



Identification of a workforce – Allied Health Professionals in Country South Australia

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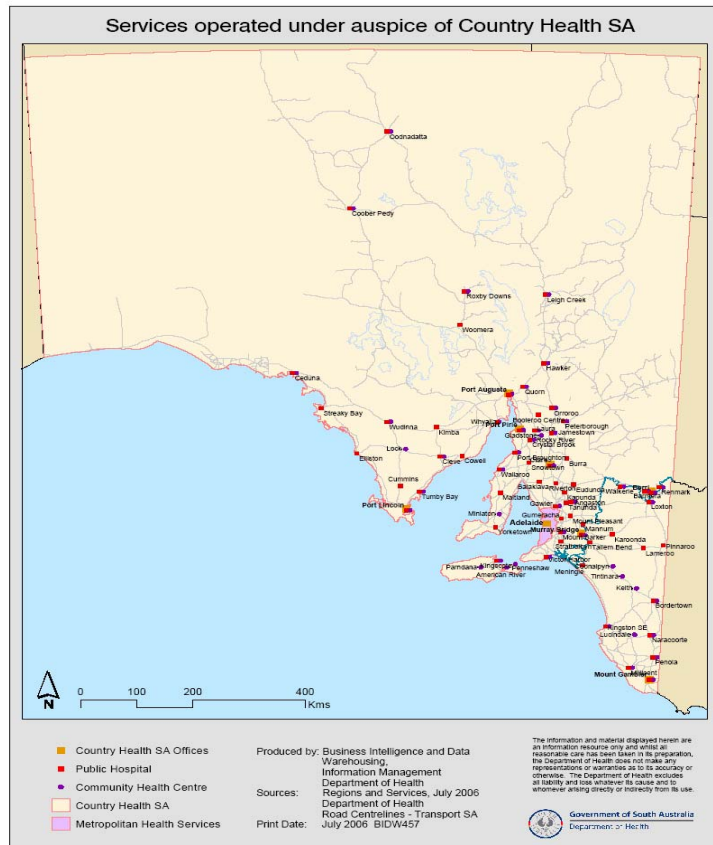
Some facts and figures

- Country South Australia covers 983,549 sq km (14 times size of Tasmania)
- Population 430,000 (about 90% of population of Tasmania)
- This is 28% of SA population

Of the 23,400
(1.6%) of
South
Australians
with Aboriginal
and Torres
Strait Islander
background,
12,400
(52.9%) reside
in Country SA



Country Health SA



- Formed on 1 July 2006, from the previous 7 Country Regions
- Currently 42 incorporated health units in Country SA, managed by local Boards
- Some services managed directly by CHSA



Health reform

- Health Care Bill 2007 currently out for consultation
 - Department of Health will have direct responsibility and accountability for managing SA public health system
 - Country Boards to become Health Advisory Councils, responsible for holding assets and funds
- Anticipated implementation 1 July 2008



Other developments

- Appointment of Principal Allied Health Advisor, Department of Health, October 2006
- Appointment of Senior Allied Health Advisor, CHSA, December 2006

Identifying the workforce

- Literature scan
- Workforce data
- Consultations



Literature scan

- Consistent themes
 - Workforce planning and management
 - Recruitment and retention
 - Service provision
 - Education



