

# Therapies Capability Framework

Physical Health Care

Nursing case studies

*We care about you*



Queensland  
Government



So what is a  
*Therapies Capability  
Framework* anyway?



*Therapies Capability Framework*: "...used as a reflective tool by individual practitioners and supervisors, helping to direct further capability development for provision of evidence-informed therapies, and to identify therapy leaders amongst the workforce"


# Competency

# Capability




- \*Knowledge based
- \*Technical skills
- \*Easily assessed (e.g. pass/fail)
- \*Controlled environment

- \*Higher level understanding
- \*Dealing with complexity
- \*Performing under challenges (e.g. time pressure)



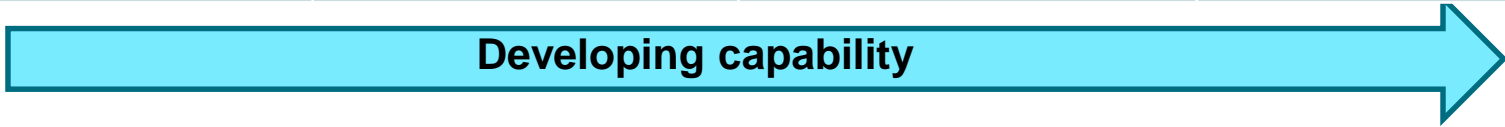
Can we use the *Therapies Capability Frameworks* to assess competency or for performance management?



Please don't.... The TCF should empower staff to develop their own portfolios collaboratively with supervisors, support learning pathways directly linked to best practice, and foster leadership and autonomy aligned with consumer and service priorities.

# Domains

	<i>Foundation</i>	<i>Practice Informed</i>	<i>Therapist</i>
<i>Knowledge &amp; Skills</i>	*Core competency	*Developing capability	*High capability
<i>Autonomy &amp; Supervision</i>	*Receives mentoring *Follows EBP guidelines	*Provides mentorship; receives supervision *Developing autonomy	*Provides supervision; participates in group mentoring *Recognised leader
<i>Evidence-based Practice &amp; Research</i>	*Informs consumers *Participates in QI	*Contributes to guideline, research and QI development	*Takes a leading role



- \*Efficiency
- \*Trauma-informed, person-centred, family/carer engagement
- \*During busy clinic times
- \*Even when consumers don't seem to value their own health

- \*Effective
- \*Trauma-informed, person-centred, family/carer engagement
- \*Confidence
- \*Consumers with complex presentations

