

National Allied Health Conference Brisbane 2019

Metro North Hospital and Health Service *Putting people first*

Early career workforce development for Advanced Musculoskeletal Physiotherapy (AMP) roles

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Acknowledgements

Funding: Allied Health Professions' Office of Queensland

AMP Project Steering Committee

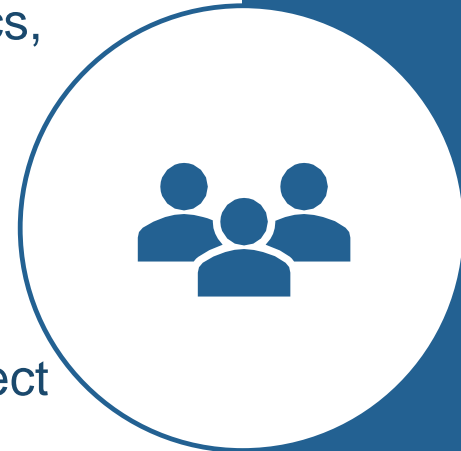
Queensland Physiotherapy workforce networks including: Musculoskeletal Outpatients, Orthopaedics, Emergency Department, N/OPSC

Directors of Physiotherapy Services in Queensland (DOPSQ), Workforce, Education, Training and Research Standing Group of DOPSQ (WETRSG)

Physiotherapists and physiotherapy managers who participated in the investigation activities of the project

Dr Tina Souvlis: project planning and survey work in Phase 1

Dr Angela Chang: assistance with the ethics applications and data analysis in Phase 1



Background

Advanced musculoskeletal physiotherapist (AMP) roles improve service delivery and patient journey in:

Emergency departments (ED)

Specialist outpatient departments (SOPD) of neurosurgery and orthopaedics.



Workforce readiness is a limiting factor to realising the maximum impact of AMP roles on service delivery



Recognition and application of the roles across jurisdictions is inconsistent.



The career pathway from early career to advanced roles within the physiotherapy profession is not defined.

AMP Services in Queensland



18 new positions projected in
next 1-2 years



19 positions currently without
adequate backfill

AMP Role requirements

AMP roles address complex clinical problems in unpredictable contexts (CSP, 2016)

Practitioners have high level clinical knowledge and skills for

- Decision making in clinical diagnosis
- Autonomous planning and coordination of patient assessment and management
- Risk management of the patient journey

Typical requirements*

- 5-7 years clinical experience in musculoskeletal practice,
- Completion of relevant professional development including a postgraduate Masters or equivalent
- Completion of *specific* education and training for advanced musculoskeletal physiotherapy

*(Neurosurgical and Orthopaedic Physiotherapy Screening Clinic and Multidisciplinary Service (N/OPSC & MDS) – Extension Education Program (unpublished), Advanced Musculoskeletal Physiotherapy Clinical Education Framework – Victorian Department of Health, 2014, Queensland Health Post Orthopaedic Surgery Physiotherapy Review (POPR) Clinic Arthroplasty Review Toolkit November 2017)

AMP Early Career Pathway: Aims

Identify barriers and enablers to readiness for an AMP role

Develop an *early career* workforce education, training and supervision pathway that is

- ✓ Consistent – across the clinical contexts, across facilities,
- ✓ Sustainable - able to be maintained with staff turnover, leave allowances, expansion of services,
- ✓ State-wide - affecting or extending throughout all parts of Queensland.

AMP Early Career Pathway: Methodology

Phase 1 Identify the barriers and enablers and elements of the AMP early career pathway

- Explanatory mixed methodology
 - Structured physiotherapist and manager online surveys to rate potential elements, barriers and enablers
 - Focus group consultations for detailed description of experience to access essential pathway elements

Phase 2 Develop an AMP Early Career Pathway

- Include the Essential Elements and address the Barriers and Enablers identified in Phase 1
- Acknowledge existing and developing frameworks, guidelines and educational and other professional development programs and products
- Apply to Queensland Health facilities

Phase 1 AMP Early Career Pathway Project: Essential Elements



Structured clinical practice



**Professional support (mentoring
and supervision)**



**Achievement of Masters level
recognition**



**Relevant professional
development**

Phase 1 AMP Early Career Pathway: Barriers and Enablers

Workplace Barriers

- Lack of access to clinical experience
- Lack of protected time

Workplace Enablers

- Timely access to required clinical experience
- Workplace secondments and swaps
- One on one supervision with regular schedule of quarantined time
- Flexible work arrangements when undertaking training and education

Phase 2 AMP Early Career Pathway: Design?

Include the four elements

- Timing and sequence?
- Connectivity and consistency with other frameworks?

Progress the Level of Capability

- increasing the complexity of the clinical experience
- developing higher level decision making
- achieving autonomous practice within the clinical context
- demonstrating higher level of capability

Implementation within Queensland physiotherapy services

- Where are the required clinical services located in Queensland facilities
- What level of supervision is available within the service

Phase 2 AMP Early Career Pathway: Stages

Stage One: Introduction

Common foundational clinical practice

- PT practice in stable clinical contexts;
- Common foundations to all AMP roles;
- independent decision making for familiar clinical presentations

Stage Two: Experienced Clinician

Complex MSK and/ or orthopaedic practice

- PT practice in less predictable clinical contexts;
- Greater independence for clinical decisions for more complex presentations;
- Demonstrated PG Masters level/ AQF9 level capability

Stage Three: Advanced training

Supervised clinical practice & PD for AMP roles

- PT practice in unpredictable clinical contexts
- Final preparation in AMP services for the responsibility and accountability of an AMP role

AMP Early Career Pathway: Next Steps....

Stage One: has been developed in detail with a recommendation for an implementation trial

- A trial would:
 - Consider the selection of trainees, supervisors, clinical sites,
 - Test organisational aspects of facilitating access to required clinical experiences
 - Explore and streamline processes for arranging secondments to other facilities
 - Tailor resources developed for Stage One
 - Consider issues for roll out of the pathway to other sites