



HealthWorkforce
AUSTRALIA

Building a Collaborative Workforce

Victorian Health Care Association 2011 Conference

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National health workforce reform agenda

- COAG and health workforce reform (National Partnership Agreement 2008)
 - Acknowledgment that large scale workforce reform is necessary with a particular focus on linking efforts of health and higher education sectors
- NPA, \$1.1Bn *new* funding over 4 years to
 - Develop a sound evidence base to inform national reform
 - Devise policy and programs that facilitate workforce reform
 - Work across jurisdictions, sectors, organisations and professions
- Health Workforce Australia (HWA) established to lead implementation of the NPA

Health Workforce Australia

- Legislation enacted July 2009 –
- HWA established as a Commonwealth statutory authority
- Board – nominees from jurisdictions (9), independent Chair and 3 other directors
- Reports to Australian Health Ministers Conference (AHMC)
- Headquarters in Adelaide
- Establishment phase commenced in February 2010
- AHMC Work program implementation

HWA Work Plan

Key domains for action

- Innovation and reform
- Planning, information and analysis
- Clinical education and training reform
- International recruitment

Standing Advisory Committees to HWA Board

- Health professions
- Higher Education and Training Sector
- Non Government and Private Sector
- Aboriginal and Torres Strait Islander Health Workforce
- Future Health Leaders
- Program ERGs

Workforce Reform Strategy

- National Health Workforce Innovation and Reform Strategic Framework for Action 2011-2015 approved by AHMC August 2011
- Key document to guide collective efforts in health workforce reform
- A National Implementation Plan will be developed over the coming few months

WIR Strategic Framework

Framework provides five inter-dependent domains:

1. Health workforce reform for more effective, efficient and accessible service delivery
2. Health workforce capacity and skills development
3. Leadership for the sustainability of the health system
4. Health workforce planning
5. Health workforce funding, policy and regulation

National Workforce Innovation and Reform Strategic Framework

KEY DOMAINS	OBJECTIVES
HEALTH WORKFORCE REFORM FOR MORE EFFECTIVE AND ACCESSIBLE SERVICE DELIVERY	Reform health workforce roles for more effective and accessible service delivery models to better address health promotion, prevention, population and demographic needs and improve productivity
HEALTH WORKFORCE CAPACITY AND SKILLS DEVELOPMENT	Develop an adaptable health workforce – equipped with the requisite competencies and support that provide team-based and collaborative models of care
HEALTH WORKFORCE LEADERSHIP FOR SUSTAINABLE CHANGE	Develop leadership capacity to support and lead health workforce innovation and reform
HEALTH WORKFORCE PLANNING	Enhance workforce planning capacity, both nationally and jurisdictionally, taking account of emerging health workforce configuration, technology and competencies
HEALTH WORKFORCE POLICY AND REGULATION ADVICE	Develop policy, regulation, funding and employment arrangements that are supportive of health workforce reform

Workforce Innovation & Reform

Examples within the WIR work plan:

- Care of Older People Program
- Aboriginal and Torres Strait Islander Health Worker project
- National Cancer Workforce Strategy

Caring for Older People Program

- Aligns with Aged Care priority area under COAG health workforce reform agenda.
- Focuses on workforce redesign to improve supply, flexibility and adaptability.
- Aims to ensure the workforce redesign is implementable, scalable, sustainable.
- Involves 20 local projects: [cover all disciplines and sectors](#)
- [Like projects collaboratively contribute](#) to redesign ‘whole of workforce’ composite models in aged care themes
- Impact of program will be assessed in terms of cost efficiency and effectiveness

Caring for Older People Program

Capacity building by members of inter-disciplinary team:

- Re-configuration of roles to achieve full scope of practice and quality, safe outcomes (professional & support workforce mix)
- Inter professional/disciplinary practice and learning
- Workforce competencies in using assistive technology (e.g. remote supervision; telehealth home monitoring)
- Leadership at all levels (clinical, systems thinking, and change)
- Culture of team based models of care (e.g. Community Nursing, General Practice and Allied Health teams)
- Competencies to re-orient system to early intervention, wellness, self efficacy at any point in continuum of care
- Delegation, supervision and education competencies

A&TSI Health Worker Project

The Aboriginal and Torres Strait Islander Health Worker (ATSIHW) project aims to identify how the workforce can be strengthened to deliver better care and services to Aboriginal and Torres Strait Islander communities.