## Developing capability



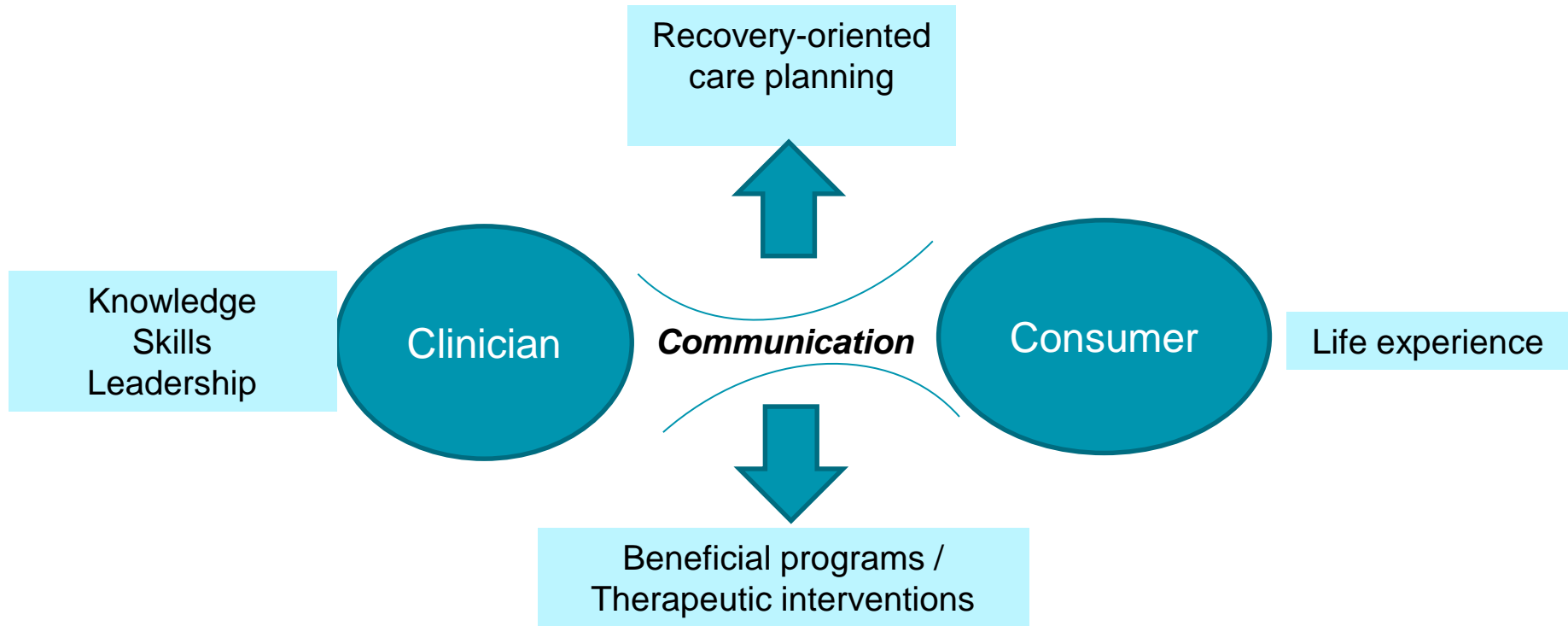
## Domains

<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"><li>*<i>Determinants of health</i>: biopsychosocial, lifestyle and environmental – assessment and monitoring; explaining meaning and implications; suggesting management strategies.</li><li>*<i>Care planning</i>: Recovery-oriented and integrated with relevant services within and outside MSAMHS, taking into consideration medical concerns and history, and values and preferences of consumers/families/carers</li><li>*<i>Behaviour change</i>: theory-based and adapted to individual, family and cultural expectations, in individual or group settings</li></ul>
<b>Autonomy &amp; Supervision</b>	<ul style="list-style-type: none"><li>*<i>Mentorship and supervision</i></li><li>*<i>Training – Participating to Developing</i></li><li>*<i>Tasks – Competencies to Quality Improvement</i></li></ul>
<b>Evidence-based Practice &amp; Research</b>	<ul style="list-style-type: none"><li>*<i>Follows</i> guidelines, to <i>Updates</i> guidelines</li><li>*<i>Assists</i> with research and QI, to <i>Leads</i> research and QI</li></ul>

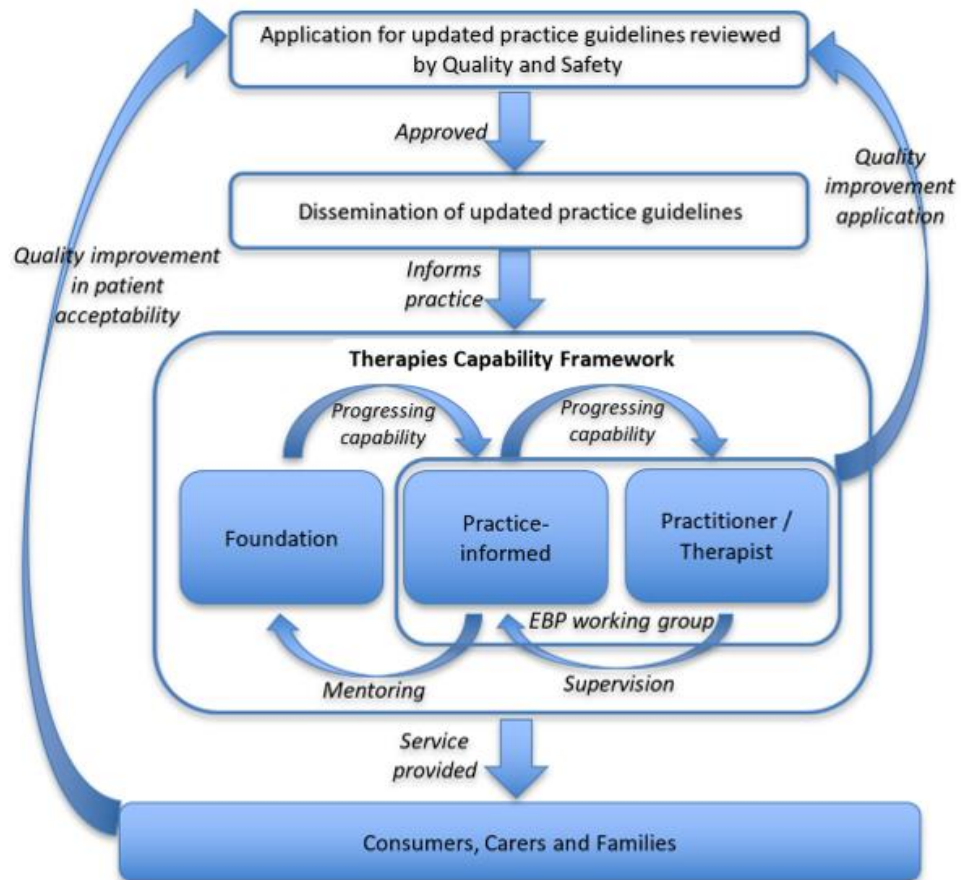
*Understanding of how to collaboratively address health determinants using theory-informed approaches*  
Therapeutically engage consumers/family/carers to assess, consult and intervene, *for diverse groups*  
Engages in *peer mentoring* and *provides supervision*; *Leads* training and implementation  
*Updates* evidence-based practice, and takes a *leading role* in research and quality improvement

