

Allied Health Rural Generalist Training Program

Experiences from the Top End

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Department of Health

6th August 2019

Allied Health Rural Generalist Pathway

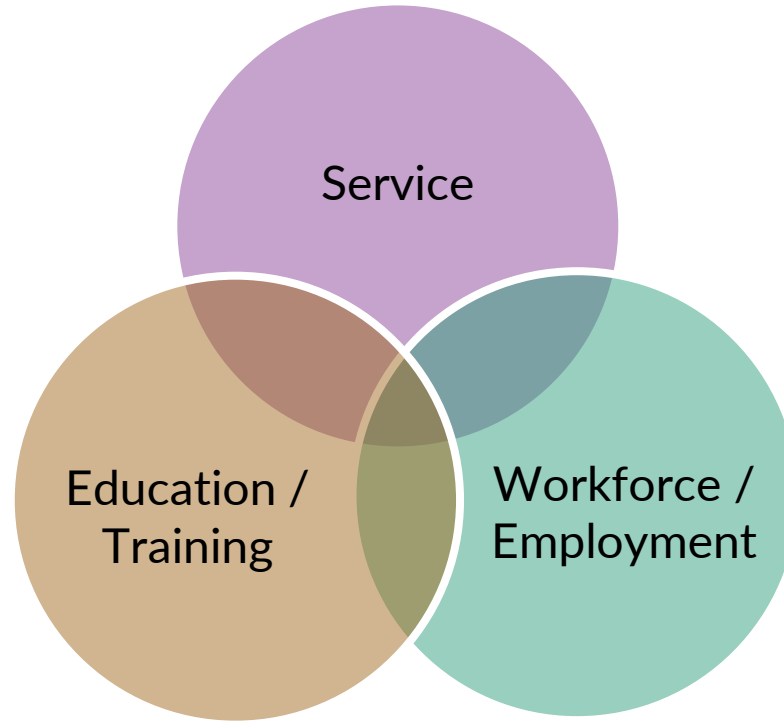


Implementing a pathway to better health outcomes

The Allied Health Rural Generalist Pathway

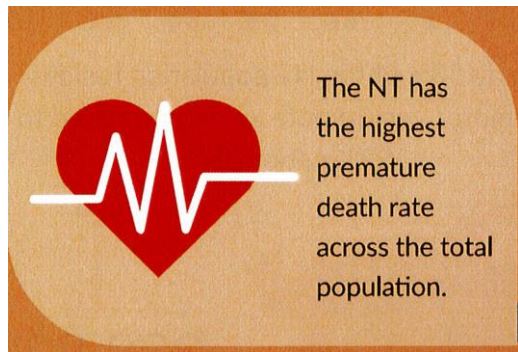
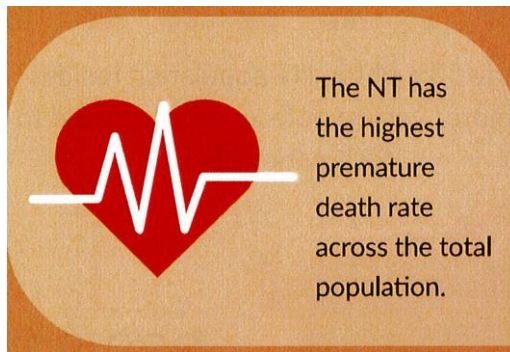
sarrah.org.au

Three focus areas for the AHRGP

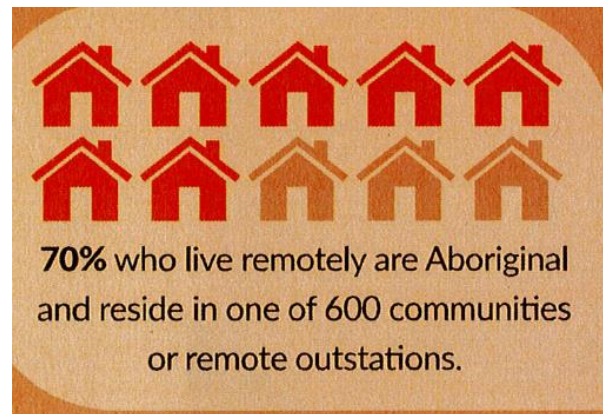


Northern Territory Context

228 822
people live in the
Northern Territory



Nearly 50% of the NT population resides in remote/ very remote areas, compared to 22% nationally.



