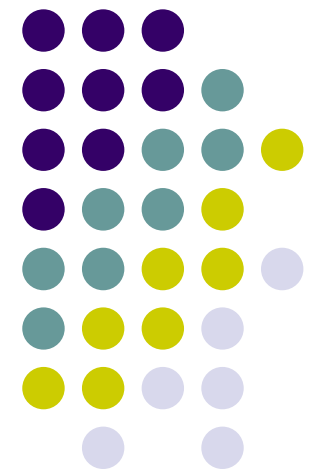
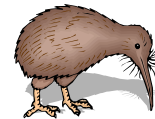
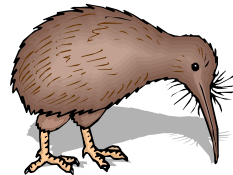
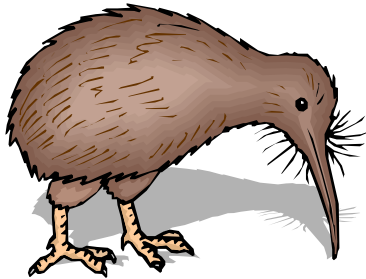
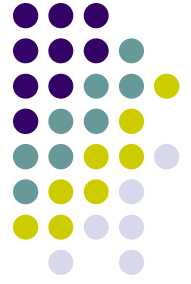


# Wise old Kiwis

## Working Towards a Future Workforce



**Janice Mueller**  
MNZSP, MNZCP, MBA (Dist)  
Allied Health Workforce Strategy Group  
Director of Allied Health  
Auckland District Health Board  
New Zealand  
July 2007

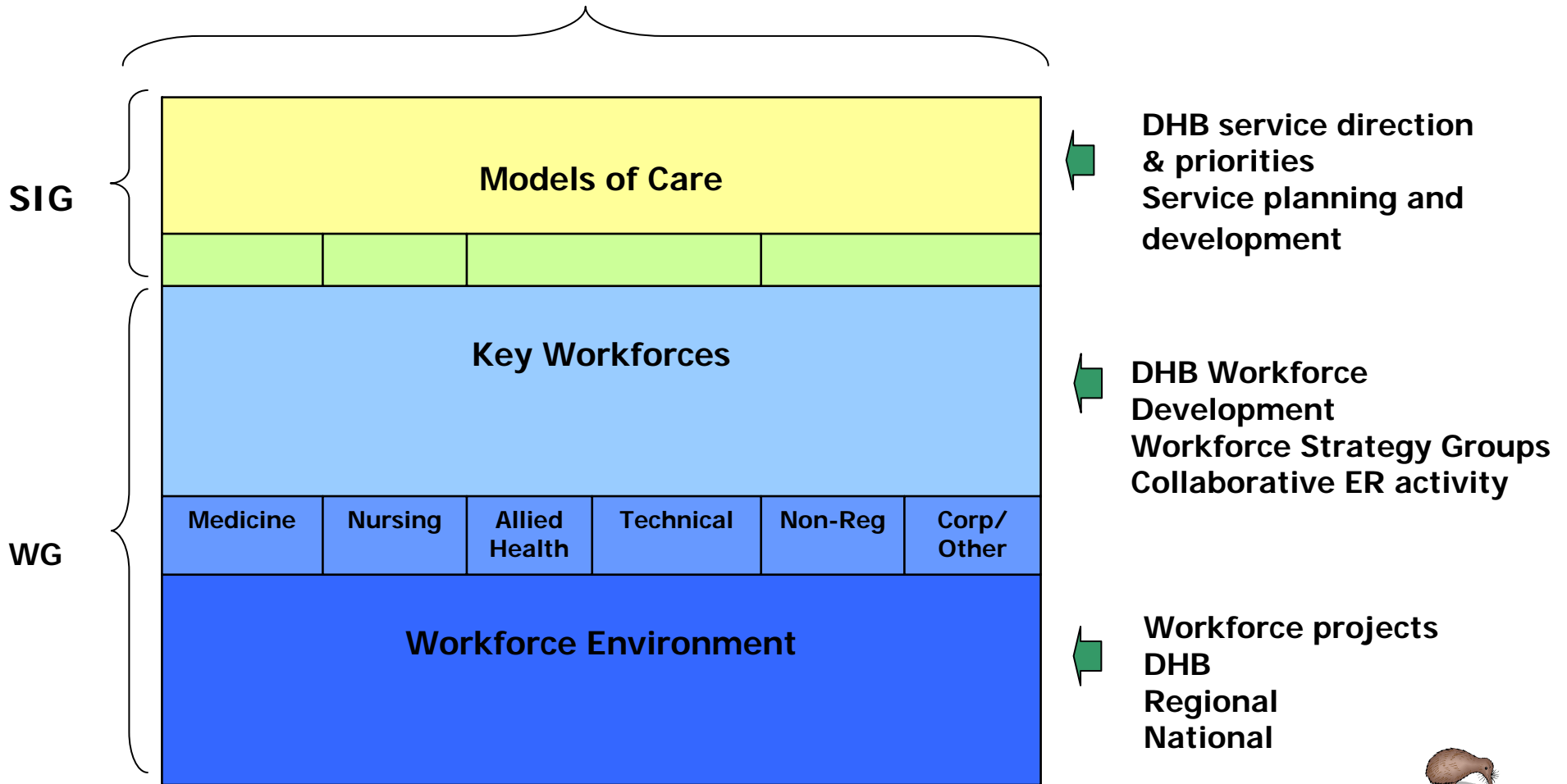
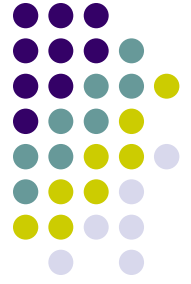


