

<b>Title</b>	<b>Describe the mental health and addiction sectors in New Zealand and carry out the role of an MHA support worker</b>		
<b>Level</b>	<b>4</b>	<b>Credits</b>	<b>8</b>

<b>Purpose</b>	<p>This unit standard is designed for mental health and/or addiction (MHA) support workers.</p> <p>People credited with this unit standard are able to describe: the history of the mental health and addiction sectors within Aotearoa/New Zealand, and how it influenced the current sector, own organisation and the role of support workers; the continuum of support for mental health and addiction within Aotearoa/New Zealand and the role of a mental health and/or addiction support worker within Aotearoa/New Zealand.</p> <p>They are also able to carry out tasks and responsibilities of a mental health and/or addiction support worker within Aotearoa/New Zealand in a culturally appropriate manner, and contribute to a team.</p>
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<b>Classification</b>	Health, Disability, and Aged Support > Mental Health and Addiction Support
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<b>Available grade</b>	Achieved
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## Guidance information

- Legislation relevant to this unit standard includes:
  - Children, Young Persons, and Their Families Act 1989;
  - Criminal Procedure Act 2011;
  - Criminal Procedure (Mentally Impaired Persons) Act 2003;
  - Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996;
  - Health Practitioners Competence Assurance Act 2003;
  - Intellectual Disability (Compulsory Care and Rehabilitation) Act 2003;
  - Mental Health (Compulsory Assessment and Treatment) Act 1992;
  - Misuse of Drugs Act 1975;
  - Oranga Tamariki Act 1989;
  - Privacy Act 1993;
  - Protection of Personal and Property Rights Act 1988;
  - Substance Addiction (Compulsory Assessment and Treatment Act) 2017;
  - Vulnerable Children Act 2014.
- New Zealand Standards relevant to this unit standard include:

- NZS 8134.0:2008 *Health and disability services Standards – Health and disability services (general) Standard*;
- NZS 8134.1:2008 *Health and disability services Standards – Health and disability services (core) Standards*;
- NZS 8134.2:2008 *Health and disability services Standards – Health and disability services (restraint minimisation and safe practice) Standards*;
- NZS 8134.3:2008 *Health and disability services Standards – Health and disability services (infection prevention and control) Standards*.
- New Zealand Standards are available from <http://www.standards.co.nz>.

### 3 References

- American Psychiatric Association. (2013). *Diagnostic and Statistical Manual of Mental Disorders DSM-5* (5th ed.). Washington, DC: American Psychiatric Association; available at <http://www.psych.org>.
- Matua Raki. (2014) *A Guide to the Addiction Treatment Sector in Aotearoa New Zealand*. Wellington: Matua Raki; available at <https://www.matuaraki.org.nz/uploads/files/resource-assets/a-guide-to-the-addiction-treatment-sector-in-aotearoa-new-zealand.pdf>.
- Mental Health Commission – Te Kaitātaki Oranga; Ministry of Health. (1998). *Guidelines for Clinical Risk Assessment and Management in Mental Health Services*. Wellington: Ministry of Health in partnership with the Health Funding Authority. Available at [http://www.moh.govt.nz/notebook/nbbooks.nsf/0/2FE380C25ED2F1B34C25668600741EBA/\\$file/mentalra.pdf](http://www.moh.govt.nz/notebook/nbbooks.nsf/0/2FE380C25ED2F1B34C25668600741EBA/$file/mentalra.pdf).
- Ministry for Culture and Heritage, (updated 17-May-2017), *The Treaty in Brief* available at <https://nzhistory.govt.nz/politics/treaty/the-treaty-in-brief>.
- Ministry of Health. (2008). *Let's get real: Real Skills for people working in mental health and addiction*. Wellington: Author; available at <http://www.health.govt.nz>.
- Ministry of Health. (2015). *Supporting Parents, Healthy Children*. Wellington: Ministry of Health; available at <https://www.health.govt.nz/publication/supporting-parents-healthy-children>.
- Platform Trust and Te Pou o te Whakaaro Nui. (2015). *On Track: Knowing where we are going*. Auckland: Te Pou o te Whakaaro Nui; available at <https://www.tepou.co.nz/uploads/files/resource-assets/on-track-knowing-where-we-are-going.pdf>.
- Platform Trust and Te Pou o te Whakaaro Nui. (2017). *Fast Track: Discussion paper. Challenges & opportunities for the mental health & addiction community support workforce*; available at [https://www.tepou.co.nz/uploads/files/Fast%20Track\\_Discussion%20Paper%202017\\_V8-Final-Web.pdf](https://www.tepou.co.nz/uploads/files/Fast%20Track_Discussion%20Paper%202017_V8-Final-Web.pdf).
- Te Pou o te Whakaaro Nui, Le Va, Pasifika within Te Pou. (2009). *Real Skills Plus Seitapu – Working with Pacific Peoples*. Auckland: Author; available at <http://www.tepou.co.nz>.
- Te Pou o te Whakaaro Nui. (2014). *Let's get real: Real Skills for people working in disability*. Auckland; available at <https://www.tepou.co.nz/disability-workforce/lets-get-real-disability/101>.
- The Werry Centre. (2014). *Real Skills Plus ICAMHS/AOD, 2014. A Competency Framework for the Infant, Child and Youth Mental Health and Alcohol and Other Drug Workforce*. Auckland: Author; available at <http://www.werryworkforce.org/sites/default/files/pdfs/Real%20Skills%20Plus%20Dec%202014%20170315.pdf>.

