

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

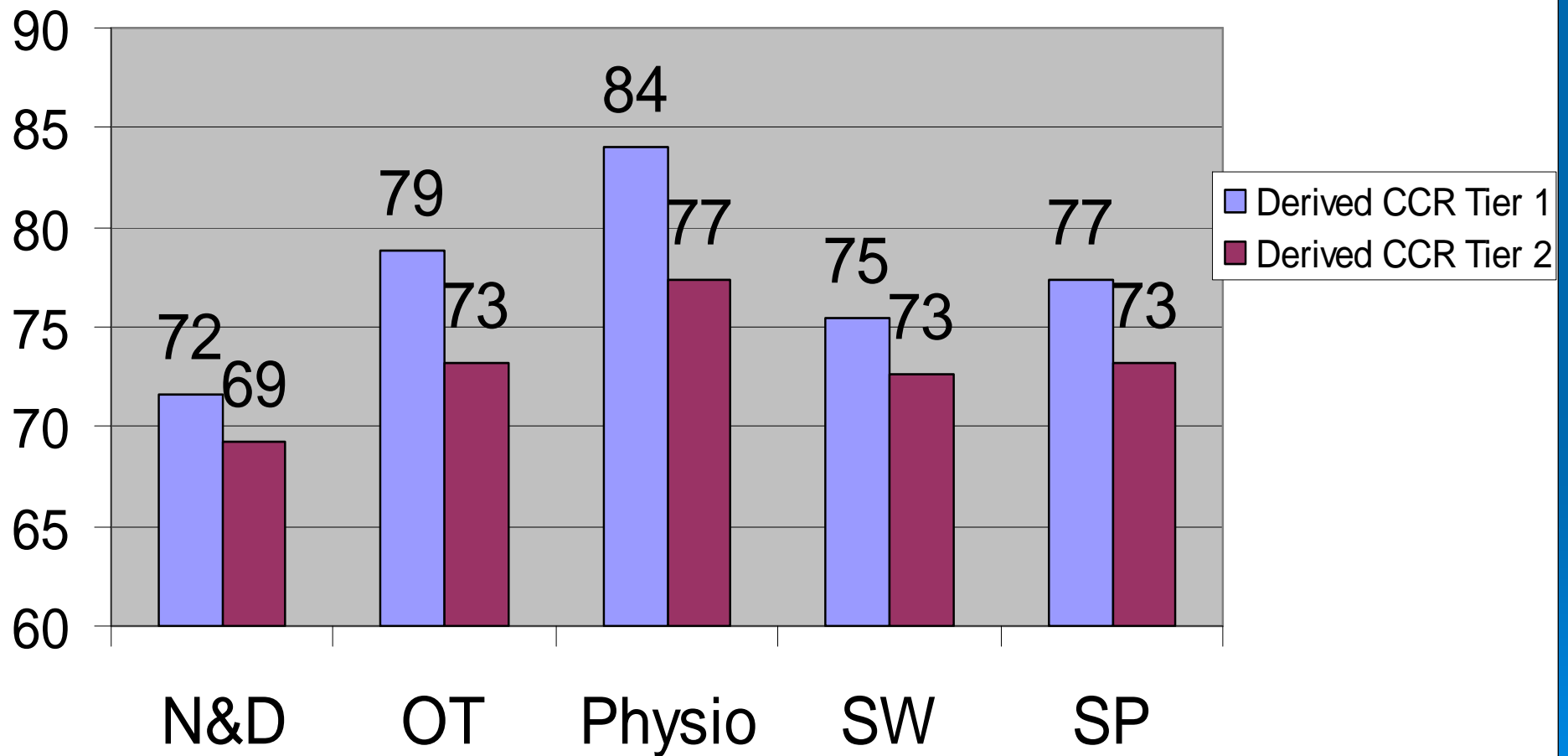
Methodology

- NAHBC agreed on hierarchy of levels based on seniority and management/clinical responsibilities
- Data entered by site, classification, profession and level
- Conducted 3 month long snapshots of activity in 2006, 2007 & 2008
- Conducted 1 month long snapshot of Tier 3 staff activity in 2010 & 2011

