

# **Leading Transformational Change in Quality Systems Through an Allied Health Innovation Framework**

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In today's competitive healthcare environment where change is occurring at a rapid pace, Allied Health must rise to the challenge in developing continuous practice improvement systems that will ensure long-term sustainability within Hospital settings. Traditionally, senior Allied Health staff have driven quality improvement frameworks. In 2015 the Allied Health Innovation Framework at Camden and Campbelltown Hospitals was launched as a facility pilot with the view to roll out across the Hospital as a mechanism to drive inter-professional practice. Implementation of the innovation framework has formed part of the transformational change program within the Hospital. The overarching aim was to reinvigorate traditional practices with a more contemporary approach. This framework encourages idea generation from across all levels across the Allied Health workforce. Following a detailed application process the top five ideas were chosen to be presented at the Innovation Tournament and were critiqued by the Hospital Executive. Prior to the tournament a master class was completed within staff on project management and developing a persuasive pitch. All staff presenting their ideas were expected to document their project within a project management framework. Executive sponsors were assigned to each project to ensure key deliverables were achieved within timeframes. The inaugural Innovation Tournament was held in March 2015 with five pitches presented to the Hospital Executive. The tournament was evaluated using mixed-method design incorporating both qualitative and quantitative questions. The results have indicated Allied Health staff have found the implementation of an innovation framework has enhanced current quality systems and has provided a forum to showcase ideas to Executive team members. Allied Health staff reported the process has allowed capability building in the development of project management and communication skills. In order to drive transformational change, this framework has demonstrated to the organisation that Allied Health is a high performing team.