Review of the Health Training Package and impact on Allied Health Professions in Australia

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SARRAH Conference

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Our Mission:

- Australia will have a community services and health workforce with sufficient competence such that, if deployed and managed well, it will always respond appropriately to the needs of the Australian population so that their health and wellbeing is promoted, maintained, and where necessary restored.
What is Vocational Education Training (VET)?

National Training Framework Comprises:

• Australian Quality Training Framework
• National Training Packages
Features of the Australian Quality Training Framework

- National Registration of Training Organisations
- National Mutual Recognition
- Quality Assurance
- No accreditation of training/courses
- Australian Qualifications Framework
Industry Jobs & Qualifications
Not Symbolic: Direct Relationship

Industry work organisation

Job designs

Functional Analysis, Licensing, regulation, service standards etc

VET Qualifications

Compulsory units

Elective units
Drivers affecting skills

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<th>Critical</th>
<th>Demand Drivers</th>
<th>Supply Drivers</th>
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|          | • Consumer and customer service demands  
|          | • Market expansion | • Worker attraction and retention  
|          |                  | • Demography of the workforce  
|          |                  | • Employment arrangements |

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<th>Strategic</th>
<th>Demand Drivers</th>
<th>Supply Drivers</th>
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|           | • Technological change  
|           | • Competitiveness and productivity demand | • Health and safety issues  
|           |                  | • Regulatory issues  
|           |                  | • Insurance |
Factors affecting demand for CS&H services

- **Trends**
  - Ageing population
  - Prevalence of chronic disease as opposed to infectious Diseases
  - Quality of service
  - Changing consumer preferences
  - De-institutionalisation

- **Implications for Skills Development**
  - Skills that address shift to
    - Chronic diseases
    - Health care in community settings
    - Population Health approach
  - Rapid entry to health occupations for all
  - Rapid and appropriate skills formation
  - Room for emerging roles
“the ageing of the workforce is the most significant issue for human resource management into the future”
(Peter Drucker)

- Increasing proportion of men and women aged 65+, (as a result of) increases in life expectancy and lower fertility rates.
- In 1998, 21% of the population was aged 55 or over; by 2016, this is projected to increase to 29%.
- Annual labour force growth is projected to slow the net increase of the Australian Workforce from 170,000 people each year presently to an average increase of just 12,500 people per year during 2020-2030.
Population Pyramid 1997-2051

Males

Age
- 85+
- 80-84
- 75-79
- 70-74
- 65-69
- 60-64
- 55-59
- 50-54
- 45-49
- 40-44
- 35-39
- 30-34
- 25-29
- 20-24
- 15-19
- 10-14
- 5-9
- 0-4

Females

Age
- 85+
- 80-84
- 75-79
- 70-74
- 65-69
- 60-64
- 55-59
- 50-54
- 45-49
- 40-44
- 35-39
- 30-34
- 25-29
- 20-24
- 15-19
- 10-14
- 5-9
- 0-4

Legend:
- Green: 1999
- Yellow: 2051
THIS COULD BE A PROBLEM...

BABY BOOMERS

MEDICARE
Workforce Supply

**Trends**
- Ageing Workforce
- Non Gender-balanced Workforce
- Retirement age
- Increasing P/T workforce

**Implications for Workforce Development**
- Rapid entry to CS&H occupations for all
- Rapid and appropriate skills formation
- Creation of new and expanded roles
- Reduce functional silos
- Maximise integrated services
- Room for emerging roles
Workforce Reform Key Issues

- Job Redesign
- Workforce Planning
- Education & Training
- Workforce Participation
- New Service Delivery Models
- Regulation of the Workforce
- Migration Issues
- Productivity
- Regional & Remote & Aboriginal & Torres Strait Islander Issues
Health Training Package (HLT02) Review

• The Review has been in progress since October 2004. Submission for endorsement is anticipated for October 2006.
HLT02 Review – Engaging with Industry

- Over 2,800 stakeholders have directly engaged with the project through committee membership, provision of feedback and attendance at focus groups
- 31,445 website downloads of the HLT02 Review Draft 2 qualifications framework between February and May 2006
- Approximately 2,500 RTOs deliver Community Services and Health Training Package qualifications and competencies 97% of these have engaged with the ISC in the past 2 years
- 847 Draft 2 CDROMs mailed to stakeholders
- 175 stakeholders engaged with Draft 1 Validation Focus Groups conducted in each state/territory
- 334 stakeholders have been engaged with Draft 2 Validation Focus Groups conducted across Australia
- 383 items of feedback submitted for Draft 1 Validation
- 313 items of feedback submitted for Draft 2 Validation.
- Almost 400 Draft 3 CD’s distributed for Industry sign off

[1 piece of feedback often represents many stakeholder consultations]
Health Training Package Case Study