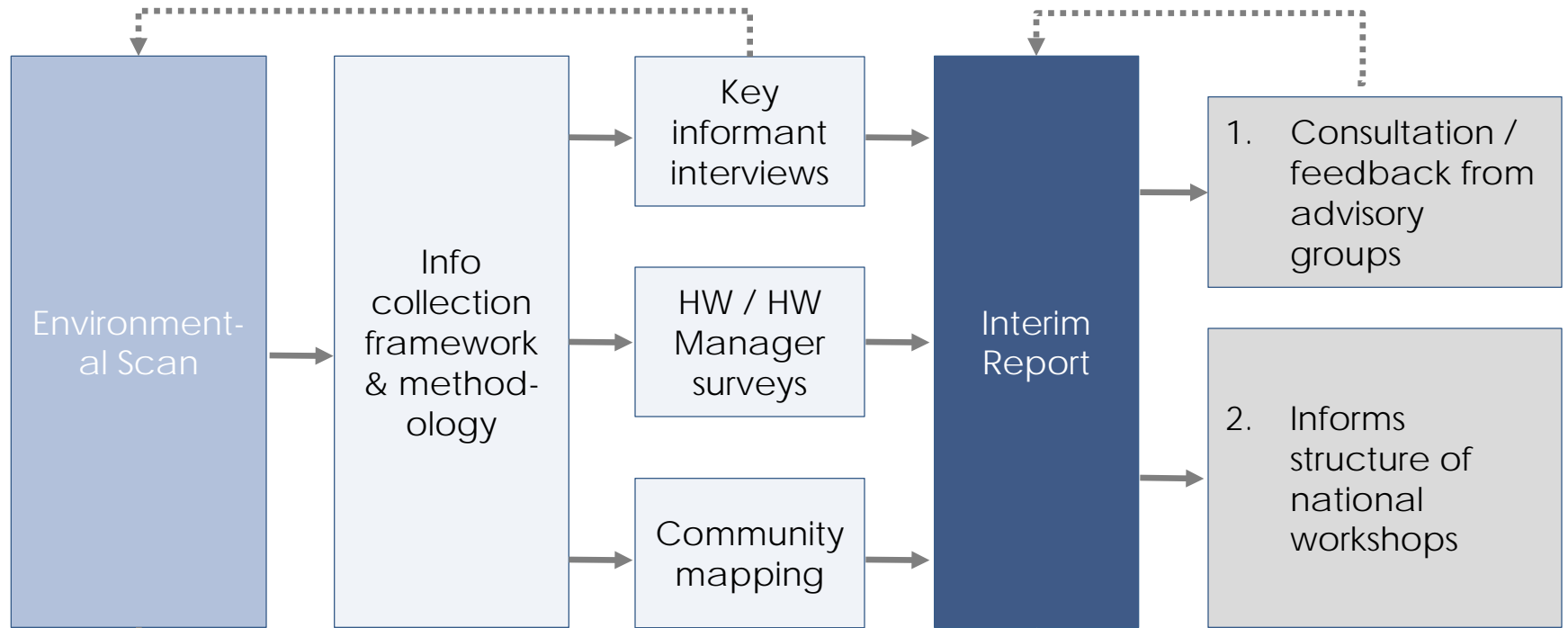
The outcomes of the project will increase recognition of the vital role of Aboriginal and Torres Strait Islander Health Workers in providing health care as well as assisting development of Aboriginal and Torres Strait Islander Health Workers to better meet the health needs of Aboriginal and Torres Strait Islander people.

Specific outputs

The ATSIHW project will:

- strengthen the workforce to deliver care responding to the known burden and distribution of disease in the population
- develop a national picture of workforce information such as location, role, skills, qualifications and interface with other sections of the health workforce
- provide information to inform the development of national standards; scope of practice; workforce roles; career pathways and interaction with other health professionals
- gather a body of evidence to inform the development work of the National Registration and Accreditation Scheme

Phase 1- Methodology



Progress to date

Phase 1 has delivered:

- An Environmental Scan of both published and grey literature related to the project aims.
- Community site visits with 357 Health Workers and/or Managers during 64 community visits across urban, regional and remote locations.
- Surveys of ATSI Health Workers and their Managers.

Phase 2 has commenced and involves the development of options and proposals for revised and expanded evidence based workforce roles, supported by appropriate competencies, skills and education. 13 National consultation workshops have been held

These findings were considered by the participants at a combined reference group meeting. The meeting aimed to consider workforce development strategies to strengthen the response to Aboriginal and Torres Strait Islander health needs. These outputs will provide a foundation for the report that will go to the Health Ministers later this year.

Collaborative Teams

- Health Workers and access to services
- Cultural competency
- Enabling Health Workers
- Enabling teams

National Cancer Workforce Strategy

This project:

- Approved by the HWA board and on the COAG improving Cancer Care agenda.
- HWA will profile the current cancer workforce, identify future requirements and prepare and develop a NCWS.
- The Strategy will identify cancer workforce issues and key innovation and reform initiatives that have potential national application and develop strategies and future directions for government to consider

Our Approach

- Profile of Cancer Workforce continuum
- Environmental Scan
- Literature Review
- Evaluation of Workforce Models
- Implications for Workforce Supply/Demand
- Develop a draft Strategy
- Present Strategy to HWA Board – March 2012

The Future

- The National Health Workforce Innovation and Reform Strategic Framework for Action 2011-2015 is a first for Australia and a national call for action for workforce reform

