Rural Allied Health Assistance Program
Growing our own rurally

Ros Bauer
Greater Southern Area Health Service

Better health for rural people
Allied Health Disciplines

- Speech pathology
- Physiotherapy
- Occupational Therapy
- Podiatry
- Dietetics
Stage 1 The Issues

Then - 2005

• Allied Health long term recruitment and retention issues
• National qual in Cert IV allied health assistance proposed
• Increasing prevalence of chronic care and aged in community
Stage 2 Situational Analysis
Cultural Change..

Allied health professional leaders ‘exploratory’ workshops

: Do cert IV allied health assistant roles have the potential to enhance and sustain allied health services in rural communities?
If so, how could this be achieved in clinical job redesign?
Reframing the Future
Cultural Changes: Allied Health Services

- Professional responsibilities: high level assessment skills and complex treatment strategies, service planning

- Cert IV assistant: work with client to carry out more routine tasks and monitoring of care plans and clients
Job Tasks and roles: workforce redesign

- Position descriptions: Identify tasks and competencies required for RAHA
- Traineeship model: Collaborative GSAHS and RTO
Stage 3 Implementation

- MOU: Riverina Institute TAFE and GSAHS
- All present rahas undergoing training
- New roles developed in chronic care service delivery and for remote rural and remote
- AHA roles considered in all new models of care and in recruitment to new positions
Outcomes

• Huge interest in new positions local people finding work – and training locally
• AHP freed and able to explore new models of care in delivery
• Career pathways Charles Sturt university
• Enhance and sustainable services in small communities
Stage 4 Review and Ongoing

Local review and continuing development of roles as part of the team

Longitudinal Research over three yrs funded by Rural Institute of Clinical Services and Teaching
Partners

- Institute of Rural Clinical Services and Teaching (NSW Health)
- NSW Dept Education and Training (Skills Enhancement Program)
- NSW TAFE Curriculum Centre/ Centre for Learning and Innovation
- NSW Community Services and Health ITAB
- Charles Sturt University
- Community Services and Health Industry Skills Council
- NSW Community Services and Health Industry Training Authority Board
- Health Services Union
- Capital Careers (RTO in ACT)
- 4 Rural AH Directors /Chief AH Officer, NSW Health
- Rep Physiotherapy Registration Board
- The Young Health Workforce committee
Two rural allied health assistant stories

• Jo White: Cootamundra

• Nerisa Wills: Deniliquin