

Allied Health ReConnect Project

Researching the re-entry of allied health professionals to the NSW public health system workforce

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Target Professions

- Audiology
- Dietetics
- Medical Radiation Sciences
- Nuclear Medicine Technology
- Occupational Therapy
- Orthoptics
- Pharmacy (Hospital)
- Physiotherapy
- Podiatry
- Psychology
- Social Work
- Speech Pathology

Literature Review

- Program Structure
 - Format
 - Content
 - Length
- Critical Success Factors
- Potential Implementation Difficulties

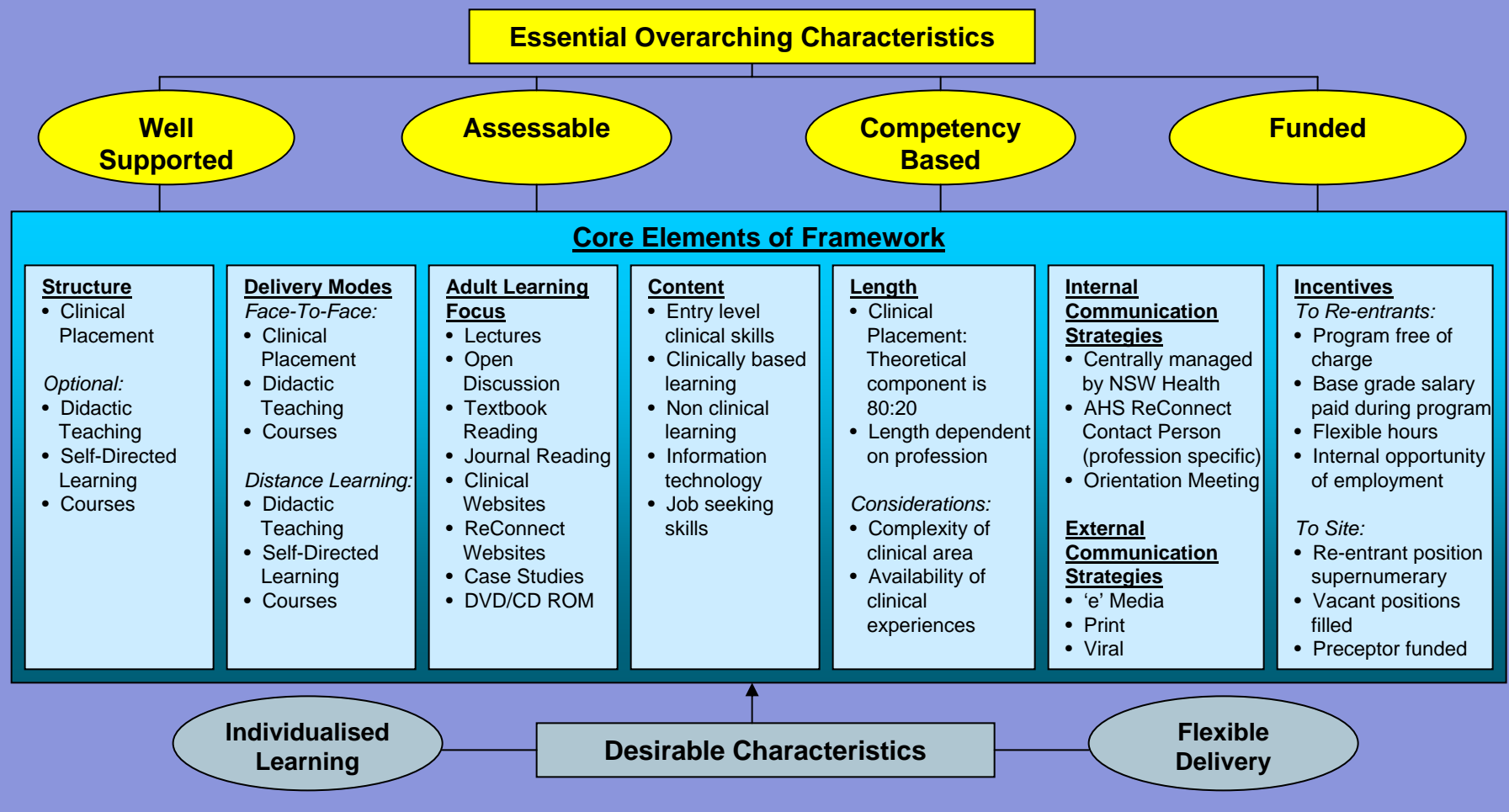
Discussion Paper

- Eligibility Criteria
 - Individuals who have not practised for a minimum of 3 years
 - Maintained registration (registered professions)
 - Eligible for membership of professional association (unregistered professions)
- Proposed Framework:
 - **5 Characteristics:** flexible; competency based; assessable; individualised; well supported.
 - **8 Elements:** structure; delivery; adult learning focus; content; length; communication strategy; marketing; incentives; funding

The Consultation Process

- Workforce Re-entry Surveys
 - Critical components required in re-entry programs
 - 140 out of 862 surveys were returned (16.3%)
- ReConnect Focus Groups
 - Current allied health workforce environment
 - Feedback on the proposed re-entry framework
 - 54 people attended

The Allied Health ReConnect Model Framework



Hospital Pharmacy ReConnect Pilot Program

- 300 hour (8 week program)
 - 270 hours clinical placement
 - 30 hours self directed learning
- Based on entry level competencies specific to hospital pharmacy practice
- Individualised learning goals and development opportunities
- Shadowing and supervised clinical work at beginning of program moving to independent work by end of program
- Self assessment based on level of confidence
- Vacant positions advertised internally within the Area Health Service

Successes So Far

- 3 successfully completed program
- 2 appointed to positions
- Expands workforce pool
- Improved confidence and knowledge

Lessons Learnt

- Preceptor must be released from some duties
- 'Whole of team' approach to the program
- Pre-program tutorials may be beneficial
- Increase length of program

Future Directions

- Evaluation of the Pharmacy Pilot
- Identify the next allied health professions for ReConnect programs
- Adapt ReConnect training resources for other target allied health professions

Pharmacy Program Feedback

- *“I am feeling very comfortable being back in pharmacy and it does not seem like 13 years since I last worked in a hospital. This has been a fantastic opportunity which has really helped me to re-enter the hospital pharmacy workforce. I would highly recommend the program”*
ReConnect Pharmacist
- *“I have enjoyed participating in the program and a lot of my colleagues have also enjoyed being able to support a colleague with the luxury of having some extra time available to do so”*
Preceptor
- *“We have been very fortunate to have a very motivated candidate. She fits in well with our department and is keen to stay as a part-time pharmacist”*
Director of Pharmacy



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