

Defining Allied Health

Current and future allied
health workforce planning

Introduction



Workforce planning for:

- Contemporary models of care
- Models to meet demands of redevelopment and reform

Infrastructure Redevelopment

WA Health Clinical Services Framework

- Role delineation for each health service and care facility
- Bed numbers for the metropolitan region
- Central tertiary hospital site at QEII Medical Centre
- New southern tertiary hospital - Fiona Stanley
- Building up general hospitals
- Investment in education and research
- Models of care - prevention, primary care and appropriate setting
- Country health service role delineation

Aim and purpose



Presentation will provide:

- Outcomes from the WA Work Value review around non-specific positions that could be filled by allied health;
- Information that may be applied to define and present allied health in the context of current workforce planning

Context for Planning and definition



- What is allied health and which health professions are included?
- Which groups are included in Medical Support in the ABS statistics?

Health Professions Work Value Review

- HSU Health Professionals Claim for Improved Pay and Career Opportunities (P 18 of 2003)
- Positions to move one-level, qualifications recognition and criteria progression
- Address attraction and retention and relativity with other professions
- Specified Callings - Allied Health and Health Sciences
- History - broad-banded since 1989; Base level was HSU Level 3/5

HSU - Specified Callings

- Allied Health - audiology, dietetics, medical librarians, clinical psychology, psychology, occupational therapy, physiotherapy, social work, speech pathology, podiatry, orthoptics.
- Health Sciences - biomedical engineering, medical imaging, ultrasonography, radiation therapy, nuclear medicine technology, pharmacy, orthotics and prosthetics, medical science, medical physics, clinical perfusion, scientific officers (exercise physiology, respiratory science and sleep technology)

NOT the Specified Callings



- Allied health assistants
- Technicians
- Medical officers or nurses
- Health Information Managers or similar
- Some 'professional' groups such as Health Promotion Officers



Workforce Characteristics



- Increased focus on multidisciplinary or interdisciplinary team
- Greater autonomy for allied health professionals
- Increase in generically titled positions

Contemporary Models of Care

Sample Position: Coordinator,
Rehabilitation in the Home (RITH)

- Tertiary qualifications in allied health or nursing and registration with the relevant Board where required
- Qualifications, duties and criteria must match

Identifying the Allied Health Professionals



- Difficulty with “generic titled” positions
- Beneficiaries of the work value review
- Allied health in generic title positions
- Positions with dual classification; e.g. either ANF Level 3 or HSU Level 6 with up to \$15,000 difference

Generic Positions



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**“It has come to my attention that the building is on fire.
Let’s bring in a consultant next week and see
what sort of action he recommends.”**

Criteria for Inclusion



Positions included in the Review:

- Defined specified calling title,
- Requirement for a tertiary qualification in the named specified calling,
- Occupied by a health professional from that specified calling,
- Provide clinical and/or professional services, and
- In HSU specified calling salary classification

Clinical / Professional Services

More than one of:

- Provide direct clinical and/or professional services
- Plan, coordinate or evaluate delivery of clinical services or programs
- Provide clinical supervision or consultation to other health professionals
- Provide professional education services to other health workers or clients
- Manage clinical or professional services that provide direct clinical services to patients or clients

Inclusion Criteria

1. Allied Health Practitioner HSU Level 6 position, requiring tertiary qualifications in Social Work, Psychology or Occupational Therapy and occupied by a Social Worker.
2. Mental Health Professional HSU Level 6 position, requiring tertiary qualifications in Nursing, Social Work, Psychology or Occupational Therapy and occupied by a Psychologist.
3. Mental Health Professional HSU Level 6 position, requiring tertiary qualifications in Nursing, Social Work, Psychology or Occupational Therapy and occupied by a Nurse.

Inclusion Criteria (Contd)

4. Rehabilitation Officer HSU Level 6 position, requiring tertiary qualifications in Nursing, Physiotherapy, Social Work, Psychology or Occupational Therapy and occupied by a Physiotherapist.
5. Injury Management Officer HSU Level 6 position, requiring tertiary qualifications such as behavioural, social or health science degrees and occupied by a Physiotherapist.
6. Positions that lacked requirement for tertiary qualification, provision of clinical and/or professional services, or HSU specified calling salary classification, to be reviewed and job descriptions amended.

Conclusion



- Generically titled positions are now part of workforce development and reform
- Definitions for allied health in the varied work environments
- Reliability of criteria for inclusion of generic titled positions

Allied Health Workforce

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“You see clutter. I see an environment that encourages the random juxtaposition of disparate elements for the potential generation of creativity born of chaos!”

Thank You

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