

SARRAH

Services for Australian Rural
and Remote Allied Health

Utilising Allied Health Assistants to support alternative models of care

Expanding service capacity

Context, Drivers and Opportunities

About SARRAH

SARRAH's VISION

Rural and Remote Australian communities have Allied Health services that support equitable and sustainable health and well-being.

SARRAH's PURPOSE

To lead rural and remote allied health workforce and service development

SARRAH's WAYS OF WORKING



Transformative

SARRAH instigates and engages in conversations that have impact and bring about change



Ethical

SARRAH operates in ways that include, nurture and support the communities we serve



Cultural

SARRAH is an employer of choice, providing a supportive, flexible environment and best practice employee benefits

Grow our impact

By 2025 SARRAH is implementing an expanded suite of projects that demonstrably improve access to allied health services for all Australians

Effective Partnerships

By 2025 SARRAH is a partner of choice for organisations working to improve quality of life for rural and remote Australians



Financial Sustainability

By 2025 SARRAH is financially sustainable

Value for members

By 2025 SARRAH has a strong and growing membership base

Allied health workforce and service demand?

Context and drivers – long-term and building

- National Skills Commission projected total employment to increase by 1,176,200 over five years to November 2026 – 9.1%.
- Health and Social Assistance,
 - by far the leading jobs growth sector 301,000 new jobs over 5 years
 - up 15.8% – reaching 2,201,130 in 2026.
- Allied health – leading
 - Audiologists/speech pathologists – 34.7%
 - Podiatrists 31.8%
 - Physiotherapists 28.7%
 - Dental practitioners -27.8%
 - Social Workers 23.2% etc
- NDIS (incl Review); Aged Care Recommendations; CDM/Long Covid etc – demand will not reduce

Allied health workforce and service demand?

Allied Health Assistants

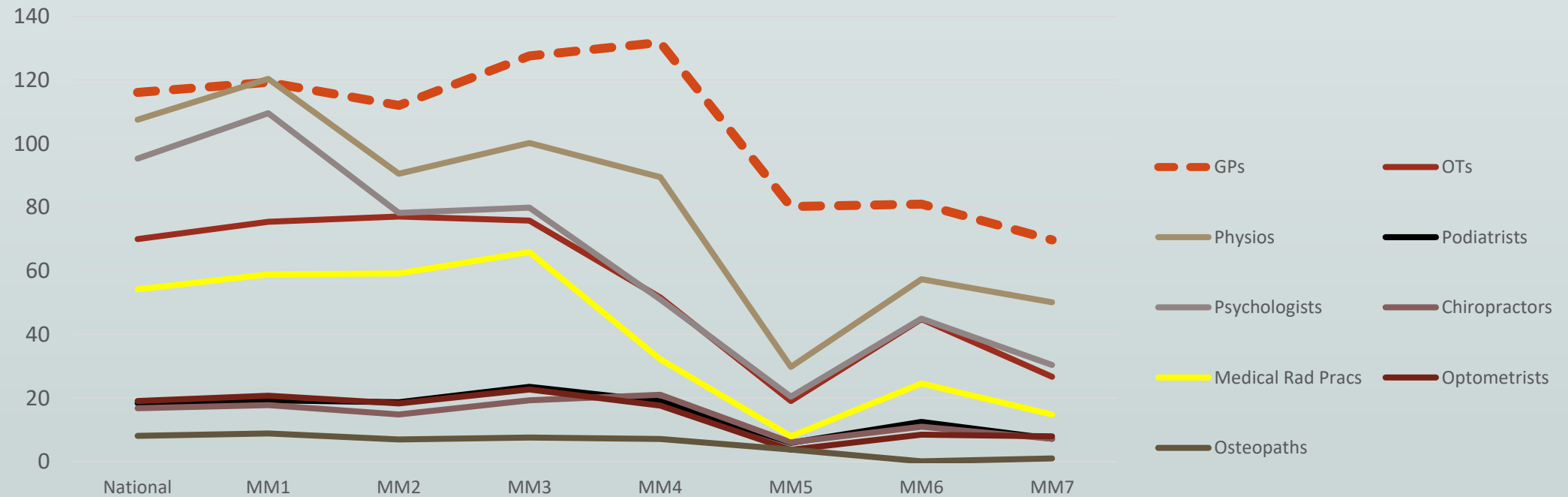
- Distinct skill set - Cert III and IV training packages
- Recent review – more review needed to reflect contemporary practice and need
- Important and developing workforce – working to and under direction of an AHP

