

Advanced practice mapping and prioritisation tool

Jane Carlin¹, Sam Sevenhuysen²

1 Monash Health, Physiotherapy Department, Kingston Centre, Corner of Warrigal Road and Heatherton Road, Cheltenham, Victoria, 3192, jane.carlin@monashhealth.org

2 Monash Health, Allied Health Department, Casey Hospital, Locked Bag 3000, Hallam, Victoria, 3803, sam.sevenhuysen@monashhealth.org

Predicted workforce challenges and increasing healthcare expenditure combined with an aging population and increased burdens of chronic disease is challenging the long term sustainability of the healthcare system. Advancing the practice of Allied Health professionals has been widely identified as a key strategy for a sustainable service (Grattan report 2014; National Health Workforce Innovation and Reform Strategic Framework for Action 2011-2015; National Commission of Audit 2014; Ministerial Taskforce on health practitioner expanded scope of practice - Queensland Department of Health 2014). However, advanced practice roles to date have largely been implemented opportunistically where local advocates exist, rather than strategically, where patient care and organisation priorities drive workforce development and change. In order to purposefully plan for sustainable change, organisations need a way to articulate and prioritise their direction.

A mapping and prioritisation tool has been developed to provide an objective approach to drive and direct the implementation of advanced practice in Allied Health. The tool prioritises roles that best meet the needs of consumers and contribute to organisational and governmental priorities. The tool combines a cost versus outcome matrix with key impacts and productivity improvements including:

- Government priorities
- Organisational priorities and alignment with strategic plan
- Workforce shortage/ substitution
- Patient centred /clinical risk reduction
- Patient flow / waiting list
- Time efficiencies
- Cost efficiencies
- Allied Health skill advancement

A scoring method is then applied to rank the opportunity for improvement and to support decision making in service planning and workforce re-design. The tool can be easily adapted across a range of healthcare organisations to support strategic decision making and service planning.