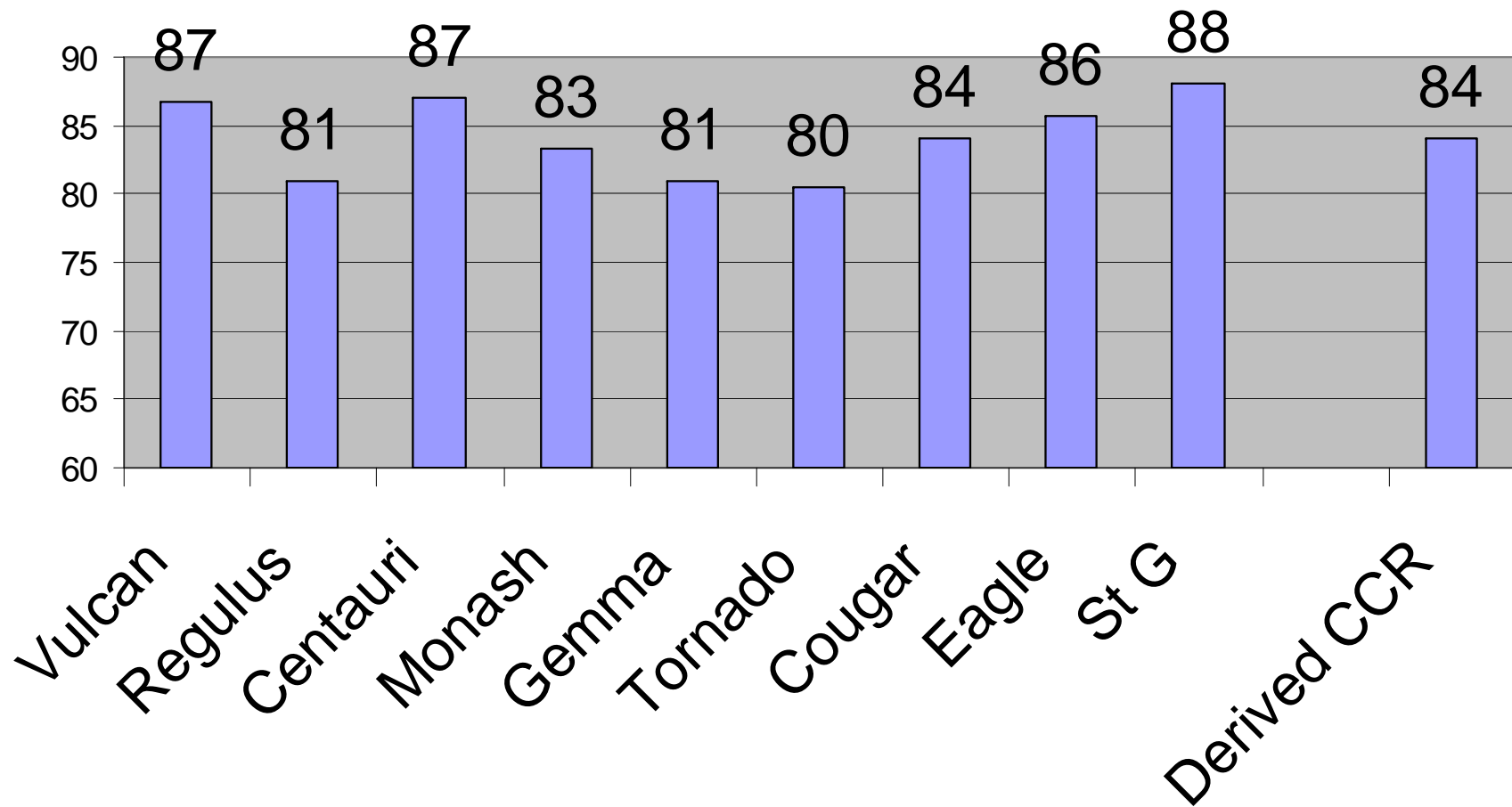
Definitions

- **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

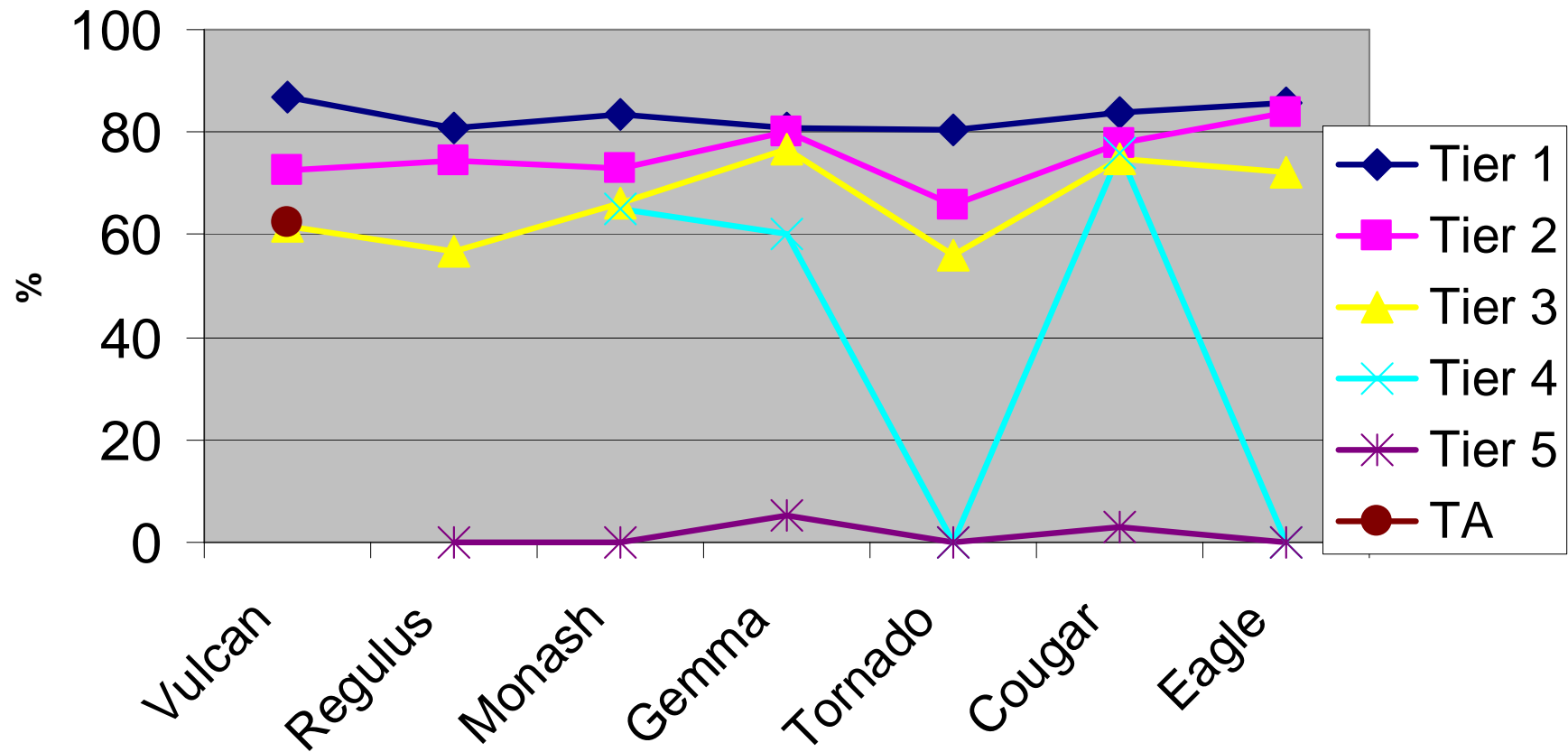