Knowledge of *health determinants* and how to *collaboratively address* using *evidence-based strategies*  
*Therapeutically engage* consumers/family/carers to assess, *consult and intervene*  
Engages in, and *contributes to*, mentoring, supervision and professional training  
Aware of *policy context and current evidence*, and *assists* research and service improvement

Knowledge of physical health risk, collaborative consultation, and available services  
Core competencies in measurement and assessment within scope of practice  
Engages in mentoring and professional training  
Follows best practice guidelines and participates in research and service improvement



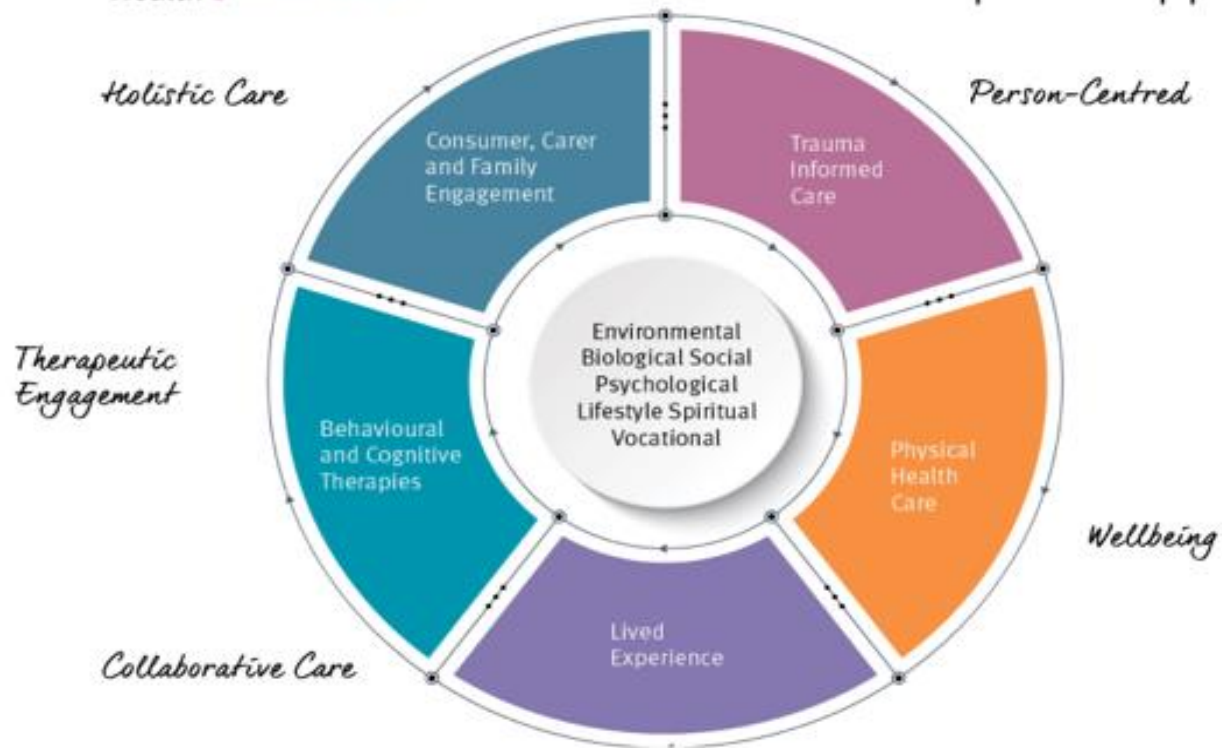
***Therapist:*** Distils expertise into therapeutic communication to collaboratively improve life experiences



