



research

Health Training Package HLT02 *Rev Up for the Review*

**Review of the Health Training
Package and impact on Allied Health
Professions in Australia
Di Lawson
SARRAH Conference
September 2006**



Industry Skills Council



Our Mission:

- Australia will have a community services and health workforce with sufficient competence such that, if deployed and managed well, it will always respond appropriately to the needs of the Australian population so that their health and wellbeing is promoted, maintained, and where necessary restored.*

What is Vocational Education Training (VET)?



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National Training Framework Comprises:

- Australian Quality Training Framework
- National Training Packages

What is VET? (cont.)



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Features of the Australian Quality Training Framework

- **National Registration of Training Organisations**
- **National Mutual Recognition**
- **Quality Assurance**
- **No accreditation of training/courses**
- **Australian Qualifications Framework**

TRAINING PACKAGES



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Helping you get ready for the Review

ENDORSED

STANDARDS

*ASSESSMENT
GUIDELINES*

QUALIFICATIONS

SUPPORT MATERIAL

**LEARNING
STRATEGY**

**ASSESSMENT
RESOURCES**

**PROFESSIONAL
DEVELOPMENT
MATERIALS**

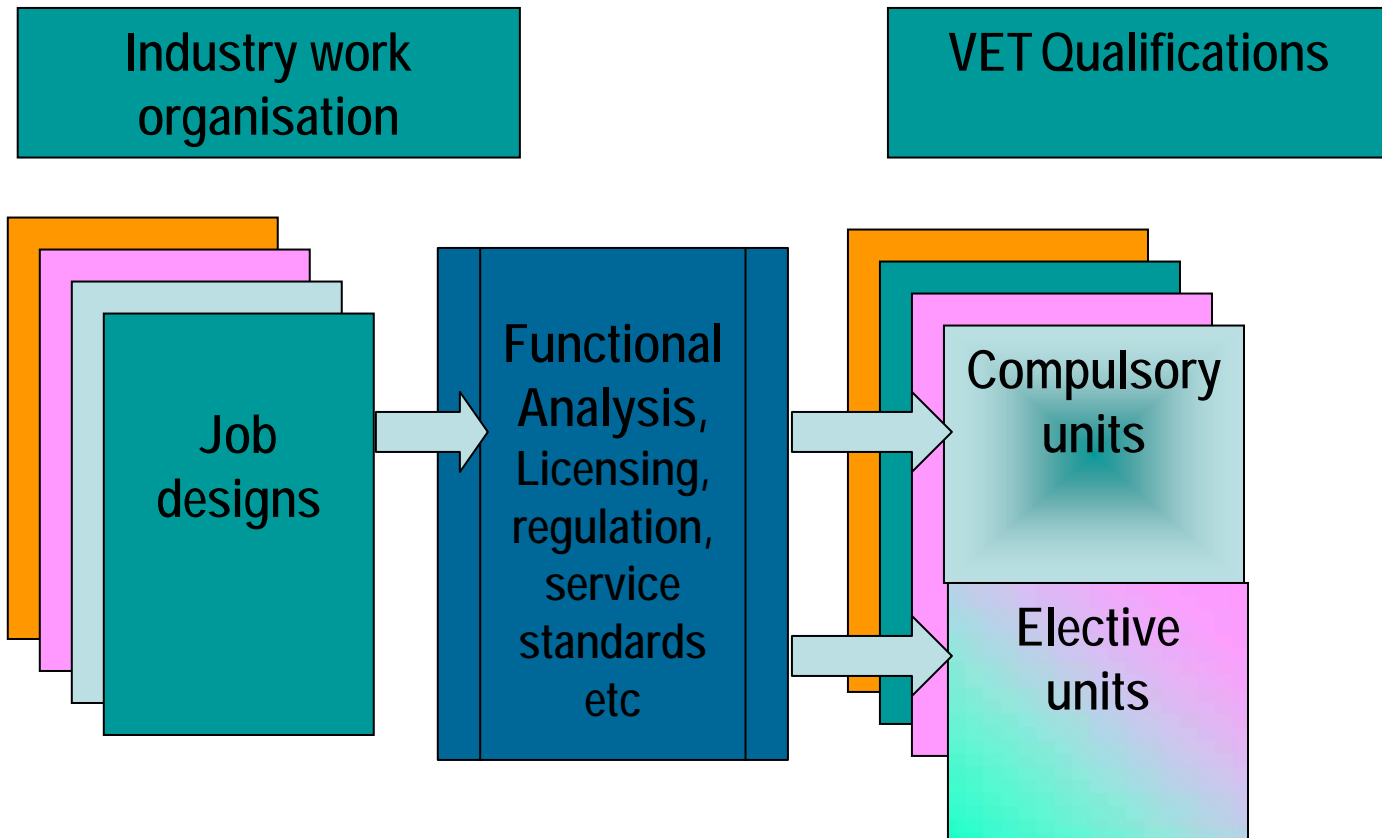
Industry Jobs & Qualifications Not Symbolic: Direct Relationship