- New Roles
- Classification of Work
- Skills Clusters
- Common Units
- New qualifications
- Client Safety
Community Services & Health Industry Skills Council

Tomorrows Skills Today

Client Safety Education Framework:
Client Impact

AUTONOMY

CLIENT CONTACT

Assess, plan & deliver client care/treatment
Gather client health data
Client care/education (individual)
Health promotion (group)
Support services (limited direct client contact)
Support services (no direct client contact)

DECISION-MAKING

Follow work instructions
Comply with protocols
Address broad guidelines
Interpret data and decide
Provide direction
Establish guidelines

WARDSPERSON

PARAMEDIC

FOOD SERVICES MANAGER

Under direct supervision
Under broad supervision
Independent work
Supervise individuals
Independently supervise teams
Manage organisation
Qualifications in the Health Training Package

Client Care

Certificate III in Allied Health Assistance
Certificate IV in Allied Health Assistance
Client Care Qualifications

Aboriginal &/or Torres Strait Islander Health Work

- Certificate II in Aboriginal &/or Torres Strait Islander Primary Health Care
- Certificate III in Aboriginal &/or Torres Strait Islander Primary Health Care
- Certificate IV in Aboriginal &/or Torres Strait Islander Primary Health Care (Practice)
- Certificate IV in Aboriginal &/or Torres Strait Islander Primary Health Care (Community Care)
- Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care (Practice)
- Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care (Community Care)
- Advanced Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care (Practice)
- Advanced Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care (Community Care)
Client Care Qualifications

Ambulance

- Certificate II in Emergency Medical Service First Response
- Certificate III in Basic Health Care
- Certificate III in Non-Emergency Client Transport
- Certificate III in Ambulance Communications (Call-taking)
- Certificate IV in Ambulance Communications
- Certificate IV in Health Care (Ambulance)
- Diploma of Paramedical Science (Ambulance)
- Advanced Diploma of Paramedical Science (Ambulance)
Client Care Qualifications

Anaesthetic technology
- Certificate IV in Anaesthetic Technology
- Diploma of Paramedical Science (Anaesthesia)

Audiometry
- Certificate IV in Audiometric Assessment
- Diploma of Hearing Aid Dispensing

Complementary and Alternative Health
- Certificate IV in Aromatherapy
- Diploma of Aromatherapy
- Advanced Diploma of Aromatic Medicine
- Certificate IV in Ayurvedic Lifestyle Consultation
- Advanced Diploma of Ayurveda
Complementary and Alternative Health (cont)

- Advanced Diploma of Homoeopathy
- Certificate IV in Kinesiology
- Diploma of Kinesiology
- Certificate IV in Massage Therapy Practice
- Diploma of Remedial Massage
- Advanced Diploma of Naturopathy
- Advanced Diploma of Nutritional Medicine
- Diploma of Reflexology
- Diploma of Shiatsu and Oriental Therapies
- Diploma of Traditional Chinese Medicine Remedial Massage (An Mo Tui Na)
- Advanced Diploma of Western Herbal Medicine
Client Care Qualifications

**Dental work**
- Certificate III in Dental Assisting
- Certificate IV in Dental Assisting
- Advanced Diploma of Dental Prosthetics

**Enrolled nursing**
- Certificate IV in Nursing (Enrolled/Division 2 nursing)
- Diploma of Nursing (Enrolled/Division 2 nursing)
- Advanced Diploma of Nursing (Enrolled/Division 2 nursing)

**Health services assistance**
- Certificate III in Health Services Assistance
- Certificate IV in Operating Theatre Technical Support
Medical assisting
• Certificate IV in Defence Health Care
• Certificate IV in Medical Practice Assisting

Neurophysiology technology
• Certificate IV in Neurophysiology Technology
• Advanced Diploma of Neurophysiology Technology

Nutrition/dietetic support
• Certificate III in Nutrition and Dietetic Assistance

Optical dispensing
• HLT43506 Certificate IV in Optical Dispensing

Pathology
• Certificate III in Pathology
• Certificate IV in Pathology
Qualifications in the Health Training Package

Client Care

Certificate III in Allied Health Assistance
Lower level support Qualification

Certificate IV in Allied Health Assistance
This qualification covers workers who provide therapeutic and program related support to allied health professionals. The worker is required to conduct therapeutic and program related activities under the guidance of an allied health professional. Supervision may be direct, indirect or remote. The worker is required to identify client circumstances that require additional input from the allied health professional.
Certificate III in Allied Health Assistance

15 Competency Units 10 compulsory

- Communication
- Infection control
- OHS
- Workplace relationships
- Assist with allied health program
- Anatomy and physiology (recognise healthy)
- Assist with client movement
- Use basic medical terminology
- Organise workplace information
Certificate IV in Allied Health Assistance

15 Competency Units 4 compulsory builds on Cert III qualification

- Organisational effectiveness
- Monitor compliance legal and ethical
- Higher level OHS
- Higher level infection control

Then Mandatory elective clusters
Each Health Assistant Job role according to focus has specified mandatory competencies specific to the Allied Health Discipline and then a number of units that must be selected from other Allied Health work and then other electives.