# Agenda

- **Background**
- **Allied Health Workforce Strategy Group**
  - Background
  - Recent Activity
  - Data (Quantitative and qualitative)
  - 2006-07 Project Work
- **The International Perspective**
- **Conclusions**

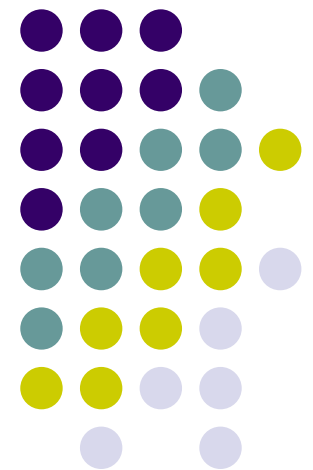


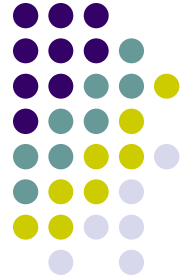
# New Zealand DHB 'Future Workforce'



# Allied Health Workforce Strategy Group

where we fit  
what we've been doing

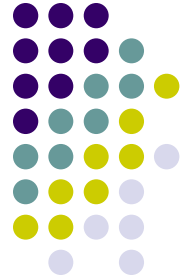




# New Zealand Allied Health Professions

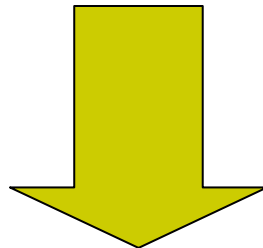
- Alcohol & Drug Clinicians
- Audiologists
- Dental Therapists
- Dietitians
- Needs Assessors
- Occupational Therapists
- Optometrists
- Orthoptists
- Pharmacists/Technicians/  
Technologists
- Physiotherapists
- Play Specialists
- Podiatrists
- Psychologists
- Psychotherapists
- Social Workers
- Speech Language Therapists
- Visiting Neurodevelopmental Therapists





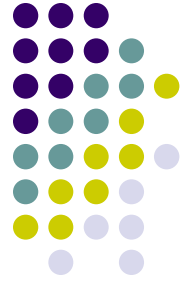
# Allied Health WSG Approach

- **Environmental Scan**
  - **DHB Sector Expert surveys conducted March/April 2006 using a standardised descriptive template**
- **Data collection through HWIP (Sept 2006)**



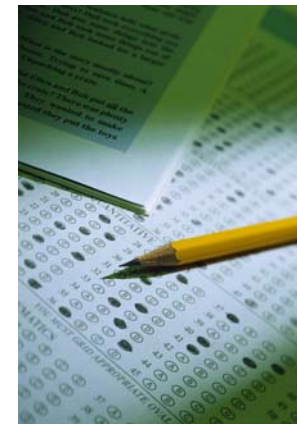
- **Expansion of original Allied Health Workforce Strategy Group to include**
  - **Other recognised allied health 'experts' from key professions with an ability to look widely at issues and develop an action plan for 2006-07**

