



# Recruiting and Developing a Capable Workforce: Translation of the Allied Health Capability Framework into Practice

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**Aim:** Since its release in 2014, Western Health has worked to implement the 'Allied Health: Credentialing, Competency and Capability Framework' into practice. Most recently, the Allied Health Capability Framework has been implemented.

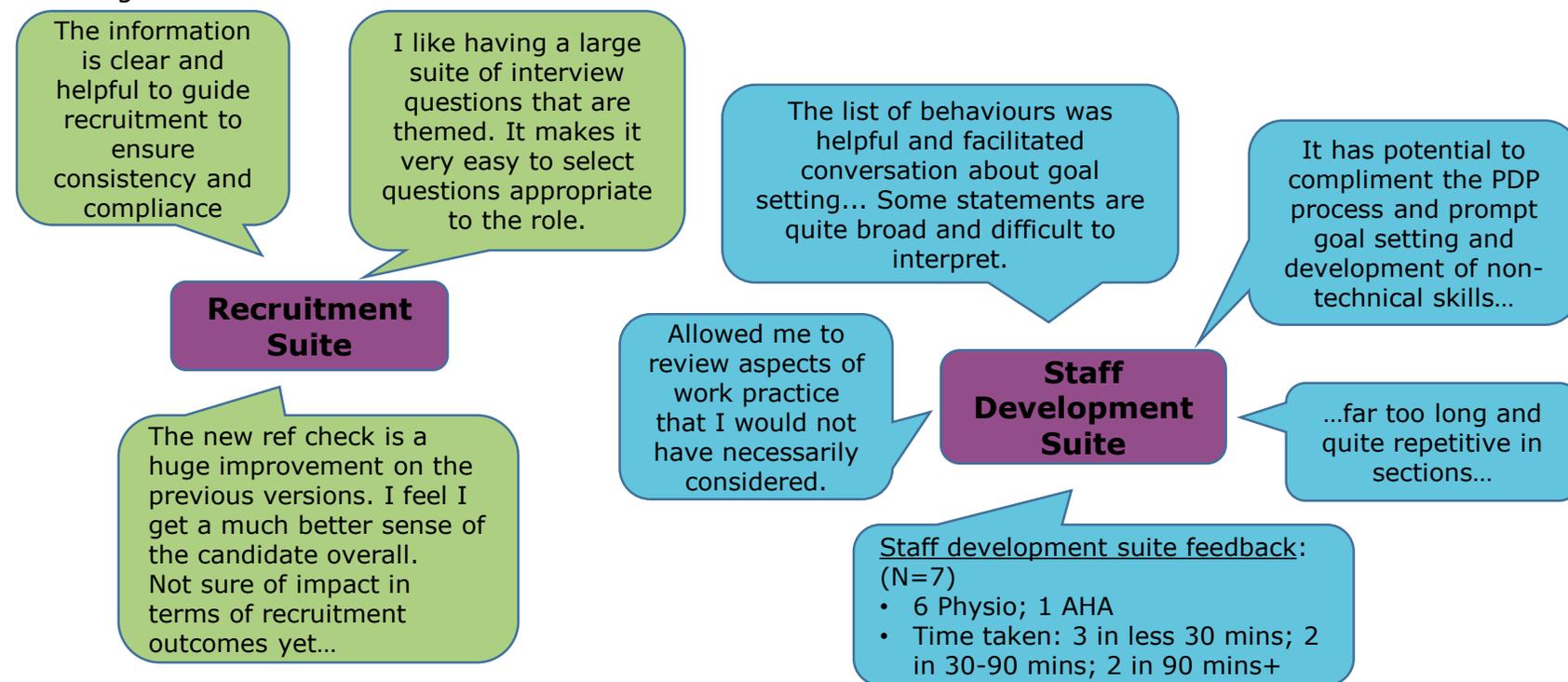
**Method:** Capabilities were mapped to each grade and discipline and service managers were consulted. A number of capability based packages were developed including:

- **Recruitment suite:** Utilising revised position descriptions, behavioural interview questions and a reference checking form that incorporates capability based questions.
- **Staff development suite:** Self-assessment tools, supervision prompts and a peer review template have been implemented to assist staff to reflect on their capabilities and develop relevant performance goals.

Staff perception of the tools were evaluated via survey and feedback was utilised to further improve these packages.

**References:** DHHS Victoria (2014) Allied Health: Credentialing, Competency and Capability Framework <https://www2.health.vic.gov.au/health-workforce/allied-health-workforce/allied-health-ccc-framework>

**Results:** Results have indicated that whilst staff find the self-assessment tools time consuming to complete, they find them especially valuable when they have goals around career progression between grades. Allied Health Managers report the recruitment suite has improved the quality of interviewing and reference checking.



**Significance of the findings to allied health:** Western Health is among the first healthcare organisations in Victoria to implement the Allied Health Competency, Credentialing and Capability Framework in its entirety. Initial findings indicate a positive impact, however further work is required to increase the usability of the staff development suite and to assess any impact of the recruitment suite on quality of recruits.