

	Foundation Practitioner	Practice-informed Practitioner	Therapist
<b>Domain: Knowledge and Skills</b>	<p><b>Knowledge</b>  <i>Knowledge</i> of metabolic risk factors that predispose individuals with mental illness to poor health outcomes (including thresholds for heightened risk) and how lifestyle factors (e.g. smoking, nutrition, oral health, physical activity) and treatment-related factors (e.g. suboptimal care, medication side-effects) contribute to metabolic risk, chronic disease, and early mortality.</p> <p><i>Knowledge</i> of how to consider physical health conditions and traumatic experiences in clinical formulation and recovery-oriented care planning to improve physical and mental health and wellbeing, and how to access more detailed medical information across digital platforms (e.g. iEMR or The Viewer).</p> <p><i>Knowledge</i> of the services offered within MSAMHS, community and primary care settings relevant to addressing physical health concerns, and associated referral pathways.</p> <p><b>Skills</b>  <i>Core competency</i> in measuring physiological and anthropometric indicators (waist circumference, weight/BMI, sitting/standing blood pressure, heart rate/rhythm, head-to-toe assessment), documenting data on the Metabolic Monitoring form, and addressing abnormalities and consumer-reported physical health symptoms by alerting the doctor or a senior nurse.</p> <p><i>Core competency</i> in assessing a range of determinants of health including lifestyle and treatment-related factors (e.g. medication side-effects) using validated and consumer-friendly scales, and documenting outcomes over the duration of care.</p> <p><i>Core competency</i> in referring consumers to service-based, community, and primary care programs and services to address physical health risk factors and promote health and wellbeing.</p> <p><i>Capability</i> in engaging <u>consumers, carers and families</u> in clear discourse using <u>trauma-informed</u> and <u>person-centred</u> principles to discuss and provide education about healthy lifestyle behaviours and other physical health risks.</p>	<p><b>Knowledge</b>  <i>Understanding</i> of the <u>biopsychosocial, lifestyle and environmental</u> determinants of health in people with mental health issues (including knowledge of local prevalence), and of evidence-based guidelines for impacting modifiable determinants (including knowledge of the underlying evidence).</p> <p><i>Understanding</i> of how to incorporate medical history in treatment formulation to address physical health and wellbeing in recovery-oriented care plans, including referral to available services and programs within MSAMHS, primary care and community and considering trauma, substance use issues, and the breadth of individual barriers, preferences, and enablement strategies.</p> <p><b>Skills</b>  <i>Capability</i> in engaging <u>consumers, carers and families</u> in clear discourse using <u>trauma-informed</u> and <u>person-centred</u> principles and <u>therapeutic engagement</u> to:</p> <ul style="list-style-type: none"> <li>• Efficiently assess the <u>biopsychosocial, lifestyle and environmental</u> determinants of health using discipline specific assessment tools (CIMHA tab), communicate test results and implications, and follow-up on identified risk factors, even during busy clinic times...</li> <li>• Ascertain consumers' values and preferences related to improving physical health using strengths-based semi-structured discussion to inform recovery-oriented care planning, even when consumers do not seem to value their own health...</li> <li>• Deliver manualised educational interventions about physiological and behavioural risk factors for disease, preventing and managing physical conditions, and improving quality of life, functioning and recovery with consumers, while fostering partnership and mastery around health behaviour change ...</li> </ul> <p>...including with people from communities experiencing marginalisation, such as Aboriginal and Torres Strait Islanders, culturally and linguistically diverse groups (CALD), people with non-heteronormative identity (LGBTQIA+).</p>	<p><b>Knowledge</b>  <i>Understanding</i> of how the <u>biopsychosocial, lifestyle and environmental</u> determinants influence physical and mental health, and how to collaboratively impact modifiable determinants to improve quality of life, functioning, and recovery with consumers, using theory-based interventions (e.g. COM-B) and established techniques (e.g. Motivational Interviewing).</p> <p><i>Understanding</i> of the strengths and limitations of the health sector across public, private, primary and community service settings, and how to collaboratively develop integrated and recovery-oriented care plans involving individualised enablement strategies to address health priorities.</p> <p><b>Skills</b>  <i>Capability</i> in engaging <u>consumers, carers and families</u> in clear discourse using <u>trauma-informed</u> and <u>person-centred</u> principles and <u>therapeutic engagement</u> to:</p> <ul style="list-style-type: none"> <li>• Ascertain consumers' values and preferences related to improving physical health, and combined with knowledge of health assessments, navigate available service sectors to collaboratively develop integrated and recovery-oriented care plans to effectively address consumer-identified needs and health priorities...</li> <li>• Effectively apply evidence-based behaviour change principles in adapting physical health interventions to individual values and preferences, and informed by knowledge of health assessments dynamically problem solve identified barriers to improving quality of life, functioning, and recovery, in individual or group-based settings...</li> </ul> <p>...with <i>confidence</i> in doing so for people with history of trauma, complex family dynamics, physical comorbidities, and persistent and/or severe symptoms of mental illness and addiction, and with people from communities experiencing marginalisation, such as Aboriginal and Torres Strait Islanders, culturally and linguistically diverse groups (CALD), people with non-heteronormative identity (LGBTQIA+).</p>

	<b>Foundation Practitioner</b>	<b>Practice-informed Practitioner</b>	<b>Therapist</b>
<b>Domain: Autonomy and supervision</b>	<p>Receives individual and/or group mentorship from <u>Practice-Informed Practitioners</u> in physical health.</p> <p>Participates in professional training related to physical health.</p> <p>Employs knowledge and skills in physical health to assess health determinants, conduct individualised needs assessments, provide health education, and develop recovery and care plans with consumers.</p>	<p>Provides <i>mentorship</i> to <u>Foundation Practitioners</u>, receives supervision from <u>Therapists</u> in physical health.</p> <p>Participates in professional training related to physical health.</p> <p>Facilitates training related to physical health for <u>Foundation</u> staff.</p> <p>Takes a proactive role in delivering individual- and group-based physical health clinics and improving processes to maintain quality of care and efficiency.</p>	<p>Provides <i>supervision</i> to <u>Practice-Informed Practitioners</u> and <u>Foundation Practitioners</u> in physical health.</p> <p>Participates in <i>peer/group mentoring</i> and supervision with other <u>Therapists</u>.</p> <p>Develops and delivers training related to physical health for <u>Practice-Informed</u> and <u>Foundation Practitioners</u>.</p> <p>Leads coordination and quality improvement of physical health clinics to ensure fidelity and accountability, including review of consumer feedback and outcome data, updating content consistent with contemporary evidence, and promotion of clinic referral pathways across teams to improve sustainability.</p>
<b>Domain: Evidence-based practice and research</b>	<p>Follows organisational and work-unit guidelines to address the determinants of health of consumers.</p> <p>Recruits consumers to current service-based research opportunities and participates in quality improvement initiatives related to physical health.</p>	<p>Familiar with national policy and professional consensus statements in addressing the physical health of consumers.</p> <p>Participates in evidence-based practice working groups related to physical health to review contemporary research and evaluation data (including consumer feedback), and update organisation and work-unit guidelines for best practice.</p> <p>Assists with service-based research and evaluation of usual care practices related to physical health therapies.</p>	<p>Chair of evidence-based practice working groups related to physical health.</p> <p>Coordinates applications to Quality and Safety to improve usual care practices in therapies related to physical health.</p> <p>Updates guidelines and intervention content to be consistent with current evidence.</p> <p>Formulates and proposes new research questions about the clinical and economic effectiveness of addressing physical health in addiction and mental health services, and takes a leading role in research and evaluation.</p>