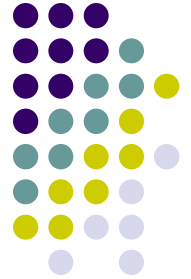




# What did the template cover?

- Role descriptions
- Scopes of practice
- Regulation arrangements
- Education and training requirements
- Issues for the future
  - Key drivers of service change
  - Future workforce development priorities





# Themes from the Environmental Scan

- Profile and value allied health professionals
- Increasing demands on professionals
- The need to change models of care
- Improve retention and recruitment
- Training and development







# The Data Collection Challenge....

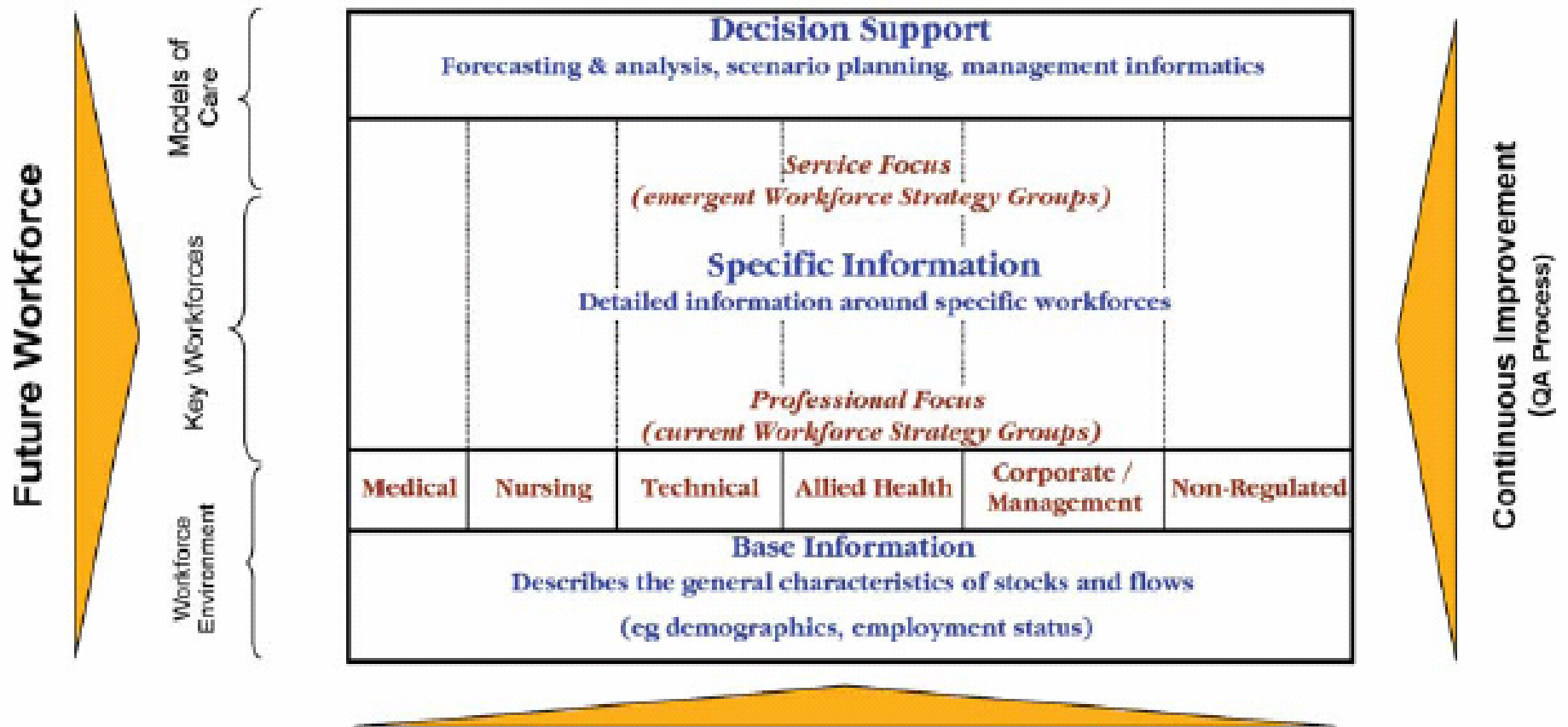
- Inaccurate and incomplete DHB records
- Data accuracy
- Complexity and variety of allied health professional groups
- Diversity of job titles with no standardisation
- Sector networks & communication pathways





