



Allied Health: Sustainable Integrated Health Care for all Australians

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Presentation to Indigenous Allied Health Australia
Conference, Adelaide, 27 November 2013



**Government
of South Australia**

SA Health





Overview

- > Leadership
- > Innovation
- > Quality evidence & decision support tools
- > Evaluation
- > Sustainability



Leadership

Harvard Business Review Oct 2011 p79



Leadership: Unity and Strategy

> Australian Allied Health Forum

- DOHA Chief AH Officer & Advisor
- IAHA: Indigenous Allied Health Australia
- NAHAC: National Allied Health Advisors Committee
- SARRAH: Services for Australian Rural and Remote Allied Health
- AHPA: Allied Health Professions Australia

> Defined AH

> Key top priorities agreed & communicated



National AH Key Priorities

1. AH workforce development
2. AH workforce data
3. Health funding
4. E-health
5. Accreditation and registration
6. Assistant and support workforce
7. Inclusion of AH in Commonwealth KPAs



Innovation

Innovation: e-health records

CREATE Preview Date of Service: 21 - 06 - 2013 Time: 15:04

Document Information

Author: Date Now
21 - 06 - 2013
Time: 03:04 PM

Author: Me Other

Source:

Co - Signer(s)

Document Topic:

Sections

- REFERRAL INFORMATION
 - REFERRAL INFORMATION
- PRESENTING PATIENT INFORMATION
- PAST MEDICAL, SURGICAL, FAMILY
- SOCIAL HISTORY
- PSYCHOSOCIAL SITUATION
- ADVANCED DIRECTIVES
- KEY RISKS
- ALLERGIES / INTOLERANCES
- CURRENT DIET AND FLUIDS
- CURRENT MEDICATIONS
- MEDICATIONS PRIOR TO PRESENTA
- RESULTS
- PRESENTING INFORMATION COMM
- CONSENT
- VITAL SIGNS
- PHYSICAL EXAM
- MENTAL STATE EXAMINATION
- DEVELOPMENTAL MILESTONES
- ASSESSMENT
 - DISCIPLINE
 - SBAR
 - Situation
 - Background
 - Assessment
 - Recommendation
 - ASSESSMENT
 - Assessment
 - ASSESSMENT TOOLS USED
 - ASSESSMENT OUTCOME AND INTER

Copy Forward Refer to Note Preview Modify Template Acronym Expansion

DISCIPLINE

Discipline (Specify)

Medical Nursing / Midwifery Audiology Dietetics & Nutrition Physiotherapy Podiatry Psychology Social Work Speech Path

SBAR

Situation

Background

Assessment

Recommendation

ASSESSMENT

Assessment

100%

Innovation: e-health AH data

Structured Notes Entry - Test, Katrina Male - Occupational Therapy Note

Modify Preview Date of Service: 27 - 06 - 2013 Time: 15:19

Sections

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- CONSENT
- VITAL SIGNS
- PHYSICAL EXAM
- MENTAL STATE EXAMINATION
- DEVELOPMENTAL MILESTONES
- ASSESSMENT
- ASSESSMENT OUTCOME AND INTERVENTION
- **PLAN
- **DATA COLLECTION ***
 - DATA COLLECTION
 - Service Details
 - Primary Activity
 - Delivery Mode
 - Coding
 - Secondary Activity 1
 - Secondary Activity 2
 - Secondary Activity 3
 - Home Supports
 - Other
 - EPISODE TYPE

DATA COLLECTION

Service Details

Occasion(s) Of Service 1	New / Review <input type="radio"/> New <input type="radio"/> Review	Patient Category <input type="radio"/> Emergency Department <input type="radio"/> Inpatient <input type="radio"/> Outpatient <input type="radio"/> Outreach <input type="radio"/> Same Day Admitted
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Primary Activity

Primary Activity 1916 (95550-02) AH intervention, occupational therapy	Duration Of Primary Activity (mins)
Sub Level 1	