Eg Physiotherapy assistance 3 specific Physiotherapy assisting units then 2 other Allied Health units and then 6 other units
7 pre/co-requisites

Physiotherapy

• 1

• 2

Podiatry

• 1

• 2

Occupational Therapy

• 1

• 2

Speech Pathology

• 1

• 2

Nutrition & Dietetics

• 1

• 2

Generic qualification

• 1

• 2

• 3

• 4

• 5

6 other electives

Mandatory electives

Podiatry

• 1

• 2

• 3

• 4

Physiotherapy

• 1

• 2

• 3

• 4

11 other compulsories

Allied Health electives

Other electives

Mandatory electives

Other electives

Compulsory competency units

7 pre/co-requisites

4 compulsory units

4 compulsory units

6 other electives

Diagrammatic structure - Certificate IV in Allied Health Assistance
Mandatory Elective Clusters

Allied Health Clusters

- Physiotherapy
- Podiatry
- Occupational Therapy
- Speech Pathology
- Nutritional and Dietetics

Others include options for specific client focus eg aged care, disabilities, child care, or management needs eg team leader
HLT42506  Certificate IV in Allied Health Assistance

This qualification covers workers who provide therapeutic and program related support to allied health professionals. The worker is required to conduct therapeutic and program related activities under the guidance of an allied health professional. Supervision may be direct, indirect or remote and must occur within organisation requirements. The worker is required to identify client circumstances that need additional input from the allied health professional. This qualification is suited to Australian Apprenticeship pathways.

Occupational titles for these workers may include:

- Therapy assistant
- Physiotherapy assistant
- Occupational therapy assistant
- Nutrition assistant
- Podiatry assistant
- Speech pathology assistant
- Allied health assistant
- Dietetic assistant

Pre-/co-requisite requirements

The following competency units should be either achieved before this qualification or must be undertaken as part of the qualification:

- HLTHIR301A   Communicate and work effectively in health
- HLTAH301A   Assist with an allied health program
- HLTHM301A   Communicate and work effectively in health
- HLTPE301A   Provide infection control in health facilities
PACKAGING RULES

15 competency units are required for award of this qualification, including:
- 4 compulsory units
- 11 elective units

A wide range of electives is available and can be packaged to provide either:
- a generic qualification that covers a range of work functions, or
- a qualification tailored to address specific workplace requirements

Elective units are to be packaged as follows:
- For award of this qualification (either generic or tailored) a minimum of 5 electives must be selected from the list of Allied Health electives
- For award of a tailored qualification, for example, to address work requirements in the area of physiotherapy, all electives must be selected from the mandatory elective cluster listed for that area of work
- Additional competency units are available at Certificate IV level or higher in the Health and/or Community Services Training Packages
- A maximum of 2 competency units may be selected from other relevant Training Package units available at Certificate IV (or higher)
What is COAG?

Council of Australian Governments (COAG) is the peak intergovernmental forum in Australia, comprising:

- the Prime Minister,
- State Premiers,
- Territory Chief Ministers and
- the President of the Australian Local Government Association (ALGA).

COAG is supported by two ministerial councils relevant to vocational education sector:

- Ministerial Council for Vocational and Technical Education (MCVTE), which has specific responsibility for many aspects of vocational education and training.
COAG Health

- COAG meeting of 14 July 2006 announced a range reforms relating to the health workforce. These included:
  - adopting the *National Health Workforce Strategic Framework*
  - establishment of national registration and accreditation arrangements for health professions
  - improving capacity for workforce participation through the Human Capital agenda
Where to from Here?

Implementation

(1) Map Qualifications to Job Roles
(2) Job descriptions, scopes of practice, IR issues, manage change
(3) Assess workers against qualifications
(4) Gap Train

The Greater Murray Area Health Service Allied Health Director and Learning and Development are working toward developing a new Allied Health Assisting role operating at the level defined in the Certificate IV in Allied Health Assisting.

They’ve established a steering committee including:
• - AHS executive staff
• - a RTO
• - an ACT Health representative from the Allied Health Advisors office
• - CS&H ISC Policy Manager
• - University rep (Charles Sturt)
Where to from Here?

Implementation (cont)

Their approach is to design a framework for the role between June and December 2006 and implement the roles in 2007. Activities include 3 workshops with Allied Health professionals and assistants throughout the Allied Health Service. To date one of these has been held.

The next steps they will address are:
• establishing a position description (or a number of these depending on the different roles)
• identifying how the roles fit in the Allied Health Service clinical governance framework
• designing training - how, where, when, what Based on the roles and team development.
Thank You

Di Lawson
For More information
go to
www.cshisc.com.au