# HWIP Model of Activity

Service Delivery/Outcomes



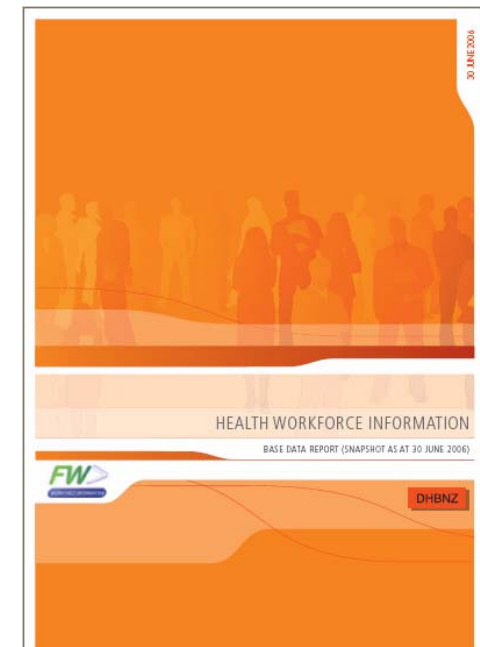
Legislative Compliance

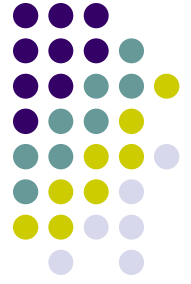




# Allied Health Workforce Key Features

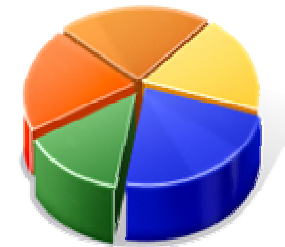
- **11% total DHB FTEs**
- **84% of workforce is female**
- **2<sup>nd</sup> shortest average length of employment at 6.21 years**
- **Average workforce age is 42.9 years**
- **Relatively representative ethnicity of workforce compared to sector generally**

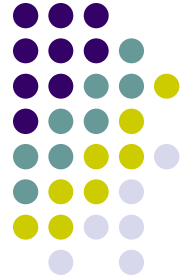




# Allied Health Workforce Key Features

- Regulated and non-regulated professions
- Nearly 5,000 FTE positions, filled by some 5,900 individuals
- The largest occupational groups of the DHB-employed Allied Health workforce:
  - Social workers 15%
  - Occupational therapists 14%
  - Physiotherapists 13%
  - Dental therapists 11%
  - Psychologists 10%

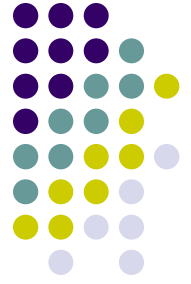




# Employment Settings

Profession	% employed in DHBs	% employed in Private Practice
<b>Physiotherapists</b>	<b>26.6%</b>	<b>54.8%</b>
Occupational Therapists	50.3%	14.9%
Psychologists	28.3%	23.2%
Dietitians	60.2%	14.3%
<b>Optometrists</b>	<b>1.4%</b>	<b>85.1%</b>