Delivery Mode

<input type="radio"/> Individual <input type="radio"/> Group <input type="radio"/> Telephone <input type="radio"/> Teleconference	Coding
Group	Outpatient Clinic Code
Number In Group	Tier 2 Clinic Code
Group Time	Sub Acute Classification <input type="radio"/> GEM <input type="radio"/> Rehab <input type="radio"/> Palliative Care <input type="radio"/> Psychogeriatric

Innovation: Client goals

Physiotherapy Goals

Physiotherapy Short Term Goals

Goal 1	walk with assistance ▶
Goal 1 Status	Current
Goal 2	
Goal 2 Status	
Goal 3	
Goal 3 Status	
Goal 4	
Goal 4 Status	
Goal 5	
Goal 5 Status	

Occupational Therapy Goals

Occupational Therapy Short Term Goals

Goal 1	encourage use of rig ▶
Goal 1 Status	
Goal 2	
Goal 2 Status	
Goal 3	
Goal 3 Status	
Goal 4	
Goal 4 Status	
Goal 5	
Goal 5 Status	



Quality Evidence & Decision Support Tools for AH

Grimmer, K et al 2013
(submitted for publication)



Quality and Evidence

- > Australian workforce (AIHW 2010)
 - 57,000 medical practitioners
 - 65,000 allied health (not Pharm or CAM)
 - 202,000 nurse and midwives
- > Comparable to medical practitioners
 - In numbers
 - Not in published evidence
 - No healthcare quality measures for AH

