

“Future proofing the allied health workforce; A South Island regional approach”

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Background

The South Island Regional Alliance’s goal is for a sustainable health system, focussed on keeping people well , providing equitable and timely access to safe, effective, high quality services as close to people’s homes as possible. With increasing demand for health services, workforce shortages and rising costs, this goal is increasingly challenging and the health system faces an unsustainable future. In response, transformational changes are being made to the design and delivery of health services. Regional alliances provide the opportunity to utilise scarce resources more effectively and efficiently through collaboration. In July 2014 the South Island Directors of Allied Health agreed to introduce the Calderdale Framework, a workforce design tool with the aim of supporting the development of a more flexible and sustainable workforce.

Method

In April 2015 training was delivered in partnership with Effective Workforce Solutions and Queensland Health. A core group of twenty five Allied Health professionals identified as “change champions” across the five South Island District Health Boards (DHB), attended the Calderdale Framework Foundation Day. Ten of the group subsequently commenced Facilitator training. A number of delegation and professional skill sharing pilots were identified and the initial stages of these projects are underway.

Results

We review the regional implementation approach from the perspective of one of the South Island DHBs including a detailed overview of the initial stages of one of the pilot projects.

Discussion

We will highlight the experiences of our collaborative regional approach to innovative workforce design. By focusing on one project we will discuss the benefit, challenges and impact on emerging models of care, and the allied health workforce.

This presentation will appeal to allied health leaders, managers and clinicians.