinary and/or professional team</p> <p>Provides support and mentoring for ..... therapy skills to other members of the multi-disciplinary or professional team</p>	<p>Independently and holistically manages complex clinical scenarios in therapy for a multidisciplinary 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 ..... therapy skills within the multidisciplinary and professional teams across various clinical unit</p>

Domain 3 Dealing with Complexity in Therapy	Foundation Practitioner	Practice informed Practitioner	Practitioner	Advanced Practitioner
	<p>Able to deal with complex clinical situations with appropriate mental health interventions</p> <p>This is achieved using non-specific factors, and without the specific.....therapy modality or framework perspective</p>	<p>Able to identify opportunities and provide intervention in complex situations with only partial understanding of therapy frameworks and techniques</p> <p>..... therapy 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>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>Deals with clinical situations considered by the treating team to be highly complex using ..... therapy</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>

<b>Domain 4 Supervision Role and Credentials</b>	<b>Foundation Practitioner</b>	<b>Practice informed Practitioner</b>	<b>Practitioner</b>	<b>Advanced Practitioner</b>
	Recipient of core clinical and professional practice supervision from senior clinician and/or relevant peer group process as per usual business	Frequent reflective supervision from a more capable practitioner with an emphasis on specific ..... skills and direct observation of practice	Ongoing and routine reflective practice supervision with a more proficient ..... therapist, utilising individual, peer supervision and/or direct observation	Routine ..... Therapy practice supervision with a more proficient therapist or peer group
	Core clinical practice skills endorsed by performance coaching and appraisal process.	Provides basic ..... Education to less knowledgeable clinicians and foundation practitioners	Provides ..... Practice supervision to Foundation and Practice-Informed Practitioners as well as other less proficient ..... therapists	Provides therapy practice supervision for less proficient therapists
	Participates in the identification of own learning needs and development activities	Completed introductory training in ..... therapy skills	Certified core training in ....., therapy	Identifies ....., therapy development needs for others and delivers appropriate continuing professional development activities
	Professional registration and/or credentialing requirements met.			Certified advanced or intensive training in ..... therapy

Domain 5 Research and evidence-based practice (EBP) Role	Foundation Practitioner	Practice informed Practitioner	Practitioner	Advanced Practitioner
	<p>Awareness of best available evidence in relation to ..... therapy practice and ACU models of care</p>	<p>Consumer of literature and knowledge of best available evidence in relation to ..... therapy practice</p> <p>Active participant in peer discussion in relation to ..... therapy practice</p>	<p>Regular active participation in EBP activities including peer review and ..... therapy evaluation and development</p>	<p>Leads EBP initiatives including facilitation of peer review</p> <p>Active participation by driving .....therapy evaluation and/or research and service initiatives</p>