Workforce Innovation – Allied Health Assistants

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The future will be different

- Ageing population
- Workforce trends
- Burden of chronic disease
- Consumer expectations
- Changes in technology
- System reform
- Rising costs
The population is ageing

Proportion of the Australian population in different age groups

The population is ageing

• In 2010, there was an estimated 5 people of traditional working age for every person aged 65 and over.

• By 2050, only 2.7 people of traditional working age are projected for every person aged 65 and over.

A projection of demand sector by sector over the next 5 years in the Australian economy:

## How we approach workforce planning

### Working for better health

<table>
<thead>
<tr>
<th>Clients want…</th>
<th>Access to services where and when they need them.</th>
<th>Safe healthcare with the best possible outcome for themselves, their family and their community.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Workforce policy aims to…</strong></td>
<td><strong>People</strong> Attract the best to a health profession in Victoria.</td>
<td><strong>Place</strong> Increase the availability of health professionals in areas where people need services.</td>
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<tr>
<td></td>
<td><strong>Environment</strong> Ensure a workforce structure and environment that supports excellent patient services.</td>
<td><strong>Performance</strong> Expand the competencies of health professionals to support them in meeting patients’ needs.</td>
</tr>
</tbody>
</table>

With decisions underpinned by…

- Planning and analysis – Monitoring and evaluation – Improvement and innovation – Stakeholder engagement – Technical and allocative efficiency – Accountability

*Better health of individuals, communities and populations*
Our response

Frank and Ernest

OH WOW! PARADIGM SHIFT!
AHA workforce approach

• Piloted AHA Roles
• Workforce Redesign Roadshow
• Partnership Grants
• Training Grants
• Mentoring Grants
• Allied Health Assistant Scoping Project

• RAHWorks

• Continuing Professional Development
  [Link](http://www.cpdforalliedhealth.org/)

• Mentoring

• CPD subsidies
  [Link](http://www.vha.org.au/page/942.html)

• AHA Supervision & Delegation Framework
The following roles and workforce models will be piloted in 2011-12:

• Remote Supervision AHA Workforce Model
• AHA Supported Telehealth care
• AHA in Social Work
• AHA with Occupational Therapy and Continence Management Competencies
• Health Pathways Projects