



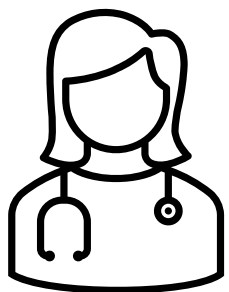
Planning for a sufficient health and wellbeing workforce for the future

Professor Lisa Nissen

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Centre for the Business and Economics of Health





Shortages

Strategy

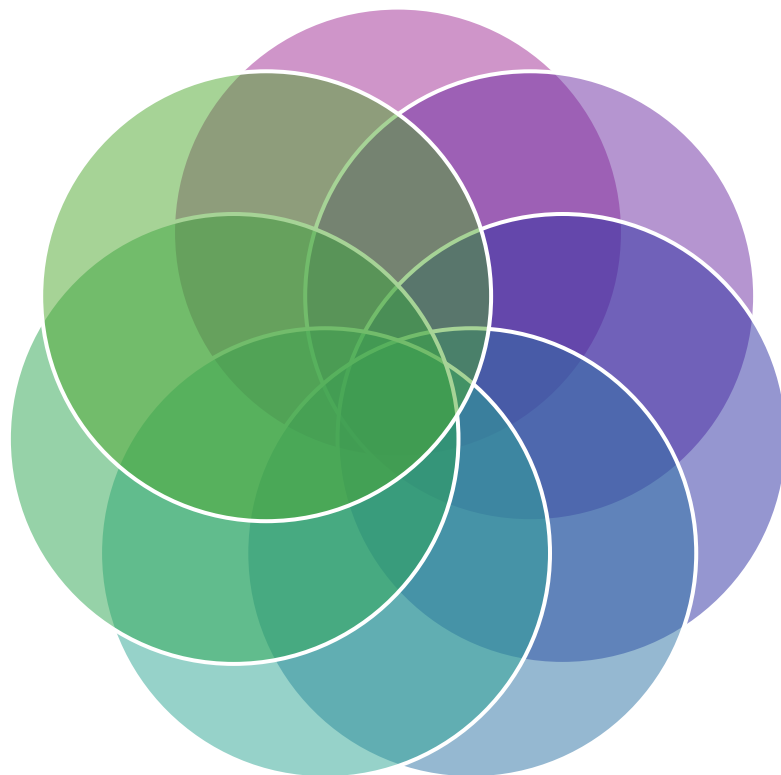
Aging

Retention

Distribution

Well-being

Training





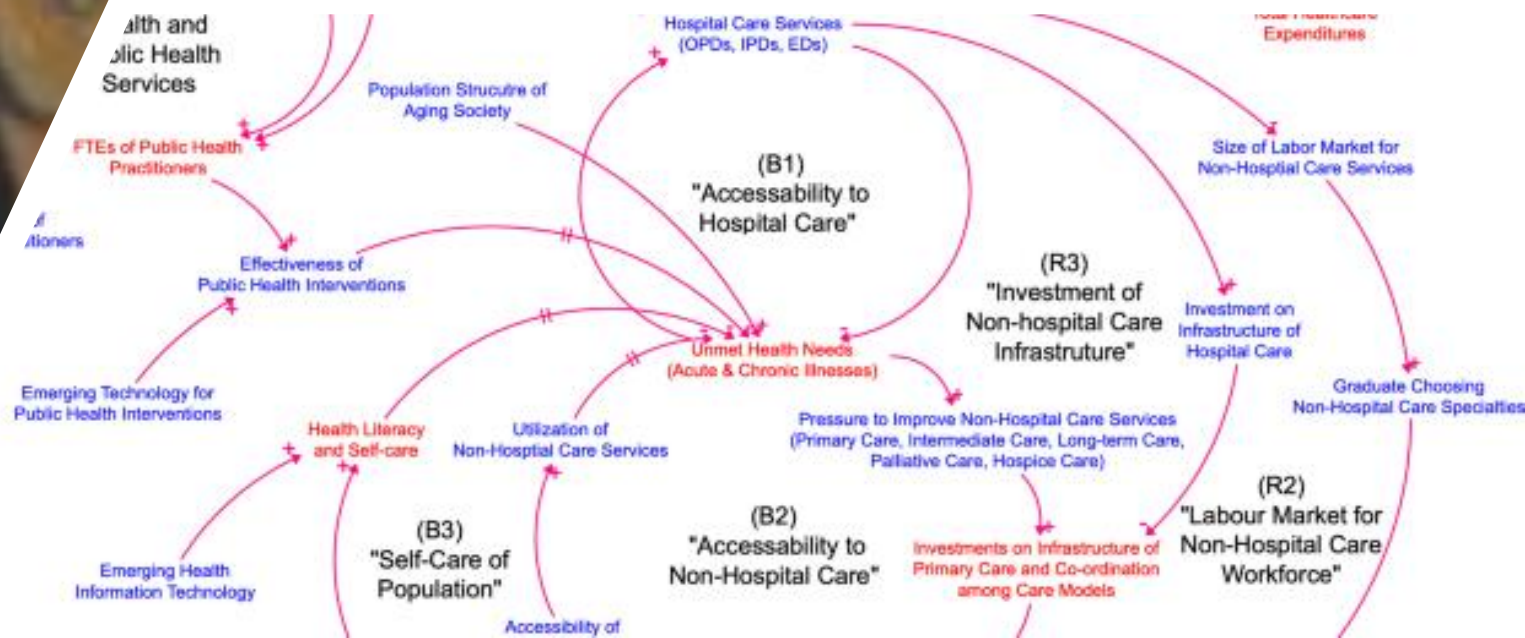
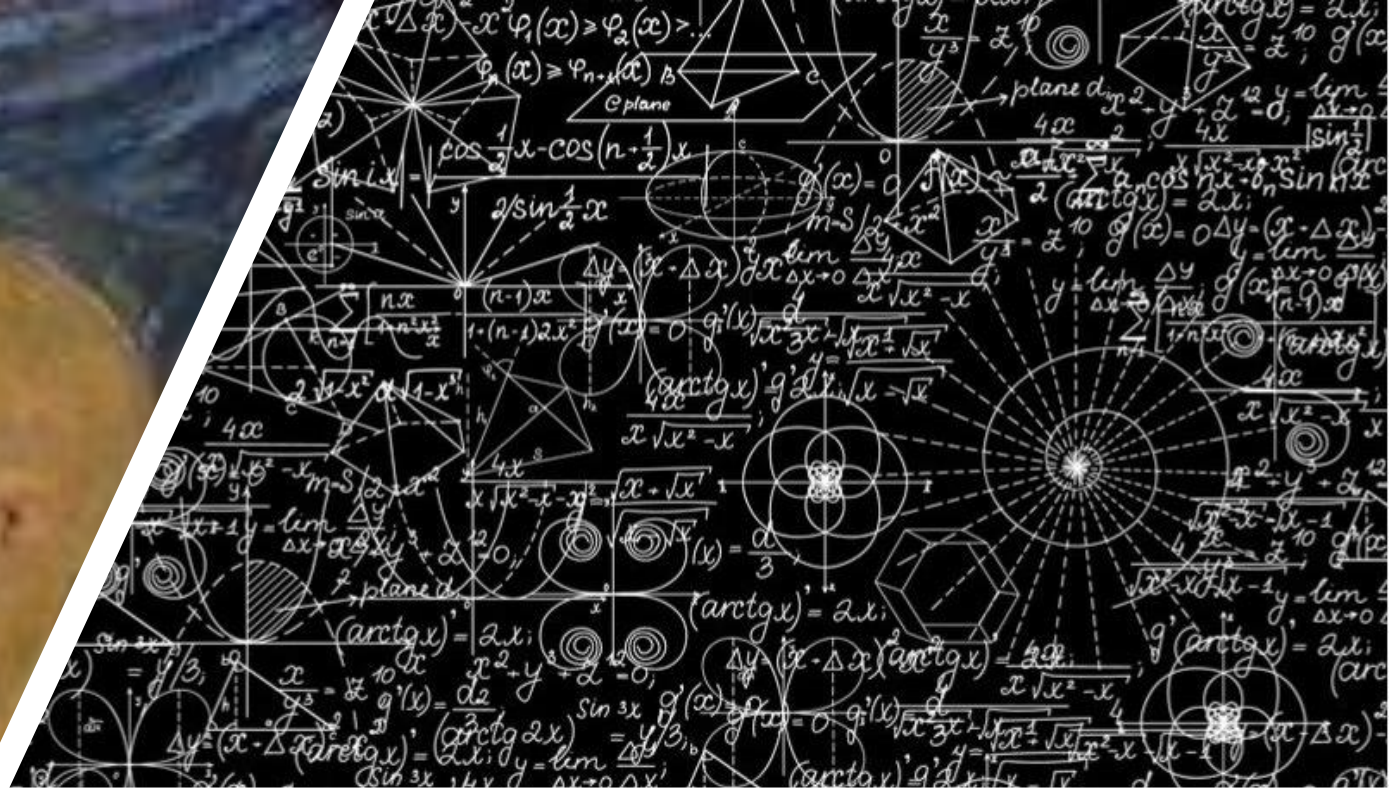
**In 2019-2020 health spending
accounted for 10.2% of GDP**