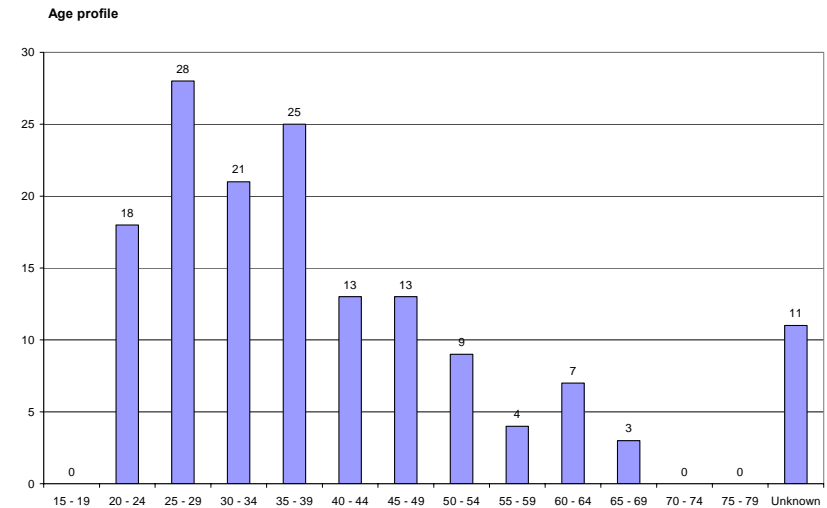
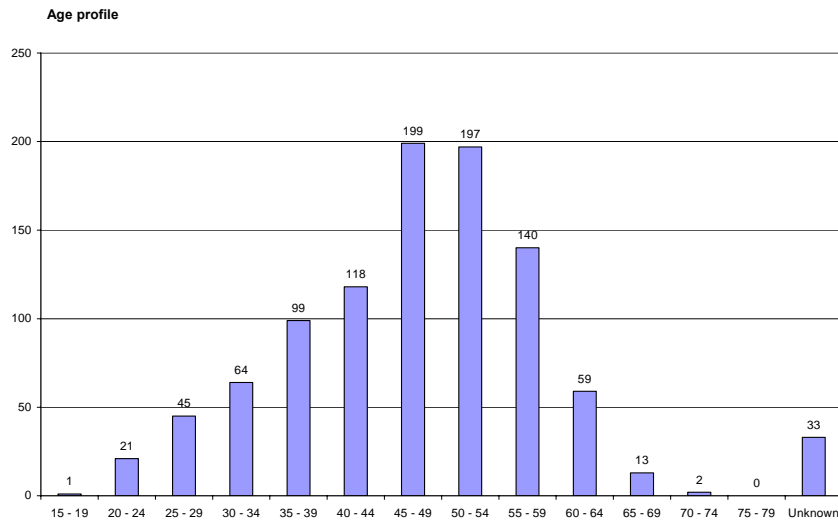


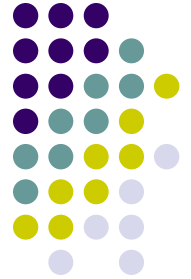


# Workforce Age Profiles

## Dental Therapists

## Speech Language Therapists



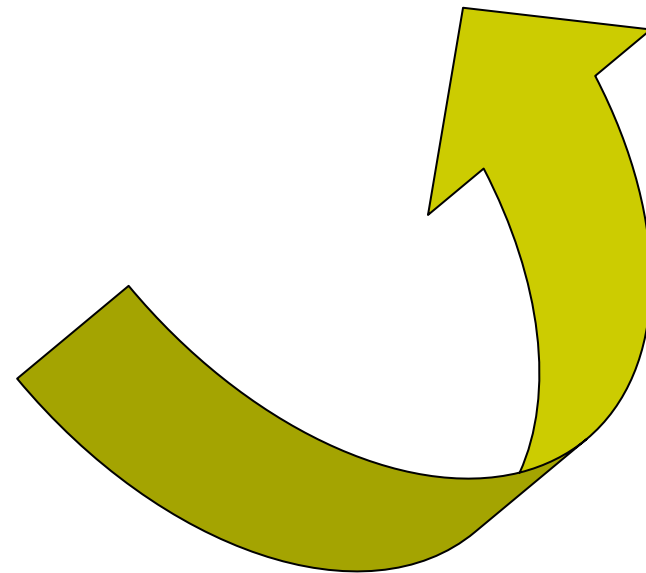


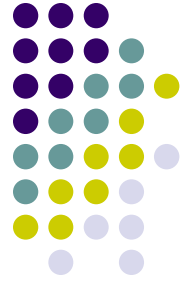
# AHPs Maori & Pacific Ethnicity Profile

- **Alcohol & Drug Clinicians: 19% workforce Maori**
- **Social Workers: 9% Maori and 4% Pacific**
- **Needs Assessors: 5% Maori and 3% Pacific**

