

## Summary of capability levels

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Foundation level: this level incorporates awareness of MSAMHS service guidelines and the fundamentals for working with consumers and their carers. It involves a general awareness of other levels in the framework and as such is aware of a range of services offered within your team and how referrals can be actioned with support from more experienced staff. All entry-level staff who have completed online training will be at this level. Administration staff are encouraged to aim to be at this level across all Therapeutic Pillars.

Practice-informed level: this level incorporates basic understanding of the Therapeutic Pillar principles including how to provide basic interventions to enhance regular practice. Also included is how to assess and review outcomes as well as engage in supervision, self-reflective practice and further own understanding and education around the intervention. Practice in this area will always be accompanied by supervision and there is no requirement to provide “therapy” at this level. All clinical/peer/frontline staff are encouraged to aim to be at this level across all Therapeutic Pillars.

Practitioner level: at this level, staff will have good knowledge and experience in the principles, theory and application of the intervention specific to particular populations. Formal training in this intervention has been completed along with ongoing supervision of practice and engagement in supervision of less experienced staff. Staff at this level will have contributed to research or service development around this intervention.

Advanced Practitioner level: staff at this level will have a detailed and comprehensive knowledge of theory, contemporary interventions, skills, strategies and practice emerging from recent scientific research. Staff will provide consultation and leadership to MSAMHS for promotion of the intervention including contributing to development of protocols of supervision, staff training, research design and evaluation for the promotion of EBP.

**General summary: descriptors for each capability level - please use full version during self reflection**

<b>Foundation Practitioner</b>	<b>Practice informed Practitioner</b>	<b>Practitioner</b>	<b>Advanced Practitioner</b>
<p>The practitioner has a fundamental basis for understanding and working with mental health consumers and receives regular practice supervision The practitioner has a basic knowledge of § assessment § alliance building § diagnosis § formulation in the context building a therapeutic alliance The practitioner is able to appropriately link therapy principles to connectedness and recovery-oriented practice Awareness of best available evidence in relation to therapy practice and ACU models of care</p>	<p>The practitioner has a basic and general introductory knowledge of the therapy assessment and treatment modalities as well as appropriate clinical frameworks, models, and core practice skills The practitioner has received introductory training in the therapy and is able to appropriately combine therapeutic practice with connectedness and recovery oriented principles Therapy techniques are used as a limited range of interventions that can enhance current clinical practice and are applied safely as sub-skills of routine treatment Knowledge of best available evidence in relation to therapy practice</p>	<p>The practitioner has a sound overview of assessment and treatment for the therapy as well as appropriate clinical frameworks, processes and specific therapy techniques Certified core training in the specific therapy Applies recovery and social inclusion principles to enhance therapy in a mental health context The practitioner clinically applies the specific therapy in relation to the best available evidence and supports the skill development of others The practitioner provides supervision and training to less advanced practitioners Regular active participation in peer review, therapy evaluation and development</p>	<p>The practitioner has a contemporary and in-depth knowledge of the therapy assessments and interventions, therapy specific clinical frameworks, processes and specific technical skills The practitioner applies recovery and social inclusion practices in therapy and leads the effective evaluation of the effectiveness of therapy interventions The practitioner selects the therapy in relation to the best available evidence and tailors it appropriately The practitioner provides supervision and training to less proficient practitioners and leads service initiatives The practitioner contributes to the evidence base by driving evaluation or research</p>