Professor Karen Grimmer
www.unisa.edu.au/cahe



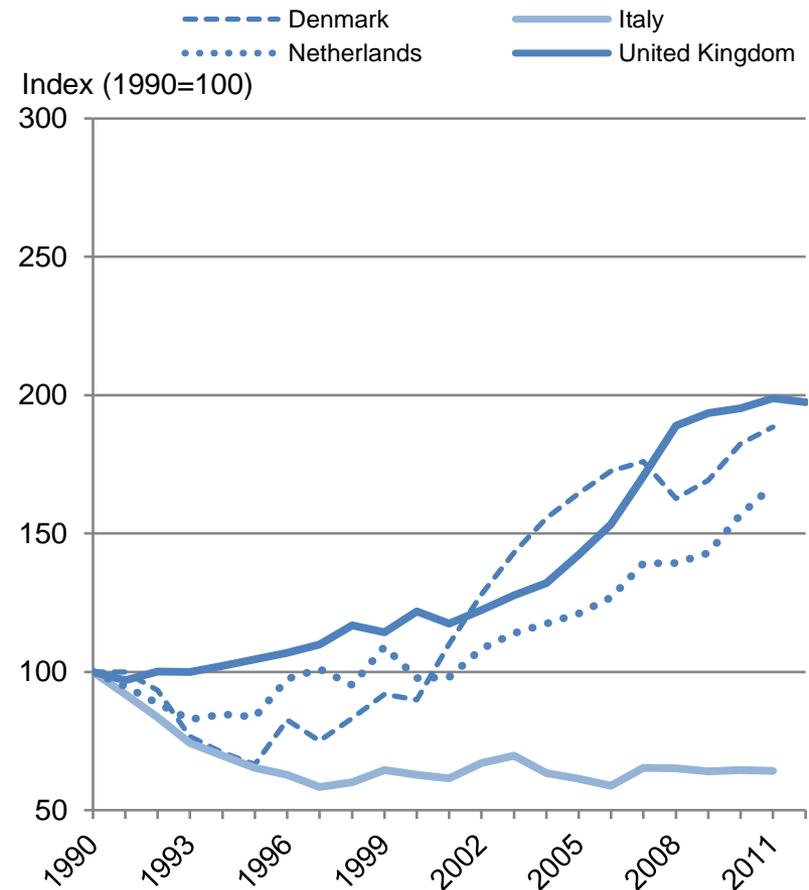
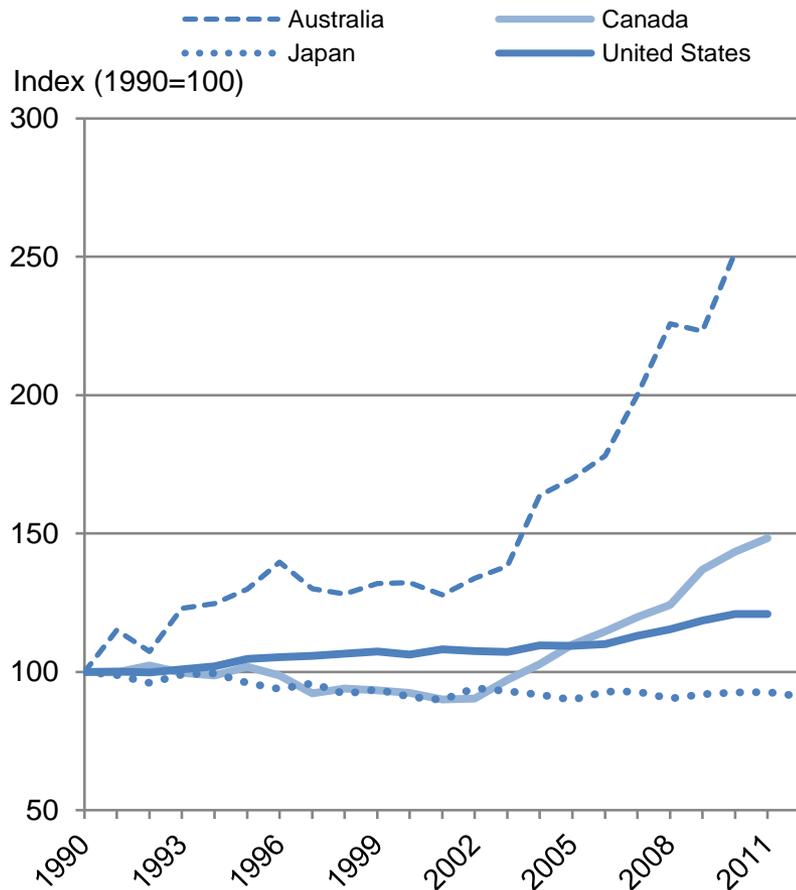
Health workforce planning aims at the long term... Mark Pearson OECD





The increase in HR supply is driven by increasing graduate numbers...

