

Monash Health AHA Day

31 Oct - 16 Nov 2022

Poll results

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- Last year's AHA day inspired me to make changes in my workplace.
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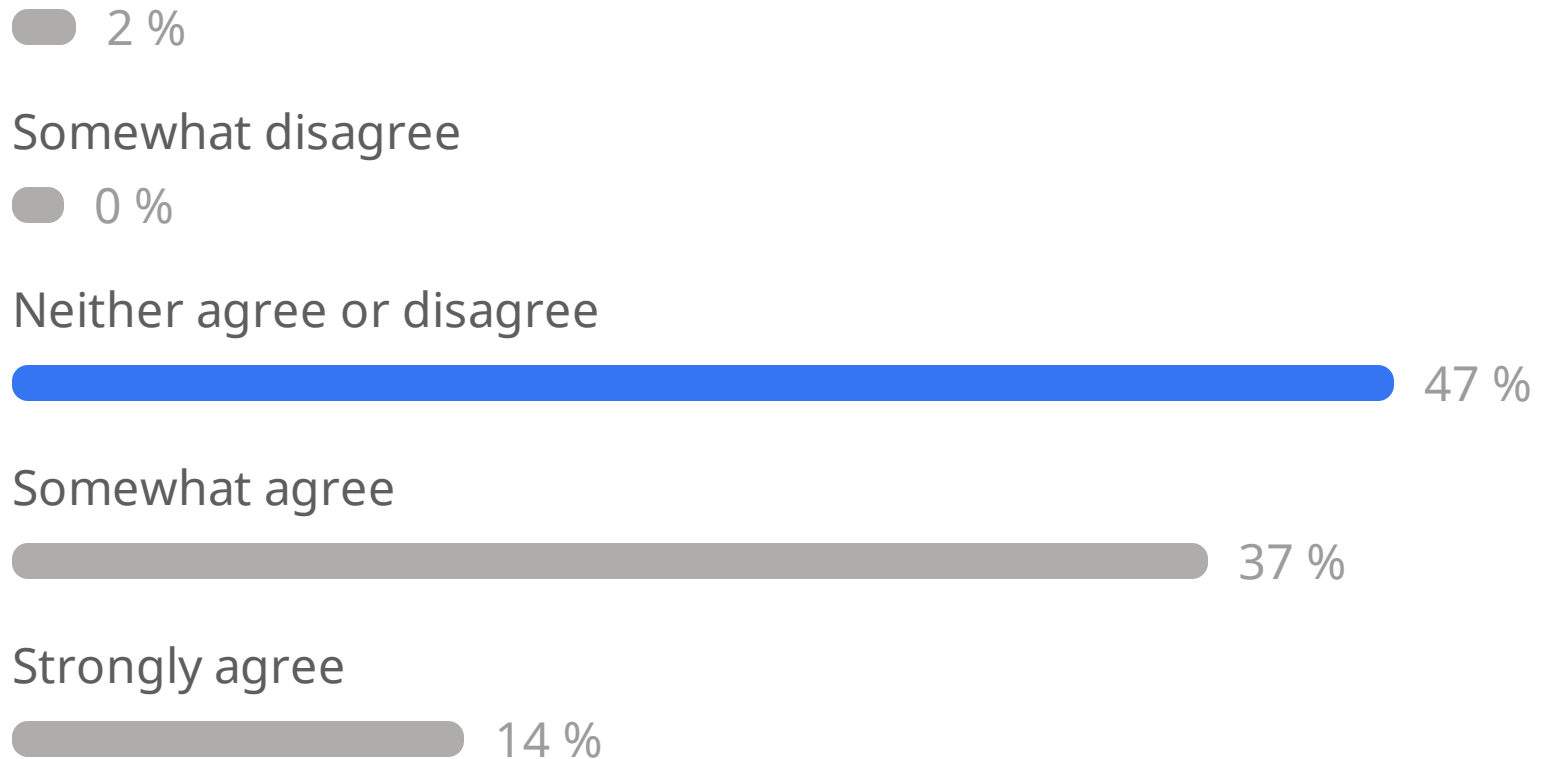
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- What's your favourite innovation talk in this session?
- At next year's AHA Day, I would like to see a presentation on...
- Who was your favourite presenter today?

