



Government of **Western Australia**  
Department of **Health**

# Sustainable Health Review

## Recommendation 25

### The Clinical Senate Debate June 2021

[health.wa.gov.au](http://health.wa.gov.au)

# Acknowledgement of country

- This meeting is being conducted on the traditional lands of the Whadjuk people of the Noongar nation.
- We acknowledge with respect their Elders past and present as well as their abiding connection to their land.
- We record our pride in their customs, traditions, languages and contributions to Australian life.
- We celebrate together the privilege of sharing this country

# Sustainable Health Review

- Shifting the dial
- The Final Report was published in April 2019
- Eight Enduring Strategies and 30 Recommendations
- *“WA needs to reconsider investment priorities that go beyond simply announcing more beds to focus on what will make a real and enduring difference to the health of Western Australians, including ensuring that an engaged health workforce can make best use of emerging technologies and models of care to drive change”*. (SHR Final Report)

# Recommendation 25

## Enduring Strategy 7 – Culture and workforce to support new models of care

<b>Recommendation 23</b> <b>Dr Aresh Anwar</b> <b>Valerie Jovanovich</b>	<b>Recommendation 24</b> <b>Nicole O’Keefe</b>	<b>Recommendation 25</b> <b>Dr James Williamson</b> <b>Dr Michael Levitt</b>	<b>Recommendation 26</b> <b>Nicole O’Keefe</b> <b>Dr Sheralee Tamaliunas</b>	<b>Recommendation 27</b> <b>Nicole O’Keefe</b>
<p>Build a systemwide culture of courage, innovation and accountability that builds on the existing pride, compassion, and professionalism of staff to support collaboration for change.</p>	<p>Drive capability and behaviour to act as a cohesive, outward-looking system that works in partnership across sectors, with a strong focus on system integrity, transparency and public accountability.</p>	<p><b>Implement contemporary workforce roles and scope of practice where there is a proven record of supporting better health outcomes and sustainability.</b></p>	<p>Build capability in workforce planning and formally partner with universities, vocational training institutes and professional colleges to shape the skills and curriculum to develop the health and social care workforce of the future.</p>	<p>Remove barriers to equity, flexibility and transparency in workforce arrangements.</p>

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- “Implement contemporary workforce roles and scope of practice where there is a proven record of supporting better health outcomes and sustainability.”
  - Changing the way we work
  - Demonstrable improvement in outcomes
  - Demonstrable sustainability
- Focus on:
  - Workforce utilisation and role adaptation
  - In response to community needs
  - Make the best use of the available knowledge and skills

# Recommendation 25

- Consultation to date – key findings:
  - We need to hear the community “voice”
  - Staff feel underutilised
  - Some clinicians are being asked to perform tasks that are not an optimal use of their time – becoming de-skilled
  - Need to focus equally on non-clinical roles
  - Need to focus on digital health care
- We cannot continue to keep adding more FTE
- Where might we better use the skills and knowledge we have available?
- Exploring the opportunities to create, adapt or contemporise roles will be confronting, especially for those in long established roles.

# The Chiefs



# Recommendation 25 – work so far

- Developing the ‘ROAP’
- An initial survey, to get a sense of the environment
- Database of engaged staff
- Online ‘knowledge hub’
- Evaluation framework
- Aboriginal Health Practitioner

# How this Debate will help

- Need to include consideration of expectations and priorities for workforce roles and scope of practice in:
  - primary care
  - aged care
  - disability services
- Potential for large-scale, systemic reform (digital, community, preventive)
- Consumers and people with lived experience

“Even if you cannot climb the mountain, do not remain in the valley.”

Old German saying

# Enjoy the Debate!

- Take in everything you've experienced at work, read in the lead up, and are about to hear today
- Set aside turf warfare – no place for professional protectionism and expansionism, professional chauvinism or victim mentality
- Overcome the constraints imposed by how we currently do things
- Be honest about the barriers to change
- Imagine how things might be done better and by whom
- This is not expected to deliver the entire solution