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Drivers affecting skills



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Demand Drivers

Supply Drivers

Critical

- Consumer and customer service demands
- Market expansion

- Worker attraction and retention
- Demography of the workforce
- Employment arrangements

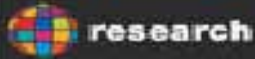
Strategic

- Technological change
- Competitiveness and productivity demand

- Health and safety issues
- Regulatory issues
- Insurance

Factors affecting demand for CS&H services

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- **Trends**

- **Ageing population**
- **Prevalence of chronic disease as opposed to infectious Diseases**
- **Quality of service**
- **Changing consumer preferences**
- **De-institutionalisation**

- **Implications for Skills Development**

- **Skills that address shift to**
 - **Chronic diseases**
 - **Health care in community settings**
 - **Population Health approach**
- **Rapid entry to health occupations for all**
- **Rapid and appropriate skills formation**
- **Room for emerging roles**

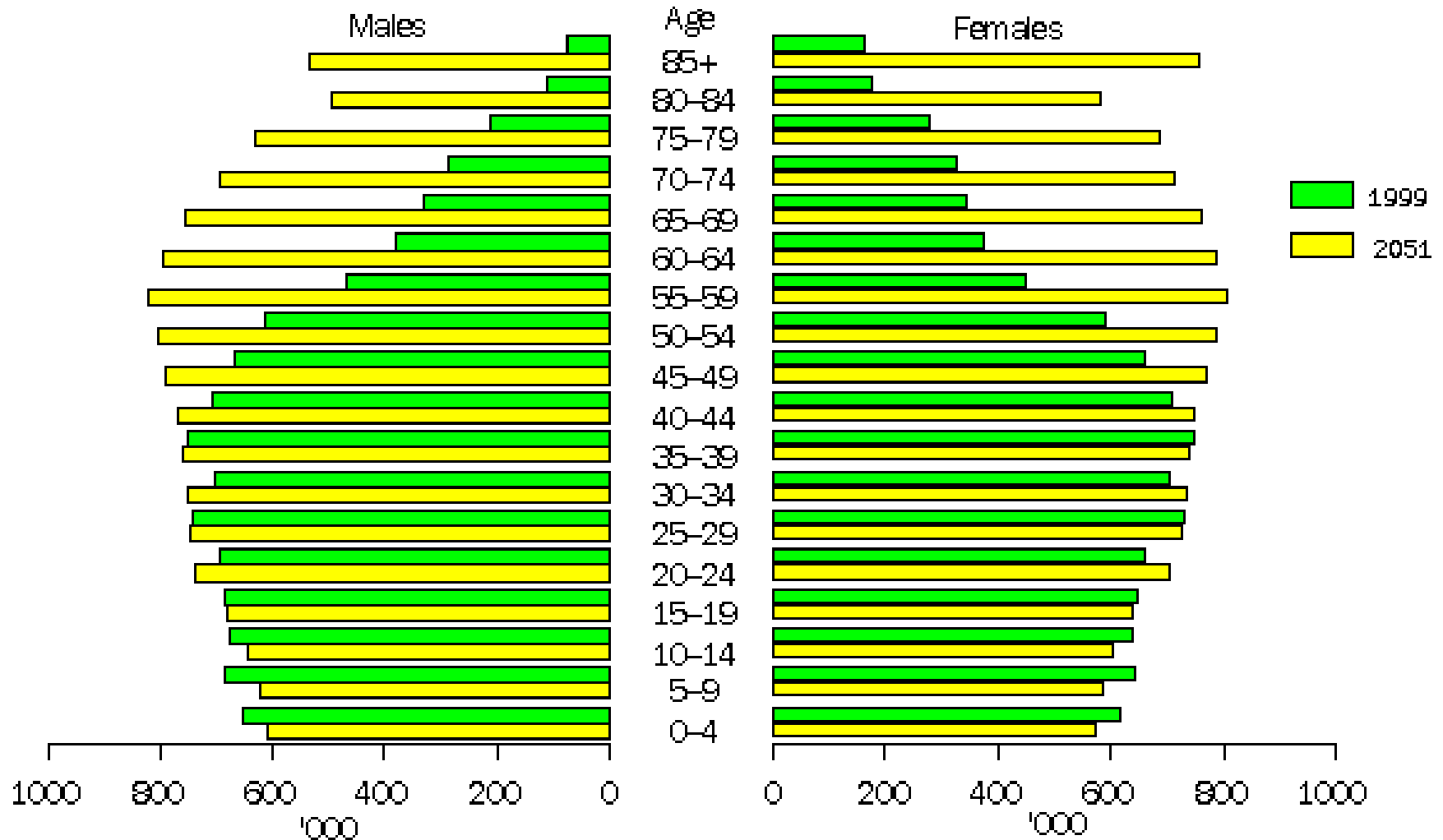
“the ageing of the workforce is the most significant issue for human resource management into the future”
(Peter Drucker)