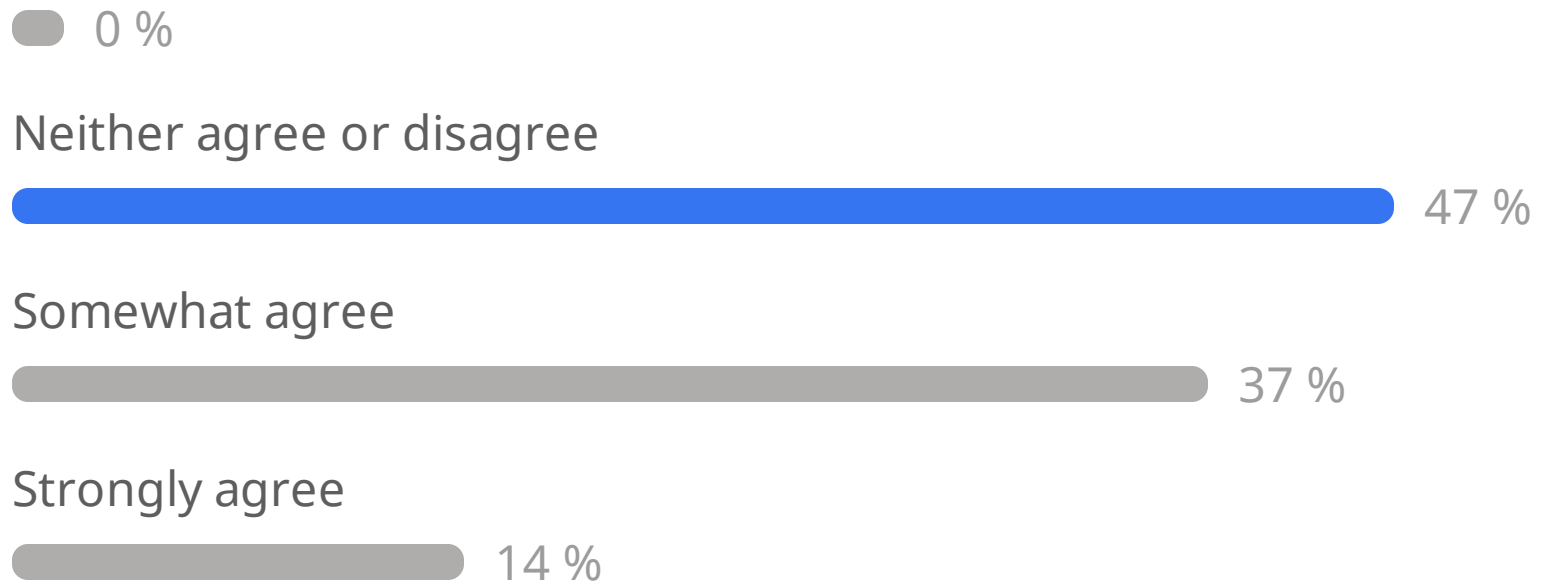
Last year's AHA day inspired me to make changes in my workplace.

051

Strongly disagree

 2 %

Somewhat disagree

 0 %

Neither agree or disagree

 47 %

Somewhat agree

 37 %

Strongly agree

 14 %

Allied Health Assistant State-wide Workforce Project update (1/3)

0 4 7

**Have you had a chance to check out the
Victorian Allied Health Assistant Workforce
Project webpage?**

Yes



No



Allied Health Assistant State-wide Workforce Project update (2/3)

0 4 5

Did you download any of the Victorian AHA Project resources?

Yes, haven't used them yet

13 %

Yes, planning to use them

11 %

Yes, have already used them!