Tier 1 Physiotherapy

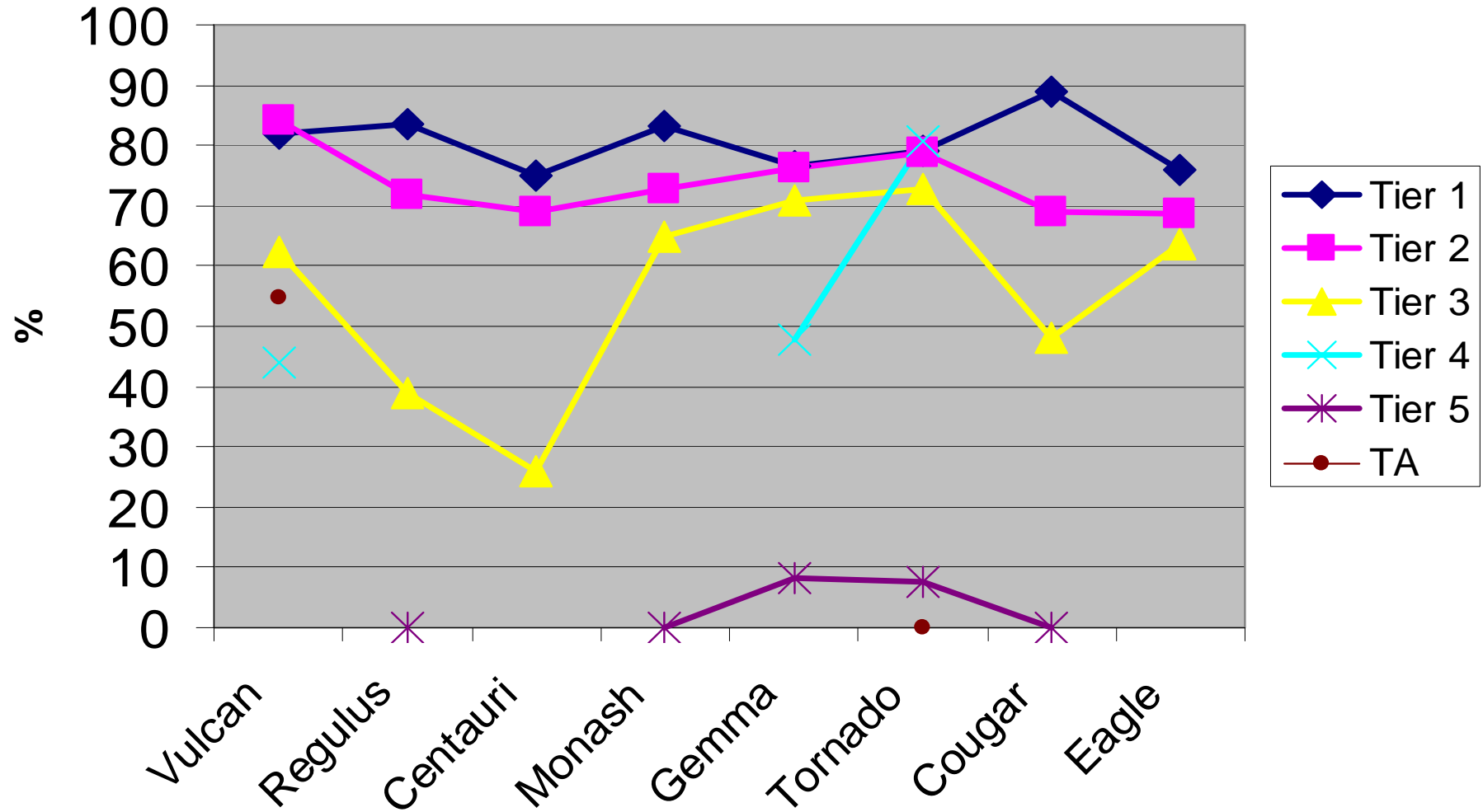


Physiotherapy

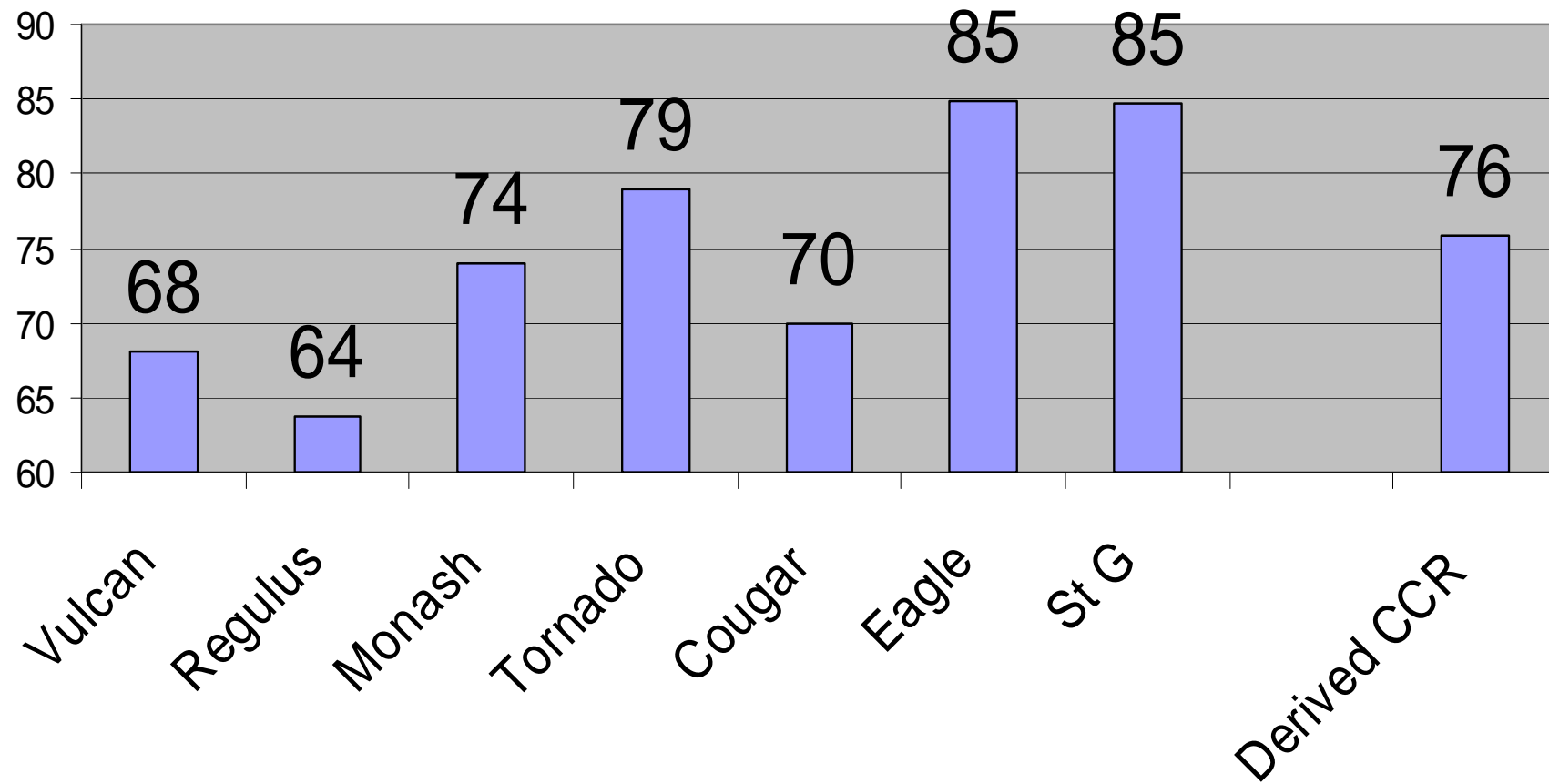
Physiotherapy Average Clinical Care Ratio



