



An innovative and collaborative approach to addressing workforce issues across Allied Health

Annette Leong , Stella Kravtsov, Debra Leahy

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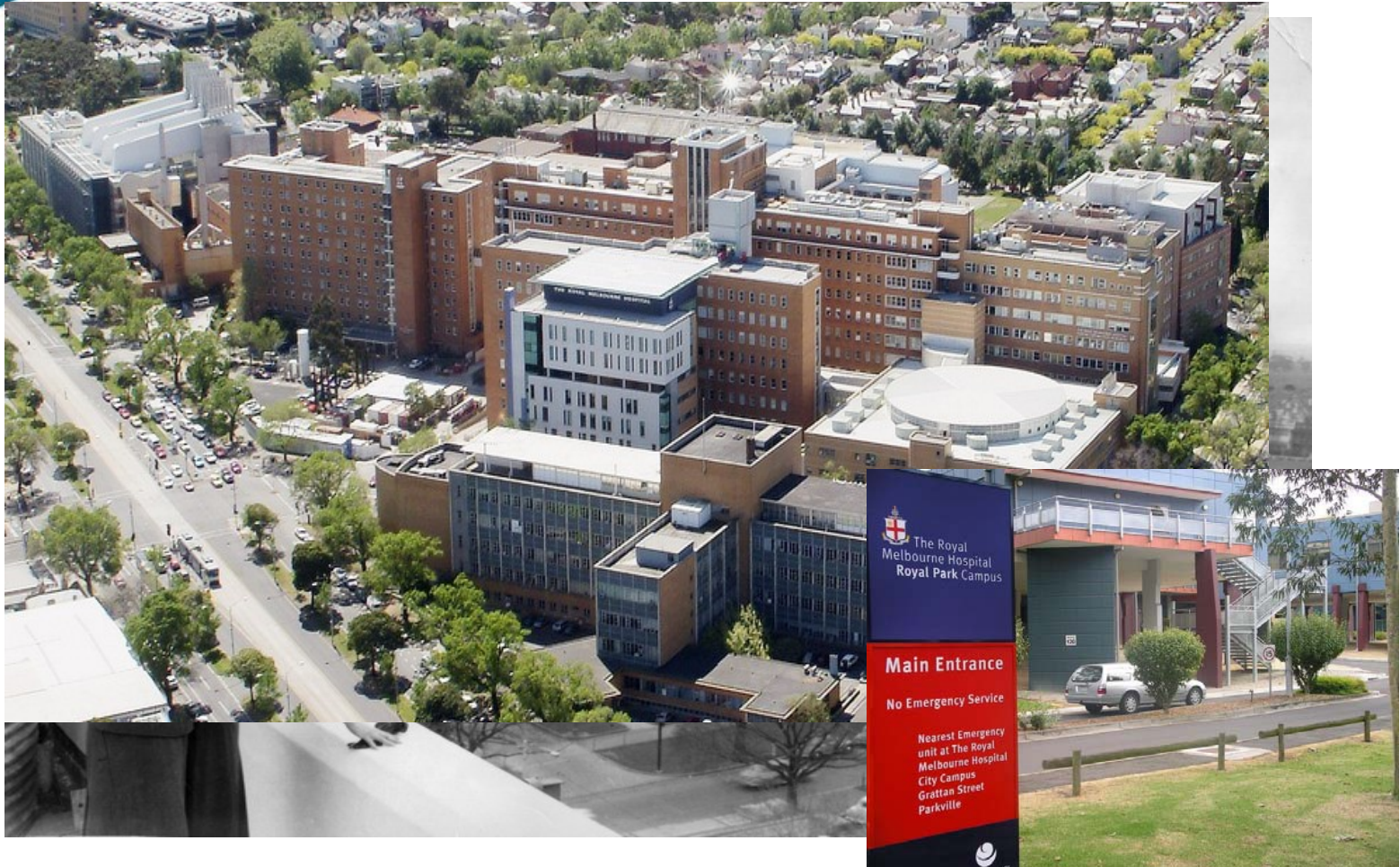


Objectives

1. Establishment of an AH Workforce Development Management Unit (WDM unit)
2. Strategic directions
3. Reflection



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Changes To The Allied Health Structure