9 %

No

67 %

Allied Health Assistant State-wide Workforce Project update (3/3)

047

My workplace has signed up for the AHA Workforce Project's Implementation Coaching

Yes

 4 %

No

 36 %

Not sure

 60 %

The Allied Health Assistant Student Performance Evaluation Tool (PET) (1/2)

068

I am interested in using the AHA Performance Evaluation Tool at my workplace

Yes



No



The Allied Health Assistant Student Performance Evaluation Tool (PET) (2/2)

038

What are the perceived barriers to implementing the PET in your workplace?
(1/5)

- I work in VET as an AHA trainer, and would like to incorporate the PET as a training resource - one potential issue is accurately mapping the content to units of competency
- We don't have dietitian assistant students 😞
- Sometimes can be hard to introduce new processes
- Would we be able to implement a digital version of the tool by adding the data points from the tool into our systems?
- Time consuming for educators and students
- time in filling it out along with the booklets from the RTO. I find it hard to encourage the AHA student ot even fill out their own log books
- Administrative burden
- unable to take on students currently
- Colleagues being aware of the

The Allied Health Assistant Student Performance Evaluation Tool
(PET) (2/2)

038

**What are the perceived barriers to
implementing the PET in your workplace?**
(2/5)

- time required, and AHA supervisors allocated this time to complete the PET with student(s).
- Helping management understanding the benefits of additional "paperwork". also this past 12 month the RTO's have organised training as one day per week for 15 weeks. Also as the only full time AHA & working across 5 disciplines time challenges are more apparent
- It would have to be passed
- Not so much as implementing it in my workplace but to see how it can be incorporated in the Wodonga TAFE placement handbook associated with C.IV in AHA
- Time limitations around completing all these documents for students.
- We don't have student AHAs at the RAH in Adelaide
- not sure
- Time consuming having to

The Allied Health Assistant Student Performance Evaluation Tool
(PET) (2/2)

038

**What are the perceived barriers to
implementing the PET in your workplace?**
(3/5)

- complete 2 log books.
- We do not currently take AHA student, but may do in the future, so would be good to look at.
- helping students with all sort of needs they are struggling with.
- Time consuming with the inclusion of Certificate Provider placement booklet
- As an RTO - we are bound to assess only the competencies in the units of
- competence. We would LOVE to see a consistent workplace skills competency tool for the core units for both Certs, as well as the option and template to add in chosen electives. Would love to be involved in developing or modifying this wiht the new training package.
- Im a student and found it a great way to share eachothers feedback
- -time consuming -students

The Allied Health Assistant Student Performance Evaluation Tool (PET) (2/2)

038

What are the perceived barriers to implementing the PET in your workplace?
(4/5)

- need to be encouraged to complete it
- Currently in HNEH AHA students are still supervised by the AHP while on placement. At my workplace time constraints mean AHP's are reluctant to take on that role and so we don't take students. This is something I would like to see change - as a grade 3 AHA I could potentially take on this role if provided with some training
- Time constraints, another tool in addition to student logs, supervision, KPI expectations Lack of AHP's in rural area
- The clinical educators said it well
- students require frequent direction and time consuming.
- Time
- No systems in place for this in our NSW Health district AHA Students are very new the public system here
- The RTO has their

The Allied Health Assistant Student Performance Evaluation Tool (PET) (2/2)

038

What are the perceived barriers to implementing the PET in your workplace?
(5/5)

- own AHA student evaluation tool and does not ask for alternative feedback.
- The process of getting this through management
- Being part of Bendigo Health utilisation of tool
- management resistance.
- uncertain have not had students since starting my current role.
- Having an interested and invested supervisor
- Need to be able to
- access the PET tool.
- Fitting it in with our workload.
- Follow through
- having AHA students (very few in SA)
- time to complete it

take time to bring my self back to the centre of m

prioritise mindfulness

take time

take time to focus

self care.

use mindfulness

reduce expectations

the way of looking at things

**self care be kind to
oneself**



taking time



positivities

positivity

mindfulness

mindfulness

What emerging AHA duties and responsibilities should be examined as part of the AHA Review?

- extra training
 - Scope of practice through working under clinicians- examine the amount of responsibility given in a more standard manner
 - Certainly needs to be updated for the services we provide, it does appear to be different across different AH areas too
 - Toenail cutting
 - Extended scope utilising further education to provide
- essential education and awareness to our clients

What additional qualifications above the Cert III or Cert IV in Allied Health Assistance should be examined as part of the AHA Review?

