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Kawerongo hiko

Te Pou e-bulletin

News, events, job vacancies and the latest research for the mental health, addiction and disability sectors

25 June 2024

Kia ora e te whānau

As Matariki nears, it is a time for remembering those who have passed, celebrating the present, and looking to what the future holds.

For Te Pou and Blueprint, looking to the future means strengthening our partnerships to ensure we are delivering the best resources, training and development opportunities to the workforce. A key partnership is the one between the four mental health and addiction workforce centres: Te Pou, Le Va, Te Rau Ora, and Whāraurau. The CEOs and board chairs of the centres recently met in Kirikiriroa Hamilton to discuss how we can continue to collectively support and awahi the workforce.



Earlier this month, I had the pleasure of connecting with support workers from the South Island at the Māhuri Tōtara summit in Ōtautahi Christchurch. While support workers make up a large part of the mental health and addiction sector workforce, they do not often get the chance to gather, kōrero and learn from each other. I'm pleased Te Pou

could create this opportunity for those who could attend either the North or South Island event.

We often talk about the importance of data to drive improvements to services and for tāngata whai ora. The launch of the HoNOS family data dashboards is a big change to the way Health New Zealand Te Whatu Ora districts access their PRIMHD data, making the data more accessible and interactive. Our Te Pou team will be supporting services to use the new dashboards to their full capabilities.

It's one year since Youth Mental Health First Aid launched in the Southern Lakes region, in partnership with Te Hau Toka Southern Lakes Wellbeing Group. We're now seeing the programme roll out across the North Island. Fairfield Intermediate became the first North Island school to have more than 10 percent of their staff trained as Youth Mental Health First Aiders – congratulations.

Ngā mihi,

Rae Lamb



Photo of CEOs and chairs from workforce centre meeting. From left: Josiah Tualamali'i, Toni Moore, Rewiri Waaka, Shelley Campbell, Riki Nia Nia, Denise Kingi-'Ulu'ave, Bronwyn Dunnachie, Rae Lamb, Donovan Clarke.

Te Pou news

Welcome Amanda Bradley

Tēnā koutou katoa
Ko Karioi toku maunga
Ko te ākau o Whaingaroa tōku puna ora
I whanau au i te Whanganuia Tara
Tēnā koutou katoa



I began my journey in the mental health and addiction sector 25 years ago, driven by my own lived experience and determination to make a meaningful impact for others navigating similar challenges. Over the years, I've worn various hats, initially as a support worker, then gradually working my way to executive leadership, and most recently as General Manager for Pathways and Real in Te Manawa Taki. In May I was delighted to accept the newly established role of National Manager – Lived Experience for Te Pou. My vision is clear; to ensure that the right resources, comprehensive training and robust support systems are in place across the sector at all levels for the consumer, peer support and lived experience workforce.

New resource focuses on managing vicarious trauma among kaimahi

Worker wellbeing is essential to being trauma-informed. Vicarious trauma can affect kaimahi in health and social services due to exposure to other people's trauma and empathetic engagement. [The latest evidence update from Te Pou](#) provides information to kaimahi and managers about the potential impacts of vicarious trauma and strategies to prevent and alleviate it.

[Read the evidence update for least restrictive practice in Aotearoa New Zealand: Vicarious trauma here.](#)

What does vicarious trauma look like?



Te Whara Tapa Whā

Taha hinengaro (mental/emotional health)



- Excessive thoughts and worrying
- Avoidance or hypervigilance
- Difficulty managing emotions
- Low motivation
- Irritability or anger
- Poor concentration

Taha tinana (physical health)



- Fatigue
- Sleep disturbances
- Physical health problems (such as more frequent illnesses)
- Increased substance use

- Withdrawal and isolation
- Relationship problems
- Mistrust of others
- Lack of participation in activities
- Avoidance of work or colleagues

- Loss of meaning or purpose
- Disconnection from identity
- Hopelessness
- Negativity or cynicism

Taha whānau (family, community health)



Taha wairua (spiritual health)



Valuable insights provided by the latest New Zealand Health Survey, yet comprehensive mental health and addiction prevalence data is still urgently needed

The Ministry of Health Manatū Hauora recently released the results of the New Zealand Health Survey (NZHS) mental health and problematic substance use module conducted in 2016/17 and 2021 to 2023.

