

**Partnerships work!
A multi-agency
approach to rural
allied health
recruitment and
retention:
the learnings and
challenges**



Kate Cuss



A question for you to answer

- What are the implications of recruitment and retention challenges for your region, agency and consumers ?





Growth??? in the labour force



Dept of Health & Aged Care 2001 in Australian Health Ministers' Conference (AHMC). April 2004, 'National Health Workforce Strategic Framework' And Access Economics, 2006 in Damien Woods, Ernst & Young



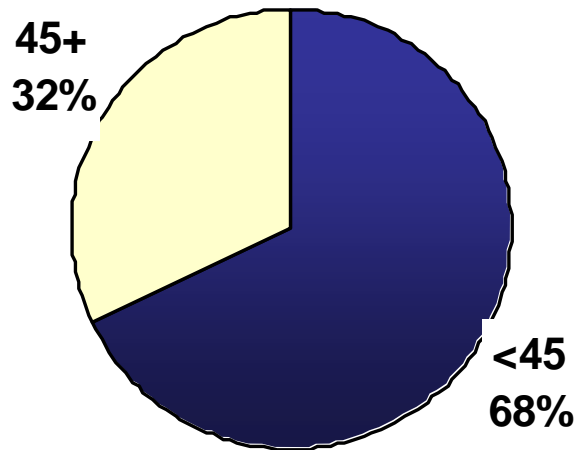
Generation X

- 1972 = 268,711 births
 - The highest # ever recorded in Australia
- 2005 = 254,341 births
 - Even though population was 54% larger

