ALLIED HEALTH – planning for the future from a state perspective

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Planning for the future

“If commitment is made, there are only promises and hopes but no plans”  
Peter F Drucker

- AHMAC National Strategic Health Workforce Framework
- COAG Communique in response to the Productivity Commission Report and Recommendations on Health Workforce
- NSW Workforce Action Plan
- NSW Rural health Priority Taskforce
- NSW Rural Health Plan
Steps for planning for the future

“What you have to do and the way you have to do it is incredibly simple. Whether you are willing to do it, that’s another matter” Peter F Drucker

- Determine the extent of the problem
- Identify the factors contributing to the problem
- Determine what is currently happening and assess success
- Develop plan of action and take action
- Monitor and evaluate effectiveness & value
Determine extent of problem

- Extent of allied health workforce problem largely anecdotal
- Limited hard data
- Need for improved workforce profiling & projections
- Need for consistent & reliable activity data
Identify contributing factors

**Rural Health Priority Taskforce consultations**

- Barriers identified –
  - Limited access to training & CPD
  - Limited incentives to take up rural practice
  - Limited career progression & career pathways
  - Limited professional support & supervision
  - High workloads, diversity of workload
  - Limited access to locums, prolong vacancy
  - Inadequate accommodation
  - Inadequate access to appropriate facilities & equipment
Assess what works

*Determine what is currently happening and assess success*

- Identify the range of initiatives offered
- Identify how incentives are actually used
- Identify the value & effectiveness of initiatives
- Identify current problems or limitations on effectiveness
Plan and take action

**Develop plan of action and take action**

- Recognise the value of & need for allied health
- Focus on a combination of whole-of-health & targeted initiatives
- Revise existing schemes & initiatives, if required
- Expand or improve successful initiatives
Evaluate effectiveness

Monitor and evaluate effectiveness & value

- Build in better monitoring mechanisms
- Have clearly articulated measurable outcomes
- Build in better evaluation systems
- Be S.M.A.R.T.
In Conclusion –

“if you don’t have a plan for yourself, you’ll be part of someone else’s”

anonymous American proverb

“We’re waiting for the city to come to us...”
An elderly couple was sitting together, watching their favourite Saturday night TV program. During one of the commercial breaks, the husband asked his wife:

"Whatever happened to our sexual relations?"

After a long thoughtful silence, the wife, during the next commercial break, replied:

"You know, I don't really know--I don't even think we got a Christmas card from them this year."