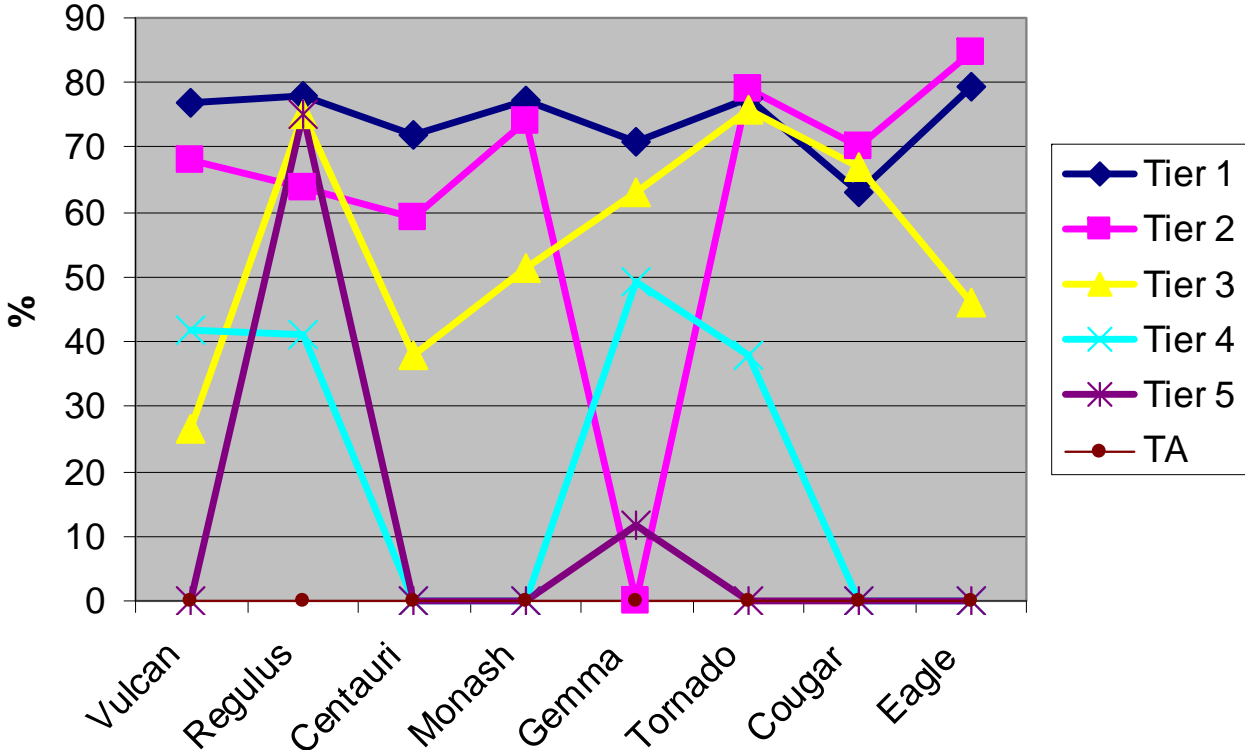
OT Average Clinical Care Ratio



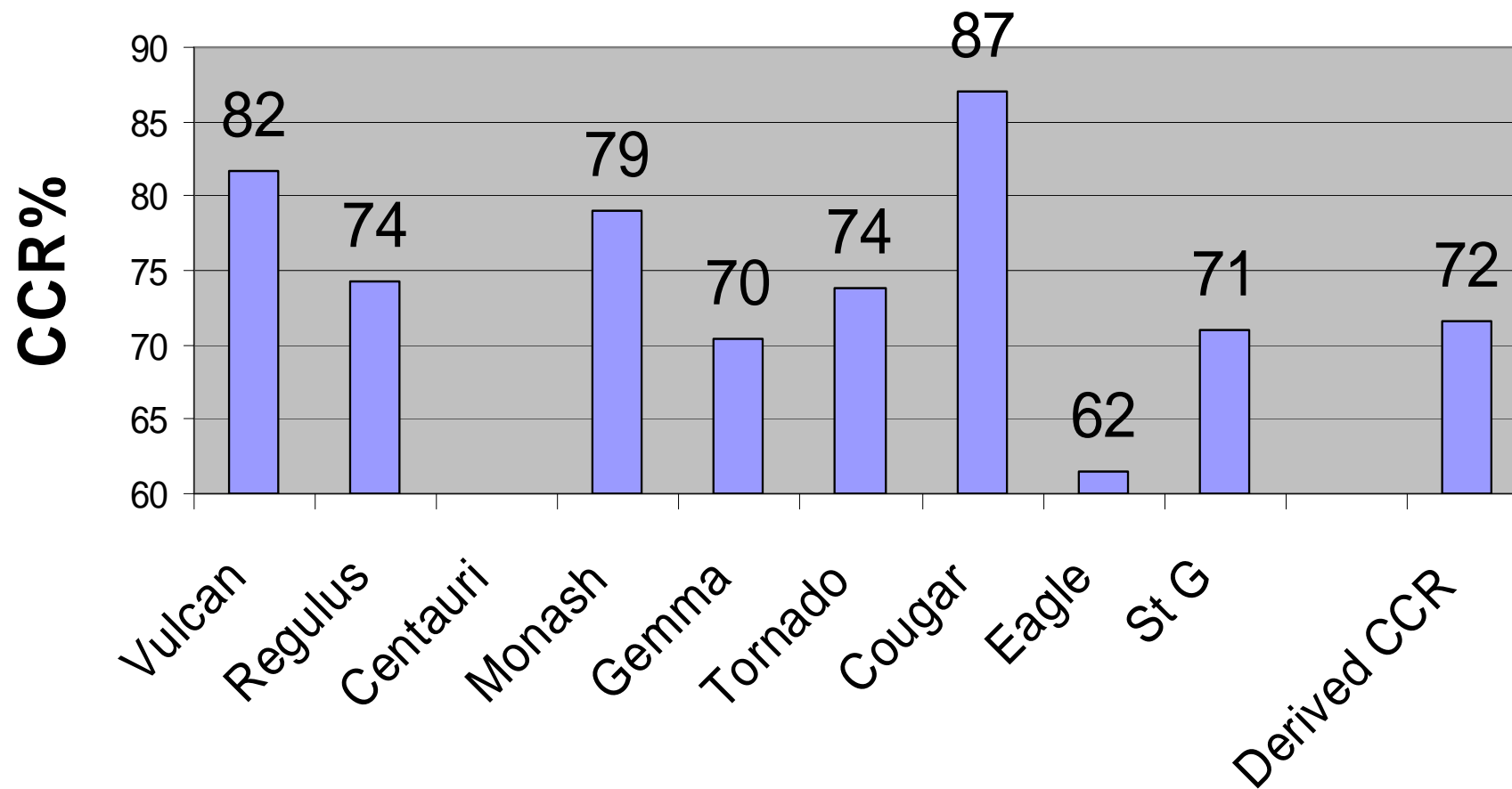
Speech Pathology Tier 2



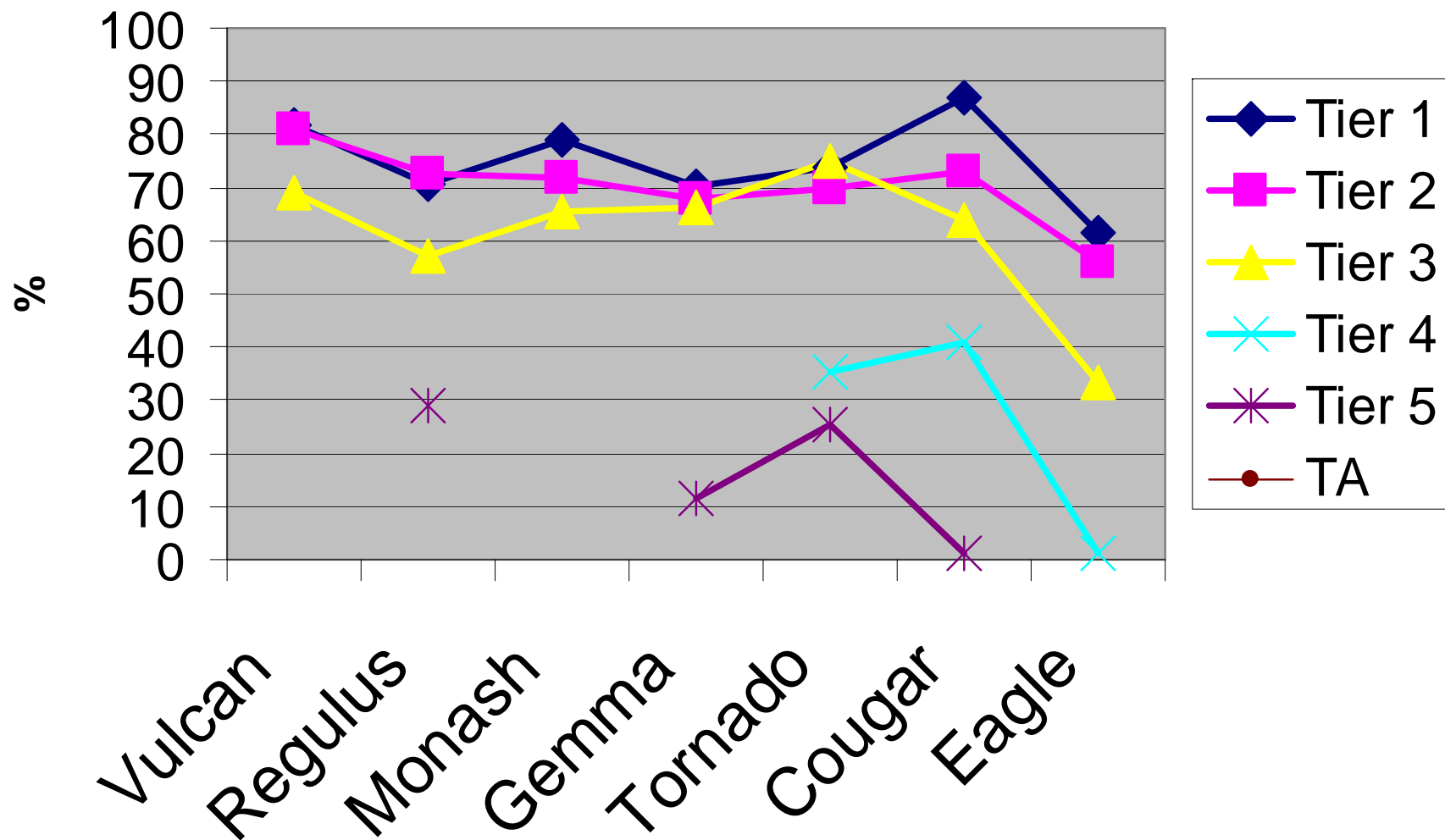
SP Average Clinical Care Ratios Over 3 Years



