



Victorian Allied Health Assistant Workforce Project Newsletter

Issue 5 | August 2023



Welcome to the Victorian Allied Health Assistant Workforce Project Newsletter.

In this fifth issue, we will focus on;

1. A refresher on the Victorian Allied Health Assistant Workforce Recommendation and Resources and where to find them
2. Supervision and Delegation (health) online learning modules now available!
3. Supervision and Delegation (disability) online learning modules now available!
4. Putting it into practice: The first Implementation Coaching cohort.

What are the Victorian Allied Health Assistant Workforce Recommendations and Resources?

The Victorian Allied Health Assistant Workforce Recommendations and Resources are designed to support you and your workplace in optimally utilising Allied health assistant workforces.

This work was funded by the Department of Health and completed in collaboration with Monash Health over the span of 2020-2022.

In our previous newsletters we provided you with an overview of:

- What the workforce project is
- What the recommendations are
- How we've tested and refined the recommendations

The project team, comprising of two Allied health professionals and one Allied health assistant, has undergone an extensive

consultation with research methodology to deliver recommendations and resources that meet the needs of the Victorian health, aged care and disability sectors. The final eighteen recommendations cover five key areas, each with resources to support implementation.



Pre-employment training
Recommendations 1-5



Workforce planning and governance
Recommendations 6-9



Consumer-centred therapy and supports
Recommendation 10



Recruitment and induction
Recommendations 11-13



Workplace training and development
Recommendations 14-18

You can access these final draft resources for use in your workplace now at <https://vicaaworkforceproject.monashhealth.org/>

Supervision and Delegation online learning modules now available!

The Victorian Allied Health Assistant Workforce Project team, with acknowledgement to Wodonga TAFE and the Victorian Department of Health are pleased to inform you that the online learning packages associated with the Victorian Department of Health's Supervision and Delegation Frameworks for Allied Health Assistants for both health and disability are back!

These modules (four for health and five for disability) can be accessed via our website vicahaworkforceproject.monashhealth.org

and will also be uploaded to the Department of Health website in the near future.

We have had various workplaces express interest in uploading these modules onto their own learning management systems. If you are interested, please get in touch with us via VictorianAHAWorkforcePlan@monashhealth.org.

Please note that due to software redundancy the tASK app has now been decommissioned.

Implementation Coaching in 2023

In November 2022, after a competitive expression of interest period, six Victorian Public Health services were selected to participate in Implementation Coaching during 2023 to support their progress toward optimally utilising Allied health assistant workforces.

Our first cohort consisting of Bendigo Health and South West Healthcare have recently completed an intensive 16 weeks of implementation coaching with the project team. This coaching period was tailored to several SMART goals set in collaboration with the individual coaching candidate organisations.

Over the course of the 16 week coaching period, both South West Healthcare and Bendigo Health:

- embedded delegation training modules onto their online learning management systems
- embedded a consistent delegation process into practice
- saw an increase in their AHAs feeling their role was valued
- improved their targeted workplace training and development opportunities for AHAs.

South West Healthcare also introduced the Victorian AHA Project Consumer resource as a part of consumer engagement moving forward.

The project team thanks South West Healthcare and Bendigo Health for traversing this learning journey with the team so graciously. Sustained large scale change takes time and we are looking forward to hearing about the continued progress and achievements around optimal development and utilisation of AHAs at Bendigo Health and South West Healthcare into the future.

As we look to the second half of 2023 the project team is excited to be working with:

- Eastern Health
- Grampians Health
- Mercy Health
- Peninsula Health

You can hear more of our results later this year in our last project newsletter or at [Monash Health Allied Health Assistant Day 2023](#).

We are also pleased to have just presented at the National Allied Health Conference in Perth and have upcoming presentations at the Asia-Pacific Health Leadership Conference in Canberra in October and International Forum on Quality and Safety in Healthcare in Melbourne in November.

Lastly, we would like to welcome baby Alex into the project team with mum Sandy doing an amazing job and wish Jess good luck on her upcoming maternity leave.



For more information:

You can find the recommendations and resources as well as sector specific overviews [here](#).

Questions?

If you have any questions about the Victorian Allied health assistant Workforce Project, the recommendations or resources, or you would like to know more about how to work best with Allied health assistants, please email: VictorianAHAWorkforcePlan@monashhealth.org