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# Auckland Metro Allied Health Professions Deep Dive

## Pānui One – 20 October 2021

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Tēnā koutou katoa - welcome to this first Pānui to introduce the project

### Background

The allied health workforce employed by the metro Auckland DHBs (Waitematā, Auckland and Counties Manukau) has been under sustained pressure for some time. The workforce is generally under-resourced with a poorly optimised -skill mix across DHBs. Traditionally, there has been an under investment in allied health services, with a lack of buy in into new models of care that capitalise on the wide-ranging skill sets and experience that many highly qualified and allied health staff bring to service delivery. While the staffing and skill mix issues are different for each discipline and each DHB, there are a number of common concerns.

In September 2021 the region's Chief Executives agreed that a detailed look at selected allied health workforces would commence, and Waipiata Consulting Limited have been engaged to undertake this work. The project commenced in October 2021, and is scheduled to run through to May/June 2022. Allowances have been made in the plan for Covid-19 as much as possible, as the ability for kanohi ki te kanohi (face to face) korero will be limited at least until Christmas. The work is supported by the Northern Regional Alliance (the NRA), and will be led by Janice Mueller. It will include input from Ian Rowe (Waipiata Consulting), Dr Rosalie Boyce from Australia (an experienced allied health academic/researcher) and Dr Jeff Harrison (an experienced pharmacy academic/researcher).

### Project Scope

**This piece of work seeks to answer the following questions:**

1. What is the current profile for the following selected allied health workforces across the metro Auckland region working in physical health inpatient, outpatient (adult/paediatric) and community (adult) settings?

Audiologists	Dietitians	Psychologists
Physiotherapists	Pharmacists	Allied Health focused Kaiāwhina roles
Occupational Therapists	Speech Language Therapists	Social Workers

2. Based on selected 2021/2022 Northern Region Services Plan (RSP) clinical services priorities:
  - a. What is the degree of allied health workforce readiness *and* system readiness for advanced practice allied health roles?
  - b. Where are the initial service opportunities to implement First Contact (Advanced Practitioner) allied health roles, and Advanced Clinician allied health-led models of care, and is the allied health workforce ready?
3. To optimise service delivery and improve health equity for Māori, which allied health-led advanced practice and community rehabilitation models of care have the 'quick-wins'?
4. What can allied health clinicians delegate to and/or skill share with other types of roles such as the allied health focused Kaiāwhina workforce (including allied health/therapy/rehabilitation assistants)?

## Project Workstreams

**There are five workstreams for this project:**

1. Do we have enough allied health staff in our inpatient/ambulatory (adult/paediatric) and adult community settings to deliver care that optimises patient flow across the system?
2. To understand where there are opportunities for different models of care for allied health Advanced Clinicians +/- Advanced Practitioners to make a difference based on current evidence and RSP priorities
3. To analyse the current metro DHB Allied Health Career Frameworks and conduct a targeted stocktake and review of allied health clinicians appointed to Step 9 or above of the PSA MECA 2018-2020 (or equivalent) for all in-scope workforces, considering where there are opportunities for first contact roles and allied health-led models of care
4. To review current community-based adult rehabilitation models of care to identify opportunities to align services across the region and improve equity of access for Māori (inclusive of the allied health focused Kaiāwhina workforce) for two high-needs population groups: stroke clients and frail and elderly clients
5. What are the allied health emergency department models of care that will improve throughput, reduce patient waiting times and make safe care decisions as early as possible in the patient journey?

To contribute to the principle of addressing equity and meeting our obligations under Te Tiriti o Waitangi, this project will specifically seek the views of Māori allied health staff and Māori leaders to consider the following questions while working through the workstreams identified above:

- Will implementing advanced practice allied health roles improve equity for Māori, and how might this need to occur?
- Will changing community-based adult rehabilitation and emergency department models of care for improve access to, and delivery of clinical services for Māori, and what might this need to look like?
- How do Māori allied health clinicians wish to be engaged in relevant workforce development and leadership going forward?

## Project Steering Group

A steering group is currently being established to facilitate communication, minimise any potential road blocks, monitor progress and receive regular project reports. Membership will be confirmed over the next week and will be announced at the upcoming Allied Health Grand Round Forum.

## Next Steps

1. The inaugural project Steering Group will be held via zoom on Wednesday 3<sup>rd</sup> November from 1300 – 1430 hours
2. Further detail about the workstreams and project methodology will be shared at an **Allied Health Grand Round (via Zoom) scheduled for Wednesday 3<sup>rd</sup> November from 1500 – 1600 hours**, with an opportunity for staff to ask questions of the Project Lead and Project Sponsors