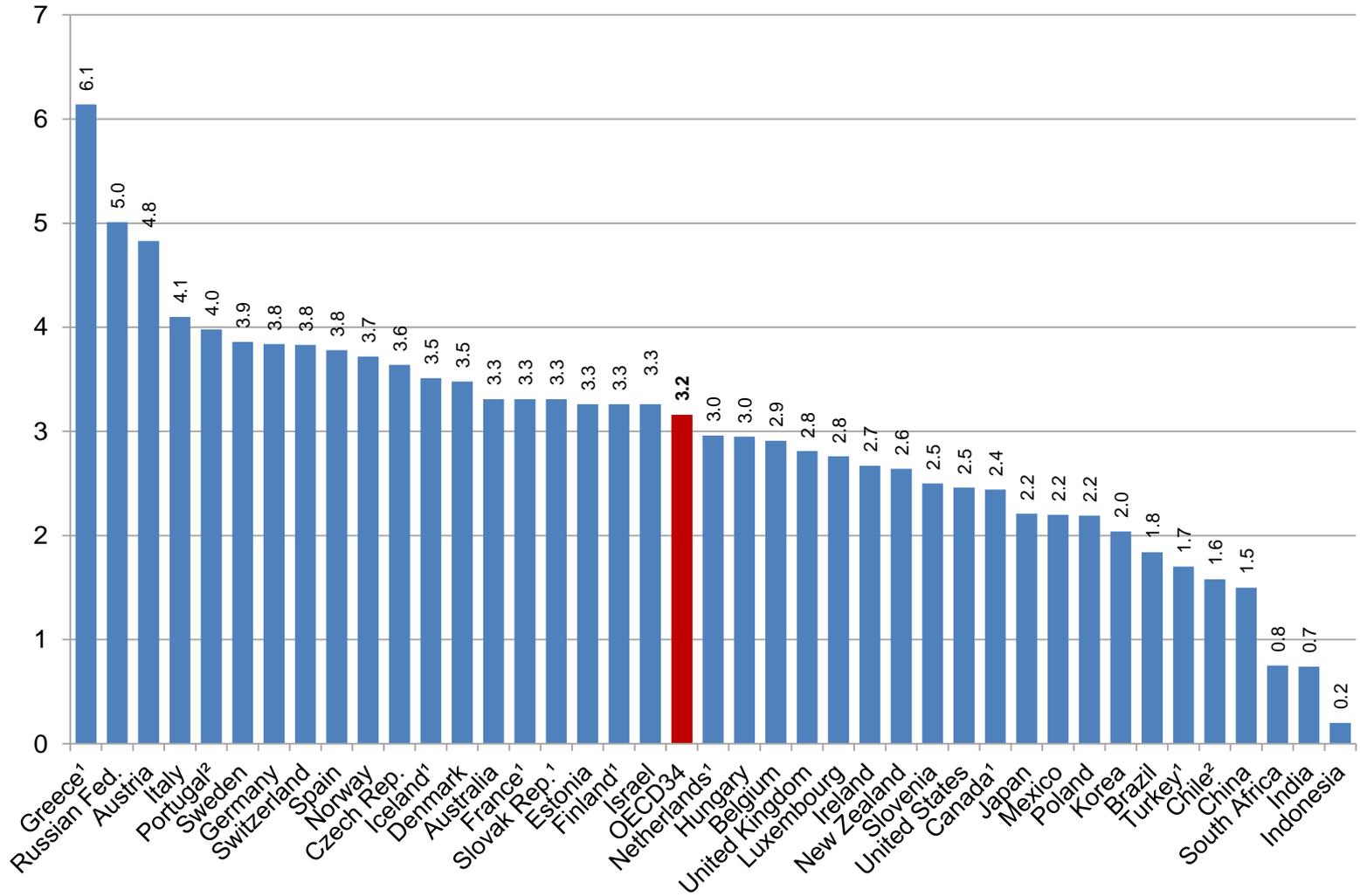
Number of medical graduates, selected countries, 1990 to 2011





