

# Allied health staff front and centre in contributing to better patient outcomes through an inter-professional capability development framework

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## Background

Capability refers to the skills, knowledge and attitudes that each person brings to their work. While clinical capabilities are critical, the importance of non-clinical capabilities such as leadership, team work and strategic thinking are also essential.

This presentation will outline the development and implementation an allied health capability development framework (CDF) within a large metropolitan health service. The main focus of the presentation will then move to the outcomes of post-implementation evaluations and how this framework is being used by other health services to support staff across a variety of settings.

## Methods

Evaluation included a survey to professional leaders across facilities. A high response rate was achieved. A total of 75% of respondents used the CDF, which was rated as easy to use and well set out.

The CDF reportedly also met its objectives including:

- Promotion of consistency of skills, knowledge and attitudes across practice areas, facilities and professions
- Support of staff, managers and supervisors to understand and describe expectations
- Encouragement of self-reflection, career planning and selection of appropriate professional development

## Results

Sharing a common framework across allied health has many advantages for allied health professionals, however the need for profession-specific roles and responsibilities documents will be also discussed. The document used in a large metropolitan teaching hospital will be described.

## Conclusion

Clearly defined non-clinical capabilities and expectations for allied health staff, with aligned learning and development opportunities, helps to establish a workforce that is best placed to achieve best patient outcomes. Defining profession-specific roles and responsibilities adds further value.