- Increasing proportion of men and women aged 65+, (as a result of) increases in life expectancy and lower fertility rates.
- In 1998, 21% of the population was aged 55 or over; by 2016, this is projected to increase to 29%.
- Annual labour force growth is projected to slow the net increase of the Australian Workforce from 170,000 people each year presently to an average increase of just 12,500 people per year during 2020-2030.

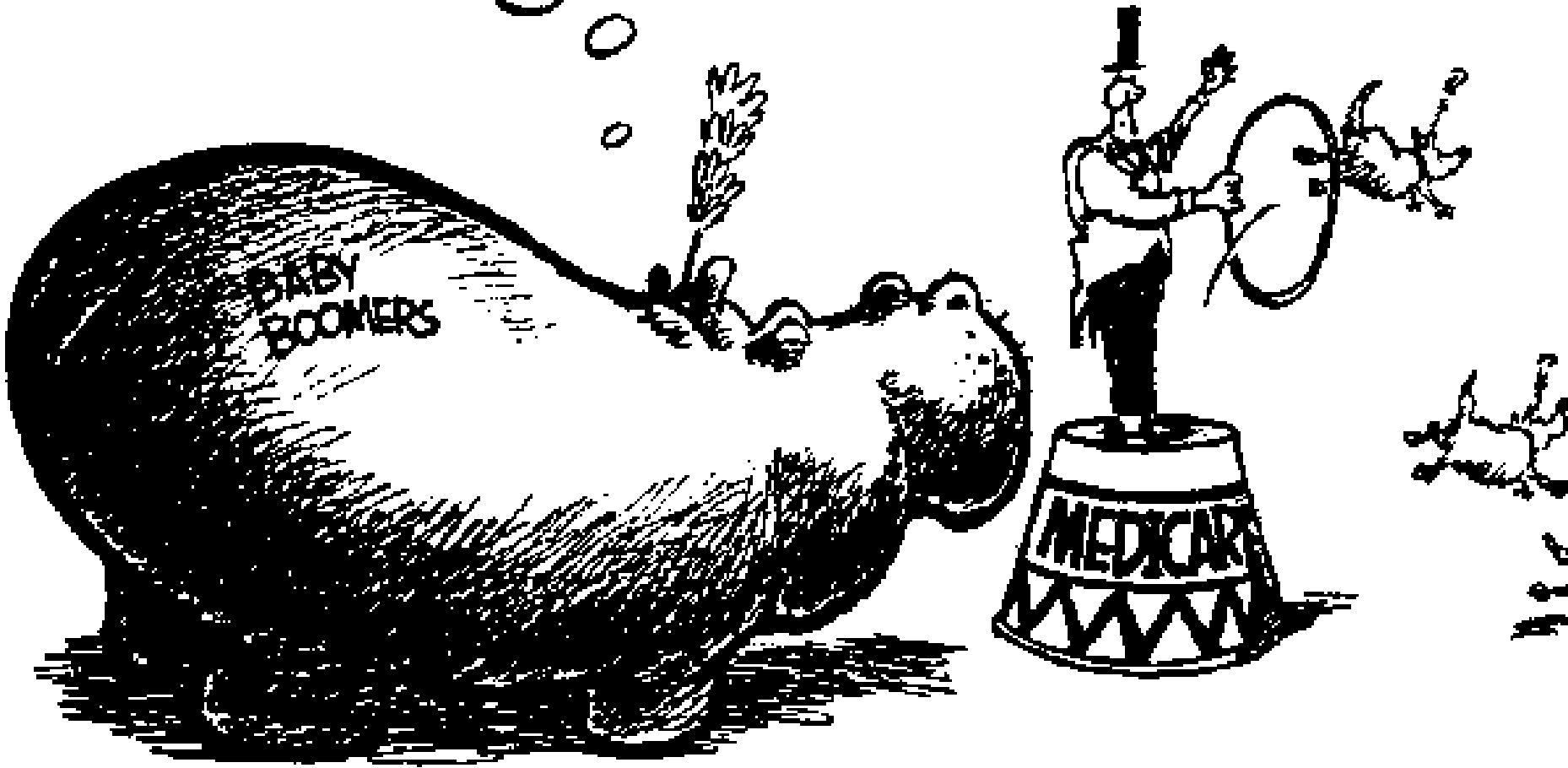
Population Pyramid 1997-2051



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THIS COULD
BE A PROBLEM..



Workforce Supply

- **Trends**

- **Ageing Workforce**
- **Non Gender-balanced Workforce**
- **Retirement age**
- **Increasing P/T workforce**

- **Implications for Workforce Development**
 - Rapid entry to CS&H occupations for all
 - Rapid and appropriate skills formation
 - Creation of new and expanded roles
 - Reduce functional silos
Maximise integrated services
 - Room for emerging roles

Workforce Reform Key Issues

- Job Redesign
- Workforce Planning
- Education & Training
- Workforce Participation
- New Service Delivery Models
- Regulation of the Workforce
- Migration Issues
- Productivity
- Regional & Remote & Aboriginal & Torres Strait Islander Issues

Health Training Package (HLT02) Review

- **The Review has been in progress since October 2004. Submission for endorsement is anticipated for October 2006.**

HLT02 Review – Engaging with Industry

- **Over 2,800 stakeholders have directly engaged with the project through committee membership, provision of feedback and attendance at focus groups**
- **31,445 website downloads of the HLT02 Review Draft 2 qualifications framework between February and May 2006**
- **Approximately 2,500 RTOs deliver Community Services and Health Training Package qualifications and competencies 97% of these have engaged with the ISC in the past 2 years**

- **847** Draft 2 CDROMs mailed to stakeholders
- **175** stakeholders engaged with Draft 1 Validation Focus Groups conducted in each state/territory
- **334** stakeholders have been engaged with Draft 2 Validation Focus Groups conducted across Australia
- **383** items of feedback submitted for Draft 1 Validation
- **313** items of feedback submitted for Draft 2 Validation.
- Almost 400 Draft 3 CD's distributed for Industry sign off

[1 piece of feedback often represents many stakeholder consultations]