(1/2)

- in Queensland AHA changed into CA (CLINICAL ASSISTANT)
- Additional training Training in Fitness leadership/Yoga/Tai Chi? living longer living stronger
- qualifications to upskill eg. cert for AHA OT tasks to work more closely with tasks required rather than general tasks
- Experience would be good if it could be included
- TAA - training and assessment of students specialist skills in different AH areas
- Health related Bachelor's degrees, I personal hold a B. Health, Aging and Community Service and this has provided me with extensive knowledge in management of clients/ patients.
- Short Courses on Foot Care (podiatry)
- Toenailcutting
- unsure, however as a

What additional qualifications above the Cert III or Cert IV in Allied Health Assistance should be examined as part of the AHA Review?
(2/2)

social work AHA I would love the opportunity for more recognised training

- Diplomas in Public Health relevant to each stream

What do you think of the changes to the AHA classification and Industrial Agreement?

018

(1/3)

- AHA's that hold qualifications above level of Cert IV need to be considered e.g. EN
- great
- It is a good move and positive.
- ok but could a bit further
- a step forward for all ahas
- Much needed review
- Grade 3 having 3 years work experience. takes a long time to get from grade 2 to grade 3 even though i have done a cert 4
- Oral Health in QLD has recently undertaken the reclassification of Dental Assistants to be recognised as a Clinical Assistant under the Allied Health Assistants banner. It was a long time coming but has been positively embraced.
- Amy Harvey, I agree
- Agreed Amy Harvey
- well overdue to help AHA's with career progression
- I find it disheartening that currently, I cannot progress further as an AHA and

What do you think of the changes to the AHA classification and Industrial Agreement? (2/3)

0 1 8

- therefore, my wage will not increase, although, my knowledge and experience continue to grow
- great to get the extra week for annual leave, would like to see a grading system similar to the admin group and AHP's who get a pay increase for each year of experience
- I wish we had some National Standards. Our roles seem to be so different from District to District and State to State
- @Melissa Jones - I agree!
- would be good to have additional wage structure for cert IV based on number of years experience like AHPs - grade 1, year...
- Need to look into it more - have looked but could not find the documents that are here
- Clasifications should go higher than G3 AHA
- couldn't come soon enough!
- I think they're fantastic. These things absolutely need to be looked at.
- definitely needed!
- I think they are necessary

What do you think of the changes to the AHA classification and Industrial Agreement?
(3/3)

0 1 8

and well thought out

What is one action you will take to assist students to transition into practice as a result of listening to Adeline today?

006

- Encouragement to experience all that the placement offers.
- diversity of experience
- we help with general skills like communication, encourage students to be more hands on from the day they start their placement with some semi autonomy towards the end of their placement and help out with resume & cover letter writing
- Investigate good quality onboarding processes for AHA's across different workplaces - to then use within our AHA courses to offset the workplaces that do not have good onboarding processes for AHA's.
- Showing patience
- Looking at her strengths and assisting where she needs training or have her observe

AHA Innovations Series 1 (1/2)

006

What leadership roles or innovations are you involved in at your workplace?

- Mentoring new AHA's to the OT service
- increasing the utilisation of AHA's across all disciplines
- assisting our educators with competency documents for both AHA trainees and AHA's in our AH discipline's eg, PT,OT.SP.DT
- As level 4 I often help others with support and will train new AHAs
- Clinical supervision
- Student placements and Hydrotherapy portfolio.

AHA Innovations Series 1 (2/2)

025

What's your favourite innovation talk in this session?

(1/2)

B Murray, B Kaur - Role of AHAs in remote mealtime assessment in the disability population¹

 0 %

D Theron, M Ciardulli - Simulation-based assessment for Certificate IV AHA students²

 20 %

S McLean - Supporting work-ready AHA graduates

 8 %

C Bulkeley, M Rotherham - AHAs working with paediatric cohorts

 28 %

AHA Innovations Series 1 (2/2)

0 2 5

What's your favourite innovation talk in this session?

