

TE POU

THE NATIONAL CENTRE OF MENTAL HEALTH RESEARCH, INFORMATION AND WORKFORCE DEVELOPMENT

Te Pou is New Zealand's National Centre of Mental Health Research, Information and Workforce Development. Te Pou works alongside district health board and non-government mental health and addiction services to develop frontline leadership, and effect systems change and quality improvement in service delivery. Te Pou also has a role implementing government policy into actions that address gaps in service and workforce development. The ultimate goal is to improve outcomes for service users, and their families and whanau.

Our work - policy into practice, knowledge into action

Effective services contribute to mental wellbeing for New Zealanders. To develop frontline leadership, effect systems change and provide quality improvement in mental health and addiction services, Te Pou works alongside district health boards and non-government organisations to:

- embed the use of evidence-based research into frontline practice
- design, promote and provide training in information use and systems that complement sound decision making
- build adequate workforce numbers (recruiting, retraining and retaining)
- develop a workforce with the right knowledge, skills and attitudes identified in *Let's get real* (Ministry of Health, 2008).

Te Pou is a non-government organisation. Our annual work plan is informed and guided by *Te Tāhuhu*, *Te Kōkiri* and the *National Mental Health Information Strategy*. Te Pou chief executive, Robyn Shearer, has over 20 years' experience working in clinical and management roles in mental health and addiction. Ms Shearer has worked in district health boards and for the Ministry of Health.

Our programmes

Our work is developed from a research/evidence base, underpinned by information utility, resulting in workforce development. By working in this way, Te Pou aims to influence policy development and future service delivery.

Research – service modelling and evaluation

The Research programme at Te Pou provides the evidence and framework for influencing workforce development in the sector. The team provides information that ensures applied research and evidence-based practice can be used by frontline health workers to improve services for services users, and families and whanau. (National Manager, Jane Vanderpyl)

Information – mental health information utility

Information utility is about increasing the knowledge of frontline clinical staff and those that purchase and manage services. Te Pou's role is to add meaning and value to information and data collected by New Zealand's mental health and addiction services. Analysing and interpreting this data assists clinicians, services and national policy to enhance service user recovery. Te Pou also provides an advisory role to the Ministry of Health in outcomes measurement, assisting in technical solutions, policy direction and recommendations related to outcomes measurement tools and their implementation and use in the sector. (National Manager Hine Martin)

Workforce Development – right people, right place, right time

Te Pou aims to increase the knowledge and skill of all workers (underpinned by appropriate attitudes and values) that are applied in day-to-day services. We do this through training and development such as leadership programmes, mental health and addiction career pathways, tools for quality improvement (*Let's get real* learning modules and enablers for team development, human resource planning and education review tools). This approach is informed by applied research, evidence-based practice, information utility and evaluation. (National Manager Emma Wood)

Skills Matter

KNOWLEDGE, SKILLS, ATTITUDES. WELLNESS, HOPE, RECOVERY

Skills Matter – postgraduate training fund

Te Pou's Skills Matter programme funds postgraduate training for the mental health and addiction nursing and allied health workforce. Skills Matter views new entry to specialist practice programmes as critical for giving people the right start to their career in mental health. The majority of funding supports staff to attend vocational training to specialise in the mental health and addiction field. The training is valued by the sector as a key retention strategy. New entry to specialist practice programmes for nursing and allied health is funded through Skills Matter. (National Manager Hine Martin)



Le Va – Pasifika workforce development

Le Va is the Pacific mental health and addiction workforce development programme within Te Pou. Le Va was developed after a significant New Zealand study (*Te Rau Hinengaro*, Ministry of Health, 2006) found the rate and incidence of mental illness for Pacific people residing in New Zealand is higher than that of the general population. Te Pou, via Le Va, has a responsibility to grow the capacity and capability of our Pacific workforce but we also must ensure mainstream services are responsive to Pacific service users and their families. Le Va's work plan is a series of initiatives in the areas of leadership, knowledge transfer, effective practice, mentoring and scholarships, translational research and innovation. (National Manager Monique Faleafa)

For more information about Te Pou, Le Va and Skills Matter, visit:
www.tepou.co.nz | www.leva.co.nz | www.skillsmatter.co.nz



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