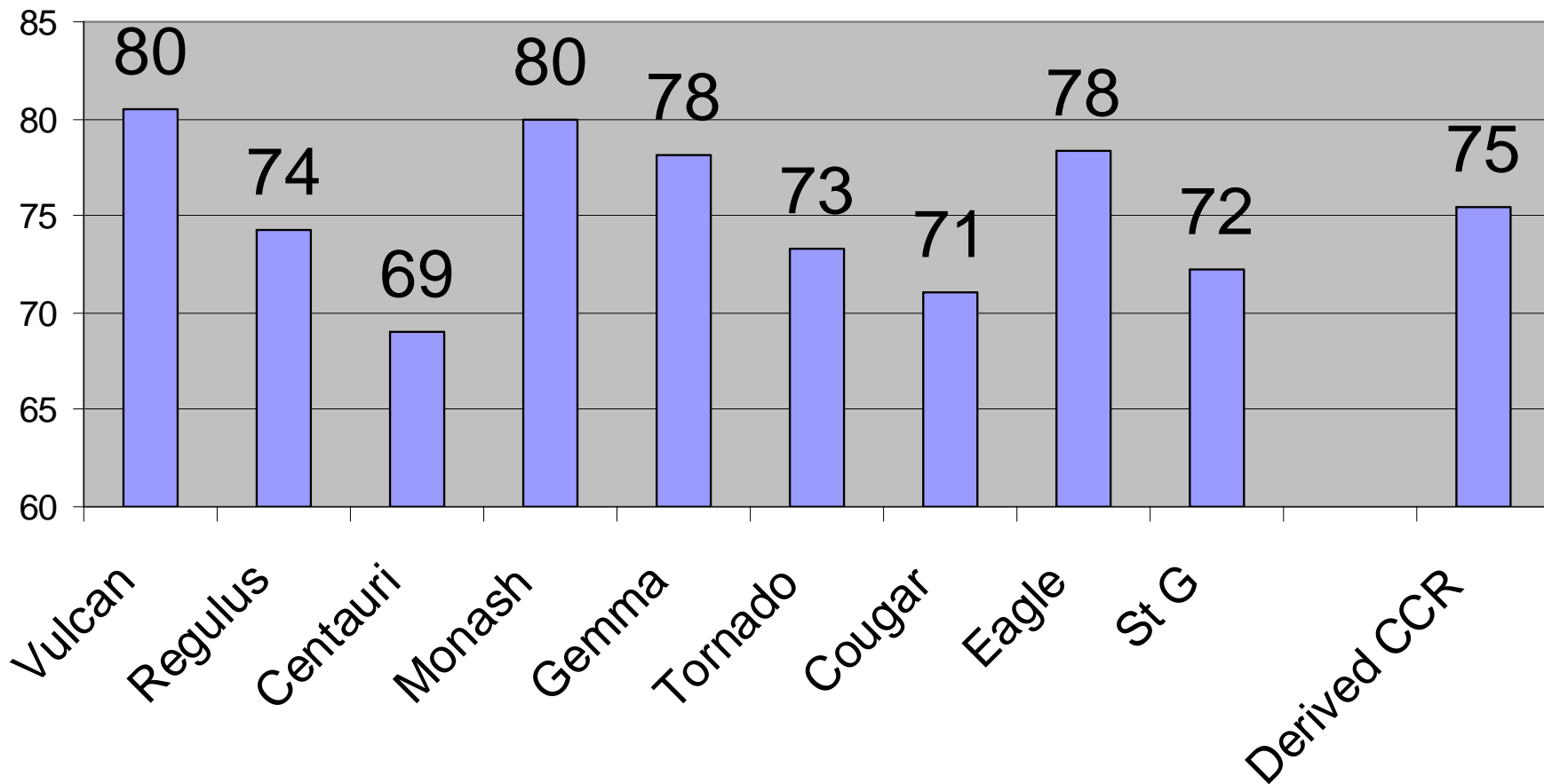
Tier 1 Nutrition and Dietetics



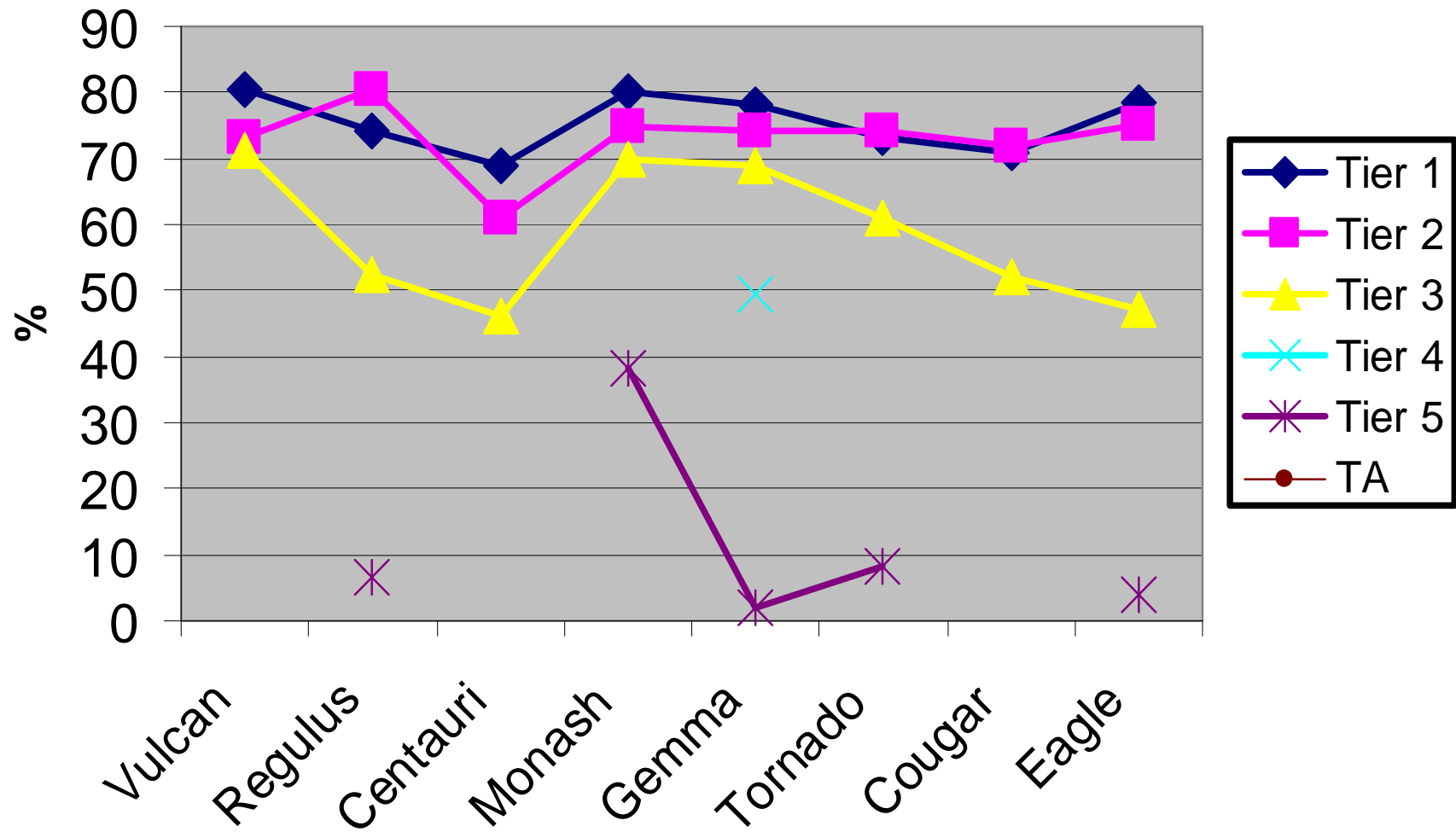
N&D Average Clinical Care Ratios




Tier 1 Social Work



Social Work



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
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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 there area of clinical expertise.
- There would be no team leader or management responsibility in this category

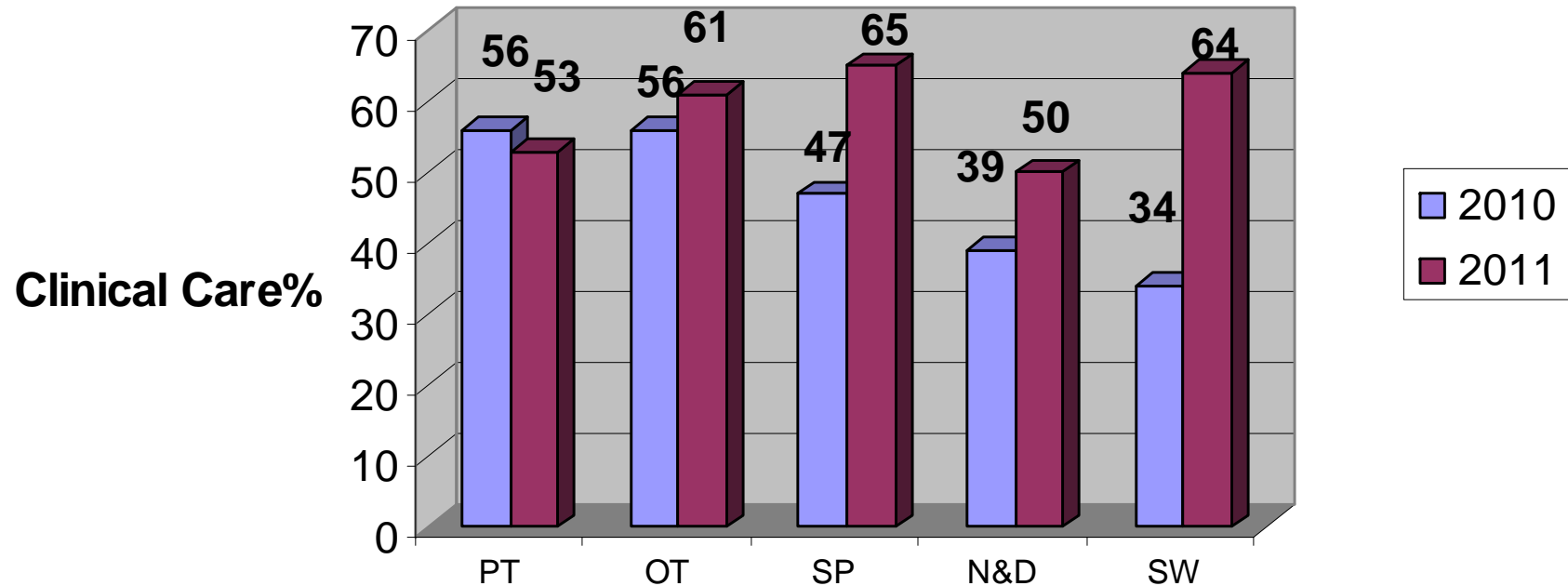
Tier 3- Clinical Leader/Supervisor

- 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.

