Allied health science: credentialling competency and capability framework

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Steering Group/Acknowledgments

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- Sally Martin (project lead)

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- Andrea Pearce

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Aim of project

To determine whether the Allied health: credentialling, competency and capability framework[*] may be applied to the science disciplines of allied health.

This was a Department of Health and Human Services funded project sponsored by the Chief Allied Health Advisor

[*]The original framework was developed by Monash Health through a project funded by the Department of Health and Human Services and sponsored by the Chief Allied Health Advisor

Allied health

In Victoria, allied health is categorised as either an 'allied health: therapy' or an 'allied health: science' profession based on core practices and educational pathways.

Allied health

Therapy Disciplines	Science Disciplines
Allied Health Assistant*	Audiology
Art therapy	Biomedical Science
Chiropractry	Diagnostic Imaging Medical Physics
Dietetics and Nutrition	Medical Laboratory Science
Exercise Physiology	Nuclear Medicine
Music Therapy	Optometry
Occupational Therapy	Orthoptics
Oral Health (not dentistry)	Pharmacy
Osteopathy	Radiation Oncology Medical Physics
Orthotics and Prosthetics	Radiation Therapy
Physiotherapy	Radiography
Play Therapy	Sonography
Podiatry	
Psychology	
Social Work	
Speech Therapy	

Allied health: credentialling, competency and capability framework

Initially developed by Monash Health for allied health: therapy professions in 2014

In 2015 contextualisation and adaptation of the framework for allied health: science professions was undertaken by Western Health in collaboration with Monash Health, DHHS and allied health: science practitioners and stakeholders.

The framework supports allied health practitioners to provide safe, effective, high-quality care in a patient- and family-centred way, working as an integral part of multidisciplinary healthcare teams.

Methodology

Socialisation and consultation of framework with allied health: science professions through Introductory Workshops

- Introductory Workshops were developed to introduce the framework to allied health: science professions around the state and determine what changes, if any would be required to the framework.

- Ethics approval was gained for a quality assurance project

- Data was collect via questionnaire

The evaluation questionnaire

Location		
Demographics	Metro	Rural
	Public Not for profit	Private
	Audiology Biomedical Science Medical Laboratory Science Medical Physicist Nuclear Medicine Optometry Orthoptics	Pharmacy Radiation Oncology Medical Physics Radiation Therapy Radiography Sonography Other (please specify)_____
Facilitators:	Sally Martin, Catherine Radkowski, Kath MacDonald, Kellie Foran, Annie Pearce	

Statement	
a) I can see how this framework could be used within my Allied Health Science Profession	True/False
a) I can see how this framework could be used between Allied Health Science Professions	True/False
a) To use the framework within my Allied Health Science Profession there would need to be adaptations to the framework	True/False
a) If c) is true please give suggestions as to adaptations needed	

Comparing before you prepared for and attended the workshop to after the workshop, please rate the level of change in your ability to apply the framework to your organisation.

1 = greatly reduced,   2= slightly reduced,   3= neutral,   4= slightly improved,   5= greatly improved