(2/2)

T Fell - The AHA role within paediatric burns at QCH



S Earl - Assessing the evolving role of multidisciplinary AHAs working during the COVID-19 pandemic



K Smith, B Dixon - Promoting independence - AHAs enhancing the client journey from waitlist to service delivery



Growing and Developing the Allied Health Assistants' National Association Ltd (1/2)

0 4 7

Which of the following AHANA benefits do you most value? Please select up to 5 benefits you most value.

(1/7)

Employer recognition of AHANA status



State Health award wages



Job alert notifications



Eligibility to register as an NDIS provider



Growing and Developing the Allied Health Assistants' National Association Ltd (1/2)

0 4 7

Which of the following AHANA benefits do you most value? Please select up to 5 benefits you most value.

(2/7)

Member and industry representation (e.g. AHPA, WFMT, NASRHP etc)



Discounted fees for AHANA events



Access to online CPD tracker



Eligibility for AHANA conference bursaries and awards



Growing and Developing the Allied Health Assistants' National Association Ltd (1/2)

0 4 7

Which of the following AHANA benefits do you most value? Please select up to 5 benefits you most value.

(3/7)

Notification of and access to CPD opportunities



45 %

Regulation of professional standards, ethics and disciplinary processes



53 %

Allied Health Assistant course accreditation



40 %

Access to closed state and professional interest Facebook groups



2 %

Which of the following AHANA benefits do you most value? Please select up to 5 benefits you most value.

(4/7)

Links to AHA expert advisors (e.g. disability, mental health, aged care etc)



Networking with colleagues at AGMs and SAMs



Eligibility to serve on AHANA Committees or Working Groups



Access to Australian Journal of Allied Health Assistants



Growing and Developing the Allied Health Assistants' National Association Ltd (1/2)

0 4 7

Which of the following AHANA benefits do you most value? Please select up to 5 benefits you most value.

(5/7)

Access to professional and advocacy resources



Weekly eBulletin



Access to AHANA discounts through selected businesses



Option to list in 'Find an Allied Health Assistant' directory



Growing and Developing the Allied Health Assistants' National Association Ltd (1/2)

0 4 7

Which of the following AHANA benefits do you most value? Please select up to 5 benefits you most value.

(6/7)

Access to Member's Only website



15 %

Access to AHANA bursaries



6 %

Voting Rights



6 %

Access to music copyright information, waivers and licences



4 %

Growing and Developing the Allied Health Assistants' National Association Ltd (1/2)

0 4 7

Which of the following AHANA benefits do you most value? Please select up to 5 benefits you most value.

(7/7)

Discounted PII and Public Liability Insurance

 15 %

Access to discounted membership renewal rates and payment plans

 15 %

Growing and Developing the Allied Health Assistants' National Association Ltd (2/2)

048

What are the three most important issues facing allied health assistants that you would like to see addressed by AHANA?

(1/4)

Increased understanding and awareness of Allied Health Assistants



Recognition and valuing AHAs



Access to government funding for AHA services



Greater access to full-time jobs for AHAs



Growing and Developing the Allied Health Assistants' National Association Ltd (2/2)

0 4 8

What are the three most important issues facing allied health assistants that you would like to see addressed by AHANA?

(2/4)

Rebates from Medicare and private health funds



Job security



Quality and access of university training for AHAs



More pay for AHAs



Growing and Developing the Allied Health Assistants' National Association Ltd (2/2)

0 4 8

What are the three most important issues facing allied health assistants that you would like to see addressed by AHANA?

(3/4)

Competition with volunteers/non-trained Allied Health Assistants

 10 %

Better access to professional support & supervision

 31 %

Greater quality and quantity of research and evidence

 21 %

Career development opportunities for AHAs

 54 %

Growing and Developing the Allied Health Assistants' National Association Ltd (2/2)

0 4 8

What are the three most important issues facing allied health assistants that you would like to see addressed by AHANA?