## Average AHP %

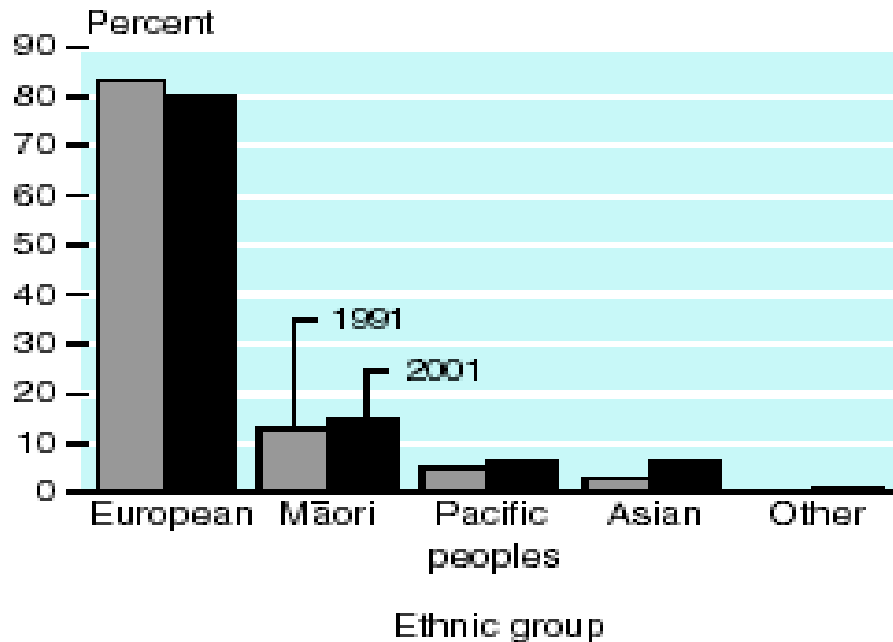
- **Maori ethnicity 6%**
- **Pacific ethnicity 1%**





# National Ethnicity Data

Ethnic Group as a Percentage of Total Population  
1991 and 2001



**14.7 % of the population identified as Māori (526,300), 6.5 % as Pacific peoples (231,800) and 6.6 % as Asian (237,500) in 2001.**

**The Asian population has more than doubled since 1991.**

1. Includes all of the people who stated each ethnic group, whether as their only ethnic group or as one of several ethnic groups. Where a person reported more than one ethnic group, they have been counted in each applicable group.

Source: Statistics New Zealand







## Fill Rates for Selected Allied Health and Other Professions, 2003-2006

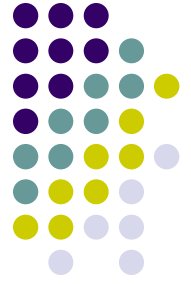
NZSCO	NZSCO Description	2003		2005		2006	
		No.	% filled	No.	% filled	No.	% filled
32221	Dental Therapist	-	-	-	-	14	21%
32231	Physiotherapist	22	64%	16	44%	25	44%
32232	Occupational Therapist	24	63%	33	21%	22	55%
33411	Social Worker	170	70%	64	52%	64	59%
22312	Registered Nurse	255	66%	143	30%	70	54%
22214	Physician	-	-	15	20%	43	19%



# Patients – Demand Pressure



"I'M SORRY DOCTOR, BUT AGAIN I HAVE TO DISAGREE."



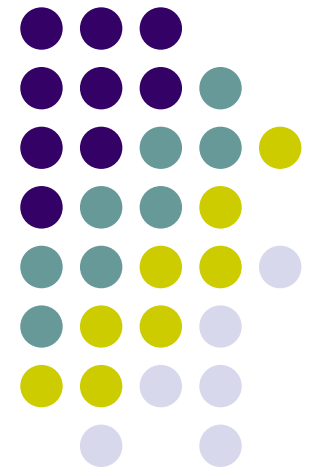
# Allied Health WSG 2006-07 Workforce Program

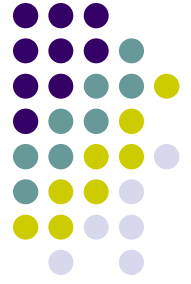
- **Dental Therapy Workforce Supply**
  - Analysis and forecasting of future Dental Therapy Workforce needs
- **Workforce Practice Readiness**
  - First year of practice transition to health
- **Workforce supply**
  - Analysis and forecasting of future workforce requirements for selected Allied Health workforces
- **Allied Health Leadership and networks**
  - Promote the development of Allied Health leadership and networks supporting workforce activity
- **Innovation in Primary Care**
  - Promote innovative PHO/ primary environment Allied Health activities