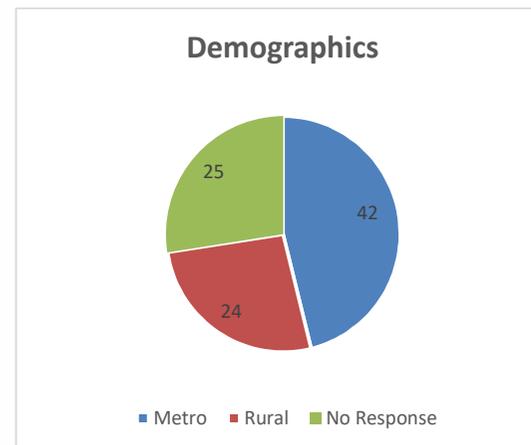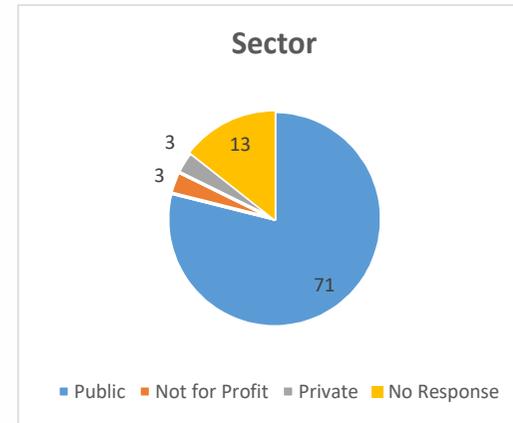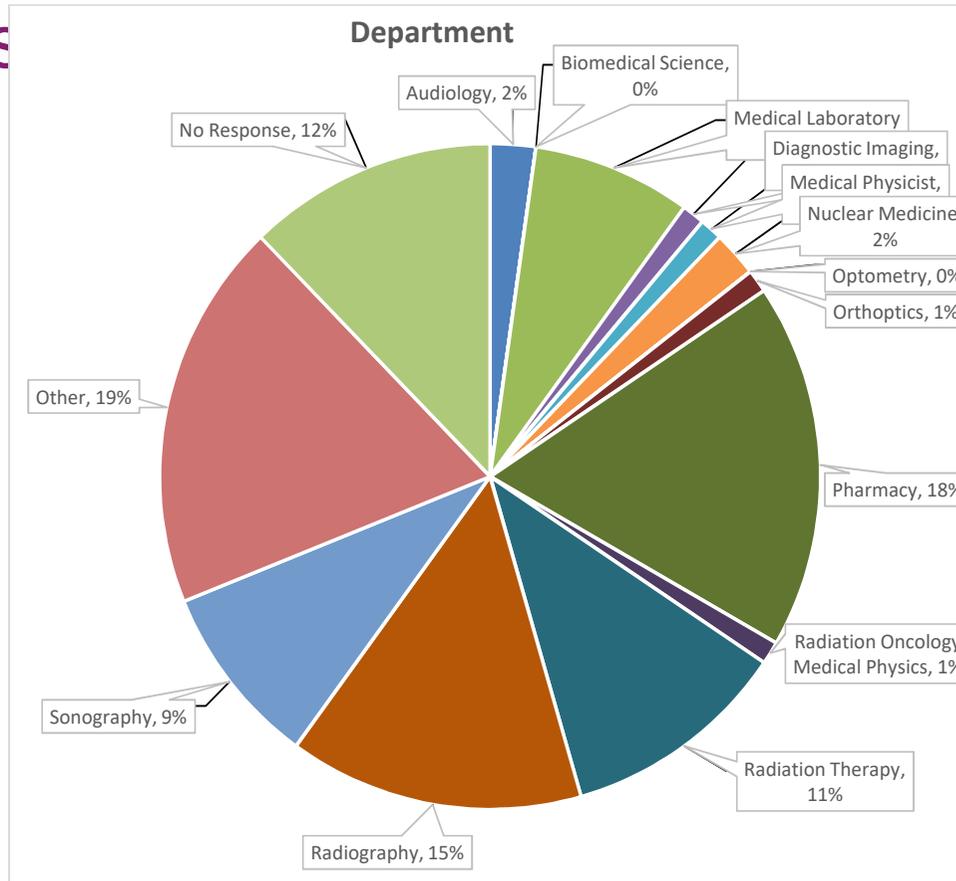| Statement	Rating
a) I can identify the key benefits of adopting the CCC framework for my organisation	
a) I can explain the key concepts relating to the 3 sections of the CCC framework	
a) I can locate where to access the CCC framework documents	
a) I can use the CCC framework self-assessment tools to identify my organisations gaps	
a) I can select resources in the CCC framework to assist in meeting my organisations need	
a) I can use resources in the CCC framework to assist in meeting my organisations need	
a) I am well placed to identify potential collaborative partners to support implementation of the CCC framework	
a) I can outline the additional ways I can access assistance to implement the framework	

Other questions

1. Comment on what you liked best about this workshop

2. Comment on areas for improvement in this workshop

3. Please circle your rating of the usefulness of the information presented to you in this workshop

4. Prior to registering for the workshop, what was your engagement with the CCC framework? (options were given)

5. Describe how you would prefer to receive ongoing support in 2016, to assist you in implementing the AH:CCC framework

6. Please describe any ideas you have for sharing resources between organisations

7. Can you think of an example of how you could use the framework within your organisation? If yes please describe

Results

- A total of 9 Introductory Workshops with 96 participants were held around the state.