Health Training Package Case Study



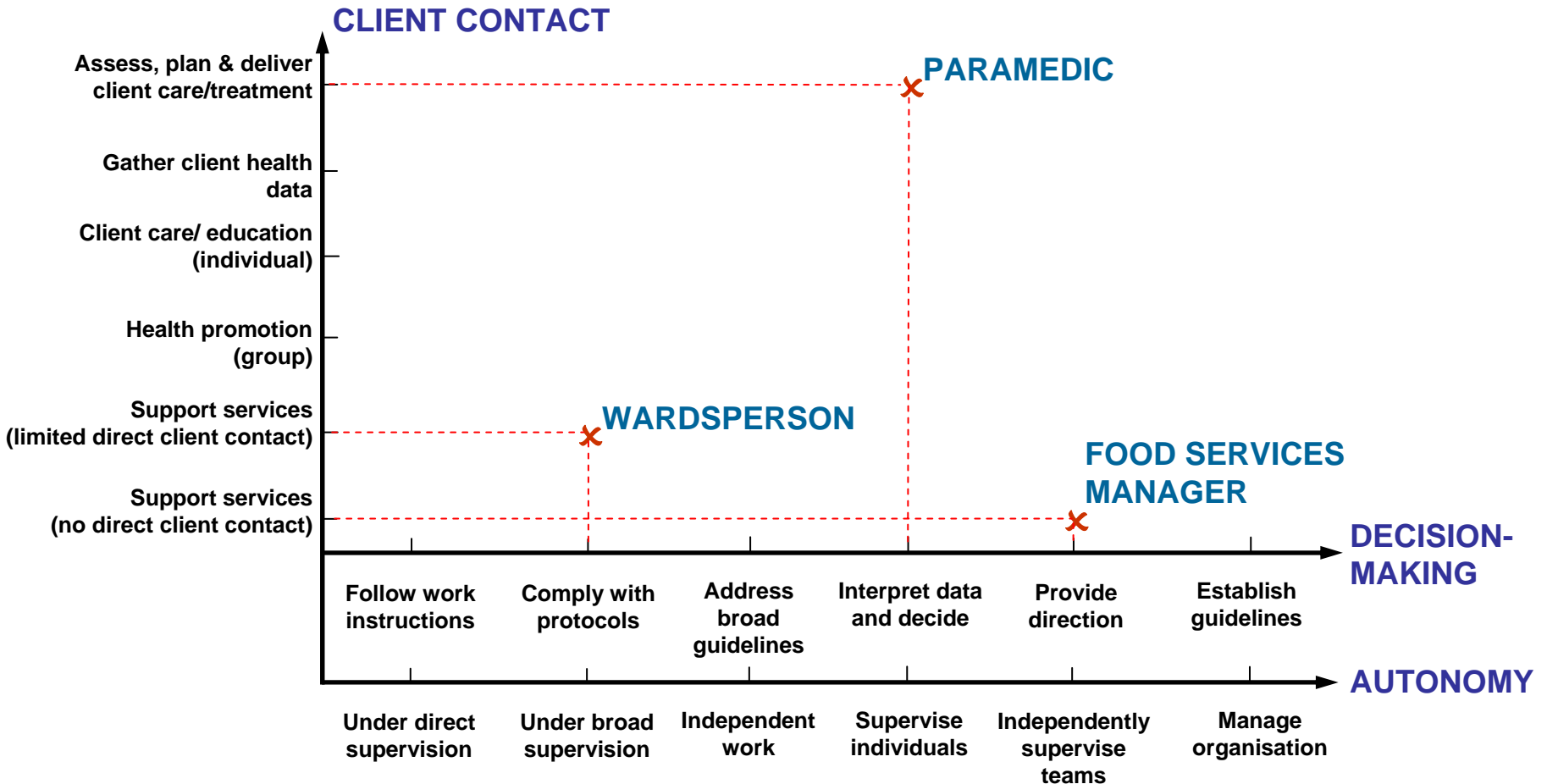
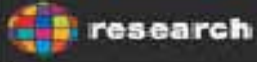
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Health Training Package HLT02 *Rev Up for the Review*

- **New Roles**
- **Classification of Work**
- **Skills Clusters**
- **Common Units**
- **New qualifications**
- **Client Safety**

