

## *Community Rehabilitation Workforce Project*

### *Community rehabilitation workforce competencies*

- *skills*
- *abilities*
- *knowledge*
- *behaviours and attitudes*



*which transcend the boundaries of professional disciplines.*

*Presented by Delena Amsters*

*Senior Project Officer*

*Community Rehabilitation Workforce Project (CRWP)*

*delena\_amsters@health.qld.gov.au*

# ***Presentation Outline***

1. About the CRWP
2. The CR Competencies Audit
3. The CR Competency Domains + ICF
4. CR Competencies in
  - curriculum development
  - staff training and development
5. CR Competencies transcending boundaries – *THE VISION*



## The boundary between USA & Mexico



## ***About the CRWP***

- Commonwealth Pathways Home Program
- Facilitate a greater focus on the care and services provided during the transition from hospital to home
- 2005-2008
- Includes workforce development
- Scope of project – PT, OT, SP, Nursing & CR Assistants



## ***About the CRWP***

### **Project aim:**

**To optimise the capability of the current and future workforce to develop, implement and evaluate community rehabilitation programs to meet the current and emerging health needs of the Queensland community.**



## ***The CR Competencies Audit***

- CR Competencies Audit - Put out to tender
- Won by team at Griffith University, Centre for Work, Leisure & Community Research
- Head of team - Associate Professor Elizabeth Kendall



- Full Audit at <http://www.health.qld.gov.au/qhcrwp/default.asp>



# *The CR Competencies Audit*

What competencies are required, to deliver CR, in the QLD context?

## *Broad representation*

- Metropolitan / regional / rural
- Senior / junior personnel
- QHealth / Non QHealth
- Indigenous health workers
- Consumers

## *Multiple methods*

- Focus groups
- Expert panel
- Interviews
- Surveys



## *The CR Competency Domains*

182 individual competency statements →  
**10** competency domains → transcend discipline boundaries





# *The CR Competency Domains*

	<b>Domain</b>	<b>Description</b>
1	Frameworks of understanding	<ul style="list-style-type: none"><li>• Using recognised models of CR</li><li>• Using frameworks that underpin CR</li></ul>
2	Consumer engagement	<ul style="list-style-type: none"><li>• Promote understanding, choice, control</li><li>• Engagement in own health management</li></ul>
3	Holistic focus	<ul style="list-style-type: none"><li>• Think beyond immediate physical health issues</li><li>• Understand social and emotional health</li></ul>
4	Service continuity	<ul style="list-style-type: none"><li>• Managing transition points</li><li>• Identify risks, appropriate follow-up</li></ul>
5	Networks	<ul style="list-style-type: none"><li>• Team building</li><li>• Cross service &amp; sectoral collaboration</li></ul>



## ***The CR Competency Domains***

	<b>Domain</b>	<b>Description</b>
6	Cultural awareness	<ul style="list-style-type: none"><li>• Accommodate cultural difference</li><li>• Accept and value styles of living</li></ul>
7	Community engagement	<ul style="list-style-type: none"><li>• Recognise how individuals fit in community</li><li>• Invest in partnership with community</li></ul>
8	Boundaries & safety	<ul style="list-style-type: none"><li>• Professional boundaries <small>(between client &amp; CR worker)</small></li><li>• Plan for personal safety</li><li>• Manage workload demand</li></ul>
9	Reflective practice	<ul style="list-style-type: none"><li>• Creative/flexible use of resources</li><li>• Evaluate practice</li></ul>
10	Systems advocacy	<ul style="list-style-type: none"><li>• Advocate to improve services for individuals</li><li>• Advocate for recognition of CR</li></ul>

