

# Establishing an Innovative Allied Health Workforce Planning Blueprint to Ensure Best Care and Plan for Tomorrow's Workforce Today

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**Background:** It is widely documented and accepted that urgent health workforce reform is necessary to ensure we appropriately meet the current and future health care requirements of our consumers. Moreover, Western Health stresses the importance of delivering a skilled, capable, innovative and efficient workforce, able to provide care and leadership to meet both patient needs and expectations. An innovative framework was required to ensure a consistent vision and strategy for Allied Health to continue planning for tomorrow's workforce and providing best care.

**Methods:** A literature review and external benchmarking of Health Professional workforce innovation and clinical governance frameworks was conducted. Review of the Western Health's strategic priorities and consideration for the Western Health values was incorporated. Drafts of the blueprint were established and modified with close consultation with key stakeholders including Allied Health Directors, Discipline and Service Managers and Allied Health Clinicians within the health service.

**Results:** The Allied Health Workforce Planning Blueprint proposes a workforce planning framework for Western Health, with objectives, strategies and actions to promote a skilled, capable and sustainable Allied Health Workforce, to ensure we can continue to add years to life and life to years for our patients and their carers. The Blueprint is clear and succinct with accompanying visual representation that highlights features, including key priorities for Western Health Allied Health such as Distribution, Productivity, Utilisation, Capacity, Attitudes, Behaviours and Culture.

**Discussion:** The Allied Health Workforce Planning Blueprint has been presented to Allied Health Professionals and a range of work has commenced on fulfilling its objectives. Future work aims to evaluate the effect of the blueprint on meeting its targeted aims including ensuring and retaining a skilled, flexible and innovative workforce that meets the needs of our community now and into the future.