

Therapy Capability Framework worksheet

Please insert the relevant therapy in the “.....” space provided (e.g. CBT, DBT, MI)

Domain 1	Foundation Practitioner	Practice-Informed Practitioner	Practitioner	Advanced Practitioner
Therapy Knowledge and Practice Skills	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	General knowledge of therapy concepts and how to incorporate these into current clinical practice	Sound knowledge of practice competencies for assessment intervention	In-depth knowledge of therapy knowledge and skills, contemporary techniques and practice competencies
	Basic knowledge of treatment and referral options for therapy	Practice framework influenced by a general knowledge of the model/s and core practice skills	Frequent independent application of a practice framework and specific therapy techniques	Able to provide consultation to service leaders on therapeutic frameworks for complex clinical practice
	Basic knowledge of principles and connection to recovery-oriented and person-centred practice	Knowledge of in relation to evidence-based practice	Comprehensive understanding of in relation to the best available	Advanced knowledge of best available evidence for, including its strengths and limitations
	Able to deliver basic education and therapeutic support (including dual diagnosis context) for consumers	Awareness of therapy in the context of recovery-oriented and social inclusion practices	Application of recovery-oriented and social inclusion practices to enhance therapy outcomes	Leads application of recovery-oriented and social inclusion practices in the evaluation of therapy
	* “understanding” refers to stepping into the person’s world and conveying this back	Able to evaluate and modify care plan according to individual needs and principles	Ability to evaluate and refine interventions to improve therapy outcomes with regular	Facilitates the evaluation and reporting of therapy program outcomes

Domain 2	Foundation Practitioner	Practice-Informed Practitioner	Practitioner	Advanced Practitioner
<p>Autonomy and Support (required and provided) in Therapy</p> <p>(For supervision requirements see Domain 4)</p>	<p>Able to perform most clinical tasks in a safe manner with regular clinical and professional reflective practice supervision</p>	<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 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 therapy skills within the multidisciplinary and professional teams across various clinical units</p>

Domain 3	Foundation Practitioner	Practice-Informed Practitioner	Practitioner	Advanced Practitioner
<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 factors, and</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</p>	<p>Ability to manage complexity through purposeful analysis and reflection utilising supervision from a more proficient Practitioner on a regular basis</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</p>

	without the specific therapy modality or framework perspective	limited range of techniques that can enhance current clinical practice These are applied safely as sub-skills of routine treatment	Sees overall picture and how own actions contribute to consumer outcomes as a result of engagement in therapy	approaches with ease Sees overall picture and alternative approaches; vision of possibilities in therapy
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Domain 4	Foundation Practitioner	Practice-Informed Practitioner	Practitioner	Advanced Practitioner
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>Professional registration and/or credentialing requirements met</p>	<p>Frequent reflective practice supervision from a more capable practitioner with an emphasis on specific skills and direct observation of practice</p> <p>Provides basic education to less knowledgeable clinicians and foundation practitioners</p> <p>Completed introductory training in therapy skills</p>	<p>Ongoing and routine reflective practice supervision with a more proficient Practitioner, utilising individual, peer supervision and/or direct observation</p> <p>Provides practice supervision to Foundation and Practice-Informed Practitioners as well as other less proficient Practitioners</p> <p>Certified core training in therapy</p>	<p>Routine therapy practice supervision with a more proficient Practitioner or peer group</p> <p>Provides therapy practice supervision for less proficient Practitioners</p> <p>Identifies therapy development needs for others and delivers appropriate continuing professional development activities</p> <p>Certified advanced or intensive training in therapy</p>

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

