

Redesign in workforce



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Workforce strategy

	Short term	Medium term	Long term	
Health workforce	Improve workforce supply	Support increased capacity for high quality training across acute and non-acute settings		
		Expand strategies to encourage re-entry		
		Expand overseas recruitment and use of locally trained international students		
		Better align clinical placement funding to activity		
	Improve Workforce distribution	Fund growth in early graduate positions		
		Establish alternative approaches to management & allocation of early graduation & vocational training positions		
		Expand recruitment and retention strategies in priority services and occupations		
	Redesign the workforce		Fund projects to design and influence curriculum	
			Support skills mix projects	
Expand training and utilisation of certificate trained staff				
Fund local workforce innovation projects which pilot work roles and/or design				

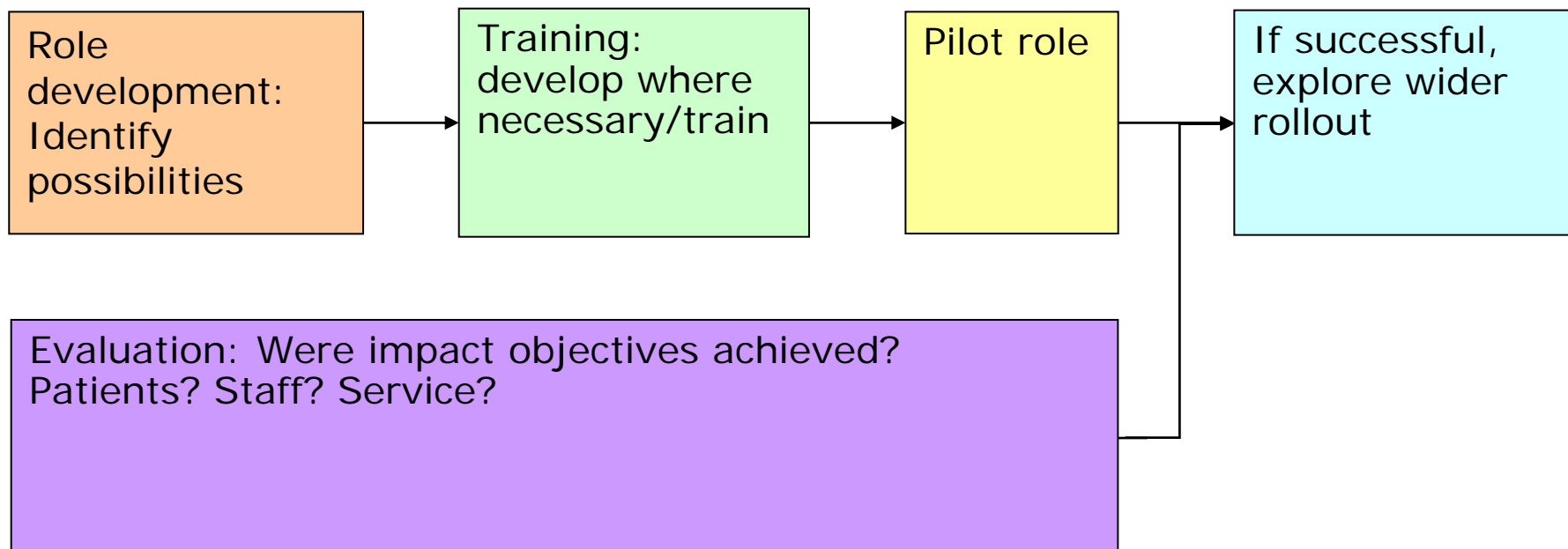
Aims

- Better match skills to patient needs
- Improve the patient journey
- Improve safety and quality
- Develop extended roles and new roles commensurate with skill levels
- Allow quality services to be delivered by a broader range of appropriately skilled staff

Principles

- Place the patient at the centre of care
- Ground-up approach to identify opportunities
- Access or develop training consistent with nationally accredited frameworks
- Utilise a cost neutral approach

Methodology



Stage one: role specific projects

- 36 health service projects
 - pilots, evaluations, explorative
 - mostly allied health
- Local discipline-specific initiatives
- Selected through submission process
- Most projects now complete

Stage one: extended roles

- Podiatry assistants
- Pharmacy technicians
- Physiotherapists in emergency and outpatient departments
- Orthoptists in glaucoma and diabetes monitoring clinics
- Radiation therapists – breast tissue delineation
- Clinical pharmacists – medication reviews

Stage one: statewide implementation

- Informing the sector
- 'How to' learning series for health services
- Resource Kit
- Education grants
- Address local and system barriers
 - training availability
 - industrial relations
 - regulation
 - resistance to change

Stage two: service wide projects

- Seven projects established
- Anaesthetics
 - The Alfred
- Emergency
 - Kyabram, Warrnambool, Casey and Austin
- Intensive care
 - Geelong and Dandenong

Stage two: diagnosis

- Aim to identify issues and opportunities
- Multidisciplinary workshops held at hospitals in July and August 2006
- Interviews with staff and process mapping completed
- Outcome: operations review document detailing findings

Stage two: redesign

- Multidisciplinary workshops held at hospitals in August and September 2006
- Local staff members put forward ideas for change
- The process was owned by health services
- Outcome: workforce redesign report

Stage two: piloting

- Anaesthetic clinician
- Anaesthetic assistant
- Operations assistant
- Clinician's assistant
- Delivery of sedation proposals
- Intensive care clinical lead
- Improved emergency care nursing skills

Stage three: future directions

- Feasibility study as the first step
- Making the case for change
- Need for strong evidence base
- Need to respond to health services, emerging trends and the Victorian community's future needs
- Aged care, chronic disease and cancer are potential areas for investigation

Further information

www.health.vic.gov.au/workforce/skills