



Meeting Mental Health Service Needs Through Collaborative Partnerships

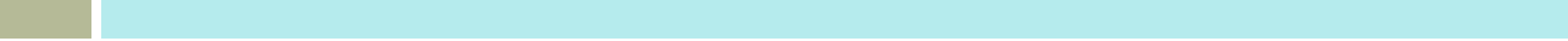
October 2009

Canadian Federation of Mental Health Nurses
Conference- Presentation

Psychiatric/Mental Health Needs

The Canadian Mental Health Association reports that mental illness will directly affect 20% of Canadians at some point in their life time and all Canadians indirectly.

The Alliance on Mental Illness and Mental Health reports that as much as 83% of Personal Care Home residents are diagnosed with a mental illness.



How do we meet the need for the delivery
of quality mental health services with
limited resources?

INNOVATION – COLLABORATION - COMMITMENT

Background

Need?

NOR-MAN
Research into
Innovative
Recruitment in
Psychiatric/Mental
Health Nursing

Post-Basic
Education for
Licensed Practical
Nurses-Phase I

Post-Basic
Education for
Licensed Practical
Nurses-Phase II

Certificate in
Mental Health for
Licensed Practical
Nurses
Program Delivery

Need?

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Program Delivery

There has been a persistent and chronic struggle to recruit and retain Nurses to provide acute in-patient psychiatric/mental health care. This is particularly true in Northern Manitoba.

NOR-MAN RHA initiated the practice of hiring LPNs, on an indefinite terms basis, to maintain minimal bed availability on the Regional Psychiatric In-Patient Unit.

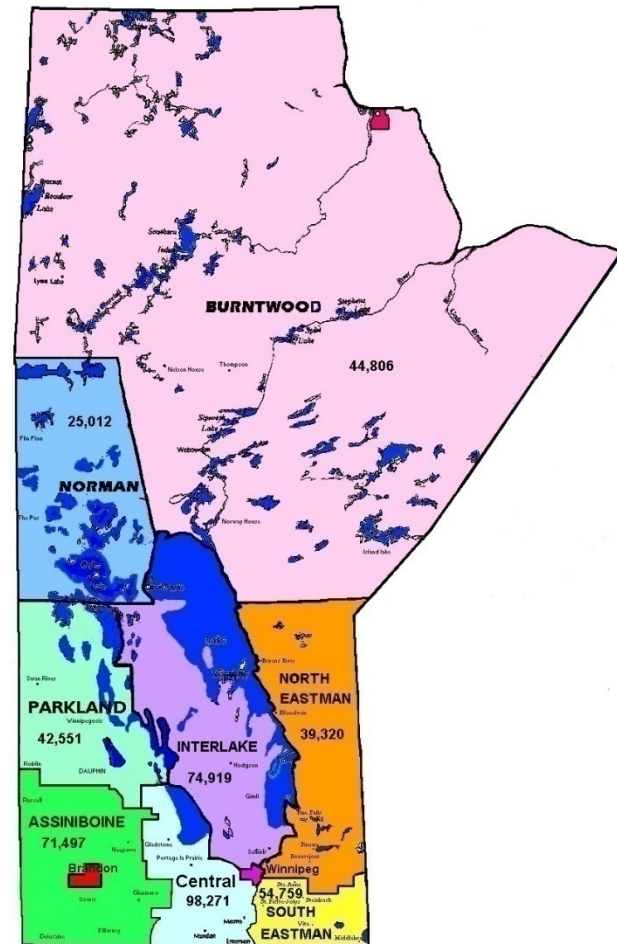
However this was recognized as not being a comprehensive or sustainable solution.

QUESTION?

Do LPNs have an ongoing legitimate role in the delivery of these services?