- Response rate for the evaluation was 96% (n=92)

- Overall rating of value of the workshops was 4.3 out of 5

- 78 found the workshop useful or very useful

- 52% had either attended the launch of the AHCCC or a workshop through the Monash led development of the CCC

- 90% felt that the framework needed adaptations – i.e. contextualisation to make applicable to allied health: science

Res

Department

- Audiology, 2%
- Biomedical Science, 0%
- Medical Laboratory
- Diagnostic Imaging,
- Medical Physicist,
- Nuclear Medicine, 2%
- Optometry, 0%
- Orthoptics, 1%
- No Response, 12%
- Other, 19%
- Sonography, 9%
- Radiography, 15%
- Radiation Therapy, 11%
- Radiation Oncology Medical Physics, 1%
- Pharmacy, 18%

Sector

3 · 3 · 13 · 71

- Public
- Not for Profit
- Private
- No Response

Demographics

25 · 24 · 42

- Metro
- Rural
- No Response

Workshop comments

"It was a good introduction and plenty of food for thought. I enjoyed hearing other people's experiences"

"The theory and case studies were a good balance"

"Small professions are unlikely to use the framework"

"Provided practical assistance in implementing"

"Demonstrated how to access resource and use it"

"Discussions and sharing ideas was good"

More comments?

More workshops looking at specific examples would be helpful (Master Classes were held for each of the 'C's in 2016)

It would be useful to have an online repository of worked examples that could be accessed to help others in their development

Webinars, podcasts could provide support

Mentoring/help from others who are further along this path would be helpful

What happened next?

Contextualisation was required to framework which included:

- Examples of the framework in action for allied health: science professions

- Information about who allied health: science is

The opportunity was also taken to re-format the competency resource book based on feedback received in the workshops for Therapies as well as sciences.

What happened next

Some have taken their suggestions of how they could use the framework and then taken this forward

For Example:

Mapping of Radiographer Interns to the HWA National Common Health Capability Resource

Completing a funding application to explore the development of a competence framework for a non standard skill (Nuclear Medicine Technology)

Significance of the findings to allied health

Allied health: science disciplines have had limited exposure to the terms credentialling, competency and capability.

The Introductory Workshops provided a platform to define the three 'C's and how the framework can be utilised in practice.

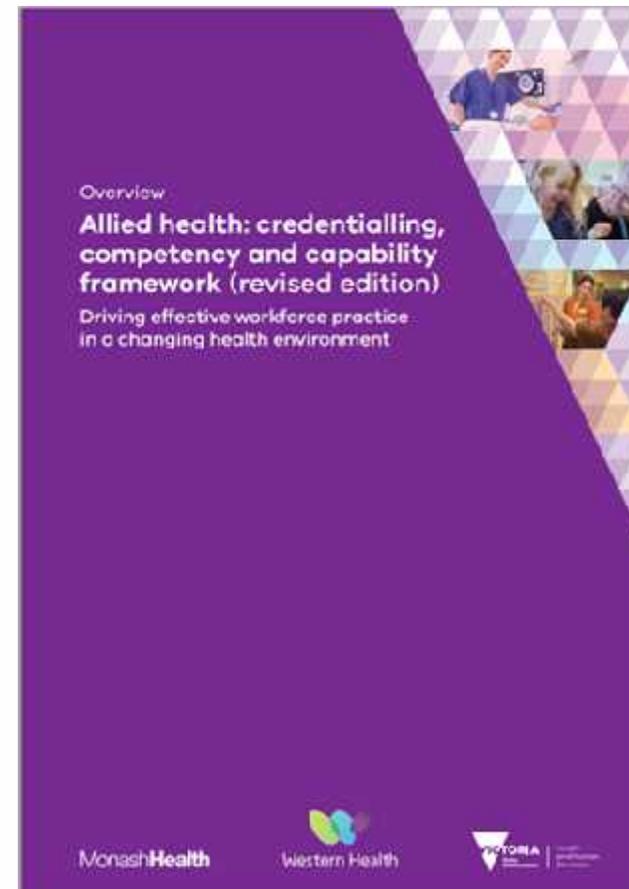Workshops provided an opportunity to collaborate and share ideas

Adopting a standardised and consistent approach across allied health disciplines in Victoria will allow new and effective workforce developments to be readily transferred between health services, reducing the need for organisations to 'reinvent the wheel' and supporting the development of clear career pathways in allied health

Resources

Allied health: credentialling, competency and capability framework (revised edition)

Available in pdf only (from the Website)

https://www2.health.vic.gov.au/health-workforce/allied-health-workforce/allied-health-ccc-framework

Resource kit
Section 1: Credentialling

- *available in pdf*

Resource kit
Section 2: Competency

- *available in pdf*

Resource kit
Section 3: Capability

- *available in pdf*

https://www2.health.vic.gov.au/health-workforce/allied-health-workforce/allied-health-ccc-framework