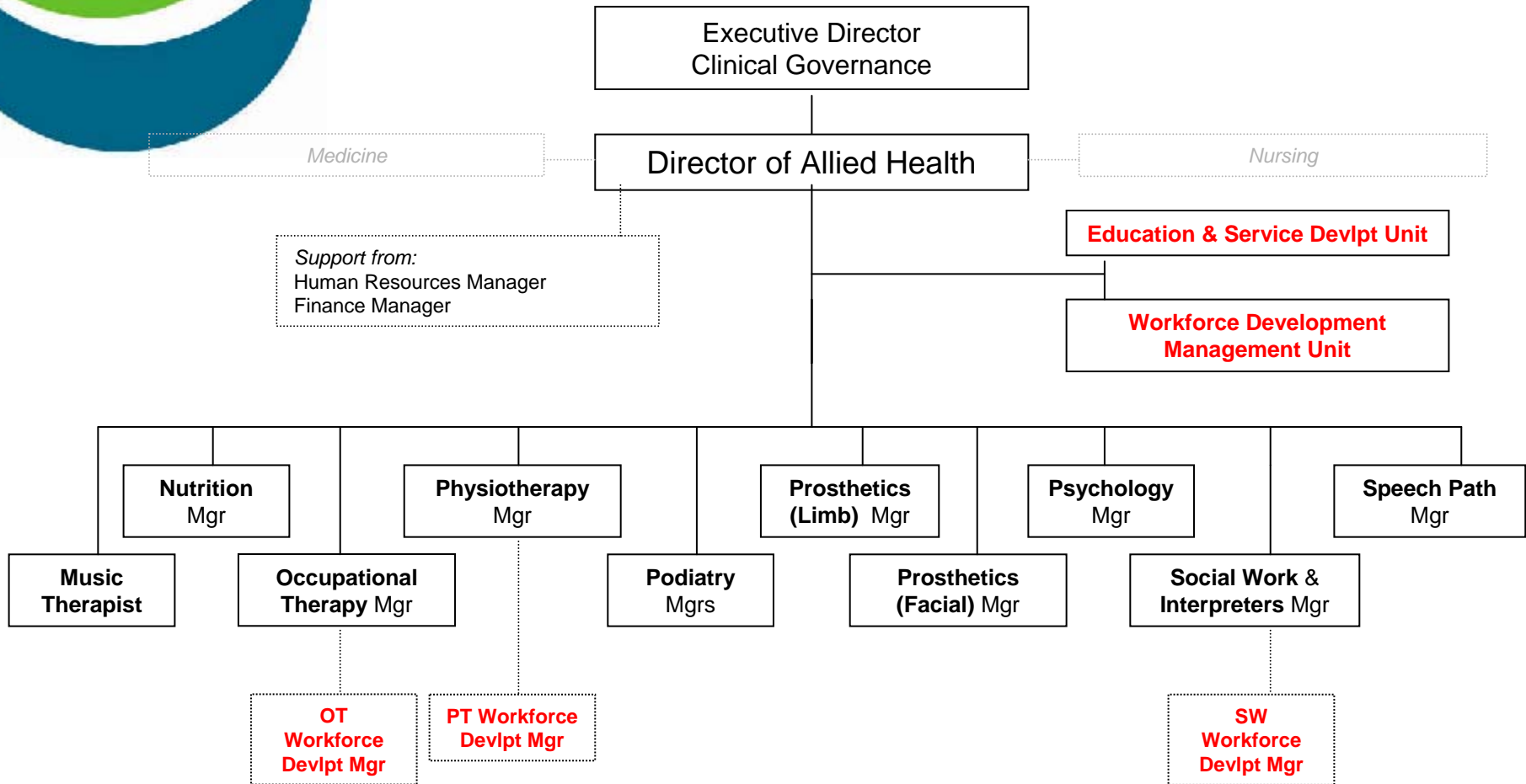
Integrated decentralised model

- Increased demands
- Changed responsibilities