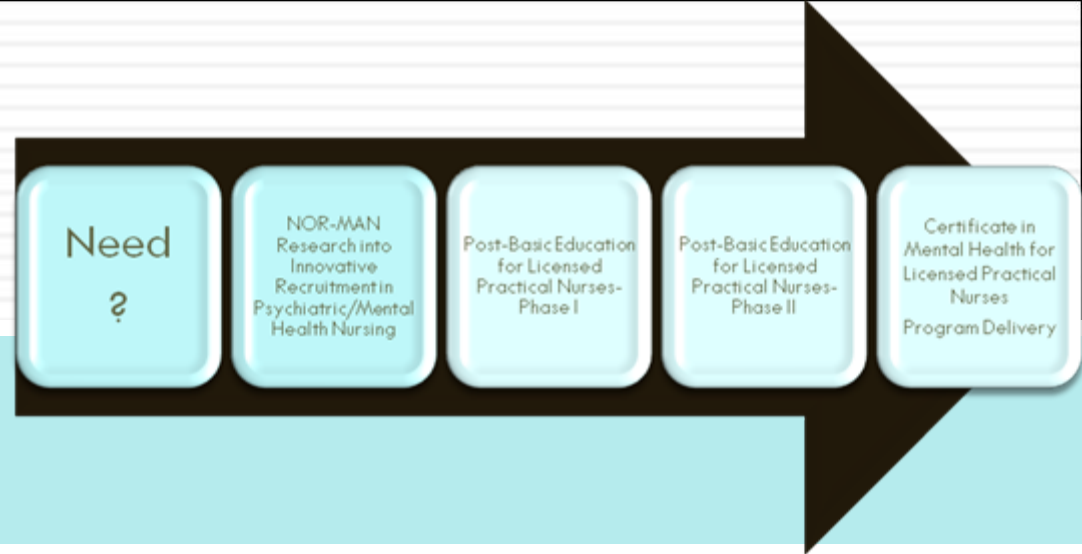
NOR-MAN RHA

- ❑ Population 26,000
- ❑ 72,000 square kilometres
 - Flin Flon
 - Cranberry Portage
 - Sherridon/Cold Lake
 - Wanless
 - The Pas/Opaskwayak Cree Nation
 - Snow Lake
 - Moose Lake/Mosakahiken Cree Nation
 - Cormorant
 - Esterville/Chemawawin First Nation
 - Grand Rapids/Isipawistik Cree Nation
 - Pukatawagan/Mathias Colomb Cree Nation



May 2007

Research

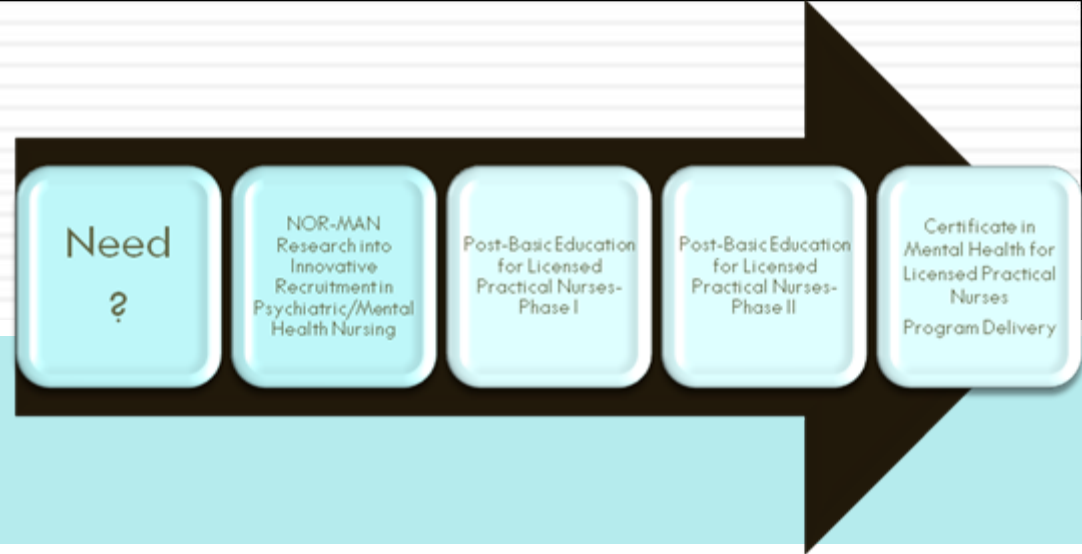


This prompted the NRHA to partner with Employment MB departments of Workplace Prior Learning Assessment & Recognition and Competitiveness Training and Trade on a research project to explore the potential to develop recommendations to address the issues.

