Allied Health Interdisciplinary Leader

In 2016, DHHS sponsored a program to boost the career pathways of Allied Health (AH) and increase its representation at executive health service levels:

- 2 Allied Health Interdisciplinary Leaders (AHILs) in the urban setting (@RMH)
- 1 in the community setting (Access Health & Community)
- 1 in a rural community…

Corangamite Health Collaborative

4 public health services in the Corangamite Shire and with the Corangamite Shire LGA decided to meet under a formal Governance Committee and work to drive community outcomes with a shared vision under the name, Corangamite Health Collaborative (CHC).

"Through collaboration we will improve the health and well-being of the communities of Corangamite"

The Beginning

The rural-focused pilot centered around:

- **Creating an Allied Health governance framework**
- **Staff Skill and Workforce Development**
- **Communication across services and with the community**

Initial Steps:

- Steering Committee
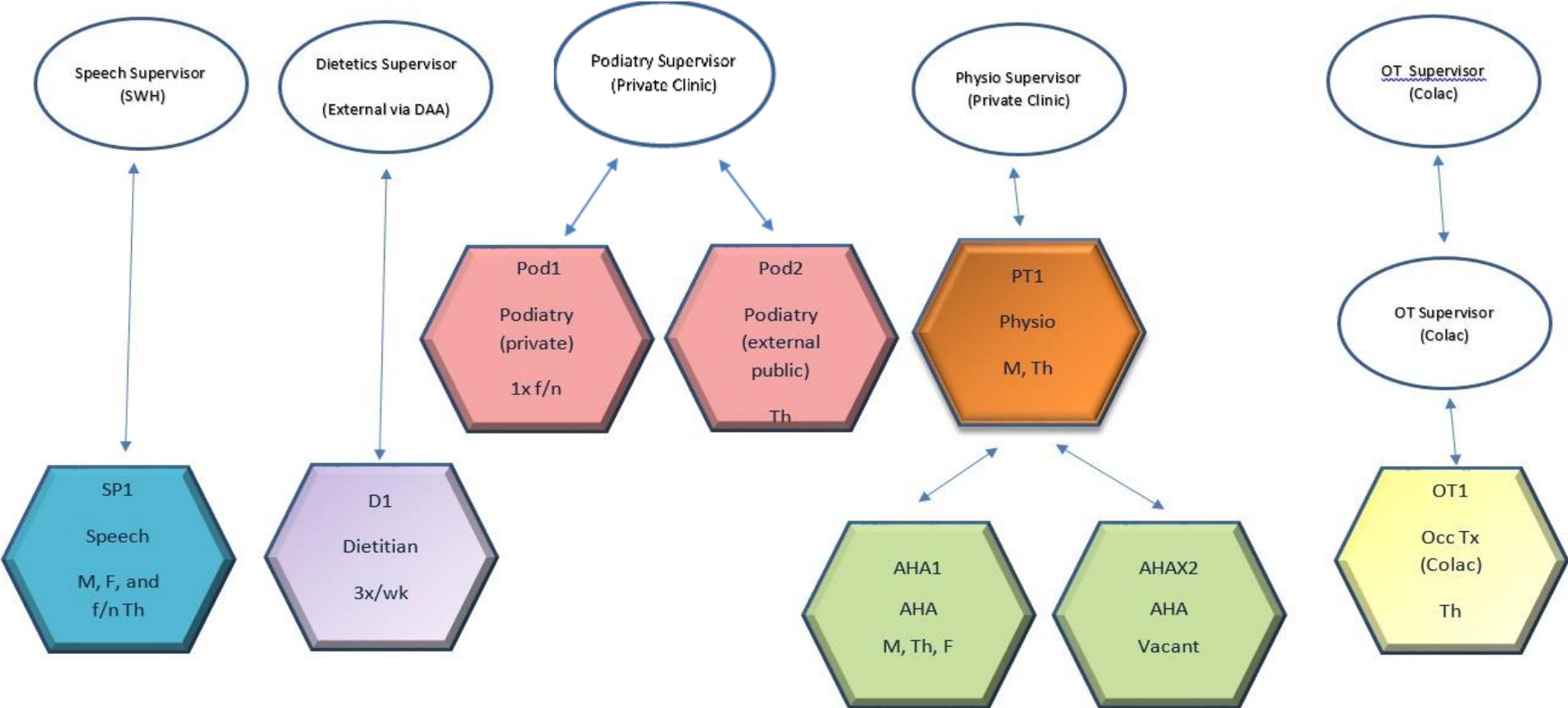- Community of Practice workshops with uniform tools
- Mapping