- Dual accountability

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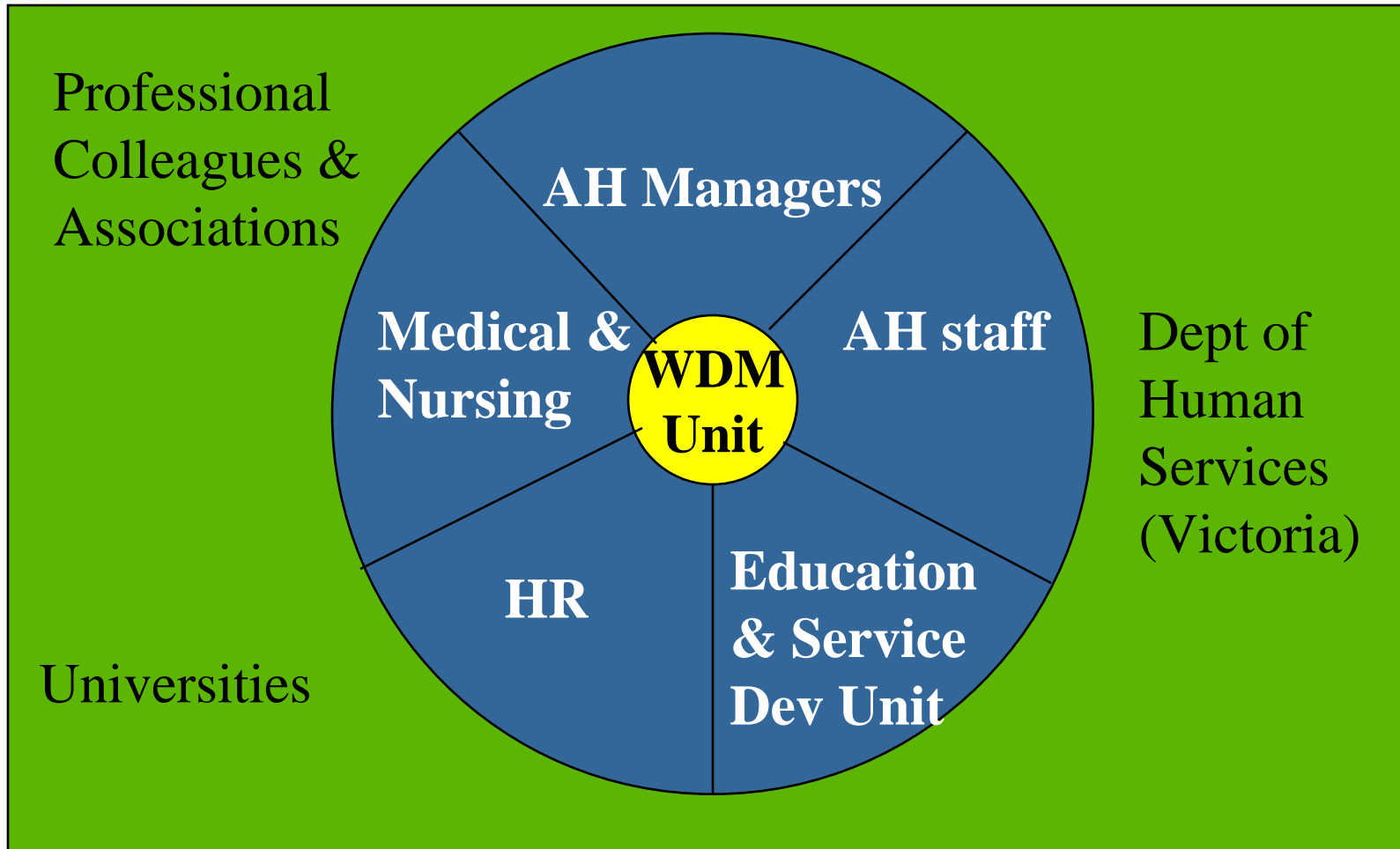