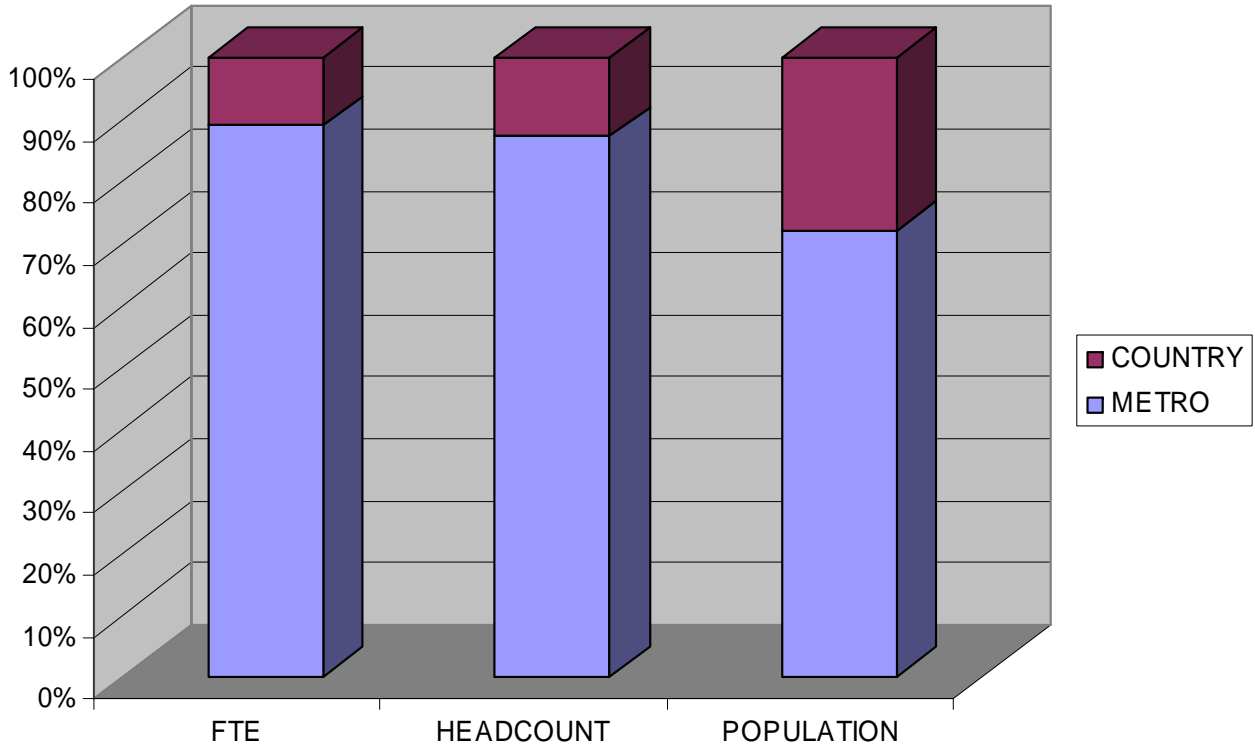


Workforce data

- Limitations
- Sources
- As at 30 June 2006
 - About 360 (280 FTE) Professional Officers working in Country SA (out of 7,700 staff)
 - 2200 (1700 FTE) Professional Officers working in Health in SA

