

Workforce Planning Accountability: How to transform the plan from words on paper to reality

The Hunter New England Local Health District (HNELHD) Allied Health workforce plan identifies workforce issues and considers the strategies requirements of our Allied Health workforce for the next 4 years.

What is the aim of the plan?

To ensure the directorate is well positioned to meet the challenges of the future and ensure our health workforce is delivering the right care, in the right place, at the right time.

Sources to support the plan

The plan is aligned to the NSW Health Professionals Workforce plan, which rests on a three part strategic framework.

How the plan was developed?

To develop the plan, available workforce data was collated to develop a technical paper and highlight

current workforce drivers and concerns, and guide the subsequent strategic initiatives that underpin the plan

Further themes and areas of concern were included from the Ministry of Health's (MoH) Allied Health Workforce Horizon Scanning Reports. Existing workforce plans within HNELHD and MoH were reviewed to ensure consistency and alignment of strategies.

The key strategies were reviewed and agreed upon by the District Allied Health Leadership Advisory group and endorsed by the Executive Director for Allied Health and Workforce.

How to make the plan accountable?

To ensure each action/strategy in the plan is successful:

- every action has an allotted **performance indicator** and an allocated party who is responsible for implementation and monitoring
- Relevant teams are required to report against meeting the related performance indicators through the Executive Director.

- The plan is reviewed monthly by the relevant teams
- Quarterly reports are reviewed by the District Allied Health Leadership Advisory Group.
- Annual progress reports detailing achievements, actions currently in progress and items yet to be commenced as well as planned schedules supports the accountability

How are we going?

By ensuring regular monitoring and strict governance, we aim to ensure the plan is fully implemented.

We are currently 1 year into our 4 year plan, and have achieved almost half of the planned actions

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