# What does the International Evidence Say?

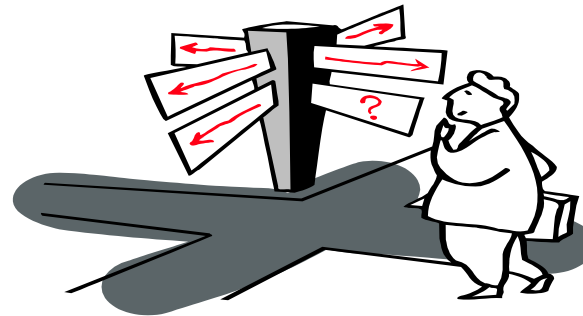
Are our priorities consistent with  
other jurisdictions?

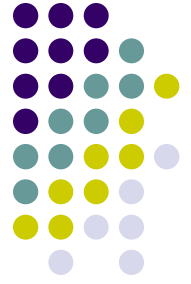




# Competency Areas for Health Professionals

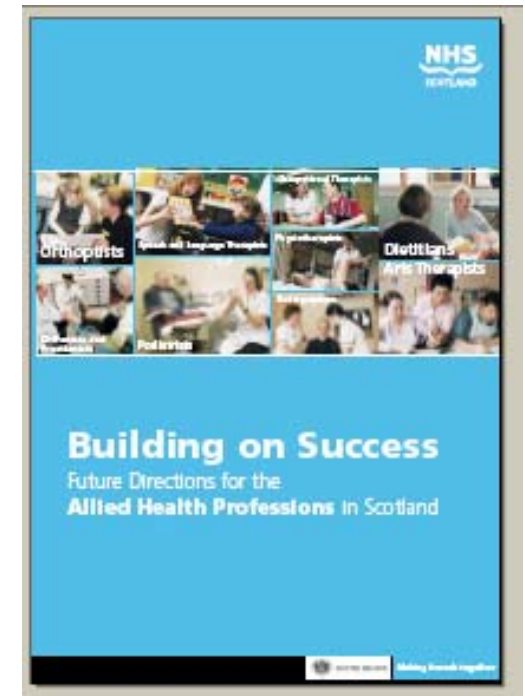
- Patient-centred care
- Interdisciplinary teams
- Evidence-based practice
- Quality improvement
- Informatics





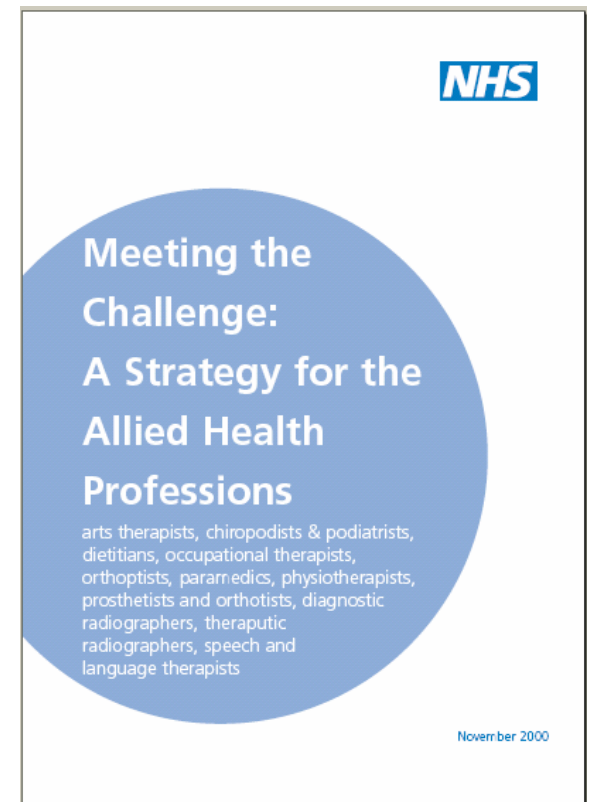
# Scottish NHS

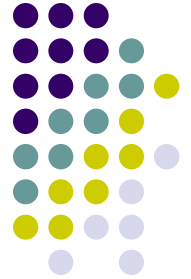
- **Building on Success - Future Directions for the Allied Health Professions in Scotland (2002)**
  - Improving Health
  - New Models of Care
  - Service Design and Delivery
  - Clinical Governance, research and Development
  - Career Pathways, Continuing Professional Development
  - Recruitment and Retention
  - Building *on* Success, Building *for* Success



