

# Two years of medication - Key learnings from medication focused professional development for novice Allied Health Mental Health clinicians in public mental health.

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## Program Evolution

### Learner Feedback

Feedback was collected from learners following each session. From a total of 6 sessions across 2 years, 103 learners attended this interdisciplinary education session. Response rate from feedback was (n=103) average of 50% response rate. Of those who completed the feedback, 100% agree/strongly agreed to the below:

- The pre-learning material adequately prepared you for the learning activities on the professional development session.
- The session improved my knowledge in the area
- The session was relevant and engaging for me

### Medication Management Study Day - 7 hours

- Pre-learning, 1 hour video, followed by activity
- Intro to neurobiology and psychopharmacology
- Common psychotropics
- Allied health scope of practice
- Additional resources for learners and consumers
- Case study group activity

### Feedback across the years

2023 (first year):

- Would like to have this earlier in the year
- I now feel a little bit more confidence to talk to consumers about medications especially when it comes to side effects
- I will also utilise the resources that were suggested to give to consumers

2024:

- Great to have lived experience involved
- Definitely feel my confidence and motivation for medication management/knowledge has improved since the training

2025- current:

- Will proactively ask about meds during triage conversations
- Feeling more confident in validating consumers reports of side effects

### Next Steps

Victoria's capability framework for the mental health and wellbeing workforce aims to build the knowledge and skills required to deliver safe and effective care, support and treatment in the Victorian mental health and wellbeing system. The evolution of this specific inter-professional session focusing on psychotropic knowledge has supported novice allied health clinicians in building their capacity in line with the framework, across multiple principles.

### Background

Eastern Health (EH) lead the development of the Victorian Allied Health Mental Health (VAHMH) learner program in response to recommendations from the 2019-20 Victorian Royal Commission into Mental Health Services. The VAHMH program is designed to build Allied Health (AH) workforce capabilities and professional development for novice clinicians working in Mental Health services. Since 2022, EH's 2-year interdisciplinary learning program has supported over 100 early career AH clinicians, including Pharmacists, Occupational Therapists, Social Workers, Psychologists, Physiotherapists, Dieticians and Speech Pathologists.

### Intro to medication management - 1 hour

- Learn about the role of clinical pharmacists
- Identify current knowledge and learning goals
- Useful resources for learners and consumers

### Peer Learning & Reflective Practice - 1 hour (3-4 months post full study day)

- Opportunity to revisit previous learning material, ask clarifying questions, address unmet learning needs
- Share knowledge application in workplace, e.g. positive interactions/outcomes with medication management, challenging scenarios, peer support and input
- Identifying what educational supports could assist with remaining knowledge/practice gaps

### Further adaptations

- Pre-learning is now a combination of pre-recorded video content and preperty activities
- Lived-experience are involved in facilitation
- Has been rolled out to whole of Mental Health and Wellbeing Program (MHWP) Allied Health Workforce
- In 2026 - will roll out to MHWP nursing staff



## REFERENCES

Department of Health, Victoria. (2023) *Our workforce, our future - A capability framework for the mental health and wellbeing workforce.*

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