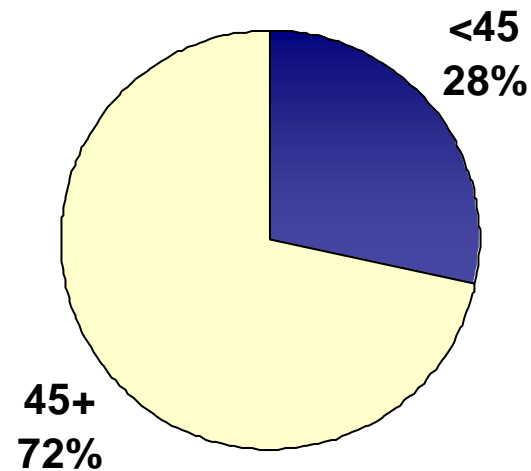


Australia's national workforce into the future

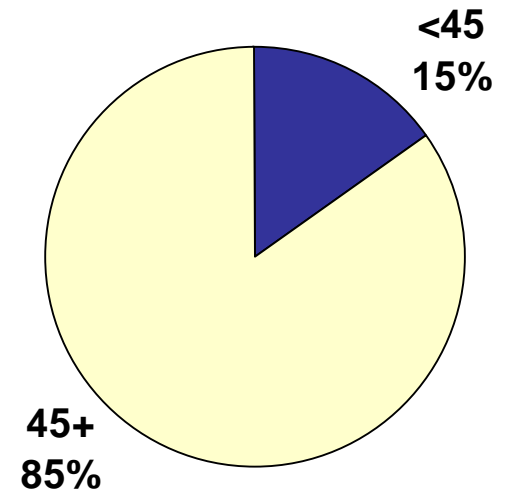
1982-1992



1992-2002



2002-2012

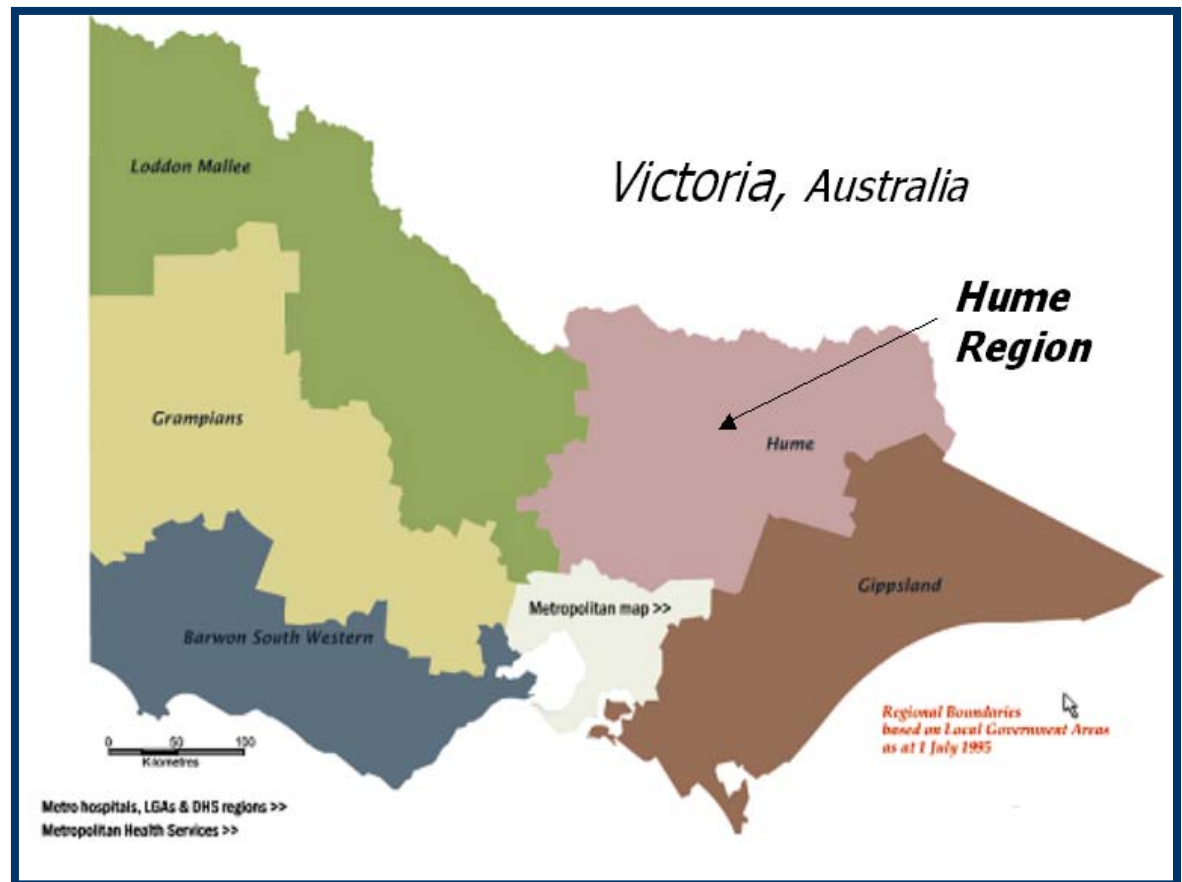


L Rolland, Prof Workforce Ageing, Swinburne Uni Feb 2005
And ABS 2001 in Damien Woods, Ernst & Young



So what are we doing in Central Hume region?

