

Alignment of allied health assistant training with workplace core competencies

Position statement December 2016

Purpose

To make a recommendation to registered training organisations (RTOs) about the training units that best align with the AHA workplace core competency requirements.

This is intended to ensure that HLT43015 and Certificate IV in Allied Health Assistance graduates have skills that meet industry requirements, and make them highly employable.

This recommendation is the result of work undertaken by the Allied Health Assistant Implementation Program – Stage 3 working group.

Background

The Allied Health Assistant (AHA) Implementation Program aims to build the capacity of the health and community services workforce by supporting AHAs to undertake tasks delegated by an allied health practitioner (AHP).

The program is informed by the *Supervision and delegation framework¹ for allied health assistants* (Department of Health and Human Services 2012).

Overview

The program developed four AHA core competencies that underpin the majority of clinical roles performed by AHAs.

These core competences are applicable to AHAs in all work settings, and are transferable across workplaces.

The competency areas were developed using recent literature, data from the program and consultation with staff and managers at participating organisations.

The four competencies are:

- individual therapy – describes the skills and knowledge required by AHAs to prepare, conduct and document individual therapy sessions
- group therapy – describes the skills and knowledge required by AHAs to prepare, conduct and document group therapy sessions
- equipment and environment – describes the skills and knowledge required by AHAs to provide, maintain and educate patients in the use of equipment
- communication of patient information – describes the skills and knowledge required for an AHA to effectively communicate patient treatment needs with the treating AHP.

The program's working group spoke to representatives from RTOs that offer training in Certificates in Allied Health Assistance in order to determine whether core competencies were in line with mandatory competencies in the AHA Certificate training.

Feedback was also provided by the Chair of AHA Network Victoria about the new AHA training curriculum and the units that teach the skills required to meet these core competencies.

Feedback from RTOs regarding HLT43015 Certificate IV in Allied Health Assistance:

The following two **core** units cover some general aspects of communication and clinical reporting.

These form part of the requirements within three of the four core competency areas:

- CHCCOM005 – Communicate and work in health or community services
- HLTAAP001 – Recognise healthy body system.

The following three elective units, when delivered in combination, teach the additional requirements of the four core competency areas:

- HLTAHA001 – Assist with an allied health program
- HLTAHA003 – Deliver and monitor a client-specific physiotherapy program
- HLTAHA011 – Conduct group sessions for individual client outcomes

Recommendation

To ensure that AHAs who have completed the HLT43015 Certificate IV in Allied Health Assistance have knowledge and skills in the four core competency areas required in the workplace, it is recommended that RTOs deliver the following three elective units in combination, in addition to existing core subjects:

- HLTAHA001 – Assist with an allied health program
- HLTAHA003 – Deliver and monitor a client-specific physiotherapy program
- HLTAHA011 – Conduct group sessions for individual client outcomes

Acknowledgment

The Department would like to acknowledge the contribution of Members of the Stage 3 Allied Health Assistant Working Group who developed the AHA Core Competency resources: **Sally Butzkueven** (Chair) Western Health; **Casie Barrette**, St. Vincent's Hospital; **Sally Russell**, North East Primary Care Partnership: Austin Health, Banyule Community Health Service Darebin Community Health Service, and Nillumbik Health; **Leanne de Vos**, Manningham Community Health Service, Link Community and Health, and Carrington Health; **Karen Dundules**, North East Primary Care Partnership: Austin Health, Banyule Community Health Service Darebin Community Health Service, and Nillumbik Health; **Liz Gavin** ISIS Primary Care; **Kellie Guthridge**, Alfred Health; **Desiree Terrill**, Department of Health and Human Services.

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Available at <https://www2.health.vic.gov.au/health-workforce/allied-health-workforce/victorian-assistant-workforce-model>

ⁱ Department of Health 2012, *Supervision and delegation framework for allied health assistants*, available at: <http://docs.health.vic.gov.au/docs/doc/Supervision-and-delegation-framework-for-allied-health-assistants>