- Todd, F. (2010). *Te Ariari o te Oranga: The Assessment and Management of People with Co-existing Mental Health and Drug Problems*. Ministry of Health available at <https://www.health.govt.nz/publication/te-ariari-o-te-oranga-assessment-and-management-people-co-existing-mental-health-and-drug-problems>.
  - The Waitangi Tribunal and the Treaty of Waitangi/Te Tiriti o Waitangi, available at <https://www.waitangitribunal.govt.nz/treaty-of-waitangi/>.
  - United Nations Convention on the Rights of Persons with Disabilities available at <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention-on-the-rights-of-persons-with-disabilities-2.html>.
- 4 Mental health, recovery and wellbeing are more than the absence of mental health and addiction issues. Concepts of wellbeing and recovery are different for every person and refer to living a satisfying, hopeful and meaningful life as each person defines that for themselves, even when there are ongoing mental health and/or addiction issues. (Adapted from the Monitoring and Advocacy report of the Mental Health Commissioner, Auckland).
- 5 Support should aim to: be mana enhancing and maintain, or restore, a person's sense of tino-rangatiratanga (self-determination and independence) and/or interdependence; utilise the person's existing strengths; uphold the person's human rights; and – where possible – utilise the resources of the local community.
- 6 Support provided for people accessing mental health and/or addiction services may include natural supports, which refers to any assistance, relationships, or interactions provided by family and/or whānau, friends, peer group, co-workers, or community volunteers.
- 7 Practice must reflect appropriate values, processes, and protocols in relation to working with Māori and Pacific peoples and/or people from other cultures, in a range of settings and environments.
- 8 All practice and support must reflect the values, attitudes and the performance indicators of the seven Real Skills of Let's get real. This includes both the Essential and Enhanced levels of the seven Real Skills.
- 9 This unit standard cannot be assessed against in a simulated environment. It is required that people seeking credit for this unit standard demonstrate competence and are assessed in the workplace: through paid or unpaid employment, or in placements in a service provider workplace negotiated by an education provider.
- 10 Definitions
- *Addiction* is a generic term to include substance (alcohol and other drugs, including tobacco) use disorders and gambling disorders. (Definition from Matua Raki – *A Guide to the Addiction Treatment Sector in Aotearoa New Zealand*).
  - *Continuum of support* in the context of this unit standard refers to a progressive and purposeful series of actions and treatments through which individuals accessing mental health and/or addiction services receive planned, proactive, multidisciplinary, flexible, and coordinated assistance. A continuum of support recognises that the needs of individuals accessing mental health and/or addiction

services change in accordance with individual circumstances and is responsive to the evolving nature of these needs.

- *Inter-disciplinary* team refers to a group of allied health professionals which may include natural supports, who work together to achieve shared goals.
- *MHA*, as used in the title of this unit standard, is an abbreviation for *mental health and/or addiction*.
- *Multi-disciplinary* team refers to a team comprising members of different healthcare professions, each with specialised skills and expertise, who coordinate and communicate with each other to provide quality care.
- *Natural supports* refer to any assistance, relationships, or interactions provided to a person accessing mental health and/or addiction services by family and/or whānau, friends, peers, co-workers, or community volunteers. In a specifically Māori context, natural supports may include but are not limited to: kaumātua, kuia, tohunga, whānau, iwi, and hapū.
- *Organisation's policies and procedures* are the policies and procedures of the employing organisation of the candidate and include ethical codes, standards, and other organisational requirements.
- *Wellbeing* encompasses all dimensions of health: tinana (physical), hinengaro (mental and emotional), whānau (social), and wairua (spiritual) (*Let's get real*, glossary). In its broadest sense wellbeing refers to a person's level of good physical and mental health, and the extent to which they are enabled to live healthy and flourishing lives.

