



Mental Health and Addictions Program

Direction 2025

Program Plan 2019-2025

The Right Service from the Right Provider at the Right Time and Place.



INTRODUCTION

Direction 2025 is the name given to the Mental Health and Addictions Program's (MHAP) vision for the future of the Program and how it will be brought to life.

Direction 2025 is used to guide the decisions we make and the processes through which we make them by providing clarity, focus and direction about:

- Why the program exists, and what it exists to achieve;
- How we will achieve that - the future nature and scope of its role;
- Our vision for the kind of program we aspire to be;
- The values we aspire to reflect;
- The strategic (visions) objectives we will achieve; and
- The strategies and initiatives we will invest in to achieve them.

Direction 2025 is the product of significant research and consultation, and includes several parts:

- Model/Assumptions
- Statement of Mission and Core Role
- Value Statements
- Strategic Objectives
- Execution Strategy and Plan

Together these components reflect our vision for the future of MHAP and a plan to get there.

MODEL/ASSUMPTIONS

Direction 2025 is rooted in the understanding that MHAP exists as one component of a broader mental health and addictions 'system of care' in which a continuum of mental health and addiction services are delivered using a "stepped care" model.

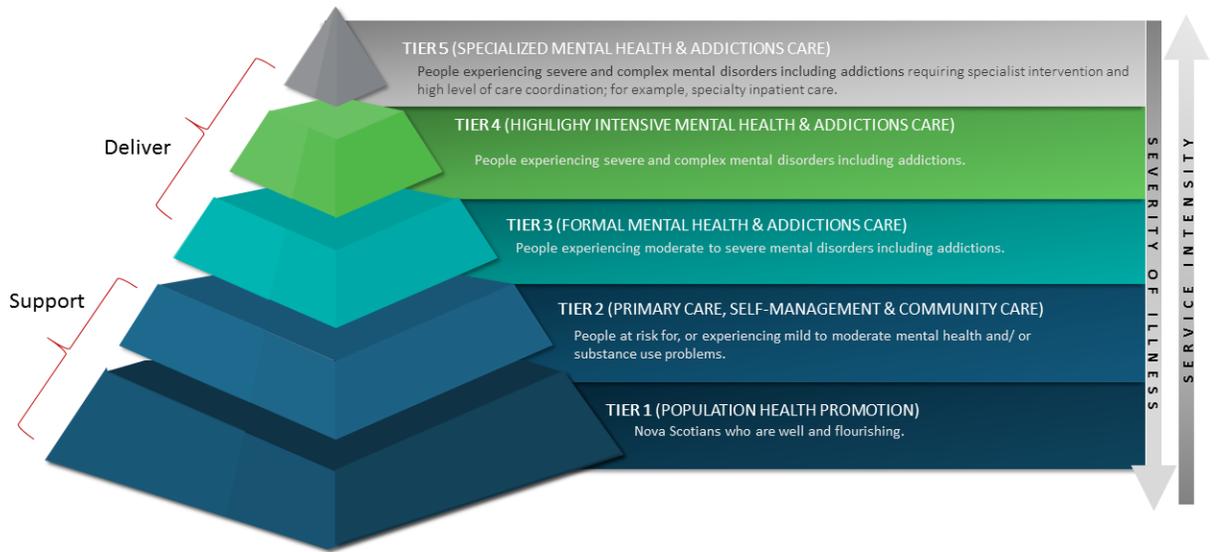
Stepped care is an evidence-based model through which individuals are matched to one of five tiers of interventions, beginning with the least intensive and moving to the most intensive based on each individual's needs.

The model involves the following four core elements:

1. Targeting population groups based on type of need ranging from the whole population's need for mental health promotion and prevention, through the continuum to the needs of those with severe, persistent and complex conditions;
2. Defining the treatment targets and/ or level of intervention/intensity appropriate for each group;
3. Establishing a comprehensive 'menu' of evidence-based services linked to needs within each group; and
4. Matching individual patients with the best services, supports and providers to meet their treatment targets.

