

Credentiailling, competency and capability in allied health: an interim evaluation of the development and implementation of a state-wide framework

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Background:

Over 43,000 Allied health practitioners, deliver services across a diverse range of sectors, contexts and settings in Victoria with considerable variation in the approach and scale of the governance processes underpinning them. By developing and implementing a consistent approach to allied health credentialling, competency and capability (CCC), the workforce and health service management, will be better equipped to respond dynamically to the changing and increasing healthcare demands, challenges and opportunities in the future.

Method:

With funding from the Department of Health, a multi-phase approach was taken to develop and implement the framework, with an initial focus on the therapy disciplines. Broad state-wide consultation forums were conducted across metropolitan and regional Victoria. Case studies, workplace exemplars and written feedback was sought during and after the forums to inform framework development and review. Commencing in 2014 the implementation phase included a streamed state-wide launch and introductory and masterclass workshops held across metropolitan and regional Victoria.

Results:

The framework was developed based on literature and stakeholder input from 145 participants at 8 consultation forums, representing 68 organisations. 201 participants from 76 organisations participated in 8 introductory and 7 masterclass workshops. They represented a diverse range of disciplines, private and public health service organisations, education facilities and professional associations. The workshops identified strengths in existing processes and a readiness for change. After the workshops, participants indicated an improved ability to apply the framework and identified a range of key outcomes covering the breadth of the CCC that they could achieve, were planning or had commenced. A focus on achieving formal and consistent processes was evident.

Discussion:

The interim evaluation indicates broad state-wide engagement, with the framework providing a mechanism for organisations to identify gaps for process improvement. Successful uptake in the therapy disciplines has seen planning commence for adaptation to the science disciplines.