## Outcomes and performance criteria

### Outcome 1

Describe the history of the mental health and addiction sectors within Aotearoa/New Zealand, and how it influenced the current sector, own organisation and the role of support workers.

### Performance criteria

- 1.1 The history of the mental health sector in Aotearoa/New Zealand is described in terms of how it influenced own organisation and the current sector.
- 1.2 The history of mental health support work in Aotearoa/New Zealand is described in terms of how it influenced the role of support workers.
- Range must include – how peer support has evolved and may differ from the role of support workers.
- 1.3 The history of the addiction sector in Aotearoa/New Zealand is described in terms of the how it influenced own organisation and the current sector.
- 1.4 The history of addiction support work in Aotearoa/New Zealand is described in terms of the how it influenced the role of support workers.
- Range must include – how peer support has evolved and may differ from the role of support workers.

## Outcome 2

Describe the continuum of support for mental health and addiction within Aotearoa/New Zealand.

### Performance criteria

2.1 The continuum of support for mental health and addiction in Aotearoa/New Zealand is described in terms of the range of settings where services are provided, and the nature of the workforce providing services.

Range evidence is required of five organisations and/or services.

2.2 The role of the mental health and/or addiction support worker is described in relation to the continuum of support for mental health and addiction in Aotearoa/New Zealand.

Range evidence is required of five functions of the support worker role.

## Outcome 3

Describe the role of a mental health and/or addiction support worker within Aotearoa/New Zealand.

### Performance criteria

3.1 Role of a mental health and/or addiction support worker is described in terms of supporting tino-rangatiratanga (independence and self-determination) and enhancing wellbeing.

Range evidence is required of three examples of supporting a person accessing mental health and/or addiction services to identify their own wellbeing goals.

3.2 Role of a mental health and/or addiction support worker is described in terms of advocacy.

Range evidence is required for three examples of different forms of advocacy, one of which must relate to Māori and address discrimination;  
evidence must include – self-advocacy.

3.3 Role of a mental health and/or addiction support worker is described in terms of accountability and boundaries.

Range evidence is required for three situations where accountability and/or boundaries could be compromised.

3.4 Role of a mental health and/or addiction support worker is described in terms of responsibility for self-care and professional development.

Range evidence is required of a plan and/or actions for self-care and for professional development; self-care plan and/or actions must include – a balance between work and time spent away from work.

**Outcome 4**

Carry out tasks and responsibilities of a mental health and/or addiction support worker within Aotearoa/New Zealand in a culturally appropriate manner, and contribute to a team.

Range evidence is required for two individuals accessing mental health and/or addiction services, one of whom must identify as Māori.

**Performance criteria**

4.1 Tasks and responsibilities are carried out in accordance with the scope of role and the organisation’s policies and procedures.

Range may include – working with families/whānau, working within communities, challenging discrimination, advocating on behalf of the person accessing mental health and/or addiction services.

4.2 Tasks and responsibilities are carried out in in a way that respects the culture of the person accessing mental health and/or addiction services.

4.3 Contribution to a team demonstrates awareness of the shared responsibilities within the scope of role in accordance with the organisation’s policies and procedures.

Range team may include – clinical, inter-disciplinary, multi-disciplinary, or an individual working under direct supervision; team members need not all be from the same organisation.

<b>Planned review date</b>	31 December 2023
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**Status information and last date for assessment for superseded versions**

Process	Version	Date	Last Date for Assessment
Registration	1	18 March 2011	31 December 2019
Revision	2	17 May 2012	31 December 2019
Review	3	26 July 2018	N/A

<b>Consent and Moderation Requirements (CMR) reference</b>	0024
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

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**Comments on this unit standard**

Please contact the Careerforce [info@careerforce.org.nz](mailto:info@careerforce.org.nz) if you wish to suggest changes to the content of this unit standard.