The diagram below offers a view of the stepped care model. It reflects a broader system of care in which there is a continuum of services and service providers available to support people's specific needs, from health promotion and illness prevention to intensive treatment services for more complex needs.

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The vision and plan articulated in Direction 2025 reflect MHAP’s commitment to this model and to the following three critical assumptions:

- Each person is unique, as is their journey and the nature of their mental health and addictions needs.
- A person’s mental health is not static but exists along a continuum from well to severely ill.
- It is critical to understand where each person is along that continuum and to meet their needs by matching them with the most appropriate service and service provider.

STATEMENT OF MISSION AND CORE ROLE

The statement of mission and core role articulates our primary purpose and strategy:

- Who we exist to serve;
- What we exist to achieve; and
- The role MHAP will fulfill and the activities we undertake to achieve it.

It provides clarity with respect to the focus and scope of our work and guides decisions at every level of the Program, from intake through to discharge, and from strategic planning to development initiatives.

MHAP's mission is to enable people experiencing mental disorders, including addictions, to manage their conditions and work towards recovery.

We do that by:

- **Providing** specialized evidence informed treatment and care to address the needs of people (children, youth, adults) experiencing moderate to severe mental disorders including addiction, that interfere with their functioning;
- **Working** with partners to deliver crisis supports and services to people in need of emergency care;
- **Supporting** Primary Health Care and other providers to enable people experiencing mild to moderate symptoms to manage their conditions and reduce functional impairment;
- **Contributing** to mental health promotion and early intervention;
- **Fostering** efforts to strengthen the Mental Health and Addiction system by working with people and their families, community organizations, other programs of care, and government.

This mission and core role is linked directly to the Stepped Care approach and our understanding that in addition to delivering care at Tiers 3-5, MHAP has a role to play in supporting and contributing to efforts to strengthen the system as a whole.

VISION STATEMENT

Our vision statement reflects our aspirations as a program, the impact we aspire to have on the people we serve and the standards we aspire to achieve.

We aspire to:

- Inspire hope and enable the people we serve to improve their lives; and
- To be known for:
 - The quality of the treatment and care we provide;
 - The efficiency with which it is delivered;
 - The ease with which it is accessed;
 - The welcoming and safe environment in which it is provided;
 - The highly skilled workforce we have;
 - The positive, safe and healthy environment in which they work;
 - The strength and value of the partnerships we build and are a part of;
 - The positive outcomes we enable people and their families to achieve.

VALUE STATEMENTS

Our value statements articulate the fundamental ethics to which we are committed and the how those ethics will be reflected in our decisions and behaviours. They are used to guide what we need to think about and how we will go about doing things.

We are part of Nova Scotia Health (NSH) and are committed to its core values of:

- Respect
- Integrity
- Courage
- Innovation
- Accountability

We will live those values by:

- Including, listening to, learning from, working collaboratively with, and caring for each other and the people we serve.
- Being honest and ethical.
- Doing what is right even when it may be difficult.
- Being open to change --
 - Learning new things and from different perspectives.
 - Exploring new possibilities.
 - Removing systemic bias and barriers to opportunity, access, and evidence informed care.
- Answering to the public, the people and the communities we serve, and to each other for our decisions and actions.