**Chronic diseases (inc. CV & respiratory)
remain leading causes of death in Australia**



**Fewer workers (inc. in health) per older
person, with significantly more 60-90yo**



What are we doing we are having a review (or a few)!



Hit list

National Nursing Workforce Strategy, National Maternity Workforce Strategy, National Medical Workforce Strategy, Allied Health Strategy

Nurse Practitioner Workforce Plan

National Digital Health Strategy 2023-2028 and Strategy Delivery Roadmap

2020–25 National Health Reform Agreement (NHRA)

PHN Commissioning of multidisciplinary teams

Independent review of health practitioner regulatory settings – Kruk Review

Workforce Incentive Program - Practice Stream

Review of General Practice Incentives

Midwife and Nurse Practitioner PBS prescribing

8th Community Pharmacy Agreement

Achieving greater national consistency for the Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner professions project

Rural Maternity Consensus Framework Updates

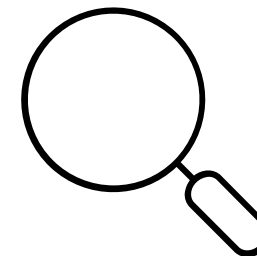
National Rural and Remote Nursing Generalist Framework (NRRNG)

Workforce Incentives Program – Rural Advanced Skills payment

Standardization of Scope of Practice for Aboriginal and Torres Strait Islander Health Workers and Practitioners in the health protection space

Digital Health Blueprint 2023-2033 and Action Plan

Review of MBS Allied Health Chronic Disease Management Services



Key drivers:

- Australian Primary Health Care 10-Year Plan (2022-2023)
- Strengthening Medicare Taskforce

Focus:

Improve access and sustainable **MDT funding and care models**

Integrate across the health sectors

Digital health and data

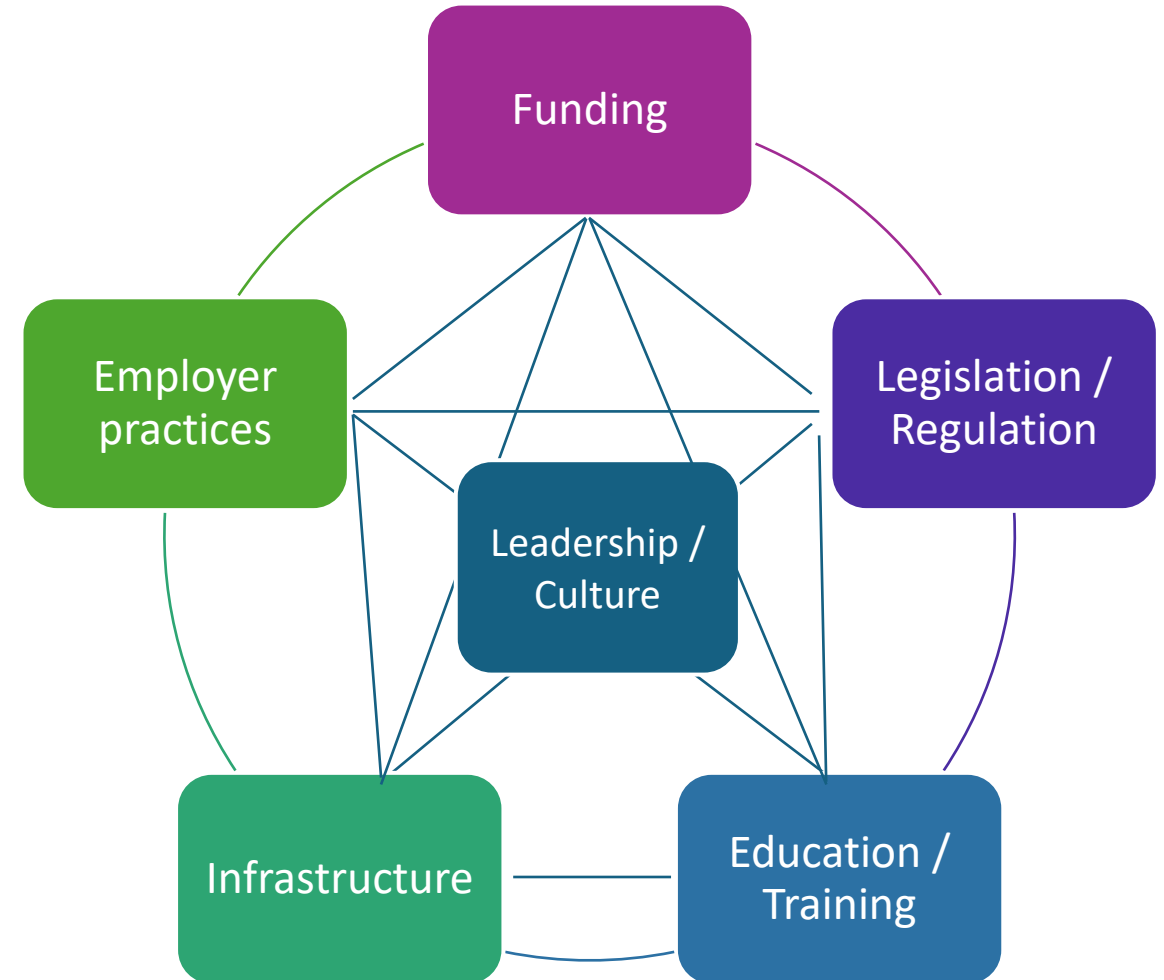
Models of care, workforce optimization

Leadership and culture change

Unleashing the Potential of our Health Workforce – Scope of Practice Review

The independent Scope of Practice Review examines the barriers and incentives health practitioners face working to their full scope of practice in primary care.

Multiple pillars impact and support the scope of practice



What can each practitioner type currently do, what can they do in the future?



This is determined by legislation



Role of risk-based regulation of skills, not professions?



