



Workforce Development Funding Pool

A one-off \$30,000 Workforce Development fund has been established for 2009/10 for Mental Health & Addictions (MH&A) NGO providers across the sector to apply for funding where training and service development opportunities are not currently funded. Please note this Fund is over and above standard workforce development requirements of service providers.

Application Criteria

Support for staff to step up in the care of service users is a focus of TDH for year 2009/10. This is from either a clinical, non-clinical, governance or managerial perspective. This will ensure future workforce sustainability in an area struggling to recruit specialist Mental Health and Addiction staff. It will also support the vision of service users being able to care for each other in a safe and stable environment.

Against this backdrop it is imperative that opportunities for current MH&A staff across the Tairāwhiti sector to attend training and service development opportunities that are not currently funded are established. Such activities would include the following:

1. Leadership training for TLAG members and other selected senior staff from the sector provider services. This will encourage succession planning and good leadership and management processes across the sector.
2. Governance training for Trust and Board members of local MH&A provider services to include the respective managers of each service. This will increase understanding of best practice principles for governance especially for NGOs.
3. One off training day for the sector to gain understanding of the new service models being introduced following the RFP process for MH&A Community Services realignment
4. One off training day for the older persons sector to gain understanding of the new service model for Mental Health for Older Persons which is to be introduced to TDH
5. Appropriate conferences or courses that currently sit outside of existing arrangements. Staff wishing to access these will apply in writing to the MH&A Portfolio Manager outlining the conference/course they wish to attend, what benefit there will be for TDH tangata whaiora, how will services improve by this attendance and how will the sector

be informed about the outcomes and knowledge gained from such an attendance.

6. A small pool of funding specific to scholarship applications relating to workforce development opportunities. This will offer training in specific community based work once this has been defined by current MH & A service delivery changes as proposed in our current RFP processes. Such applications may also be allocated to individuals who may need to access external environments to gain understanding of how models of practice work in other regions.
7. Tangata whaiora training especially relating to developing skills in consumer perspective auditing of MH&A service providers within the region and at a national level

All applicants must meet the following selection criteria:

1. They are a New Zealand citizen or resident.
2. They are a current employee or Board member of a DHB contracted NGO mental health or addiction service provider within the Tairāwhiti DHB region.

They represent Maori, Pacific, NGO or service user agencies.

Process of Application

1. A supporting letter from the service will be presented with the following information:
 - How their organisation will support the applicant.
 - The organisation's agreement to release the applicant to attend the training
 - An explanation of why financial support from their organisation is limited, or not possible.
2. A completed application form is received by April 2010.
3. The applicant provides a written report to the MH&A Portfolio Manager on completion of the workforce activity.
4. Send application form, (together with supporting letter from your Manager or Board/Trust if required) to MH Portfolio Manager.

Selection of recipients

- Recipients will be selected based on the evidence of how they will intend to improve service user outcomes.
- MH Portfolio Manager and GM Planning & Funding will determine final decision.
- Recipients will be notified by email within 10 working days on receipt of application by the MH Portfolio Manager

The Funding Pool may be used for the following costs

- to provide leadership training to TLAG members and senior staff
- to provide governance training to the NGO sector
- to provide a one off training day for the sector for new service models post RFP process
- to provide a one off training day for the TDH older persons sector to inform them on Mental Health Services for Older People (MHSOP) developments
- to attend relevant conference/courses
- to provide a pool of funding specific to scholarship applications
- to provide for tangata whaiora training in service based auditing

Applications should be sent to:

Linda Wilkinson

Email: linda.wilkinson@tdh.org.nz

MH&A Portfolio Manager

2nd Floor Morris Adair Building

421 Ormond Rd

Private Bag 7001

Tairāwhiti District Health

Gisborne

Ph: 06 8690570

Fax: 06 869056



Workforce Development Funding Pool Application Form

APPLICANT TO COMPLETE

Name: _____

Current Role: _____

Address: _____

Email address: _____

Organisation: _____

Contact Number: _____

Workforce activity applied for: _____

1. Reason for application.
2. How do you intend to utilise the skills acquired within your work?
3. How to you intend to feedback the skills acquired through this training to your organisation and the MH & AOD sector?

4. How will this training improve outcomes for service users?

Expected Start Date ____/____/____ Completion Date ____/____/____

PLEASE TICK TO INDICATE THAT YOU HAVE INCLUDED THE FOLLOWING DOCUMENTS:

Application form for relevant workforce activity:

Letter from Manager

Name _____

Signature _____

Date ____/____/____

PROCESSING

Registration form for workforce activity: . Date received: ____/____/____

Letter from Manager Yes / No

All documentation received? Yes / No

Copy sent to GM Planning & Funding for payment? Yes / No

Copy placed on file? Yes / No

Letter re application outcome sent to successful/non successful applicants.

Date sent: ____/____/____