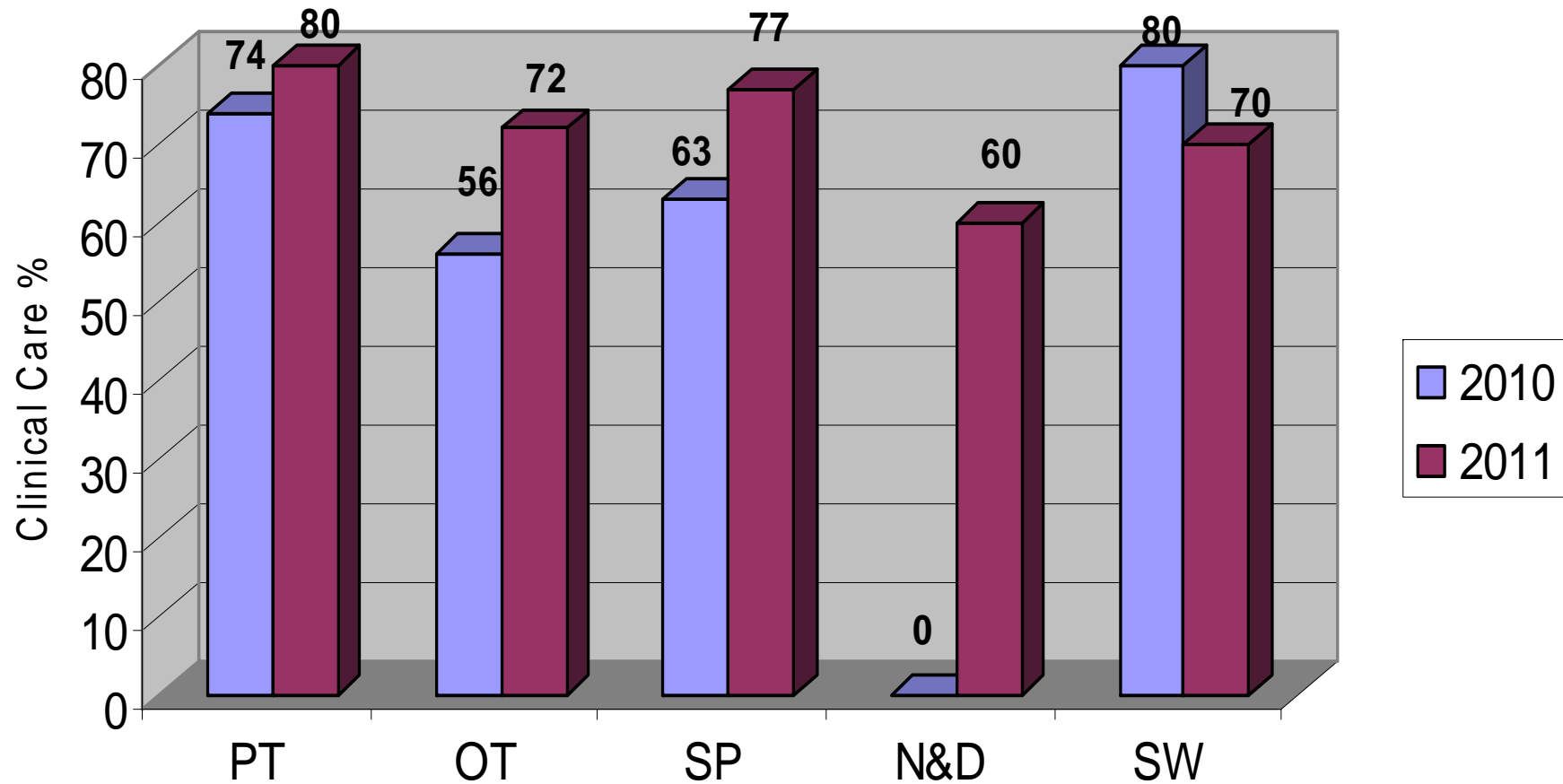
Tier 3 – Clinical Educator

- 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



Tier 3 Advanced Clinician Average




Number Collected

	PT	OT	SP	N&D	SW
Senior	38	35	8	11	23
Adv Clin	35	37	5	9	10
Clin Ed	2	1	2	3	1

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
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Revised Definitions Clinical Educator