Client Safety Education Framework: Client Impact



Qualifications in the Health Training Package

Client Care

Certificate III in Allied Health Assistance

Certificate IV in Allied Health Assistance

Client Care Qualifications

Aboriginal &/or Torres Strait Islander Health Work

- Certificate II in Aboriginal &/or Torres Strait Islander Primary Health Care
- Certificate III in Aboriginal &/or Torres Strait Islander Primary Health Care
- Certificate IV in Aboriginal &/or Torres Strait Islander Primary Health Care (Practice)
- Certificate IV in Aboriginal &/or Torres Strait Islander Primary Health (Community Care)
- Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care (Practice)
- Diploma of Aboriginal &/or Torres Strait Islander Primary Health (Community Care)
- Advanced Diploma of Aboriginal &/or Torres Strait Islander Primary Health Care (Practice)
- Advanced Diploma of Aboriginal &/or Torres Strait Islander Primary Health (Community Care)

Client Care Qualifications

Ambulance

- Certificate II in Emergency Medical Service First Response
- Certificate III in Basic Health Care
- Certificate III in Non-Emergency Client Transport
- Certificate III in Ambulance Communications (Call-taking)
- Certificate IV in Ambulance Communications
- Certificate IV in Health Care (Ambulance)
- Diploma of Paramedical Science (Ambulance)
- Advanced Diploma of Paramedical Science (Ambulance)

Client Care Qualifications

Anaesthetic technology

- Certificate IV in Anaesthetic Technology
- Diploma of Paramedical Science (Anaesthesia)

Audiometry

- Certificate IV in Audiometric Assessment
- Diploma of Hearing Aid Dispensing

Complementary and Alternative Health

- Certificate IV in Aromatherapy
- Diploma of Aromatherapy
- Advanced Diploma of Aromatic Medicine
- Certificate IV in Ayurvedic Lifestyle Consultation
- Advanced Diploma of Ayurveda

Client Care Qualifications

Complementary and Alternative Health (cont)

- Advanced Diploma of Homoeopathy
- Certificate IV in Kinesiology
- Diploma of Kinesiology
- Certificate IV in Massage Therapy Practice
- Diploma of Remedial Massage
- Advanced Diploma of Naturopathy
- Advanced Diploma of Nutritional Medicine
- Diploma of Reflexology
- Diploma of Shiatsu and Oriental Therapies
- Diploma of Traditional Chinese Medicine Remedial Massage (An Mo Tui Na)
- Advanced Diploma of Western Herbal Medicine

Client Care Qualifications

Dental work

- Certificate III in Dental Assisting
- Certificate IV in Dental Assisting
- Advanced Diploma of Dental Prosthetics

Enrolled nursing

- Certificate IV in Nursing (Enrolled/Division 2 nursing)
- Diploma of Nursing (Enrolled/Division 2 nursing)
- Advanced Diploma of Nursing (Enrolled/Division 2 nursing)

Health services assistance

- Certificate III in Health Services Assistance
- Certificate IV in Operating Theatre Technical Support

Client Care Qualifications

Medical assisting

- Certificate IV in Defence Health Care
- Certificate IV in Medical Practice Assisting

Neurophysiology technology

- Certificate IV in Neurophysiology Technology
- Advanced Diploma of Neurophysiology Technology

Nutrition/dietetic support

- Certificate III in Nutrition and Dietetic Assistance

Optical dispensing

- HLT43506 Certificate IV in Optical Dispensing

Pathology

- Certificate III in Pathology
- Certificate IV in Pathology

Qualifications in the Health Training Package

Client Care

Certificate III in Allied Health Assistance
Lower level support Qualification

Certificate IV in Allied Health Assistance

This qualification covers workers who provide therapeutic and program related support to allied health professionals. The worker is required to conduct therapeutic and program related activities under the guidance of an allied health professional. Supervision may be direct, indirect or remote. The worker is required to identify client circumstances that require additional input from the allied health professional.