NOR-MAN Research into Innovative Recruitment in Psychiatric/Mental Health Nursing- Final Report

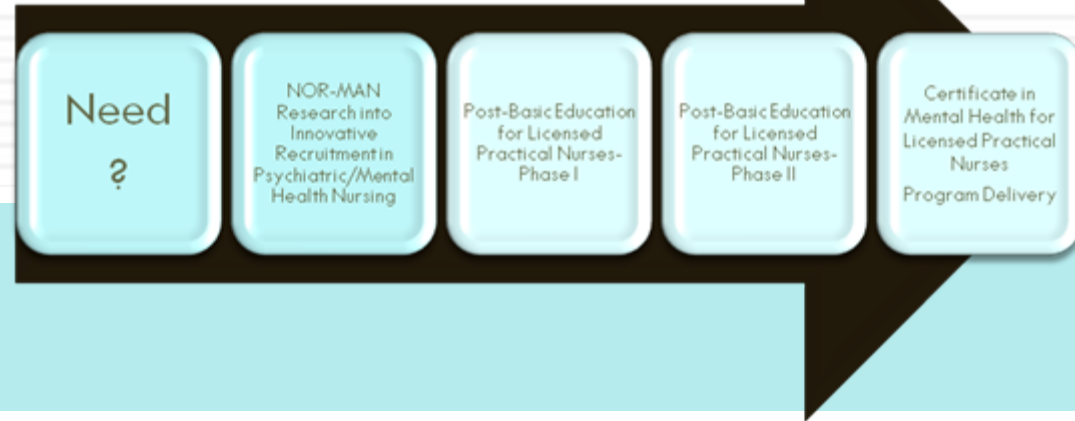
May 2007

Research



The primary focus of the project was to explore the feasibility of LPN's providing psychiatric/mental health services through a process of identifying:

- required competencies
- gaps
- gap training solutions
- delivery pathways



May 2007

Research

Another area of focus became that of developing meaningful and innovative recruitment and retention strategies in the North, to foster the growth, optimal utilization and sustainability of our health human resources.

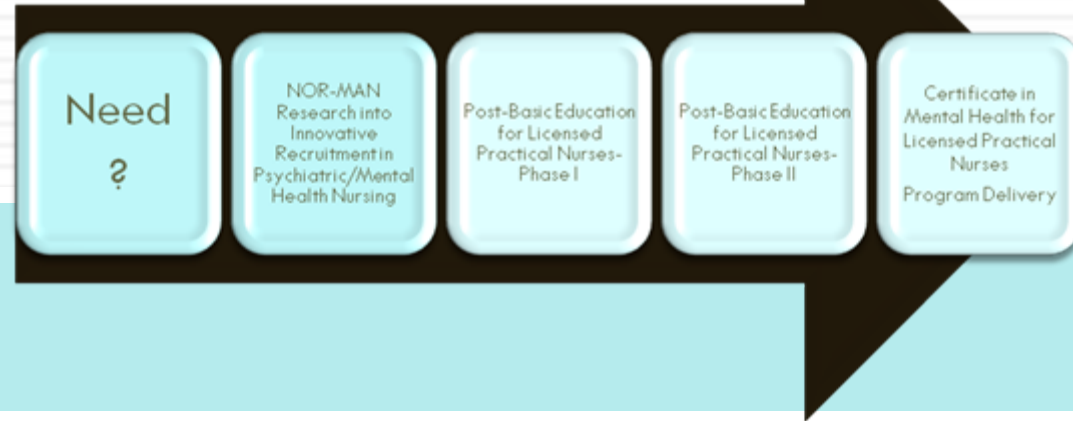
It was recognized that that development of collaborative and interdependent partnerships was the key to accomplishing this.