NT Health Strategic Plan 2018 -2022

Specific Allied Health Challenges

- Changing Governance
 - Government to Community Control
 - PHN centralised to regional commissioning
 - Block funding to Individual Packaged Care
 - Health Boards to Department
- History of limited AH services in Primary Health Care
- Deconstructed service system with transition of services to NDIS

July 2017 – June 2019



Four AH Rural Generalist Training Positions

- Podiatry, Pharmacy, Speech Pathology, Physiotherapy
- Three based RDH with outreach to regional areas, one in Katherine
- Application process to Allied Health Directorate (AHD)
- Agreement signed with expectations
- Funded by AHD with operational management by work units
- Implementation Plan and regular progress reporting
- Three 18 month fixed term positions due to delays in establishing positions

High Risk Foot Services to Katherine

Plan

- Outreach service providing annual foot screen for every patient with diabetes;
- Development care pathways & treatment protocols
- Recent student recruited for 18 months in supernumerary position

Reality

- Senior Podiatrist resigned, and significant time to recruit
- Workforce development components completed
- Service development component ceased
- Tension about supernumerary position
- Trainee resigned and relocated interstate

Establishment of Speech Pathology Services in Katherine

Plan

- Ensure provision of correct food textures for dysphagic patients admitted to Katherine Hospital
- Undertake dysphagia screening within 24hrs of admission for at risk client groups to ensure access for dysphagia Ax and Mgt
- Establish referral pathways to specialised RDH speech clinics

Reality

- Achieved all planned actions
- Continue to support Katherine Hospital on request
- Ability to replicate this model to Gove
- Tension about supernumerary position
- Trainee gained employment in regional area in Victoria

Improving Medicines Management for Remote Patients

Plan

- Intern Pharmacist based at RDH recruited
- Service development project part of existing body of research already underway
- Determine patient demographics including residential locality
- Rates of completion of best practice medication history
- Investigate Pharmacist communication practices to patients and their primary care providers

Reality

- Workforce and service development components completed
- Pharmacist training package created
- Development of streamlined communication processes with PHC and prioritisation of remote patients
- Trainee gained ongoing employment at RDH and continues to be involved in research

Katherine Hospital Physiotherapy services to Borroloola

Plan

- Physiotherapist employed (still there 😊)
- Scope the need for musculoskeletal physiotherapy service in Borroloola (reduce clinic presentations, Rx acute injuries, post operative pain management)
- Telehealth to upskill Aboriginal Liaison Officers, remote nurses

Reality

- Workforce development component proceeding well
- Service development component repeatedly impacted by:
 - changing clinic staff at Borroloola
 - community events
 - facility audits / priorities
 - changing allied health manager

Key Learnings July 2017 - Present



Success – Workforce development goals achieved

- All trainees highly rated the James Cook University Level 1 Rural Generalist Pathway Modules – access, quality and relevant
- 0.2 FTE for Professional Development highly valued by trainees
- Exposure to regional/remote areas and patients with trainees gaining increased confidence in service delivery
- 3/4 trainees working in regional or rural area within Australia



Opportunities

1. AHRGTP governance
2. Integration of AHRGTP within business of work units
3. Integration of trainees as part of TEHS Allied health
4. Promotion of AHRGTP partnerships

Governance

- \$ remain in Allied Health Directorate, TEHS – HR and financial delegations, endorsement by “host” business unit, approval by Directorate
- “Expression Of Interest” process with updated “Acceptance Agreement” clearly outlining roles and responsibilities of each stakeholder
- Placements based within existing “outreach” service models
- Allied Health Directorate lead recruitment of 2 new trainees with host work unit manager and supervisor, and TEHS Professional Lead on panel

Integration of AHRTP into work unit business

- Implementation Plan to guide workforce and service development activities
- Regular meetings with manager, supervisor and trainee to support team
- Review reports
- List of stakeholders identified for each placement to ensure ongoing engagement
- Opportunistic engagement very effective in establishing new relationships

3. Integration of trainees into TEHS Allied health

- Creation AHRGTP orientation and induction manual to complement existing work units procedures
- Engagement with TEHS Professional Practice Supervision and Inter-professional graduate program
- Link with relevant Allied Health Professional Lead at point of recruitment
- Regular meetings of all past and present trainees
- Establish TEHS AHRGTP interest group
- November presentation of AHRGTP by trainees for all TEHS Allied health

4. Promotion of AHRGP partnerships

- Opportunistic in promoting AHRGTP and exploring partnership with RWA, NGOs, URDH and ACCHOs
- Consistent messaging of workforce and service development
- AHRGTP recognised as workforce strategy NT PHN (Rural Workforce Agency)
- Opportunity with community allied health services transitioning to TEHS to provide expand AHRGTP offerings

For more information

Allied Health Rural Generalist Pathway: SARRAH

<https://www.sarrah.org.au/ahrgp>

Rural Generalist Program: James Cook University

<https://www.jcu.edu.au/rgp>



Queensland
Government



SARRAH
Services for Australian Rural
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Thank you