

Bringing the 10 Essential Shared Capabilities for the Whole Mental Health Workforce Across the Ocean

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What are some essential capabilities needed to work in mental health?



What are the 10 ESSENTIAL SHARED CAPABILITIES?

Working in partnership

Respecting diversity

Practising ethically

Challenging inequality

Promoting recovery

Identifying people's needs and strengths

Providing service user-centre care

Making a difference

Promoting safety and positive risk taking

Personal development and learning



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PEOPLE WHO USE SERVICES REPORT

- **Not being listened to**
- **Being marginal to assessment and care planning**
- **Being rendered helpless rather than helped by service use**



KEY IMPERATIVES

Shift in culture

- **Choice**
- **Person centeredness**
- **Mental health promotion**



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What do the 10 ESC represent?

Basic building blocks for:

- Education
- Training
- Continuing development



Foundation for good mental health

practice



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HOW DID THE 10 ESC COME ABOUT?

- In UK identified gaps in pre and post training of all staff
- Users and Carers involved
- Mental health promotion
- Values and evidence-based practice
- Working with families
- Multidisciplinary working
- Working with diversity



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VALUES FRAMEWORK: 3 PRINCIPLES OF VALUES-BASED PRACTICE

Recognition - values and evidence in practice
and policy

Raising awareness - values in different
contexts

Respect - diversity of values

RESPECT WITHIN THE 10 ESC

- **User-centred**
- **Recovery oriented**
- **Multidisciplinary**
- **Relational**
- **Dynamic**
- **Reflective**
- **Balanced**



Collaboration

- In small groups, take the materials and create as tall a free standing structure as you can.
- But first – take 2 minutes in your group to discuss the task



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**Can you identify the 10 ESC
present in the collaboration
exercise?**



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Coming together is a beginning.

Keeping together is progress.

Working together is success.



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Henry Ford

Two Projects: 10 ESC

HHR-MH Mental Health Nursing
Residency Project

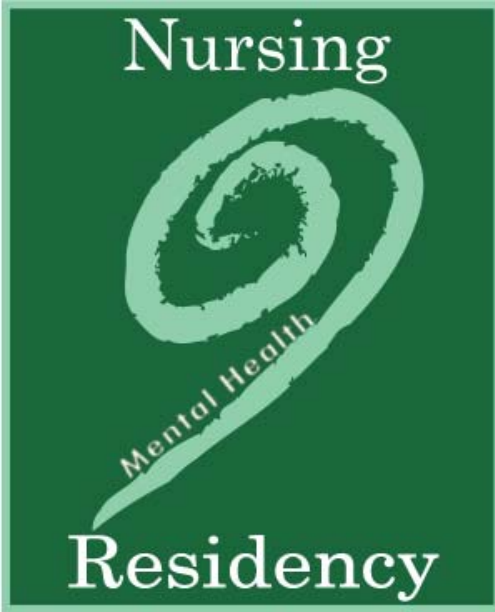
10 Essential Shared Capabilities. A
Framework for Developing
Interprofessional Education for Mental
Health Teams and Students



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HHR-MH Mental Health Nursing Residency Program

- Funded by HealthForce Ontario
- 5 Ontario Mental Health Nursing Programs
- 10 ESC integrated within the Standards of Psychiatric and Mental Health Nursing in curriculum
- e.g. Standard 7 Organization and Work Role - Working together, interprofessional



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7 P&MHN Standards & 10 ESC

Provides competent professional care through **the helping role**

Performs/refines assessments through the **diagnostic & monitoring function**

Administers & monitors **therapeutic interventions**

Effectively **manages rapidly changing situations**

Intervenes through **the teaching & coaching function**

Monitors & **ensures the quality** of health care practices

Practices within **organizational & work-role structures**

(Benner, 1984; CFMHN, 1998, ROMHC, 2001)



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Working in partnership.

Respecting diversity.

Practising ethically.

Challenging inequality.

Promoting recovery.

Identifying people's needs and strengths.

Providing service user-centre care.

Making a difference.

Promoting safety and positive risk taking.

Personal development and learning.

Interprofessional Working

- Shared Values
- Shared competencies – different “levels”
- Shared direction
- For nursing – place on team
- Recovery orientation



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INTER-PROFESIONAL WORKSHOP AGENDA

- ✓ Collaborative Exercise - Small groups
- ✓ Overview of the 10 ESCs
- ✓ Client presented case study
- ✓ Small group identification of 10 ESCs in case study
- ✓ Small group identification of 10 ESCs in action/practice in new position

The Ten Essential Shared Capabilities



**Identifying People's
Needs & Strengths**

Challenging Inequality

Personal Development and Learning

**Promoting Safety &
Positive Risk Taking**

Practicing Ethically

**Providing Service
User-Centred Care**

**Working in Partnership
Respecting Diversity**

Promoting Recovery

Making a Difference

10 ESC IN PRACTICE/ACTION

For each of the 10 ESC identify 2
actions/practices to realize
capability



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10 Essential Shared Capabilities

How would you integrate the 10 ESC into your practice?



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Individually, we are a drop

Together we are an ocean

Ryanosake Satoro



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Reference

Department of Health (2004).
The Ten Essential Shared Capabilities. A framework for the whole of the mental health work force. London: Department of Health.



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