The findings suggest a large increase in the proportion of adults reporting high anxiety and/or depression symptoms over the last five to six years. Increases are also seen in

moderate to high use of some drugs for both younger and older age groups, while problematic alcohol use appears to have declined.

The NZHS is a cross-sectional population survey which uses brief mental health and substance use screening tools. The repeated nature of the questions used means the data provides valuable insights to understand the potential need, and see trends over time.

The findings indicate that something different is happening emotionally, particularly for young people. To respond appropriately and effectively, a better understanding of the person, whānau and community is required. This means going beyond the reliance on brief screening measures. Investment is needed in large-scale population studies with a dedicated focus on mental health, substance use, and addiction.

Te Pou Strategic Lead, Dr Helen Lockett, explains more in [this news story on our website](#).

HoNOS family of measures

New HoNOS dashboards launched

Te Pou has launched the first online data dashboards for the Health of the Nation Outcome Scale (HoNOS) family of measures. There are two dashboards available: a combined dashboard for HoNOS/HoNOS65+ (adults and adults over 65) and a second dashboard for HoNOSCA (children and adolescents).

The interactive dashboards replace localised quarterly PRIMHD reports for Health New Zealand Te Whatu Ora districts.

[The new HoNOS family dashboards are available on the Te Pou website](#). Access is restricted to approved users to maintain the confidentiality of the data. To request access to the dashboards, please email outcomes@tepou.co.nz using your organisational email account.

HoNOS dashboard user sessions

Te Pou is running online training sessions to show people how to use and get the most

out of the new dashboards. Mark Smith and Sandra Baxendine will run these free sessions.

[Register for HoNOS dashboard training on Tuesday 9 July 2024, 2 to 3pm](#)

Te Pou is happy to run online sessions for organisations if needed. Please email outcomes@tepou.co.nz to request HoNOS dashboard training.

A series of training videos to support the use of the HoNOS dashboards will be available on the Te Pou website soon.

HoNOS family national report card

Every year Te Pou publishes a national report card on the outcomes of our mental health services using the five HoNOS family measures (soon to be six with the inclusion of HoNOSI). The most recent report card for January to December 2023 shows that all services are improving the outcomes for service users. Of note are services for people with learning and mental health challenges in our inpatient units, where a significant improvement from admission to discharge is seen. [View the HoNOS national report card infographic.](#)

Let's get real

Updated resources for *Let's get real*: Maintaining professional and personal development

Te Pou is excited to make available a refreshed set of resources aligned with the seventh Real Skill promoting learning, reflection and ways to improve self, teams and services.

We've brought together a range of resources at the essential, enhanced, and leadership levels for health workers working with people and whānau experiencing mental health and addiction issues. The resources focus on worker wellbeing, effective communication, collaborative teamwork, reflective practice and quality improvement.

[Access the Maintaining professional and personal development resources here.](#)

Champions use *Let's get real* to transform systems and practice

Te Pou is pleased to share some results of our *Let's get real* champions evaluation mahi. Both the [full *Let's get real* evaluation report](#) and [one-page infographic summary](#) are available on our website.

A *Let's get real* champion is anyone committed to implementing *Let's get real* within their organisation. There are at least 80 active champions in health sector workplaces across the motu. Champions use *Let's get real* to enhance staff development, drive new initiatives and amplify the impact of lived experience on service delivery.

Key outcomes support Pae Ora through increased whānau-centered practice, improved relationships with Māori, enhanced multidisciplinary practice and reduced discrimination within services.