# England NHS

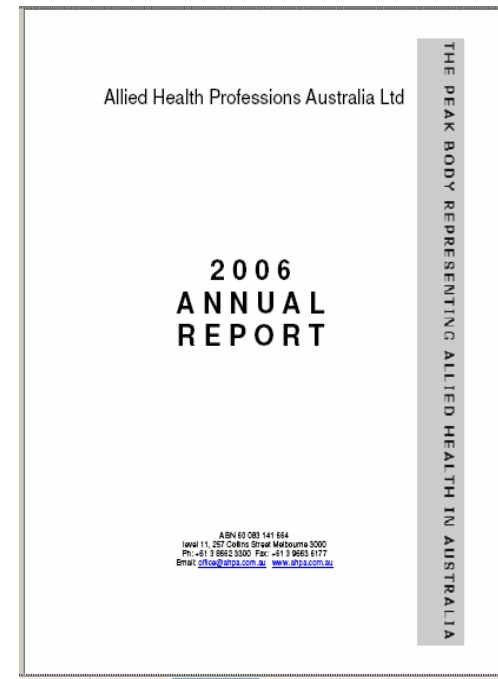
- **Expand the Workforce**
  - Build tomorrow's workforce today
  - Improve working lives
  - Widen the recruitment base
  - Return to the NHS
- **Modernise education, training and regulation**
  - Stronger partnerships
  - Focus on practice experience
  - Reduce attrition
  - Inter-professional education and training
  - Flexible and accessible education
  - Strengthen research capacity
  - Modernise regulation
- **Facilitate Career Development**
- **Make it Happen**





# Australia

- **Allied Health Professions Australia**
  - National peak body for major health professions other than medical practitioners and nurses
- Promoting AHPA with a voice in Canberra
- Council of Australian Govts (CoAG)
- Medicare
- Clinical Education and additional funding for placements



Source: [http://www.ahpa.com.au/pdfs/Annual\\_Report\\_2006.pdf](http://www.ahpa.com.au/pdfs/Annual_Report_2006.pdf)





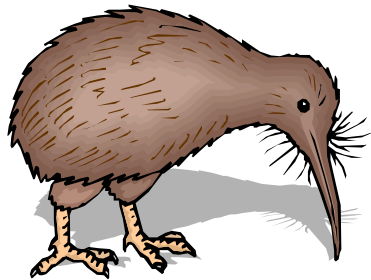


## Next Steps

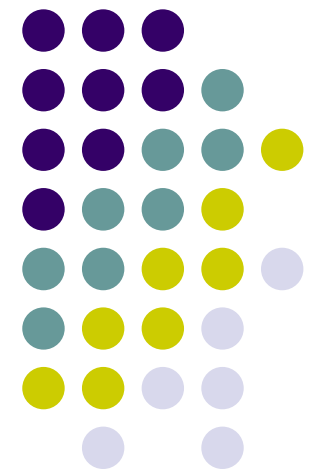
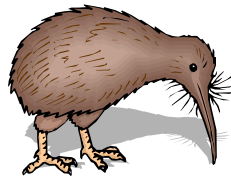
- **Continue with Project work from the Allied Health WSG**
  - Allied Health communication network across all DHBs
  - National Allied Health Web site hosted through the DHBNZ web site
- **Consider our gaps**
  - Data integrity for improved workforce planning
  - AHPs knowledge and use of IT (clinical and administration)
- **Inaugural NZ Allied Health Conference November 2008 in Auckland**



# So are we ...



**Wise - *we're getting there***  
**Old - *definitely***  
**Kiwi - *not really***



**"It is not the strongest of the species that survive,  
nor the most intelligent,  
but the one most responsive to change"**  
**Charles Darwin**

