

## 2022 Match Summary

Name of Match: A values-based framework for the health workforce

Location of Match: Virtual / Te Pou, Millennium Centre, 600 Great South Rd, Ellerslie, Auckland.

1. Describe the **purpose** of the match: (Maximum 500 words)

The purpose of the match was to discuss the development and implementation of values-based capability frameworks and how capability frameworks can influence practice change. Participants had the opportunity to discuss challenges and to hear lessons learned with the implementation of this work across the mental health and addiction sector, and across the wider health sector, in Aotearoa New Zealand and Australia. Three matches were held with the themes of implementation, culture, and workforce wellness.

Common themes discussed included:

- the need to have clear descriptors within a framework
- implementation requires intentional planning, an inclusive communication plan, and use of strategic links
- the lived experience voice is essential in all levels of work and needs to be central to the framework
- actions for culturally safe services and environments need to be co-designed
- implementation of a capability framework is a 10-year journey and requires a plan to ensure that it supports meaningful systems change.

The discussions were based on the capability frameworks of Aotearoa New Zealand's *Let's get real* and the Victorian Department of Health's *Mental Health and Wellbeing Workforce Capability Framework*.

2. Describe the **leaders** who participated in the match (for example, were some of them peers, youth, family/caregivers, practitioners, policy makers, clinicians? Were they from community settings, government, NGOs, clinical settings?): (Maximum 500 words)

Most participants were leaders in workforce development from government settings and NGOs. Countries represented included Aotearoa New Zealand, Australia, Scotland, and the USA. Participants included clinicians who were now in strategic planning roles, as well as people in lived experience and education roles, change management, and policy advisors.

We also heard from cultural leaders from Aotearoa and Australia including first people's led organisations, culturally and linguistically diverse training providers, and first nations policy experts.

3. What do you see as the **game changer** for this match topic? (Game changer is defined as: a newly introduced element or factor that changes an existing situation or activity in a significant way.) (Max 500 words)

Cultural inclusion was a topic embedded in the Aotearoa New Zealand work, which led to broader discussions on the importance of recognising and including indigenous perspectives early on and embedding it throughout.

The match processes and the IIMHL conference role modelled some examples of how cultural processes, language, and activities can be woven in and embedded in the frameworks. The statement 'what's good for indigenous people is good for everyone' was a reminder of how culturally safe work keeps everyone safe.

Leading from First Nations worldview – some cultural frameworks and First Nations models were presented at the match that could be used to guide/inform capability development. The importance of ensuring people with

lived experience and from indigenous communities are heard, included, and lead from the beginning of framework development was established.

It was important to acknowledge the harms caused by colonisation and the role mental health and addiction services have and do play in this, and how values-based capability frameworks can play a role in decolonisation.

Leading and connecting with shared values was a key theme throughout the match events and the conference, and examples of resources have been shared.

Supporting workforce wellbeing through capability development was a focus of one of the virtual matches and it is clear that there is a need to lead with initiatives that both support wellbeing and capability of the workforce. There were shared examples of how this can be done that have inspired thinking around how they could apply in Victoria.

4. How will the match **support inclusion, resilience and growth** for this match topic and for the leaders who attended: (Maximum 500 words)

The Aotearoa New Zealand and Australian capability frameworks are already designed to be inclusive and promote resilience and growth for workers and the people they serve. These factors will provide topics for ongoing collaboration for match participants. The intention is to continue these match topics by having virtual meetups on a regular basis.

Ensuring that First Nations models, workforce wellbeing, and values are priorities for capability initiatives will go a long way to support inclusion resilience and growth.

Participants from the USA and Scotland do not currently have a capability framework, but the discussion, sharing of key learnings, and the ongoing connections can support them in their development of such frameworks.