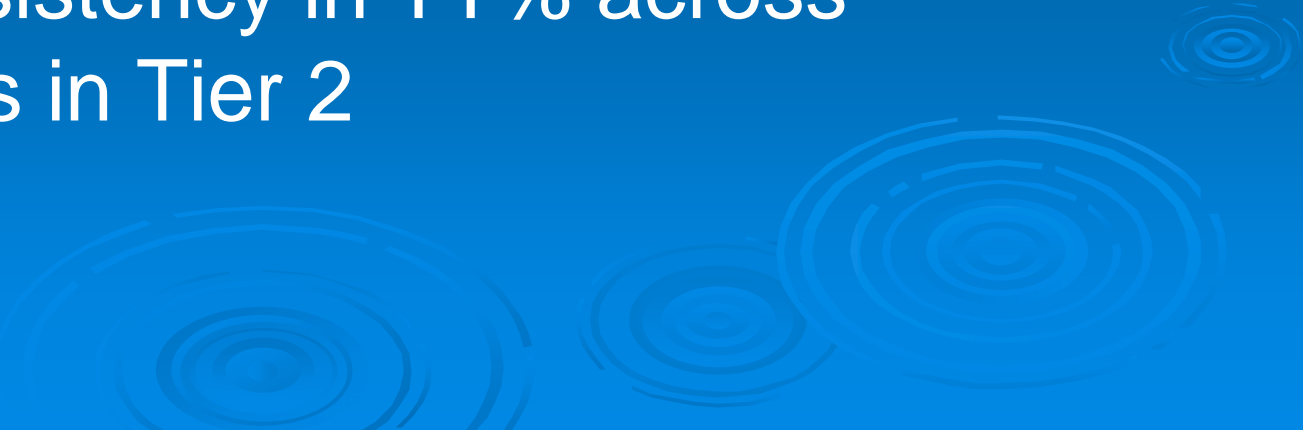
➤ Tier 2

- 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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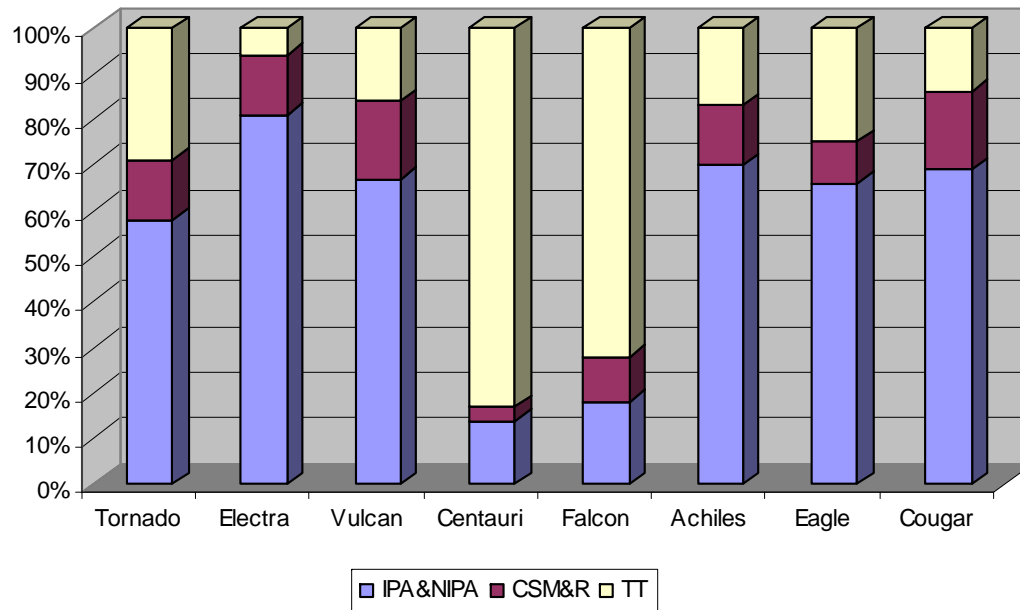
Data Collected

	PT	OT	SP	N&D	SW	PY	Pod	Total
Tier 2	60	50	22	35	24	8	4	203
Tier 3	2	4	4	2	4	1	2	19

Physiotherapy Tier 2

TT Average 20%

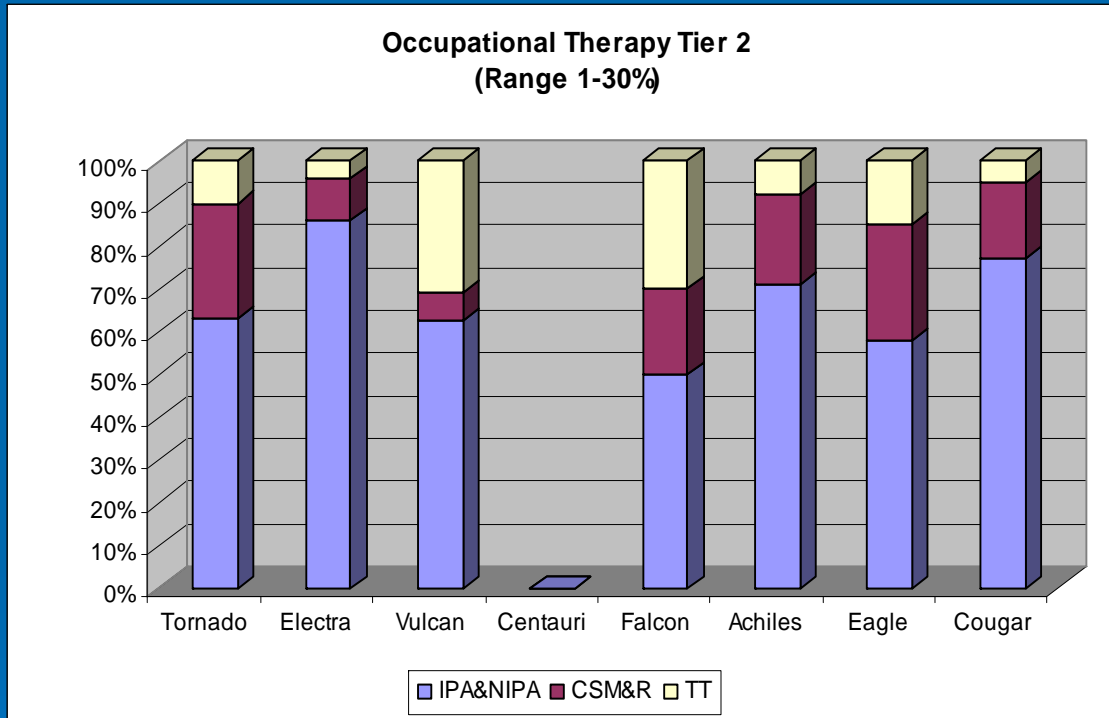
Physiotherapy Tier 2
(Range 6-83% TT)