VIRIAF

Clinical Care Outcomes:

1.1 Access to Care	Improve geographical and/or timely access to care
1.2 Safety and Quality of Care	Ensure appropriate quality and safety of care provided to clients
1.3 Client Satisfaction	Ensure client satisfaction

Workforce Outcomes:

2.1 Integrated Workforce	Develop an integrated workforce through increasing collaboration between disciplines, health services, and the communities for better client outcomes
2.2 Workforce Capacity	Improve workforce capacity, utilization and productivity
2.3 Clinical Competencies and Optimal Use of Skills	Enhance ability of clinicians to make treatment and assessment decisions
2.4 Workforce Satisfaction	Enhance workforce training, retention, career pathways, wellness, and satisfaction

Allied Health Map & Supervision Example Health Service

Staff Skill & Workforce Development

Corangamite Health Collaborative Podiatry Matrix
2017

		Core scope of practice										Additional scope of practice	Advanced scope of practice	Extended scope of practice	Non-clinical		
		Nail & Skin Pathology	Arthritic Conditions	Aged Care/ Rescare/GEM	Paediatrics	Vascular & Neuro Assessment	Footwear/Orth otics	Nail Surgery	Biomechanics & Musculoskeletal	Sports	Wounds/Ulcers	High-Risk Foot & Total Contact Casting	n/a	Endorsed Prescribing	Leadership & Mx	Clinical Education	Quality/ Research
Novice	A Acquiring basic skills knowledge																
	B Applies basic skill knowledge with supervision											Natasha					
	C Applies basic skill knowledge independently	Tony, GAP	Tony, GAP	Tony, GAP	Tony, GAP	Tony, GAP	Tony, GAP	Tony, GAP	Tony, GAP	Tony, GAP	Tony, GAP			Thor	Gamora	GAP	
↓	D Supervision of individuals in tasks requiring basic skill knowledge		Natasha								Natasha				Thor		
	E Acquiring advanced skill knowledge	Natasha, Bruce			Natasha		Natasha	Natasha	Natasha		Bruce	Bruce					
	F Applies advanced skill knowledge with supervision		Bruce	Natasha, Bruce	Bruce	Natasha, Bruce	Bruce	Bruce	Bruce	Natasha, Bruce		Gamora					
	G Applies advanced skill knowledge independently		Gamora	Gamora	Gamora	Gamora	Gamora	Gamora	Gamora	Gamora	Gamora	Thor					
Expert	H Conducts &/or supervises complex tasks requiring advanced knowledge, subject matter expert	Gamora, Thor	Thor	Thor	Thor	Thor	Thor	Thor	Thor	Thor							
		Nail & Skin Pathology	Arthritic Conditions	Aged Care (Rescare/GEM)	Paediatrics	Vascular & Neuro Assessment	Footwear/Orth otics	Nail Surgery	Biomechanics & Musculoskeletal	Sports	Wounds/Ulcers	High-Risk Foot & Total Contact Casting	n/a	Endorsed Prescribing	Leadership & Mx	Clinical Education	Quality/ Research
	Expressions of interest											Tony					
	Minimum Skills requirement to service need:																

1 Pod needed	2 Pods needed	3 Pods needed	4 Pods needed	5 Pods needed	6 Pods needed	7 Pods needed	8 Pods needed

Communication Across Services

- Staff surveys

- E-mail distribution list

- Directory

- Forums

- Telehealth

- Students - sharing the resource

Outcomes of the Project

- Examined client access to care and outreach pathways for better client satisfaction and safety

- Implemented a service capability framework for AH

- Identified gaps in service provision

- **Ensured accountability and minimized risk**

- **Increased staff networking, knowledge of collaborative health services, and work satisfaction**

- **Set the ground-work for future avenues of professional development and workforce capability**

- Planned the future direction of this role with the CHC and outlined better health outcomes for the community

Future of the Project

There are a number of enabling factors for this role to be **sustained** within the CHC, including:

- Stakeholder engagement and CHC supportive management

- Aligned with state-wide health objectives (DHHS, Health 2040, 2017), VAHLC strategic workforce objectives, and recommendations from the report, Targeting Zero

- Recommendations, future goals, and a work plan have been completed and endorsed

An Allied Health Interdisciplinary Leader can…

- Ensure the use of developed policies and protocols amongst member agencies and their public and private practitioners
- Support the professional development of AH staff
- Coordinate student placements
- Promote AH to the community and broader region
- Monitor the AH credentialing, competencies, and capabilities

Thank you

Key References

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