

Risk and opportunity of employing part time clinical staff in Allied Health

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Does an increase in the proportion of part time clinical staff providing allied health services to inpatient areas pose a risk to the program?

Aim: to examine the risk to patients and service delivery of the perceived increasing in numbers of part time staff.

Methods: Mixed

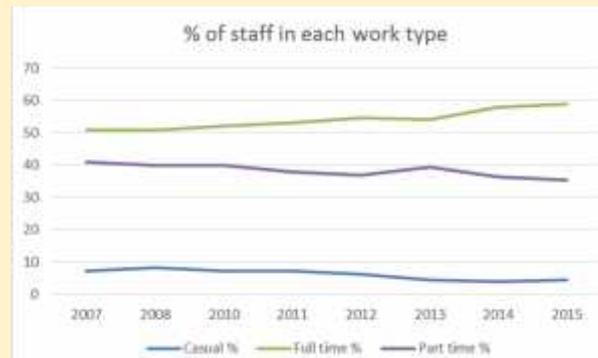
- Measures included the change in proportion of part time staff over time, productivity, day of week of work, risk and complaints data.
- Interviews with managers, colleagues and part time staff in flexible return to work arrangements.

Fast Facts

- Part time is the fastest growing segment of the jobs market – not just in Allied Health.
- Employees who have at least 12 months continuous service with care of a child under school age have the right to request flexible working arrangements

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Results



Over time the % of casual employees was increasing, full time decreasing and part time staying stable.

Challenges

Flexible return to work will continue to be a challenge for managers, particularly in:

- negotiating appropriate roles;
- providing and tracking backfill;
- ensuring junior staff and students have the supervision and support they need; and
- managing large numbers of individual staff

Employing part time works for a department when staff:

- are flexible with their hours to ensure tasks are completed or handed over
- have clear handover processes for all work
- in full time inpatient roles are paired with another staff member to fulfil all the responsibilities of the role.
- work in clinical or non-clinical areas that do not impact patient continuity of care.

What do part time staff think?

They reported:

- high levels of engagement and satisfaction with their work, particularly those who were past the early stages returning to work
- This may reflect that Monash Health offers "quality part time work", using their professional skills and supporting staff with professional development and career opportunities.

Offering part time work is one strategy that Allied Health should consider to attract and retain high quality, experienced staff.

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