Need system-wide recognition, development and support - as part of Allied Health team

- Best estimate – over 5,400 AHAs.
- Seek search – shows between 2,200- 2,400 job ads for AHAs nationally
- Not identified in official occupations lists (ABS, Census – some skilled occ lists) – flow on implications for funding
- Local workforce capacity and pathways – need integrated and policy settings and planning

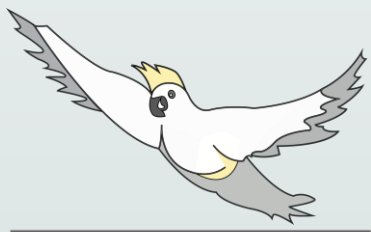
Maldistribution – chronic rural and remote gaps

Health professionals by remoteness - MM1-7
FTE per 100,000 population - 2019



Example: Podiatry workforce – growth and distribution

- The podiatry workforce has expanded substantially over the past decade.
- From 3461 (2010-11) to 5783 (2020-21): up 67%.
- Student growth grew rapidly from 2010-11 to 2013-14 and has since declined steeply.
- Despite growth - the overwhelming majority of podiatrists continue to practice in MMM1:
- It is now more concentrated in the major capitals (MMM1) – disproportionately so on a population basis - than it was a decade ago.
- In 2020 - 82%
- In 2012 –75.6%.



SARRAH

Services for Australian Rural
and Remote Allied Health

Building the Rural Allied Health Assistant Workforce (BRAHAW)

Purpose: to assist rural and remote AHPs working in private and non-government organisations to build their allied health assistant workforce, roles and models of service delivery promoting viability and reach of their practices.

SARRAH will provide **funding** and **supports** to private/NGO organisations in MMM 3-7

| Purpose | Amount | Comments |
|--------------------------|----------------------------------|--|
| Education funds | All course costs will be covered | funding is for the position not the individual. |
| Workplace training grant | \$26,000 | Considers the costs of supervision and on-the-job training and backfill for the trainee. |
| Travel and accommodation | \$2,500 | On agreement with SARRAH, if necessary to attend face to face training or similar |

Workforce

Allied Health Assistant
Workplace training
Qualification (Cert III or IV) AHA

Supervision & support

Allied Health Professionals
Dedicated time
Supervision and professional development resources

Governance

AHA policies and frameworks
Competency checklists

Service model

Service design
Project Management





Domain 1 education & certification

- AHA completes Certificate IV Allied Health Assistance



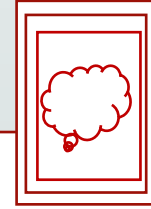
Domain 2 workplace integration & governance

- AHA service models and tasks identified
- Governance framework in place
- Competency framework/checklists in place for identified tasks



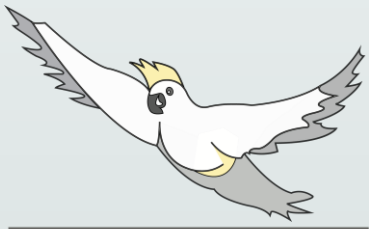
Domain 3: supervision and support

- Supervision policies in place
- Development plan in place
- Supervision plan in place, including mechanisms for informal and formal supervision and support



Domain 4: AHA Service Model Design

- Resources to develop your business case
- Mentoring opportunities
- Resources for sustainable AHA models



SARRAH

Services for Australian Rural
and Remote Allied Health

SARRAH – contacts and references

Website

- www.sarrah.org.au
- Email sarrah@sarrah.org.au
 - allan@sarrah.org.au
- Ph. 1800 338 061

Links

- <https://sarrah.org.au/our-work/projects/brahaw>
- <https://sarrah.org.au/cpd/online-education/sarrah-programs/521-designing-and-implementing-successful-aha-models-of-care>
- <https://sarrah.org.au/cpd/online-education/sarrah-programs>