DOING SOMETHING DIFFERENT TOGETHER

A South Island wide framework for Allied Health Assistant Training

WHY?
Historically Allied Health Assistants, like most of our health workforce, had little or no formal training and access to informal "on the job" training was inconsistent and not standardised.

STRATEGY FOR CHANGE
To develop a framework for Allied Health Assistant training and development, into five regional District Health Boards, using the NZQA Level 3 Careerforce National Certificate in Health, Disability, and Age Support.

RESEARCHING THE ALLIED HEALTH ASSISTANT EXPERIENCE AND COMPETENCY
Using qualitative methodology. Allied Health Assistant experiences were captured through focus groups, and one on one interviews and surveys.

"Everyone has an important role to play in a patient/client care, we just have different skills we can offer: I feel more confident and a useful team member".

"I no longer feel like just the cleaner! I feel far more confident and useful."

"...satisfying to complete training that is totally meaningful to the position you work in..."

Measuring improvement
A small group participated in a competency evaluation tool.

VA Country Health Service Rural and Remote Allied Health Competencies - Allied Health Assistants

The right person, doing the right thing, at the right time, RIGHT!

Building Allied Health Assistant clinical capacity: Skill delegation

Delegation to Allied Health Assistants of clinical tasks is often ad hoc and discipline specific. There is a need to develop Allied Health Assistants as an interprofessional workforce and ensure all patient care delivered by Allied Health Assistants is both safe and effective.

STRATEGY FOR CHANGE
Implementation of the Calderdale Framework in Allied Health commenced in 2015 across all five South Island District Health Boards.

WHY USE THE CALDERDALE FRAMEWORK?
• Evidence-based framework for delegation and professional skill sharing.
• Patient quality of care and safety central.
• Reduction in clinical risk associated with its robust governance framework.
• Opportunity to partner with Queensland Health – to learn from their implementation processes and numerous Calderdale Framework projects.

KEY IMPLEMENTATION AIMS
• Greater consistency of care for patients.
• More effective use of Allied Health Assistant workforce in clinical care.
• Development of the Allied Health Assistant role to meet current and future models of care.

Four initial projects address delegation to Allied Health Assistants

• Standardisation and training on clinical tasks.

WHERE TO NEXT?
• Training and access to informal "on the job" training was inconsistent and not standardised.
• More effective use of Allied Health Assistant workforce in clinical care.
• Evidence-based framework for delegation and professional skill sharing.
• Opportunity to partner with Queensland Health – to learn from their implementation processes and numerous Calderdale Framework projects.

LESSONS LEARNED
• Initial projects too large - revised to actionable size in smaller projects.
• Team involvement in service and task analysis assisted interprofessional approach to patient care.
• Time and support for project leads and team required. Quantity time for specific components.
• Benefit of Queensland Health support in developing processes and resources.
• Sharing expertise and resource development across projects through your support network valued.

FURTHER INFORMATION
Further information on the Calderdale Framework. www.calderdaleframework.com

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South Island Workforce Development Hub

Our vision
A sustainable South Island health system focused on keeping people well and providing equitable and timely access to safe, effective, high quality services as close to people’s homes as possible.

To be sustainable we need to work together; collaborating across five South Island District Health Boards. Clinical governance is provided by the South Island Directors of Allied Health Science & Technical.

A competent Allied Health Assistant workforce is a key component of meeting the current and future health needs of the aging South Island population.

ACHIEVING OUR VISION:
Delivery of appropriate training and support (Careerforce NZQA Level 3)
Use of a workforce redesign tool to support delegation within teams (Calderdale Framework)
Projects management by South Island Allied Health Leads
Establishment of South Island wide peer support networks


Pre-training
Understand basic anatomy, physiology and psychology

Post-training
Understand basic anatomy, physiology and psychology

Results and impact
• 80% of Allied Health Assistants in the pilot completed their training.
• 52 Allied Health Assistants regionally have now completed, with another 22 currently in training.
• Allied Health Assistants reported a positive experience, including feeling well supported in their workplaces.
• Allied Health Assistants showed significant improvement in a variety of key competencies.
• Training is now fully implemented across the five South Island District Health Boards and forms the basis of our regional development framework for Allied Health Assistants.
• Now using the New Level 3 Health & Wellbeing Health Assistants Strand.