Allied Health Management





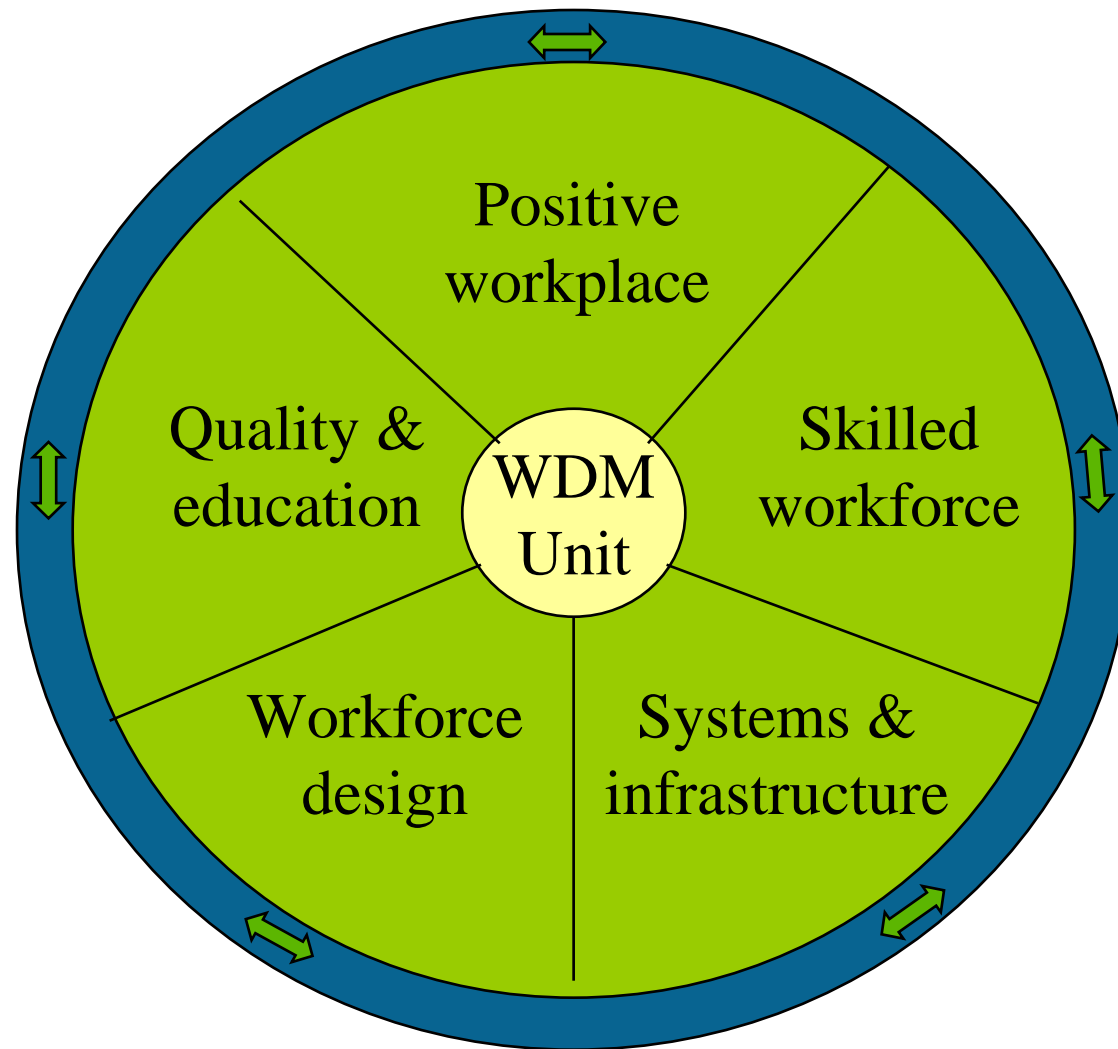
AH WDM Unit Roles and Relationships



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WDM UNIT Strategy



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Strategic Goal 1.

Build a positive work environment to improve staff health.

- Welcome morning teas
- Generic AH orientation
- AH reference group and AH forums
- Reward and recognition



Strategic Goal 2.

Ensure & sustain a skilled workforce supply

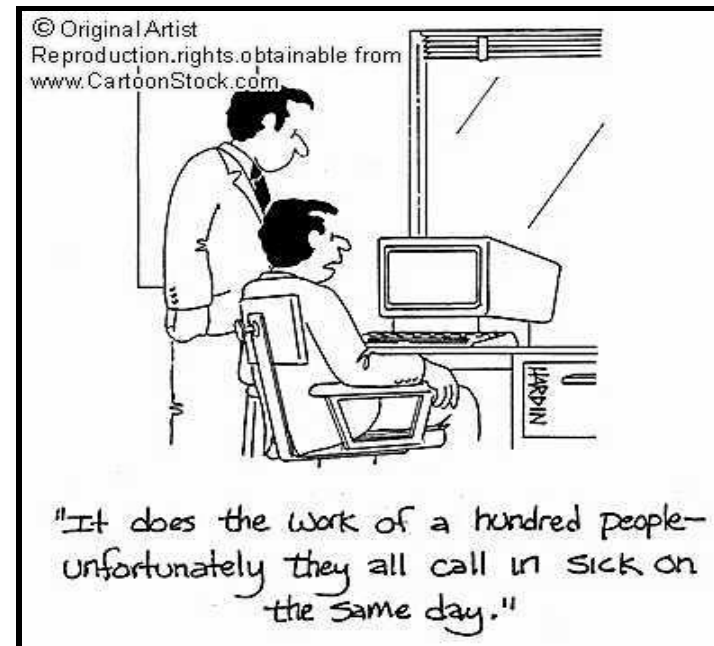
- Recruitment processes
- Rotations and clinical specialties
- Flexible working hours
- Credentialing



Strategic Goal 3.

Build workforce planning systems and infrastructure to support planning.

- Workforce data
- Human Resources
- IT systems





Strategic Goal 4.

Ensure workforce design & structure optimizes service delivery to patients & promotes high functioning MDT

- Staff ratios
- Skill mix
- Extended scope & complementary roles
- Extended services
- Career pathways & succession planning



Strategic Goal 5.

Invest in quality improvement & continuous education & the development of our workforce

- PD & research
- Supervision & performance appraisal



Reflections

- What have been the challenges?
- What have we achieved?
- What have we learned?



Thank you

Acknowledgements

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