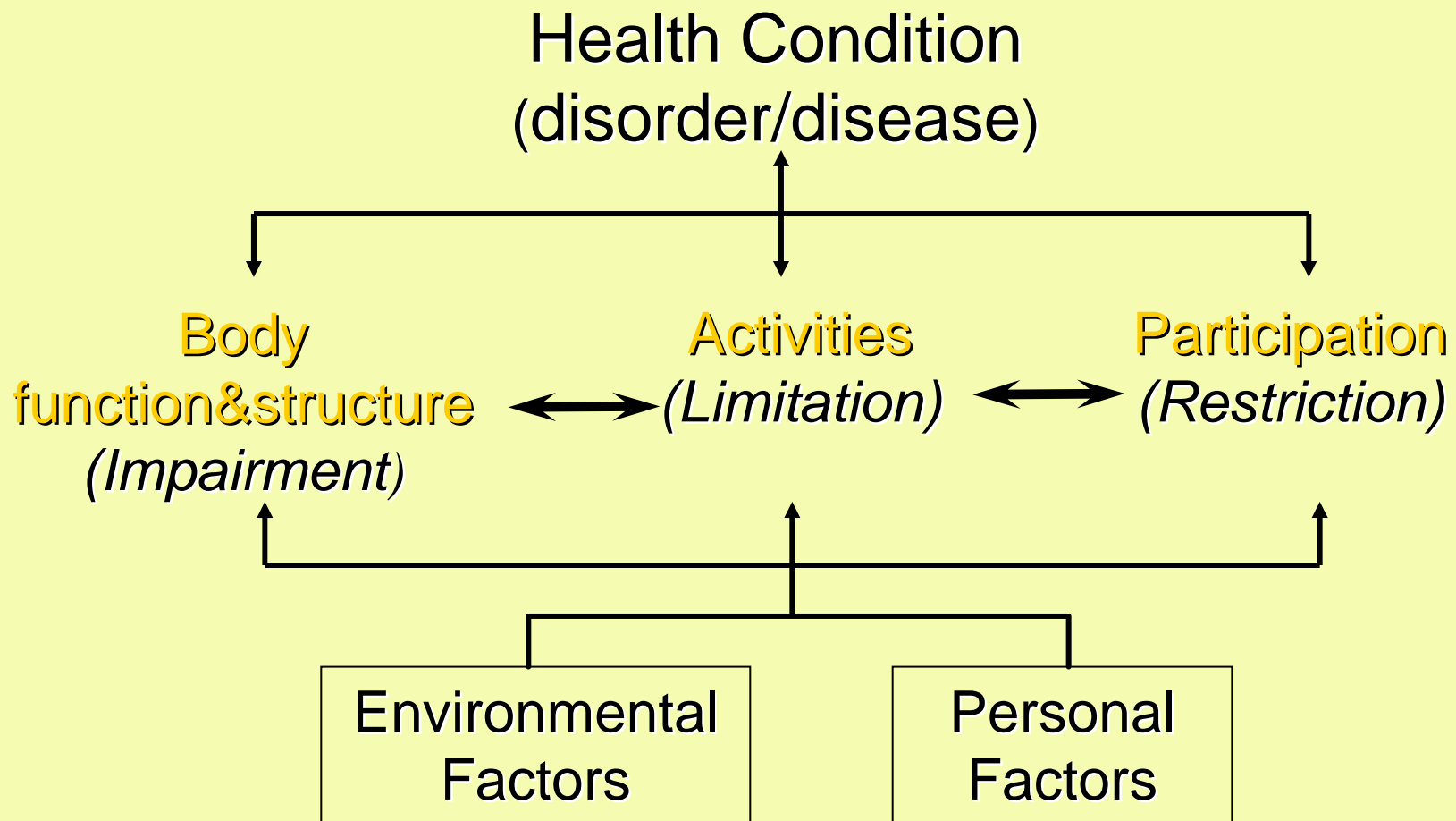




The Berlin Wall 1989



# *The CR Competency Domains + ICF*



# ***The CR Competency Domains + ICF***

*How does the ICF link to the competencies?*

- Provides a conceptual framework for conducting CR
- Common language between clinicians and services to facilitate networking
- Structure for reflective practice e.g. case conferences, service reviews, analysis of outcomes



# ***CR Competencies in Curriculum Development***

- CRWP sponsoring curriculum development in Queensland
- Physio, OT, Speech Pathology & Nursing programmes
- Curriculum development dependent on individual consultation with institutions – different teaching and learning, student clientele
- CR competencies identified as existing in curriculum but anecdotally:
  - Not necessarily linked
  - Not necessarily contextualised to CR
  - Not necessarily prioritised by students



# ***CR Competencies in Curriculum Development***

*Curriculum resource and development initiatives include:*

- Production of DVD vignettes - to highlight use of the ICF
  - CR competencies in action
- Self directed learning packages - ICF
  - Community sector resources
- Development of a new course – Rehabilitation in community settings (USQ)
- Development of a new programme – Graduate Certificate in CR (GU)
- Curriculum audit against CR competencies (JCU)
- Interdisciplinary student placements



# ***CR Competencies in Staff Training & Development***

- Four QHealth training and development officers + outside presenters
- Present CR competencies as in-service style material
- Topics presented via:
  - videoconference e.g. intro to ICF, client engagement through goal setting
  - two day CR travelling workshops presented by Central Qld Uni
  - seminars e.g. managing professional boundaries, motivational interviewing
- Facilitate CR network development, peer supervision and review structures





# ***Competencies which transcend disciplines***

## ***– the vision***

- CR competencies are additional not instead of discipline competences
- Facilitate - case finding, case managing, key working as mainstream skills
- Increased comfort with networking - between disciplines, between services & cross sectoral
- Service standards based on competencies
- CR language based on competencies + ICF





Community Rehabilitation Workforce Project