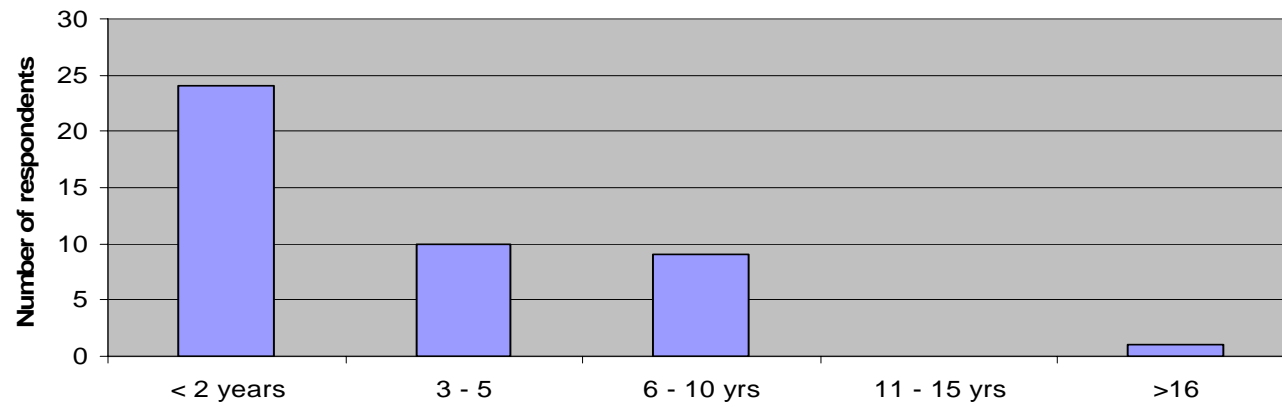
- And what does all of this have to do with YOU?







Length of time in current employment





Key Findings



- **Valuing staff and acknowledging their contributions**
- **The value of allied health care needs promoting**



Solutions & Outcomes:

- Increased inter-agency communication and service coordination
- Agencies working together towards role swaps and sharing recruitment strategies and EFTs
- Establishment of the Allied Health Leaders Network
- Re-establishment of the Aged Care Physio Network
- Professional supervision region wide guidelines and input to policy; accredited supervision training



Solutions & Outcomes:

- Social networks & community engagement
- Enhanced professional and workforce development for Allied Health Professionals, including Mentoring
- Strategies towards resolving gaps and barriers
- Determining the actual cost of recruitment:
 - \$1896 to \$20,000++!!



Solutions & Outcomes:

- Continue to work with GP Divisions and multidisciplinary care teams to promote the value of allied health care
- Better use of and validation of the roles and training of Allied Health Assistants
- Inaugural Regional Allied Health Conference “A Rich Tapestry of Excellence in Allied Health: Weaving Innovation into Best Practice”, Beechworth, May 16th
- Wide dissemination of project learnings



Key Partnership Strategy:

- *The project Steering Committee is evaluating their effectiveness as a team, and has identified some areas to be built into the implementation framework for strengthening the partnership.*