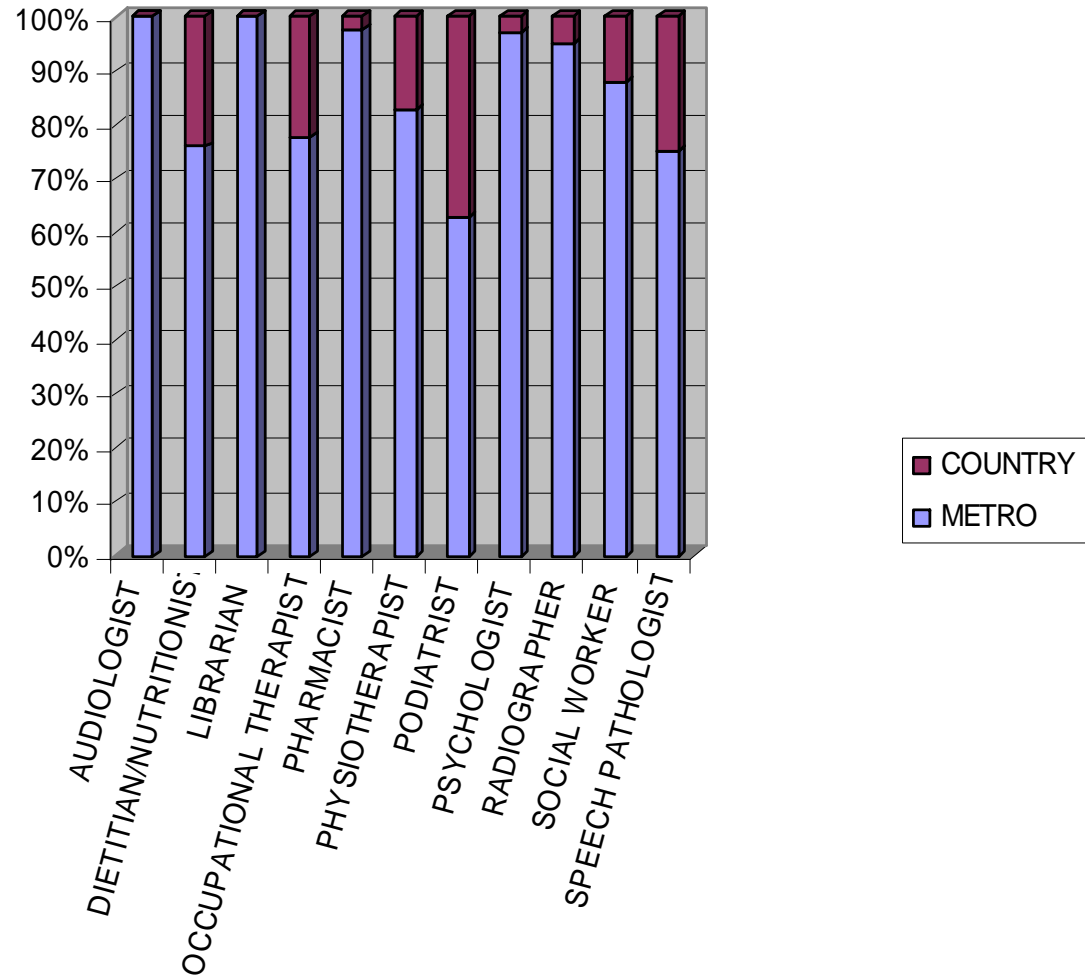


Location of staff



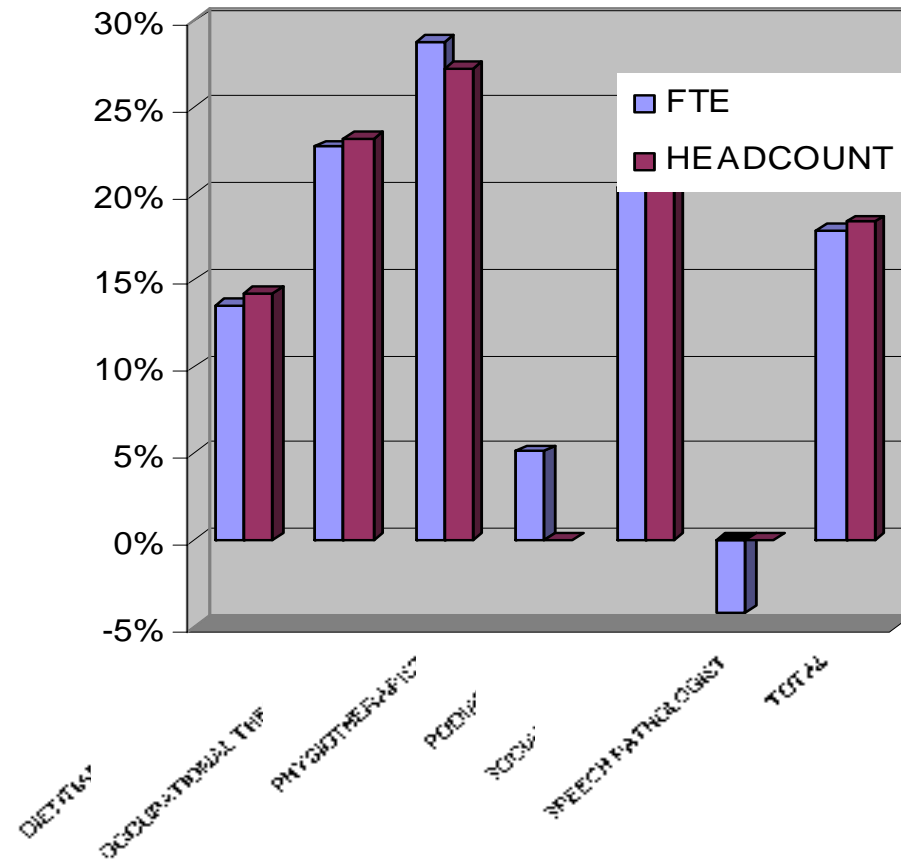


Discipline comparisons



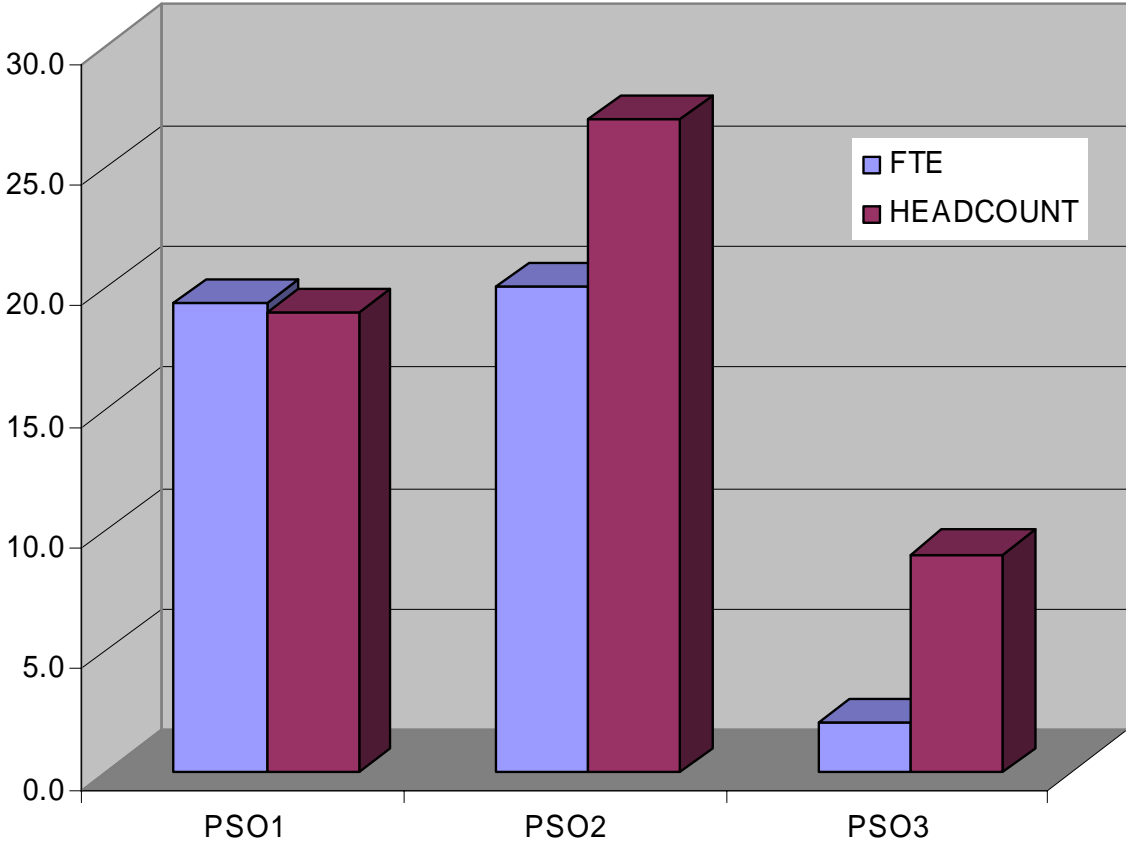


Comparison with 2003



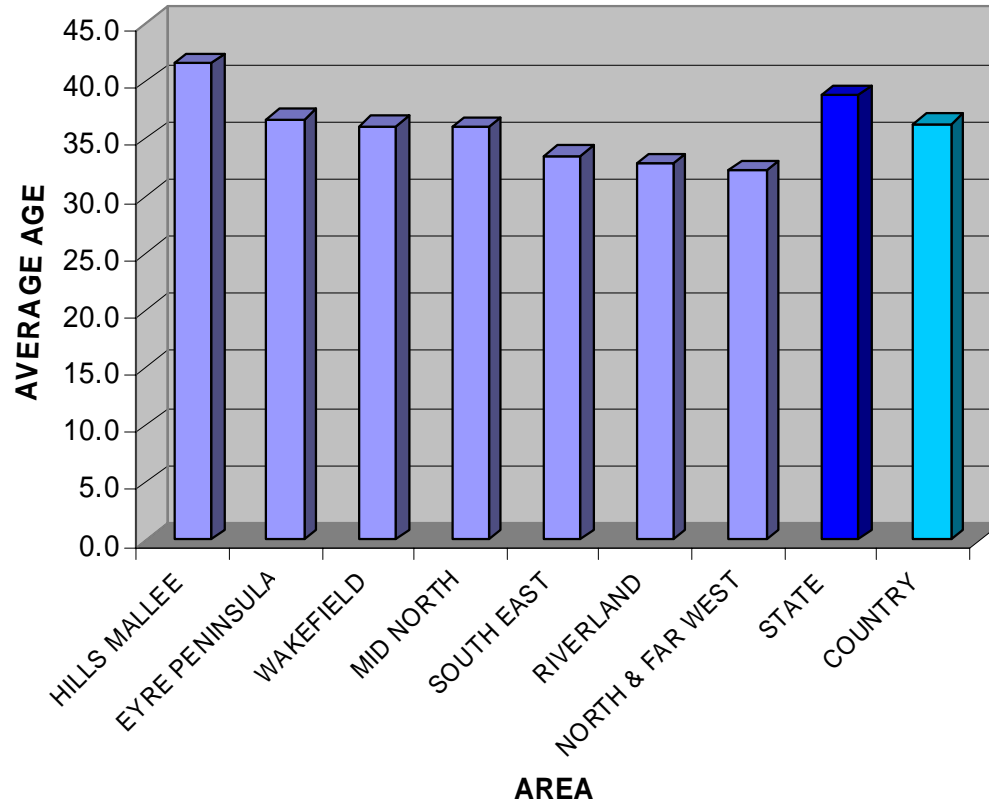


Increase 2003 to 2006





Average age





Consultations

- 15 focus groups held in 12 locations across country, approximately 150 staff
- Targeted at AHPs and their managers, inclusive
- Also meetings with Community Health managers, CEOs and Executive Directors
