How Much Allied Health is Enough?

National Allied Health Benchmarking Consortium
Why Clinical Care Ratios?

- Workforce Planning remains challenging
- Lack of acknowledgement of non-direct clinical hours essential to meet service requirements
- Will ensure that non-clinical requirements are applied to the staffing profile
National Allied Health Benchmarking Consortium (NAHBC)

- Acute teaching hospitals collecting allied health data around Australia and NZ
- 10 member facilities participated in CCR Project to date
Methodology

- NAHBC agreed on hierarchy of levels based on seniority and management/clinical responsibilities
- Data entered by site, classification, profession and level
- Conducted 1 month long snapshot of Tier 3 staff activity in 2010 & 2011
Definitions

• **Tier 1** - Entry level practitioner, who is generally employed to rotate between work areas.

• **Tier 2** - Practitioner who is employed as a more experienced clinician, who is less likely to rotate between work areas, and is developing more specialised skills.

• **Tier 3** - Staff with clinical expertise who in smaller facilities will be site managers.

• **Tier 4** - These staff will be programme leaders in large sites or heads of discipline with clinical loads at smaller sites.

• **Tier 5** - Staff will have responsibilities extending across a number of sites or in larger facilities and will have minimal to no clinical case load.
NAHBC Clinical Care Ratios By Profession 2006 - 2008

- N&D OT Physio SW SP

Derived CCR Tier 1
Derived CCR Tier 2
N&D Average Clinical Care Ratios

- Tier 1
- Tier 2
- Tier 3
- Tier 4
- Tier 5
- TA

Tier 1: Vulcan, Regulus
Tier 2: Monash, Gemma
Tier 3: Tornado
Tier 4: Cougar
Tier 5: Eagle

%
Tier 1 Social Work

- Vulcan: 80
- Regulus: 74
- Centauri: 69
- Monash: 80
- Gemma: 78
- Tornado: 73
- Cougar: 71
- Eagle: 78
- St G: 72
- Derived CCR: 75
Issues which may influence CCR

- Size of department
- Context eg hospital v community or mixed
- Student teaching
- Project officers (have lower ccr)
- Time of year (eg Christmas etc)
- Covering for staff absence
- Whether or not overtime is factored in
2010 NAHBC Meeting

- Small snapshot of Tier 3 Ratios presented
- Decision made to Tighten up definitions of Tier 3 and to do another snapshot of Tier 3
  - Senior/Clinical Leaders
  - Advanced Clinicians
  - Clinical Educators
- Decided not to relook at Tier 3 Managers as too much variability and CCR role dependent
Tier 3 – Advanced Clinician

- Experienced clinician with high level of clinical expertise and advanced skills.
- They would be leading service development and quality improvement initiatives and be involved in research in their area of clinical expertise.
- There would be no team leader or management responsibility in this category.
Tier 3- Clinical Leader/Supervisor

- Staff with clinical expertise and a clinical caseload who also supervises a team of clinicians +/- manages a clinical work area.
- They would be leading service development and quality improvement activities in their clinical work area.
Tier 3 – Clinical Educator

- A clinical educator who in addition to delivering clinical education has a role either in the coordination of placements, university teaching or other strategic activity related to clinical education.
Tier 3 Clinical Supervisor Average

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Clinical Care%
Tier 3 Advanced Clinician Average

Clinical Care %

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2012/2013

- Relook at Tier 2 & 3 Clinical Educator Data via a 1 month snapshot of 2012 data
2012 Clinical Educator Tier 2 & 3

- 8 Facilities Participated
- Included data from Psychology and Podiatry
- 2 reported unable to provide data- (Regulus & Gemma)
- 1 facility unable to participate-Polaris
Revised Definitions Clinical Educator

- **Tier 2**
  - A clinician who at the time of data collection is providing clinical education to students on placement at the facility

- **Tier 3**
  - The clinical educator who in addition to delivering clinical education has a role either in the coordination of placements, university teaching or other strategic activity related to clinical education
General Analysis

- Good numbers for Tier 2
- Limited numbers for Tier 3
- CCR for Clinical Educators appears model dependent
- Data Variability between sites
- Some consistency in TT% across professions in Tier 2
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Physiotherapy Tier 2
TT Average 20%

Facility | No. | TT Av %
---|---|---
Tornado | 7 | 29
Electra | 3 | 6
Vulcan | 21 | 16
Centauri | 1 | 83
Falcon | 3 | 72
Achilles | 3 | 17
Eagle | 4 | 25
Cougar | 18 | 14
Total | 60 | 20
Occupational Therapy Tier 2
TT Average 11%

