

# Shared Competencies for the Health Workforce



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# Competencies in a national context

- The health system is facing new challenges and shifting client needs.
- National Health and Hospitals Reform Commission, 2008:  
*"Particularly important is the introduction of a competency-based framework. Competencies are what a person needs to do and to know to carry out a particular job role or function. A competency framework would allow for a variety of entry points into health care careers, recognise prior learning, and foster more flexible, multidisciplinary training across undergraduate programs."*

# Towards a shared competency framework

- Shared competencies are skills that are common across health professions.
- A framework will identify commonalities and will also help to recognise specialty skills and clearly define scopes of practice.
- A framework will NOT jeopardise individual professions.
- Opportunity to rethink health education and healthcare work roles to meet client needs into the future.

# Practical applications - examples

- VET sector – training packages
- La Trobe University – common first year program for health students
- Clinical education – nursing common assessment tool
- Primary healthcare – key worker role

# Today...

- No model has been decided
- Opportunity to shape thinking
- Ultimate test: what is best for quality of care and patient safety
- First consultation phase – more to come

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