VicHealth Partnership Analysis Tool results

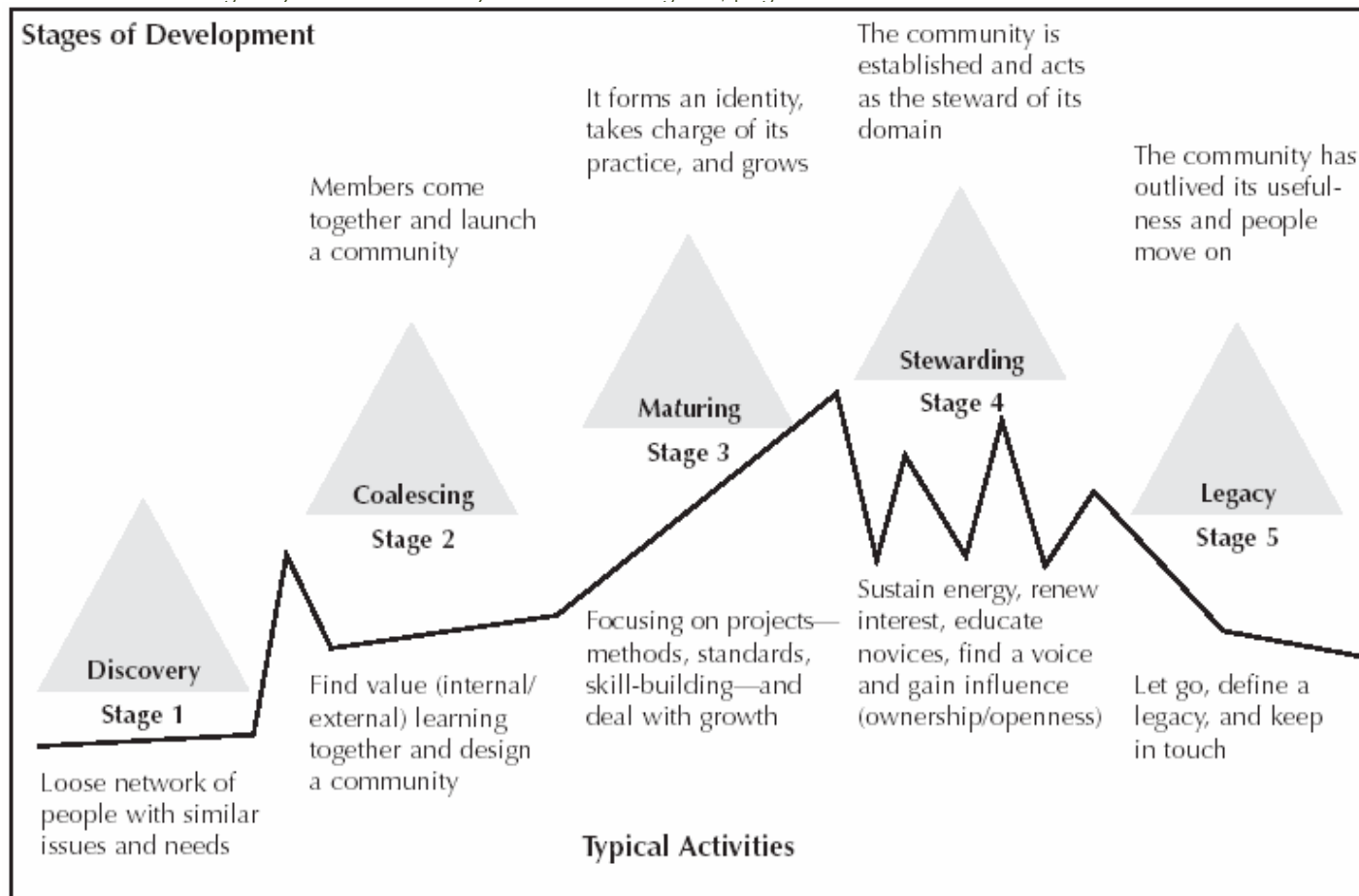
Comparison Phases 1 – 4: Jan 2005 to Nov 2006

<u>Statement Heading</u>	<u>Maximum possible score</u>	<u>Steering Committee average responses</u>			
		<u>Jan 2005</u>	<u>Sept 2005</u>	<u>May 2006</u>	<u>Nov 2006</u>
1. Determining the need for the partnership	20	15	17	18.4	17.6
2. Choosing partners	20	14.6	17	16.4	15.8
3. Making the partnerships work	20	15.4	16.8	17.4	16
4. Planning collaborative action	20	15.8	17.4	18.2	15.6
5. Implementing collaborative action	20	11	12.2	14.8	15
6. Minimising the barriers to partnerships	20	11.8	14.6	15.8	16
7. Reflecting on and continuing the partnerships	20	13.6	15	17.8	16.1



Wenger's Community of Practice model

Reference: Snyder et al in Amos & Goodrick Oct 2004. *Understanding Communities of Practice and how they apply to the health context: a summary*. National Institute of Clinical Studies: The Emergency Care Community of Practice Program, page 3





Success factors:

- The most significant factors identified as important in achieving program objectives were:
 - program funding, local initiatives and dedicated program staff



Success factors:

- Resources
- Local context
- Flexibility
- Sustainability



(pp 22-23)



What's required for sustainability?



Development of a 2-5 year plan with recommendations and strategies to progress allied health initiatives



Our challenges???





Your learnings: 3 key points





Your challenge.....



- Thanks to A McLeod-Boyle and Corel Gallery Magic - Version 2 for the photos