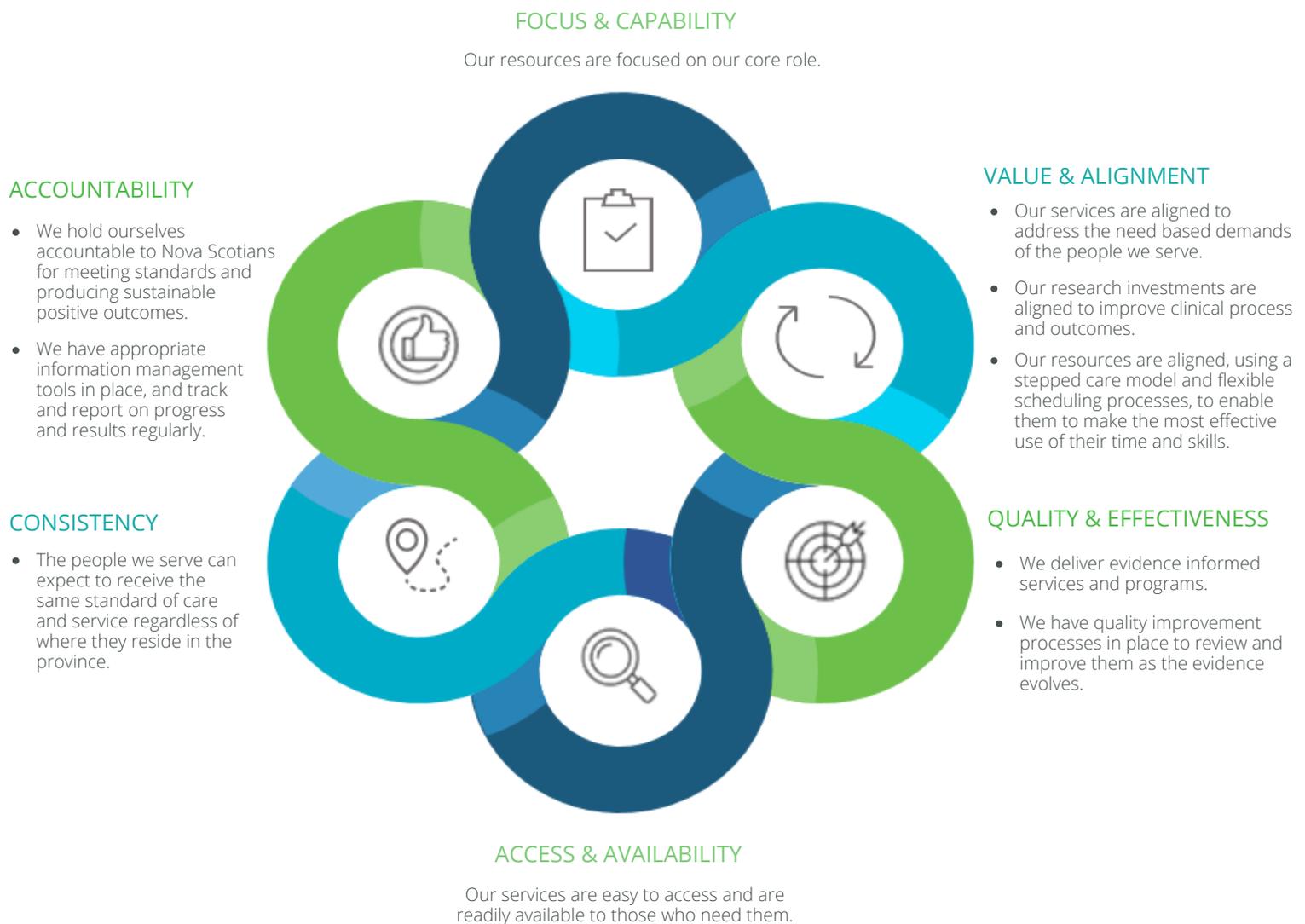
STRATEGIC OBJECTIVES

MHAP’s strategic objectives identify critical areas requiring focus and change and describe the future vision for each of those areas.

They are used to provide focus and guidance for the assessment and implementation of change initiatives and investments.

Direction 2025 identifies six strategic objectives for MHAP.