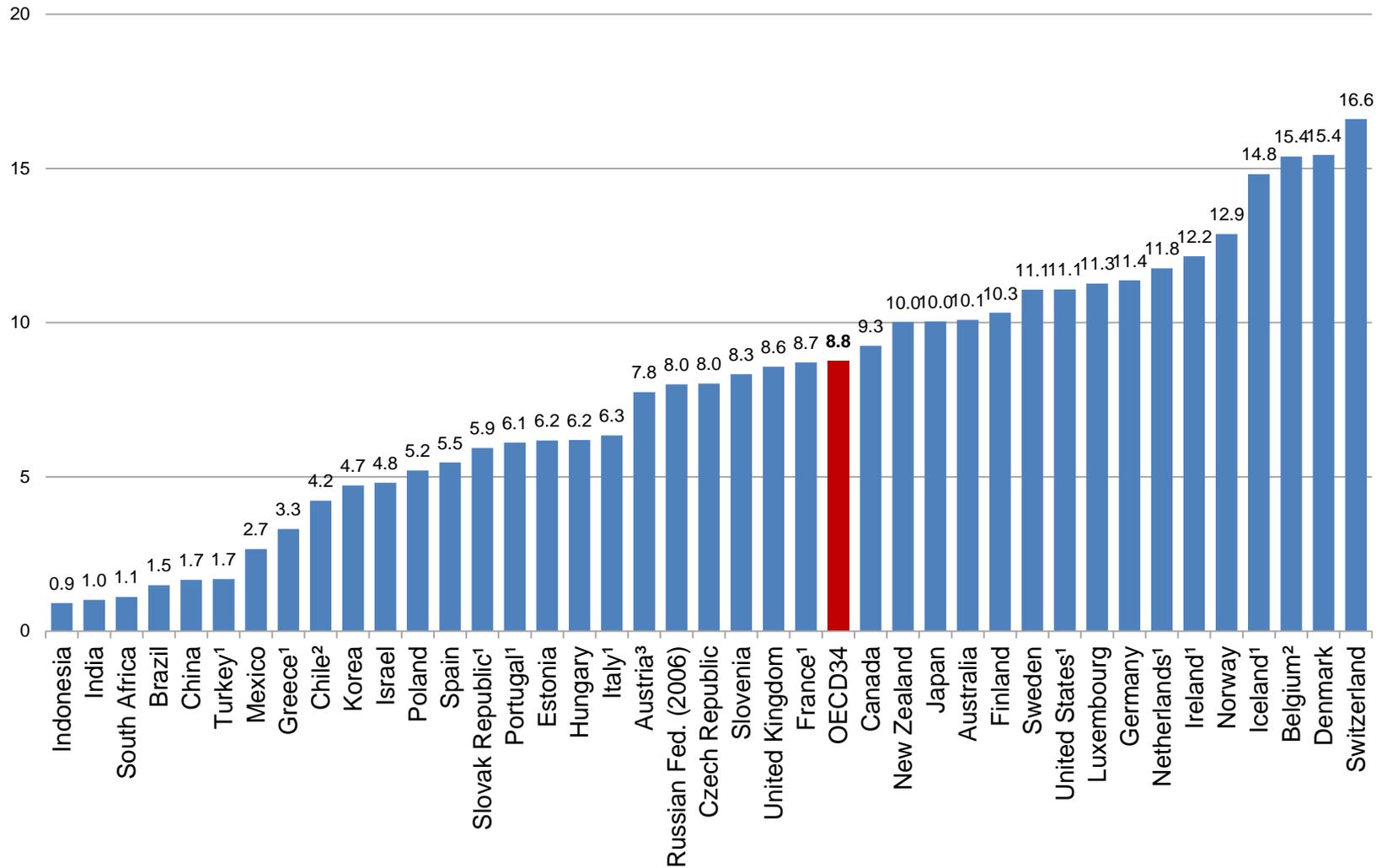
There are large variations in the number of doctor per (1 000 population)...

Per 1 000 population





...and nurses (per 1000 population)





Evaluation



Evaluation of performance

- **A**rea for evaluation
- **S**et goals
- **P**erformance indicators
- **I**nformation sources
- **R**eport results
- **E**valuate

Lizarondo et al (2013)

Clinical Service Performance Evaluation Project with ASHO

www.health.sa.gov.au/alliedandscientifichealth



Sustainability





Sustainable change

> Creating attraction rather than overcoming resistance

- Complex Adaptive Systems
- Social network theory
- Opinion leaders
- Attractors
- Leadership for spread

VHA's 2000 Research Series
Paul Plsek



Attractors

- > Identify change or improvement you want to spread
- > Identify group or individual 'resistor'
- > What past changes have they naturally made? Characteristics of those changes?
- > What do they most like about their work?
- > What do they seem to dislike?
- > What do they really want deep down?
- > How can you make your change more naturally attractive to them?



Leadership for spread

- > Strategic aim setting
- > Spread thinking
- > Pacing
- > Coaching for sustainability
- > Engaging others
- > Barrier busting
- > Reflective thinking and learning
- > Building further organisational capacity for spread





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