

Summary of allied health recruitment and retention initiatives 2009

Department of Human Services
Service and Workforce Planning Branch

Allied health assistants (AHA) scoping project

The Allied Health Assistants (AHA) Scoping Project will ascertain the current use and practices of AHAs in a sample of Victorian health and community services. The project will identify current use and practices of AHAs in these health settings including roles undertaken by AHAs, the discipline areas they are working in and the training and supervision provided. The study will also identify future use of and demand for AHAs from a health service perspective, will examine barriers to using AHAs within these health and community services and will seek to uncover ways in which AHA roles could be further supported and enhanced.

The outcome of this study will help to inform future policy decisions regarding education, training and support in relation to this emerging health workforce group.

For further information please contact the project manager:

Renata Salajic
Phone: (03) 9096 9783
Email: Renata.Salajic@dhs.vic.gov.au

Allied health clinical supervision pilot

Southern Health is undertaking a pilot project to implement clinical supervision guidelines for allied health staff working in its continuing care sector.

The project will address a significant need expressed by staff for a formal, consistent and quality clinical supervision process for all allied health staff working in the continuing care sector.

For further information please contact the project manager:

Jacqueline Martin
Phone: (03) 9096 6111
Email: Jacqueline.Martin@dhs.vic.gov.au

Associate professor (ASPRO) academic positions

The department funds rural allied health associate professor (ASPRO) academic positions for five years, as part of an innovative approach to addressing recruitment and retention issues in rural and regional areas. Currently there are ASPROs based in Ballarat (affiliated with La Trobe University), and Shepparton (University of Melbourne). Two Gippsland positions (Monash University) are newly established and recruitment is underway in 2009.

Establishing these positions has helped build academic capacity for allied health in rural areas, strengthen rural practice through clinical research, provide professional support for rural practitioners and contribute to developing strategies to strengthen undergraduate education to ensure positive placements.

For further information please contact the project manager:

Grainne McCullough
Phone: (03) 9096 7941
Email: Grainne.Mccullough@dhs.vic.gov.au

Rural optometry projects

The Optometrists Association Australia (Victorian division) has administered the locum service across regional Victoria to support the regional and rural optometry workforce, enhance the Victorian Eyecare Service, and reduce demand on emergency departments.

Another project being undertaken by the Optometrists Association Australia (Victorian division) is a research project to identify and consider opportunities available through new technologies, to improve the reach of professional education and other professional services to optometrists working in rural and regional Victoria. Research findings will contribute to improving recruitment and retention for optometrists in rural and regional Victoria.

For further information please contact the project manager:

Kate Groves
Phone: (03) 9096 7657
Email: kate.groves@dhs.vic.gov.au

A Victorian
Government
initiative



Rural hospital pharmacy locum

The Society of Hospital Pharmacists of Australia (SHPA) administers the rural hospital pharmacy locum. The aim of this service is to improve the recruitment and retention of hospital pharmacists in rural Victorian public hospitals by piloting a locum pharmacist service in two Department of Human Services regions – Gippsland and Loddon Mallee – to service rural Victorian public hospitals.

For further information please contact the project manager:

Grainne McCullough
Phone: (03) 9096 7941
Email: Grainne.Mccullough@dhs.vic.gov.au

Audiologist-led clinic project

The department is funding the Royal Children's Hospital to establish and develop audiology-led outpatient clinics/ services as a stream for children referred to surgical ENT with otological issues.

The objective is to provide the children and families with increased access to surgical ENT.

For further information please contact the project manager:

Jacqueline Martin
Phone: (03) 9096 6111
Email: Jacqueline.Martin@dhs.vic.gov.au

Transition to practice resource book

The department has funded Deakin University to develop and produce a new graduate resource for occupational therapists (OT).

Inside My Job is a practical, plain language resource book that aims to contribute toward a positive transition from tertiary student to fully effective, entry-level occupational therapist. *Inside My Job* focuses on the broader context of occupational therapy practice, presenting key information, expert advice, and personal experiences relating to the many factors that are at play in the workplace.

The first version of this book is currently in limited edition, and has been distributed to the 2008 Victorian OT graduates. In 2009 this resource is being evaluated. Future editions may be developed that will be web-based, or that have an interdisciplinary focus.

For further information please contact the project manager:

Grainne McCullough
Phone: (03) 9096 7941
Email: Grainne.Mccullough@dhs.vic.gov.au

Sonography workforce project

In 2008, the department engaged The Australian Health Workforce Institute (AHWI) to conduct a study into Victoria's sonography workforce. The study aims to conduct a comprehensive audit of the sonography workforce in the Victorian health system, inclusive of public and private health services, to establish a solid body of evidence regarding the workforce issues in sonography.