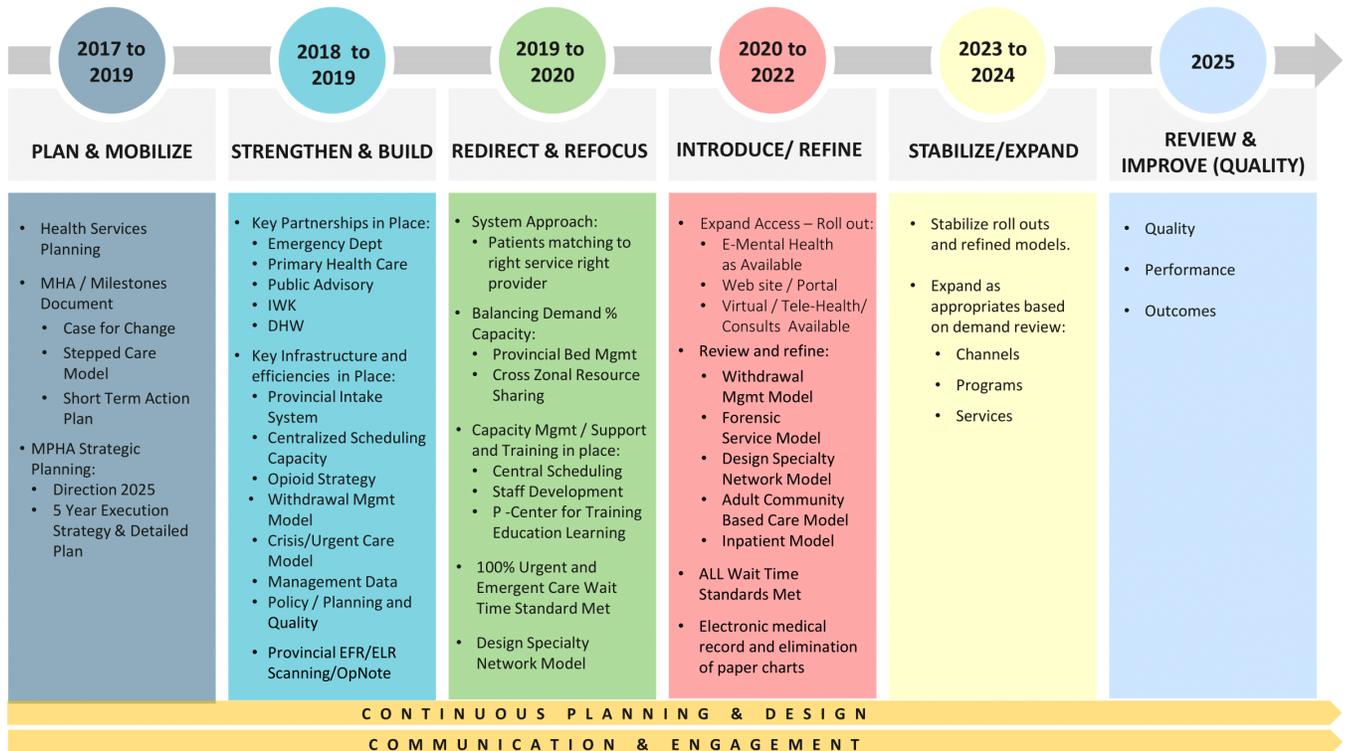
The graphic below names each and describes our vision for success:



EXECUTION STRATEGY

The mission, core role, values, and strategic priorities describe MHAPs vision or aspirations as a Program of Care.

The execution strategy and plan lays out the sequence of initiatives that have been or are being implemented to make the changes required to bring the vision to life.



A more detailed view of the initiatives and deliverables is articulated in a logic model that links each objective to specific deliverables and to short, medium and long-term outcomes and results.

CONCLUSION

Direction 2025 lays out MHAP's vision for the future and our plan to bring that vision to life. It gives shape to what we are building and enables us to focus our efforts and move forward.

It is also a movement. Clinicians, physicians, staff and colleagues across and within NSH / MHAP, and partners from across the broader system have mobilized to contribute significantly to the progress made implementing the strategy to date. And patients and families have brought it to life by sharing their experiences and being open to new services and new ways of accessing them.

We look forward to working together with everyone over the next few years, not just to finish what we started but to embrace the opportunities and take on challenges that exist beyond 2025.

