

Key Performance Indicators to measure Expanded Scope of Practice

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Background (50)

To effectively measure the impact of the implementation of the Ministerial Taskforce on health practitioner expanded scope of practice key performance indicators (KPIs) were identified. A baseline survey was undertaken in November 2014 to establish levels of allied health expanded scope of practice activity across the Queensland public health system.

Methods (85)

A university was engaged to develop KPIs. Surveys were administered to Directors of Allied Health in each Hospital and Health Service (HHS) for response in November 2014. HHSs were asked to report on allied health activity in undertaking primary (first) contact roles, requesting diagnostic investigations, prescribing/administering scheduled medicines, criteria-led admission/discharge, direct referrals to medical specialists and undertaking new procedures (not previously performed within their professions' scope of practice). HHSs were also asked to comment on the barriers and enablers experienced when implementing expanded scope roles.

Results (59)

Identification and agreement on KPIs that could be measured within information constraints and that were meaningful to the workforce was challenging. Retrospective collection for this baseline data was required which proved difficult. Low levels of activity relative to workforce size were reported in all indicators. Activity was also within discrete areas and inconsistent within HHSs and across the state.

Discussion (97)

Baseline results demonstrated that allied health professionals were inconsistently working to an expanded scope of practice, even where evidence was supportive of a change in practice. Of greater concern was that in many cases the results showed that many allied health professionals were not working to their full scope of practice. Real or perceived barriers were reported as preventing reform to allied health practice within the Queensland public health system. The next data collection will occur from July 2015, with the expectation that increased activity will be occurring relating to allied health professional expanded scope of practice.