- Information from concurrent radiology review also included



What did we find?

- An enthusiastic, committed workforce
- Innovative in service provision
- A range of successful support, retention and recruitment strategies
- A range of issues
- A solution focus to these issues



Key themes

- Classification / career structure issues
- Professional development.
- Supervision / support for quality practice
- Support staff
- Professional networks
- Service mix



Key themes

- Workload measurement / management.
- Information systems
- Recruitment issues
- Retention strategies
- Undergraduate training
- Housing / accommodation



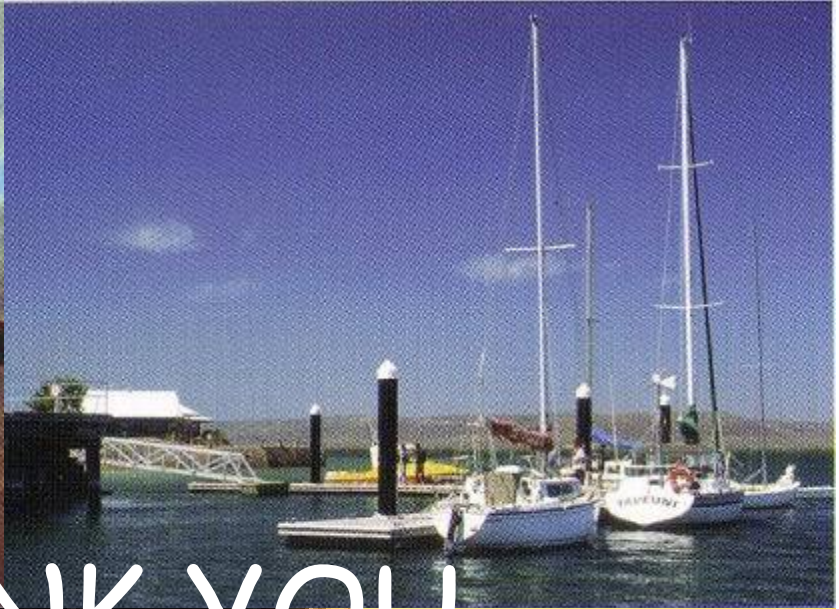
The future??

- *Career structure*
- *Professional development framework*
- *Supervision and mentorship structures*
- *Review of positions working with AHPs*
- *Professional networks across country and the State.*



The future??

- *Attention to service gaps*
- *Research into workload measurement and management*
- *Recruitment / retention package*
- *Links with Universities etc*



THANK YOU