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<th>TT Av %</th>
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<tr>
<td><strong>Total</strong></td>
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<td><strong>11</strong></td>
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</table>
Speech Pathology Tier 2
TT Average 11%

Facility | No. | TT Av %
--- | --- | ---
Tornado | 0 | 0
Electra | 1 | 6
Vulcan | 7 | 8
Centauri | 0 | 0
Falcon | 2 | 20
Achilles | 4 | 20
Eagle | 3 | 20
Cougar | 5 | 10
Total | 22 | 11
Nutrition & Dietetics Tier 2
TT Average 21%

Facility | No. | TT Av %
--- | --- | ---
Tornado | 0 | 0
Electra | 0 | 0
Vulcan | 7 | 7
Centauri | 1 | 58
Falcon | 0 | 0
Achilles | 13 | 17
Eagle | 1 | 55
Cougar | 13 | 2
Total | 35 | 21
Social Work Tier 2
TT Average 12%

Facility | No.
---|---
Tornado | 0
Electra | 0
Vulcan | 14
Centauri | 0
Falcon | 0
Achilles | 0
Eagle | 1
Cougar | 9
Total | 24
Psychology Tier 2
TT Average 14%

Facility | No.
---|---
Tornado | 0
Electra | 0
Vulcan | 8
Centauri | 0
Falcon | 0
Achilles | 0
Eagle | 0
Cougar | 0
Total | 8
Podiatry Tier 2

TT Average 4%

Facility No.

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Physiotherapy Tier 3
TT Average 14%

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Occupational Therapy Tier 3
TT Average 5%

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Speech Pathology Tier 3
TT Average 44%

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Nutrition & Dietetics Tier 3
TT Average 25%

Facility | No.
--- | ---
Tornado | 0
Electra | 0
Vulcan | 1
Centauri | 0
Falcon | 0
Achilles | 0
Eagle | 0
Cougar | 1
Total | 2
Social Work Tier 3
TT Average 21%

### Facility Distribution

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<tr>
<td><strong>Total</strong></td>
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</tbody>
</table>
Psychology Tier 3
TT Average 14%

Facility | No.
--- | ---
Tornado | 0
Electra | 0
Vulcan | 1
Centauri | 0
Falcon | 0
Achilles | 0
Eagle | 0
Cougar | 0
Total | 1
Podiatry Tier 3
TT Average 9%

Facility | No.
----------|------
Tornado   | 1
Electra  | 0
Vulcan   | 1
Centauri | 0
Falcon   | 0
Achilles | 1
Eagle    | 0
Cougar   | 0
Total    | 2
Tier 2 Av % by Profession

Tier 2 Teaching & Training %

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Tier 3 Av % by Profession

Tier 3 Teaching & Training %

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<td>Psych</td>
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<td>Pod</td>
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Conclusion re Clinical Educators

- CCR needed will depend on the model of clinical education used and the role of the individual clinical educator
- Insufficient numbers in Tier 3 to make any analysis
Future Actions

- Finish Project
- Write Report
- Endorsement from NAHBC
- Publish Results
Tier 2 Physiotherapy

Here is the bar chart that represents the data:

- Vulcan: 72.74
- Regulus: 74.43
- Centuri: 72.83
- Monash: 80.04
- Gemma: 80.04
- Tornado: 65.97
- Cougar: 78.00
- Eagle: 85.74
- St G: 85.10
- Derived CCR: 78.00
Facilities

Data Collected from 8 Facilities Aug 2011

- Tornado
- Gemma (Not N&D)
- Vulcan (Not PT)
- Falcon (Not SP/N&D)
- Regulus
- Centauri (Not N&D)
- Achilles
- Eagle
Tier 3 – Physiotherapy Average

- Clin Supervisor: 53%
- Adv Clin: 80%
- Clin Ed: 60%

Diagram showing the average percentages for different roles.
Physiotherapy Clinical Supervisor

![Bar chart showing the performance of different clinical supervisors.](image)

- Tornado: 74
- Gemma: 57
- Regulus: 45
- Centauri: 67
- Falcon: 69
- Achilles: 49
- Eagle: 63
- Average: 53
Tier 3 Definition

- Staff with clinical expertise
- In smaller facilities will be site managers who are responsible for day to day management, including rostering
- In larger facilities the staff responsible for service development within a clinical area.
- Student coordination would also be undertaken as well as initiating and coordination of the team activity.
- They will lead quality improvement activities and be involved in research.
### Tier 3 Clinical Educator Data Limited by Numbers and Variability

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2012/2013

- Relook at Tier 2 & 3 Clinical Educator Data via a 1 month snapshot of 2012 data
- Report and Publish these results
- Develop CCR Guidelines for each profession