Collaboration and Consultation

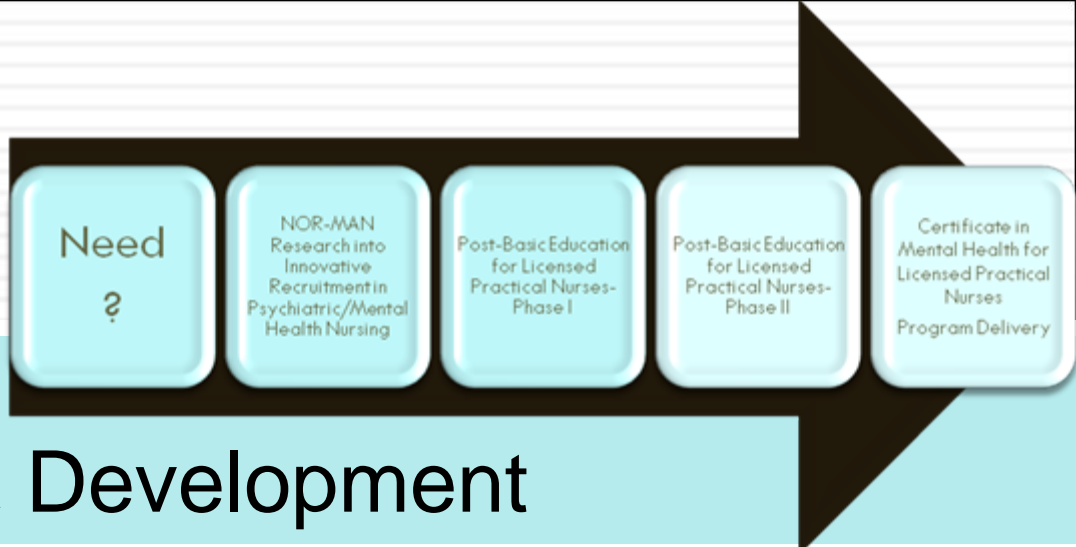
- The project was administered by an Advisory Committee
- Various stakeholders were consulted throughout the research process including but not limited to: Nursing Colleges, Unions, Educational Institutions and Health Regions in Manitoba and in other Provinces
- Additionally, LPN's who had been employed on the NRHA Psychiatric Unit were consulted

Research



The research revealed the potential to:

- Develop and deliver post-basic education for LPNs in Psychiatry/Mental Health in the North so that they may play a *complimentary* role in the delivery of these services for the adult and elderly populations.
- Develop human resources in the North for the North through collaboration and innovation



PHASE I
Sept 2007

Exploration & Development

Further development of an Advisory Committee: University College of The North, Employment Manitoba (CTT), College of Licensed Practical Nurses, NRHA, BRHA, Assiniboine Community College, Manitoba Nurses Union

Explored existing Mental Health programs for LPNs that would meet the identified needs and priorities of the Region.

- Explored potential funding sources for:
- ❑ ongoing program development
 - ❑ student sponsorship



PHASE I
Sept 2007

Exploration & Development

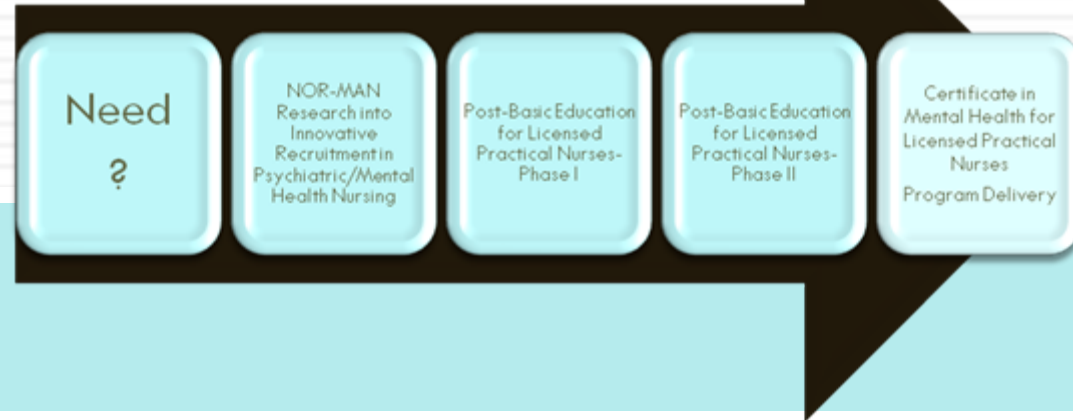


Outcomes:

- identified curriculum that comprised the desired foundational requirements and could be adapted to meet identified priorities and set the stage for entering into a partnership to broker desired courses
- secured funding for program development and identified further potential sources of funding for both program development and student sponsorship

PHASE II
Jan 2008

Development



Outcomes:

- ❑ Program development and adaptation to meet Regional Needs
- ❑ Secured funding for program delivery
- ❑ Advanced Practice for Licensed Practical Nurse in Mental Health credential

The Program:



Certificate in Mental Health for Licensed Practical Nurses

- The Nature of Adult Mental Health Nursing Practice ~3 Credits
 - Competencies for Mental Health Nursing Practice ~3 Credits
 - Mental Health Concerns, Disorders & Interventions ~3 Credits
 - Aging & Mental Health ~3 Credits
- Leadership for Licensed Practical Nurses (Co-Requisite) ~3 Credits
 - Clinical Practice ~3 Credits

Total Credits: 18

Program Delivery Methods

The program is offered on a part-time study basis meeting needs of LPNs and RHAs.

