Allied health science: credentialling competency and capability framework

Sally Martin
Catherine Radkowski
Steering Group/Acknowledgments

Department of Health and Human Services:
• Kathleen Philip (chair)
• Christie Van Beek

Western Health:
• Sally Martin (project lead)
• Catherine Radkowski (project manager)
• Kath Macdonald

Monash Health:
• Andrea Pearce
• Jill Walsh
• Sam Sevenhuysen
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

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

<table>
<thead>
<tr>
<th>Location</th>
<th>Metro</th>
<th>Rural</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public</td>
<td></td>
<td>Private</td>
</tr>
<tr>
<td>Not for profit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Audiology</td>
<td></td>
<td>Pharmacy</td>
</tr>
<tr>
<td>Biomedical Science</td>
<td></td>
<td>Radiation Oncology</td>
</tr>
<tr>
<td>Medical Laboratory Science</td>
<td></td>
<td>Medical Physics</td>
</tr>
<tr>
<td>Medical Physicist</td>
<td></td>
<td>Radiation Therapy</td>
</tr>
<tr>
<td>Nuclear Medicine</td>
<td></td>
<td>Radiography</td>
</tr>
<tr>
<td>Optometry</td>
<td></td>
<td>Sonography</td>
</tr>
<tr>
<td>Orthoptics</td>
<td></td>
<td>Other (please specify)__________</td>
</tr>
</tbody>
</table>

### Facilitators:
Sally Martin, Catherine Radkowski, Kath MacDonald, Kellie Foran, Annie Pearce
<table>
<thead>
<tr>
<th>Statement</th>
<th>True/False</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) I can see how this framework could be used within my Allied Health Science Profession</td>
<td>True/False</td>
</tr>
<tr>
<td>a) I can see how this framework could be used between Allied Health Science Professions</td>
<td>True/False</td>
</tr>
<tr>
<td>a) To use the framework within my Allied Health Science Profession there would need to be adaptations to the framework</td>
<td>True/False</td>
</tr>
<tr>
<td>a) If c) is true please give suggestions as to adaptations needed</td>
<td>False</td>
</tr>
</tbody>
</table>
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

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

Department

- Audiology, 2%
- Biomedical Science, 0%
- Medical Laboratory Science, 8%
- Diagnostic Imaging, 1%
- Medical Physicist, 1%
- Nuclear Medicine, 2%
- Optometry, 0%
- Orthoptics, 1%
- Pharmacy, 18%
- Radiation Oncology, Medical Physics, 1%
- Radiography, 15%
- Sonography, 9%
- Other, 19%
- No Response, 12%

Sector

- Public
- Not for Profit
- Private
- No Response

Demographics

- 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’ 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)

Resource kit
Section 1: Credentialling
• available in pdf

Resource kit
Section 2: Competency
• available in pdf

Resource kit
Section 3: Capability
• available in pdf