(4/4)

Establishment and maintenance of professional skills/standards



What is one change you might make in working with patients living with dementia as a result of listening to today's presentation?

0 3 4

(1/4)

- pay more attention to cues and clues and be more present.
- I dont work with dementia !
- Body language is important to communicate with people with Dementia
- 😊
- Be fully engaged and present in the moment, during your session. Be fully focused on your session.
- Remembering approach
- Look for cues and clues
- allowing appropriate time and space for interventions, and learning more about the client to help with interventions.
- Make interactions meaningful and know triggers (to avoid them)
- Getting to know the person more - their interests, their triggers etc.
- Person-centred care approach with patient with dementia.
- To not be heavily outcome focused as I would in my regular groups.
- be mindful of what's going on in their brain and how previous experience speaks to that

What is one change you might make in working with patients living with dementia as a result of listening to today's presentation?

(2/4)

034

- using music
- Gaining feedback from family members to inform my practice.
- Be really present and approach with calm, particularly when introducing self.
- Look more deeply into each of my clients' background to guide me more broadly in things I can talk with them about during our morning hygiene sessions.
- ignore challenging questions but not the person
- I will change the information I write in the patients medical notes to give as much information for all multidisciplinary team I work with.
- Remaining present during direct patient care 😊
- Keep calm and be aware of my body language
- not moving quickly and speaking calmly
- allow time+++
- Taking the time to get to know the background

What is one change you might make in working with patients living with dementia as a result of listening to today's presentation?

0 3 4

(3/4)

of a patient and using what I know to benefit the treatment I provide to patients. Such as activities they enjoy and having them speak about that.

- take extra time & care for the known dementia patients to enable a better level of care
- knowing about the grasp reflex and how to provide an alternative for the patient to grasp hold of
- paying attention to the person not the behaviour
- Learning more about the

patient and their interests and utilise this information in any treatment sessions

- Use Dementia Australia as a resource
- taking time to understand and listen. Be present with them 100%
- positive relationship
- Allow them to maintain their independence and not do things for them that they can do themselves.
- Utilise tools eg: the Sunflower tool

What is one change you might make in working with patients living with dementia as a result of listening to today's presentation?

(4/4)

0 3 4

- listen to them, respect what they are saying
- At times people may have multiple co- existing conditions like dementia; it is great that you've shared the person- care approach and communication tips/ quality interactions... working as part of MDT Teams are all extremely helpful... I'd incorporate all of these... thank you so much...

Formalised Career Pathways for Career AHAs and AHA Interns (1/2)

082

As an AHA in your organisation, which one of the following things is most important to you?

Flexibility



Professional Development



Leadership Opportunities



As an AHA in your organisation, what is something that would benefit you in your career?

(1/6)

- To have my skill set acknowledged, not just my title! AHA's come from varied backgrounds and can be adaptable to other roles in health organisations eg other leadership and or project opps.
- THANKS TEEKAY, So good to hear of a formalised framework..I have been an AHA for 20 years and I can see how a framework would influence our motivation, confidence and sense of pride in what we do and enable.
- \$\$\$\$\$\$\$\$
- Professional Development opportunity for AHA
- opportunity to further develop a career pathway
- opportunities to develop my role
- Having delivery of physiotherapy treatment plans as a priority in transition care for each client

As an AHA in your organisation, what is something that would benefit you in your career?

(2/6)

- recognition of the AHA role and its high value.
- Pay increase and additional career progression
- clear scope and direction - AHA lead tasks vs only delegated tasks.
Online CTI's as I work rural and no HP's onsite
- learning different ways to use the aha role
- being about to learn more, and have more opportunities for AHA 😊
- more opportunity for professional development
- If the AHPs in my organisation understood how to utilise AHAs properly and learn how to delegate tasks suitable to their specific role.
- Training on student and grade 2 supervision. Clear stepping stones between grade 2 and 3 role and where to progress from grade 3
- credentialling/competencies and

As an AHA in your organisation, what is something that would benefit you in your career?