Contact [Trish Gledhill](#) to find out more about becoming a *Let's get real* champion.

Māhuri Tōtara support work summit comes to Te Waipounamu

Kaimahi in [support work and peer support roles](#) within the mental health and addiction sector from across Te Waipounamu South Island came together in Ōtautahi Christchurch for the Māhuri Tōtara summit.

The day focused on support workers collaborating in discussion about their work, the sector's challenges, improving outcomes for the tāngata whai ora they support, and enhancing workforce connection across the motu.

Reflections on the summit highlighted the value of continuing to host Māhuri Tōtara for frontline kaimahi, the only event in Aotearoa for this workforce representing a significant proportion of the mental health and addiction workforce.

- “Enjoyable and thought-provoking. An affirmation.”

- “Be who you needed when you were younger.”
- “Be proud in the work we do and in oneself.”

This event wraps up the national [Māhuri Totara summits for 2024](#). Te Pou would like to thank everyone who contributed to the success of the summits this year.



Te Whatu Ora employee profile

The 2023 Te Whatu Ora [mental health and addiction employee profile factsheet and infographic](#) are now available. These profile employees in permanent and fixed term roles working in services for children and adults. The full-time equivalent positions employed grew by three percent compared to 2022, and the share of employees who identify as Māori or in Pasifika and Asian ethnic groups is increasing over time. In contrast, the age profile of employees is decreasing with time alongside the length of service.

Hamilton intermediate school leads commitment to youth mental health

Fairfield Intermediate, a 950-pupil Year 7 and 8 school in Kirikiriroa Hamilton, has become the first intermediate in New Zealand to have more than 10 per cent of their staff trained in [Youth Mental Health First Aid \(MHFA\) Aotearoa](#).

Nine staff completed a two-day Youth MHFA Aotearoa workshop at the school, run by two experienced instructors.

Youth MHFA Aotearoa equips staff with the skills and confidence to have a conversation with a student about their mental health and use a five-step action plan to support them.

Fiona Stapleton, assistant principal at Fairfield Intermediate, said "Having the knowledge and a framework about what to do is really helpful, because you sort of know how to do stuff, but having a really solid, evidence-based framework will give us more confidence to have conversations and be courageous in supporting our young people."

[Read more about Youth MHFA training at Fairfield Intermediate here.](#)



Photo of the nine new Youth Mental Health First Aiders at Fairfield Intermediate.

Upcoming training

Substance Use, Intoxication and Withdrawal Management workshop

Te Pou offers a workshop to help increase knowledge, skills, and confidence in knowing how to recognise and respond to problematic substance use when working in a clinical or community setting.

Workshops are designed for people who have previous experience and training to work in addiction services. For people without previous experience or training, it is recommended that [Addiction 101](#) is completed before attending a workshop. Upcoming substance use, intoxication, and withdrawal management workshops include:

- in-person workshop in Tāmaki Makaurau Auckland on 26 July 2024
- online workshop (community-based workers) from 10am to noon on 9, 12, 19 August 2024 (three sessions)
- in-person workshop in Tāmaki Makaurau Auckland on 20 August

Workshops attract DAAPANZ CPD points and are free to attend. [Find out more and register for upcoming workshops here.](#)

Sector news

An Introduction to Working with Complex Trauma

In-person workshop, Te Whanganui-a-Tara Wellington

Friday 5 July 2024, 9.30am to 3.30pm

Brought to you by the Wellington Branch of the New Zealand Psychological Society.

Presented by Diane Clare, a Clinical Psychologist who has worked in the field of trauma and dissociation for over 40 years in both New Zealand and the UK. In 2022, she was made a Fellow of the International Society for the Study of Trauma and Dissociation (ISSTD) in recognition of her outstanding contribution. Cost \$320

[Learn more and register for the complex trauma workshop here](#) or email arlenec@kofo.co.nz



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