Certificate III in Allied Health Assistance

15 Competency Units 10 compulsory

- **Communication**
- **Infection control**
- **OHS**
- **Workplace relationships**
- **Assist with allied health program**
- **Anatomy and physiology (recognise healthy)**
- **Assist with client movement**
- **Use basic medical terminology**
- **Organise workplace information**

Certificate IV in Allied Health Assistance

**15 Competency Units 4 compulsory builds
on Cert III qualification**

- **Organisational effectiveness**
- **Monitor compliance legal and ethical**
- **Higher level OHS**
- **Higher level infection control**

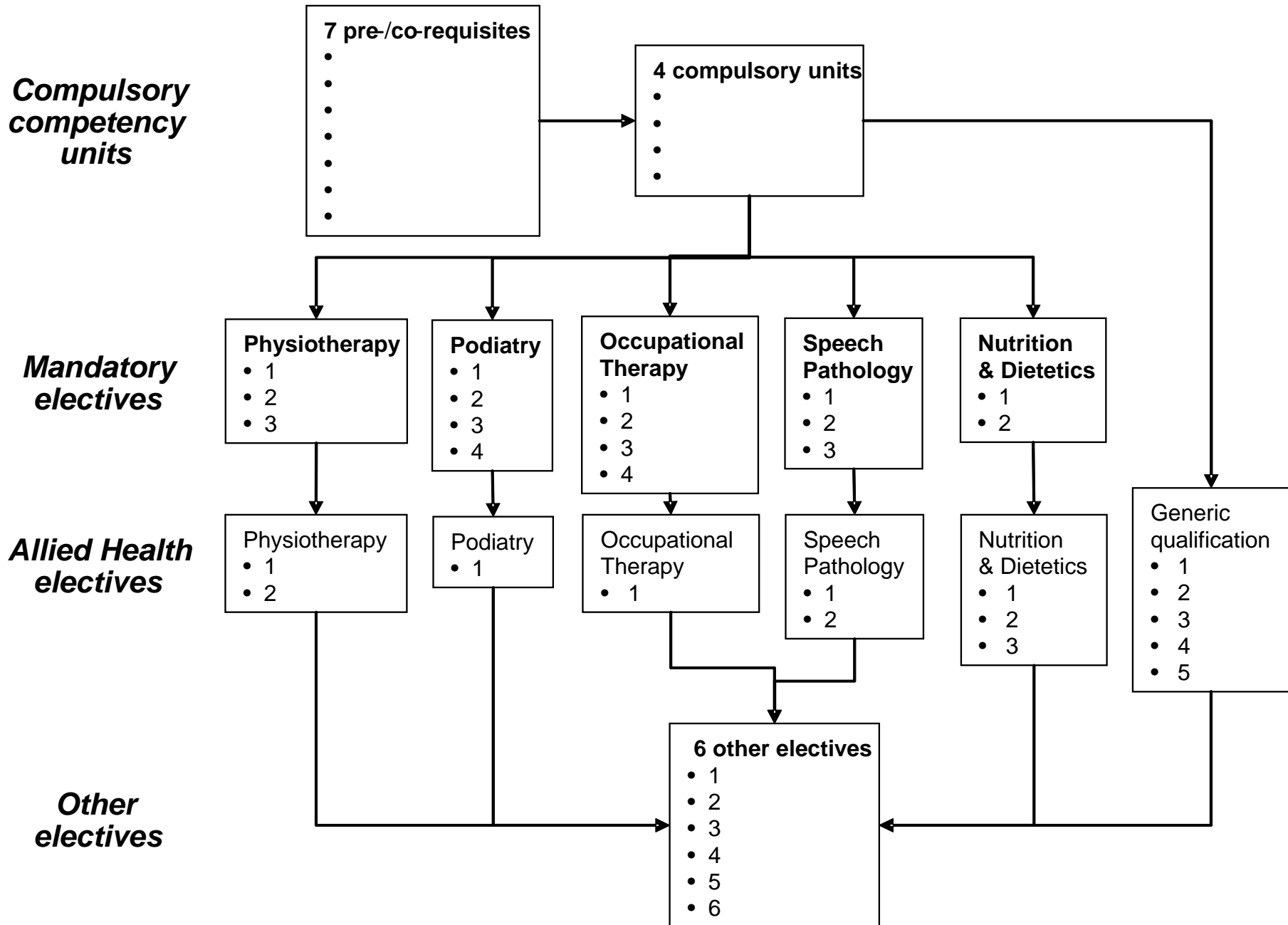
Then Mandatory elective clusters

Mandatory Elective Clusters

Each Health Assistant Job role according to focus has specified mandatory competencies specific to the Allied Health Discipline and then a number of units that must be selected from other Allied Health work and then other electives.