(3/6)

- | | |
|--|--|
| progression opportunities | professional development |
| • more leadership Oppurtunities | • Dedicated part-time roles to allow |
| • Ability and encouragement to contribute to decision making at manager level | AHAs to also work as teacher of |
| • recognition and support from all levels of organisation of our clinical value as well as offering leadership opportunities | AHA qual (with RTO) - allows teacher to maintain industry currency, improves quality of training of future AHAs, and has various benefits for the workplace re: education and supervising student AHAs |
| • Opportunities to move into a more senior leadership role, (managing the therapy team) | • Leadership education |
| • Job security and | • More AHA's and staff to cover leave, so |

As an AHA in your organisation, what is something that would benefit you in your career?

(4/6)

when you take annual leave your not punished on your return when no one has been keeping up with your work load

- Professional development.
- Utilisation of skills to potential.
- Support with professional development
- Leadership role
- job satisfaction
- opportunity to become more senior in the role. This

model is exactly what career AHA's are looking for. Currently there is only opportunity is Grade 3 no matter how long you have been in the career

- recognizing and PD for paediatrics
- More opportunity for development
- Exposure to as many allied health disciplines as possible,
- Better leadership/support
- Feeling like a very welcome and

As an AHA in your organisation, what is something that would benefit you in your career?

(5/6)

- valued part of the team
- Connecting with other AHAs regularly in other organization's.
- Professional Development to assist me to work towards taking leadership opportunities when they arise
- Currently there is a glass ceiling , to progress I would need to become an AHP. I would love the opportunity to progress to the next level as an AHA and am happy to study further if needed
- We do not have any senior AHAs despite the complex demands on the service. All AHAs are employed at the same level which does not allow for leadership or mentoring opportunities.
- support and mentors
- Competencies
- Ongoing professional development
- Increase of support in clinical roles
- To have a greater input to

Formalised Career Pathways for Career AHAs and AHA Interns (2/2)

050

As an AHA in your organisation, what is something that would benefit you in your career?

(6/6)

- the way rehab groups are conducted
- More professional development opportunities
- Multidisciplinary team access
- Career progression opportunity and support to develop an AHA program to support AHA students
- further specialised education
- Short Courses for specific disciplines
- Clear policies, roles and expertise with support in management of AHAs
- leadership opportunities and renumeration.

What's your favourite innovation talk in this session?

063

A Rushton - Barriers and enablers to delegating malnutrition care activities to dietitian assistants

 11 %

D Veljanovska - Inpatient rehabilitation virtual energy conservation group

 11 %

C Fury - The implementation of an AHA in the mock MRI service

 16 %

B Furphy - Establishing a multidisciplinary AHA workforce in a regional COVID streaming hospital

 10 %

C Wengrow, G Pages - Return to physical activity screening tool

 52 %

At next year's AHA Day, I would like to see a presentation on...

009

- Oral Health
- AHA role in Podiatry
- Ways to beneficially utilise AHA's in the disability therapy sector
- Neuro Psychology, working with children with neurodiversity would be fantastic. Thank You so much for today 😊.
- a live (or recorded) AHA and patient session
- AHA's in Community Health settings.
- Podiatry
- Aged persons mental health challenges.
- aha union support

Who was your favourite presenter today?

(1/2)

0 8 1

J Huglin, S McLean - Allied Health Assistant State-wide Workforce Project update

 0 %

C Kempson - Finding Yourself After Stroke

 10 %

T Sheng - The Allied Health Assistant Performance Evaluation Tool (PET)

 2 %

S Rennie - Managing Change

 47 %

D Pullin - AHA Classification Review and the Industrial Agreement – Key Changes

 2 %

Who was your favourite presenter today?

(2/2)

0 8 1

A Dickson - Transitioning from AHA Student to Employee

 1 %

B Turnbull, S Nancarrow - Growing and Developing the Allied Health Assistants' National Association Ltd

 4 %

E Newman - Allied Health Assistants Working in Dementia Care

 17 %

C Anderson - Formalised Career Pathways for Career AHAs and AHA Interns

 2 %

H Downes, A Hudgson - Eating and/or Drinking Support Task - Redefining the AHAs' Scope of Practice in Speech Pathology

 14 %