The theory is delivered primarily on-line and is supported with some classroom delivery.

Funding

The program is being offered as a Pilot Program and is funded by:

- ❑ The Foundation of Licensed Practical Nurses of Manitoba
- ❑ Manitoba Health and Healthy Living
- ❑ University College of the North/
Council on Post- Secondary Education



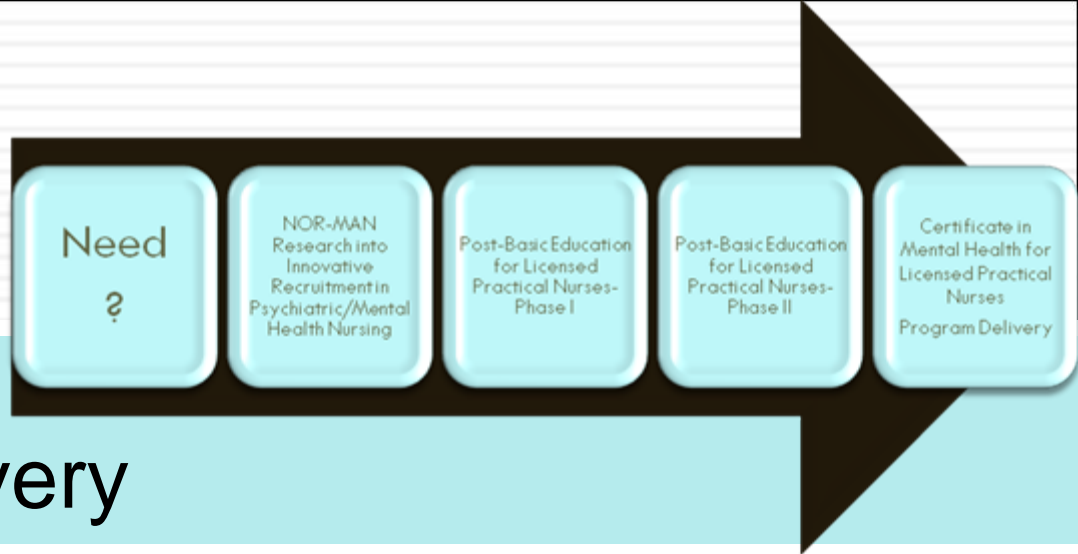
Funding



Students are able to apply for funding/sponsorship from:

- ❑ RHA Continuing Education funding (NRRF allocated funds)
- ❑ The Foundation of Licensed Practical Nurses of Manitoba
- ❑ Manitoba Nurses Union continuing education funds

Program Delivery



Certificate in Mental Health for Licensed Practical Nurses

Commenced: May 2008

Completion Date: April 2010

Outcomes/Benefits for the Region



- increased ability of the RHA to sustain the delivery of psychiatric/mental health services for their residents
- availability of accessible psychiatric/mental health services provided by competent practitioners
- improved quality of patient care
- enhanced retention of nurses with specialty training

Where are we today?

- ❑ Pilot Program was launched by UCN in May 2008
- ❑ 2 LPNs in the program hired onto the NOR-MAN Regional Psychiatric Unit
- ❑ Ongoing collaboration with an Advisory Committee/
RHA/Stakeholders
- ❑ Evaluation

Where are we headed tomorrow ?

- ❑ Developing processes to support and guide LPNs working in this extended area of practice
- ❑ Collaboration with CLPNM re Advanced Practice credential in Mental Health
- ❑ Evaluation and research
- ❑ Exploring the potential to offer program throughout the Province
- ❑ Exploring the potential for articulation agreements



Keys to Success

INNOVATION – COLLABORATION - COMMITMENT