The report will provide information on current Sonography workforce supply, distribution and utilisation, with various data sources reviewed to provide an understanding of workforce demographics. An exploration of this employment sector will include key considerations such as education and training, supervision, technology and clinical practice.

Stakeholder consultation with professional associations, health services, radiology services and training providers from both the public and private sectors will play a significant role in contributing to the project.

The findings of this study will help to inform future policy decisions in relation to this health workforce group.

For further information please contact the project manager:

Renata Salajic
Phone: (03) 9096 9783
Email: Renata.Salajic@dhs.vic.gov.au

Rural allied health undergraduate, postgraduate and continuing professional development scholarship programs

The department currently funds the Victorian Healthcare Association (VHA) to administer these scholarship programs. The aim of the programs are to improve the recruitment and retention of allied health practitioners to rural Victorian locations.

For further information please refer to the VHA website at www.vha.org.au.

Alternatively, you can contact:

Sara Duncan
Victorian Healthcare Association
Phone: (03) 9094 7777
Email: sduncan@vha.org.au

Project manager at the department:

Grainne McCullough
Phone: (03) 9096 7941
Email: Grainne.Mccullough@dhs.vic.gov.au

Health and community services careers program

The department is funding Kangan Batman TAFE to deliver a careers program that promotes higher education and vocational education and training (VET) career pathways in the health and community services sectors to secondary school students.

The program, called Health and Community Services Careers aims to encourage secondary school students to consider a career in the health and community services sectors and increase the number of secondary school entrants from regional Victoria to tertiary and VET health and community services courses.

In 2008, due to its success, the Health and Community Services Careers program was extended to include metropolitan secondary schools with the aim of encouraging students in metropolitan areas to consider a career in health and community services.

The key components of the statewide program include:

- A website resource containing comprehensive information on over 100 occupations within the health and community services sector for the information of secondary school students, parents, careers teachers and employers.
- Interactive activities and checklists within the website resource to assist secondary school students in determining career direction, applying for work placements including demonstrating privacy and confidentiality understandings, as well as outlining potential training institutions and future career pathways.
- A program resource kit provided to all secondary school teachers across Victoria and supported by professional development sessions for careers teachers and advisors.

For further information please contact:

Kangan Batman TAFE
Phone: 1800 075 468
Email: info@hcscareers.vic.edu.au
Website: www.hcscareers.vic.edu.au

Project manager at the department:

Renata Salajic
Phone: (03) 9096 9783
Email: Renata.Salajic@dhs.vic.gov.au

Clinical Skills Centres in Hospitals project

The department developed the Clinical Skills Centres in Hospitals project in 2005 to assist hospitals to establish, or enhance existing, clinical skills centres.

Three separate projects are being undertaken as a part of the Clinical Skills Centres in Hospitals project between 2006 and 2008:

1. Literature review and research project

Southern Health staff have completed a systematic search of literature investigating seven research questions relating to simulation-based training. Research examining effectiveness of simulation-based training and transference of learning from a simulation to real work settings is currently nearing completion. This project is being undertaken in lieu of the second stage of a systematic review into effectiveness of simulation-based training. The literature review and final report will be made available to the public via our website at www.health.vic.gov.au/workforce.

2. Train the trainer

St Vincent's Health has developed and delivered an inter-professional simulation-based train-the-trainer course to 180 medical, nursing and allied health clinical educators to equip them with the skills and knowledge required to deliver simulation-based training. The train-the-trainer manuals will be available on our website www.health.vic.gov.au/workforce.

3. Training packages

St Vincent's Health has developed 11 inter-professional simulation-based training packages about core clinical skills. Hospital clinical educators will deliver the training.

These complex-level simulation-based training packages include basic and advanced life support paediatrics, neonates and adults, airway management, safe medication administration, intravenous cannulation and therapy, electrocardiography recording and interpretation, nasogastric tube insertion and management, and chest tube insertion and management. The modules will be made available to the public via our website at www.health.vic.gov.au/workforce in July 2009.

For further information please contact the project manager:

Jacqueline Martin
Phone: (03) 9096 6111
Email: Jacqueline.Martin@dhs.vic.gov.au

Medical Radiation Services Project

The Service and Workforce Planning branch is currently undertaking a study into the workforces involved in the delivery of radiation oncology, medical imaging and nuclear medicine services. This project will focus on the medical physicist, medical radiation technologist, and medical specialist workforces.