No map to match expansion of scope with health needs



Poor understanding of the overlap of skills / capabilities

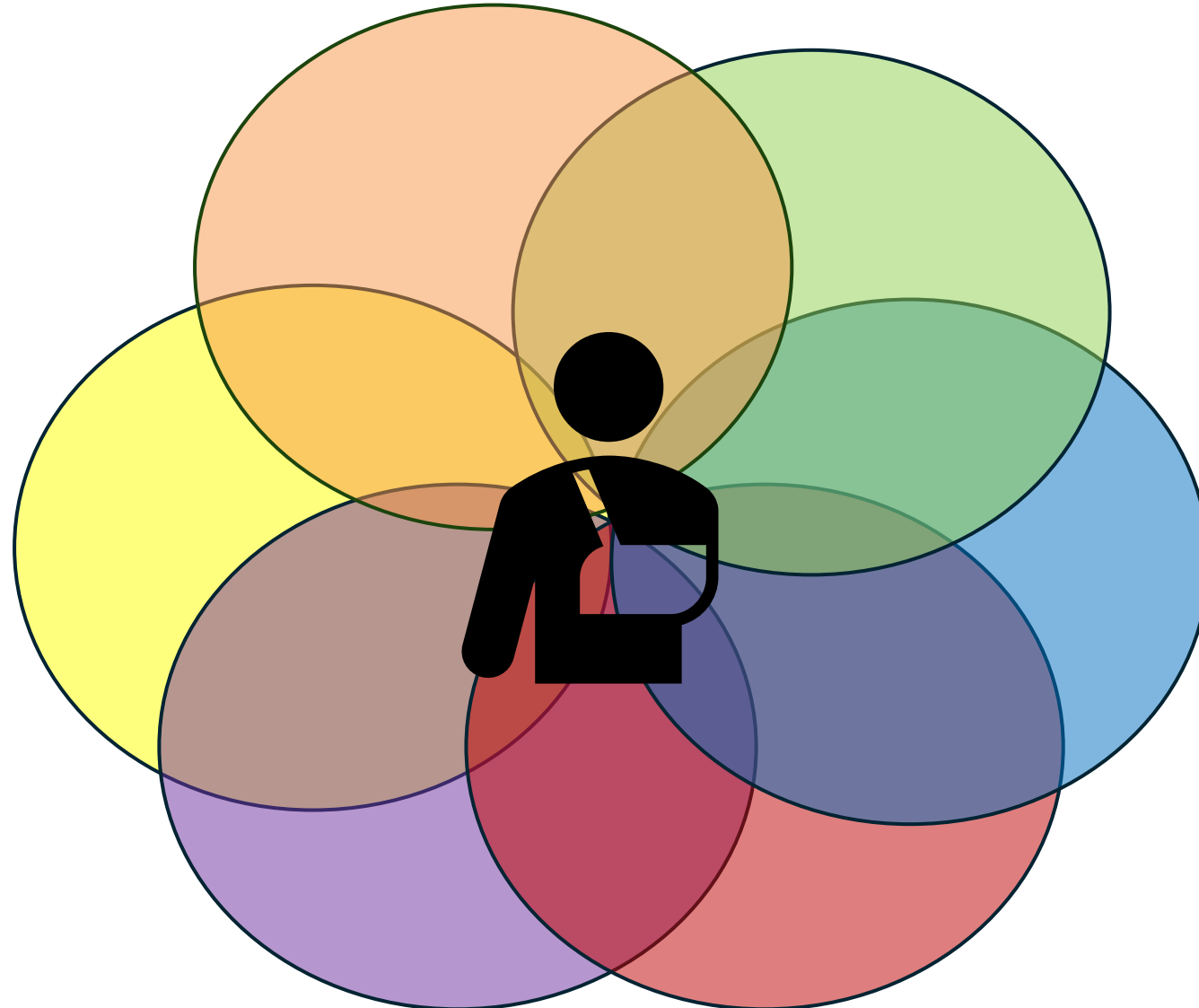


Need to understand '*who can do what*' now & in the future



Plan for scope expansion (including change management), according to need and team membership, at a local level

Skill and
capability of
team members
(Scopes)



Patient-centered
care and team
focus

Acknowledge
and utilize
overlapping
contributions

Right person,
right skill, right
relationship at
the right time

▼ ▼ ▼ Leadership, Culture and Clinical Governance ▼ ▼ ▼



1 National Skills and Capability Framework and Matrix

2 Develop primary health care capability

3 Early career and ongoing professional development, includes multi-professional learning and practice

4 Risk-based approach to regulating scope of practice to complement protection of title approach

5 Independent, evidence-based assessment of innovation and change in health workforce models

6 Harmonised drugs and poisons regulation to support a dynamic health system

7 Funding and payment models to incentivise multidisciplinary care teams to work to full scope of practice

8 Direct referral pathways supported by technology

Support the health professional and primary health care team

Strengthen the system

Improve consumer access, experience and community health outcomes



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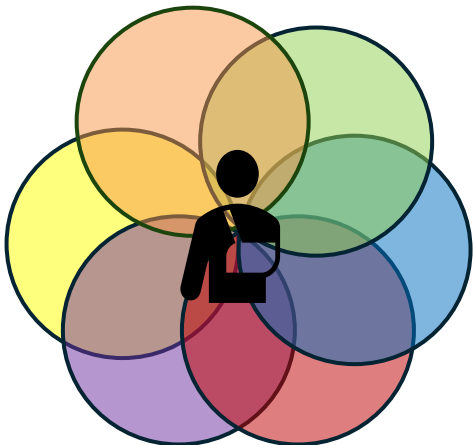
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Models of care, workforce optimization

MDT funding and care models

Leadership and culture change



Skill and capability of team members (Scopes)

Acknowledge and utilize overlapping contributions

Right person, right skill, right relationship at the right time

Patient-centered care and team focus

