How do we sustain a dynamic AHA workforce?

Embracing the AHA scope of practice and establishing formal recognition.
From tissue box covers.

Coordinating and supervising AHA’s on placement.
‘Vegemite Toast’

Here the fascination and passion began.
Does your position description reflect what you do?

Negotiate a position description specific to the scope of your role.

Make sure you are clear of what you actually do and how well you do it.

Utilise your 12 monthly peer reviews / Performance appraisals to establish clear outlines of your role.

Make sure your manager is clear of what you do
Barriers to defining the role of AHA’s

- Many varied health service settings
- Position descriptions
- Responsibilities and career progression
- No clear support structure
- No clear career pathways after Cert IV
Qualified, unqualified. Experienced versus inexperienced

**Bridging the gap**

- Provide mentoring/supervision.
- Appropriate levels of support.
- Recognising the AHAs competency levels.
- Who is most appropriate to supervise who?
- Experienced AHAs have ‘hands on’ experience i.e. life skills, knowledge, resources, years of ‘tried and tested’ practice
Support for the career pathway.

We do not need to become O.T’s, PT’s, SP’s or Dieticians as an end career goal.

- AHA as a career path.
- Professional development that supports our role in it’s own right.
- Workshops, seminars geared specifically for AHA’s
- How Best to support AHA’s with professional development?
Opportunities!

EARLY CAREER: New Grad

MID CAREER: Independent, taking on new responsibilities

LATE CAREER: Advisor/mentor/consultant

Looking into the future: Clinical, Non Clinical, Administrative
Emerging roles, a need for formal recognition.

- Performing higher duties.
- Geographically isolated AHA’s
- Facilitators, coordinators, supervisors
- Provide more clinical support and intervention for service providers.
- A need for pay to reflect what AHA’s do.
- Structure for appropriate grading.
Formal recognition encompassing appropriate support, professional development opportunities =

A career pathway, encourages job satisfaction, staff retention, respect and understanding of the full extent of the AHA role.

Most importantly better service provision and improved patient outcomes.