The aims of this study include the collection, analysis and modelling of data on the demand and supply of the workforce. Information collected will identify key workforce issues, demographics, current shortages, and expected future challenges. An extensive environmental analysis will be conducted to investigate the factors that influence demand and supply for these workforces. Projections to forecast the workforce market trends will be conducted to understand the ongoing capacity of the workforce to meet demand, and to guide strategic workforce planning decisions now and into the future.

For further information please contact the project manager:

Jacqueline Martin

Phone: (03) 9096 6111

Email: Jacqueline.Martin@dhs.vic.gov.au

MentoringWorks

The aim of the mentoring program is to improve the recruitment and retention of allied health professionals working in rural and remote publicly funded Victorian health and community services.

This is achieved by targeting the individual needs of allied health professionals through establishing and facilitating mentoring relationships.

The MentoringWorks program provides:

- mentor learning workshops
- appropriate mentors-mentees matching
- mentor and mentee workbooks
- follow-up support to mentors and mentees
- quarterly group learning circles where mentees and mentors are provided with professional development sessions
- on-line training, on-line message board and chat rooms.

The program was also expanded in 2007-08 to also include training for managers as mentors.

For further information please contact:

Stephen Duns

Success Works

Phone: (03) 9481 5979

Email: stephen@success-works.com.au

Website: www.mentoringworks.com.au

Project manager at the department:

Sarah Bird

Phone: (03) 9096 9941

Email: Sarah.Bird@dhs.vic.gov.au

Statewide allied health workforce education program

The Statewide Allied Health Workforce Education Program (SAHWEP) supports the continuing professional development needs of Victoria's allied health workforce.

The program does not aim to duplicate any support currently being provided by other organisations or institutions, but rather seeks to enhance and increase practitioner access to professional support, particularly those working in rural and remote locations. Access to the program is free for Victorian health practitioners.

The program comprises four key components:

1. interprofessional clinical presentations/workshops (see www.cpdforalliedhealth.org)
2. generic educational presentations to support clinical leadership, intra- and interprofessional teamwork and evidence-based practice
3. presentations on population health and cultural safety in clinical practice
4. team management and leadership skills modules for allied health practitioners.

Each of the components will be delivered through face-to-face sessions in selected rural locations. In addition the program will be delivered via:

- videoconferencing networks where available
- the internet at any time after the event (all recorded sessions will be available for download through the website for an indefinite period enabling practitioners who are unable to attend or access the session live to gain access at a time that is convenient to them)
- CD-ROM where requested.

For further information please contact:

Katie Dopheide
Greater Green Triangle University Department of Rural Health
Phone: (03) 5551 8448
Email: katie.dopheide@greaterhealth.org
Website: www.cpdforalliedhealth.com.org

Project manager at the department:

Sarah Bird
Phone: (03) 9096 9941
Email: Sarah.Bird@dhs.vic.gov.au

Region of Choice

Region of Choice (RoC) is a Victorian Government initiative that aims to build capacity to support the recruitment and retention of the allied health workforce in rural and regional Victoria.

RoC offers a recruitment and retention service in regional Victoria for publicly funded health and community services, allied health workers and employers.

The service is managed locally by each of the five non-metropolitan regions: Barwon-South Western, Gippsland, Grampians, Hume and Loddon-Mallee. Each region has appointed a RoC project manager who provides support to assist overseas and domestic allied health workers relocate, live and work in regional Victoria.

For further information please refer to the Region of Choice webpage at: <http://www.health.vic.gov.au/workforce/healthcareers/roc>

Or contact the RoC project managers directly:

Barwon-South Western Region

Therese Gerber
Department of Human Services
Barwon-South Western Regional Office
Phone: (03) 5561 9444
Email: roc.barwon@dhs.vic.gov.au

Loddon Mallee Region

Deanne Brogan
Department of Human Services
Loddon Mallee Regional Office
Phone: (03) 5434-5629
Email: Deanne.brogan@dhs.vic.gov.au

Gippsland Region

Currently vacant

Hume Region

Jodie Nolan
Department of Human Services
Hume Regional Office
Phone: (02) 6055 7717
Email: jodie.nolan@dhs.vic.gov.au

Grampians Region

Dean Taylor
Department of Human Services
Grampians Regional Office
Phone: (03) 5333 6073
Email: dean.taylor@dhs.vic.gov.au