Eg Physiotherapy assistance 3 specific Physiotherapy assisting units then 2 other Allied Health units and then 6 other units

Diagrammatic structure - Certificate IV in Allied Health Assistance



Mandatory Elective Clusters

Allied Health Clusters

- **Physiotherapy**
- **Podiatry**
- **Occupational Therapy**
- **Speech Pathology**
- **Nutritional and Dietetics**

Others include options for specific client focus eg aged care, disabilities, child care, or management needs eg team leader

HLT42506 Certificate IV in Allied Health Assistance

This qualification covers workers who provide therapeutic and program related support to allied health professionals. The worker is required to conduct therapeutic and program related activities under the guidance of an allied health professional. Supervision may be direct, indirect or remote and must occur within organisation requirements. The worker is required to identify client circumstances that need additional input from the allied health professional. This qualification is suited to Australian Apprenticeship pathways.

Occupational titles for these workers may include:

- Therapy assistant
- Podiatry assistant
- Physiotherapy assistant
- Speech pathology assistant
- Occupational therapy assistant
- Allied health assistant
- Nutrition assistant
- Dietetic assistant

Pre-/co-requisite requirements

The following competency units should be either achieved before this qualification or must be undertaken as part of the qualification:

[HLTHIR301A](#) [Communicate and work effectively in health](#)

[HLTAH301A](#) [Assist with an allied health program](#)



Health and Community Services Training Packages Council

view

PACKAGING RULES

15 competency units are required for award of this qualification, including:

- 4 compulsory units
- 11 elective units

A wide range of electives is available and can be packaged to provide either:

- a generic qualification that covers a range of work functions, or
- a qualification tailored to address specific workplace requirements

Elective units are to be packaged as follows:

- For award of this qualification (either generic or tailored) a minimum of 5 electives must be selected from the list of Allied Health electives
- For award of a tailored qualification, for example, to address work requirements in the area of physiotherapy, all electives must be selected from the mandatory elective cluster listed for that area of work
- Additional competency units are available at Certificate IV level or higher in the Health and/or Community Services Training Packages
- A maximum of 2 competency units may be selected from other relevant Training Package units available at Certificate IV (or higher)

What is COAG?

Council of Australian Governments (COAG) is the peak intergovernmental forum in Australia, comprising:

- **the Prime Minister,**
- **State Premiers,**
- **Territory Chief Ministers and**
- **the President of the Australian Local Government Association (ALGA).**

COAG is supported by two ministerial councils relevant to vocational education sector:

- **Ministerial Council on Education, Employment, Training and Youth Affairs (MCEETYA).**
- **Ministerial Council for Vocational and Technical Education (MCVTE), which has specific responsibility for many aspects of vocational education and training.**

COAG Health

- **COAG meeting of 14 July 2006 announced a range reforms relating to the health workforce. These included:**
- **adopting the *National Health Workforce Strategic Framework***
- **establishment of national registration and accreditation arrangements for health professions**
- **improving capacity for workforce participation through the Human Capital agenda**

Where to from Here?

Implementation

- (1) Map Qualifications to Job Roles
- (2) Job descriptions, scopes of practice, IR issues, manage change
- (3) Assess workers against qualifications
- (4) Gap Train

The Greater Murray Area Health Service Allied Health Director and Learning and Development are working toward developing a new Allied Health Assisting role operating at the level defined in the Certificate IV in Allied Health Assisting.

They've established a steering committee including:

- - AHS executive staff
- - a RTO
- - an ACT Health representative from the Allied Health Advisors office
- - CS&H ISC Policy Manager
- - University rep (Charles Sturt)

Where to from Here?

Implementation (cont)

Their approach is to design a framework for the role between June and December 2006 and implement the roles in 2007. Activities include 3 workshops with Allied Health professionals and assistants throughout the Allied Health Service. To date one of these has been held.

The next steps they will address are:

- establishing a position description (or a number of these depending on the different roles)**
- identifying how the roles fit in the Allied Health Service clinical governance framework**
- designing training - how, where, when, what Based on the roles and team development .**



Thank You

Di Lawson
For More information
go to
www.cshisc.com.au