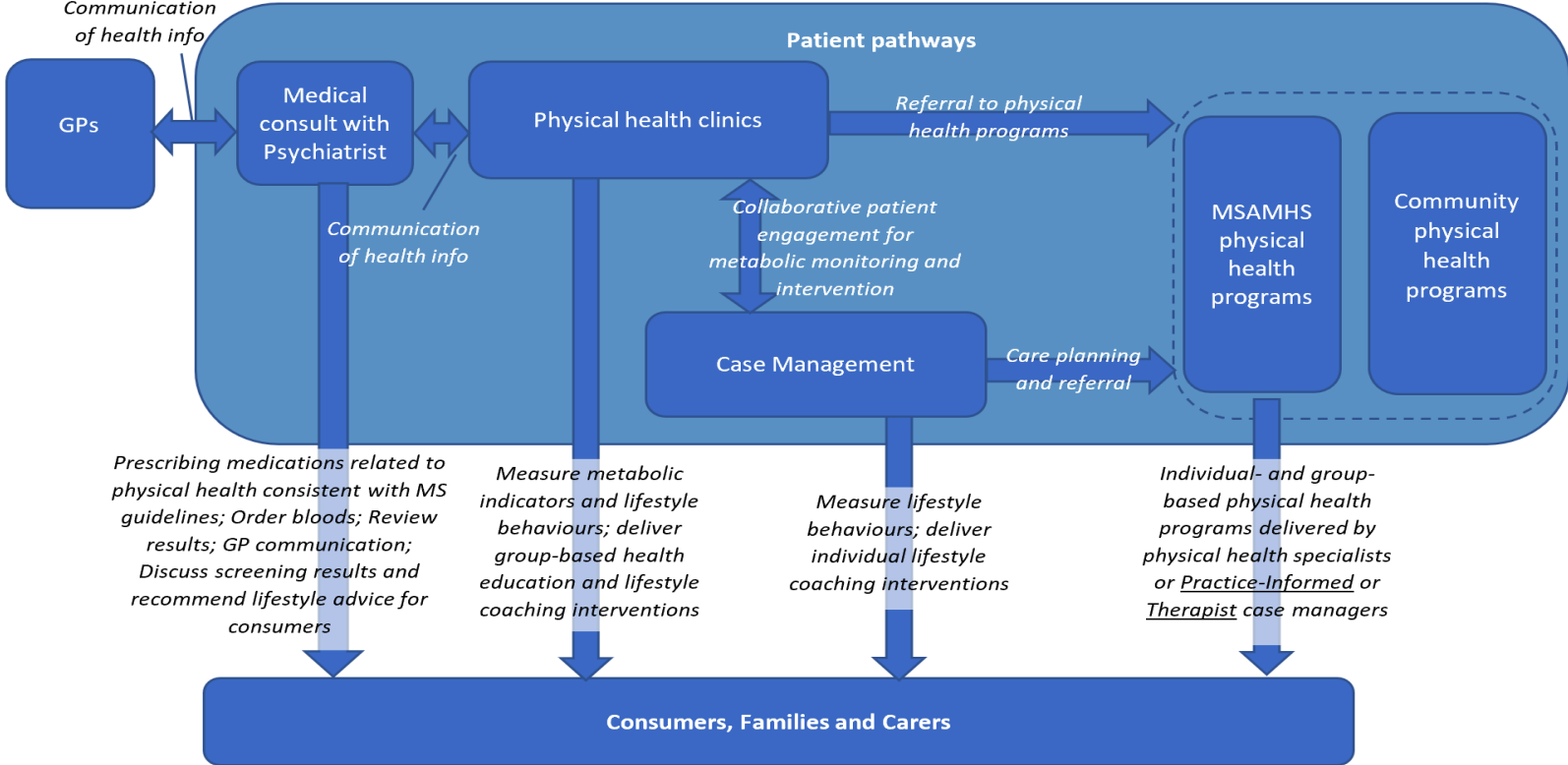
**Figure 2:** Therapies Capability Framework as an embedding mechanism for continual quality improvement and evidence-based practice (EBP).



Metro South Health | Model for Person Centred Therapeutic Approaches



(i) Involves nurse-led physical health monitoring and intervention, (ii) multidisciplinary intervention (Allied Health and peer; e.g. exercise, lifestyle intervention), (iii) site-based rather than team based, (iv) implemented in collaboration with external organisations (PCYC and BIG in the current trial sites), (v) group-based rather than individual



## ***What can be done from here?***

- Formalise *capability development pathways* for nursing, including Foundation expectations (and other staff who have therapeutic contact with consumers).
- Protect time for involvement in physical health clinics and service-wide EBP working groups.
- Formalise mentoring and supervision arrangements, and embed TCF into mentoring and supervision.
- Formalise physical health interventions and programs (e.g. health literacy etc)