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

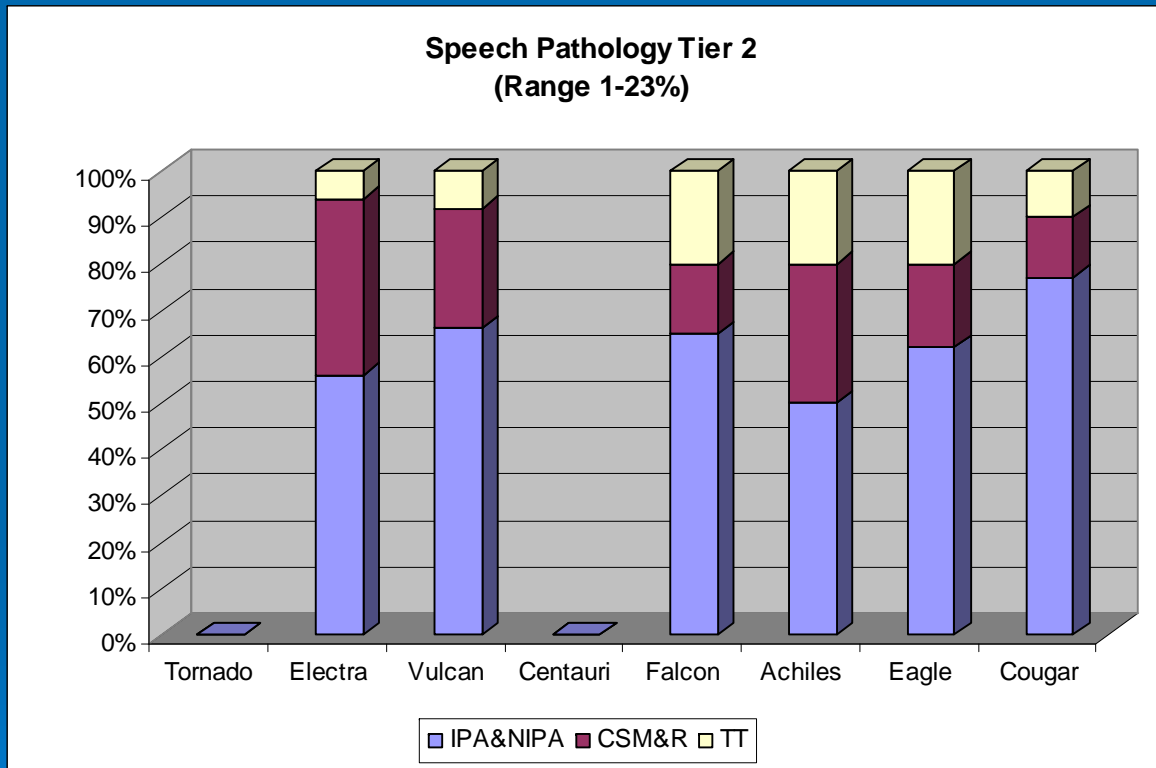
TT Average 11%



Facility	No.	TT Av %
Tornado	8	10
Electra	1	4
Vulcan	10	7
Centauri	0	0
Falcon	1	30
Achilles	10	8
Eagle	4	15
Cougar	16	5
Total	50	11

Speech Pathology Tier 2

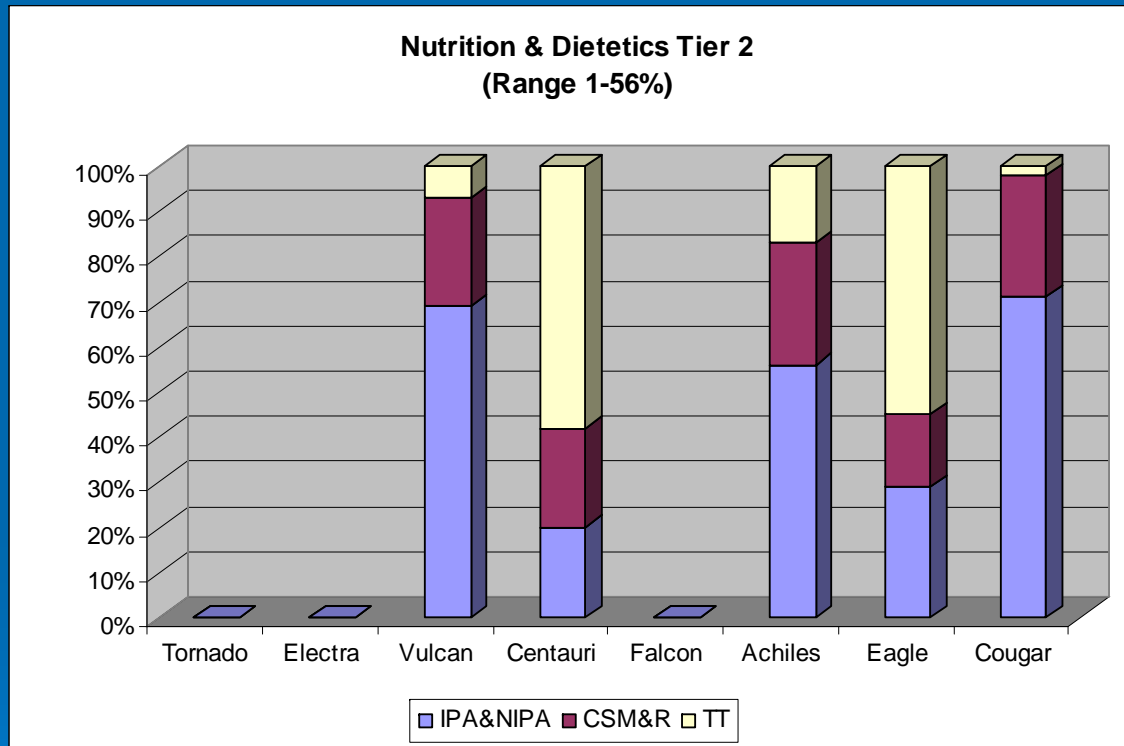
TT Average 11%



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

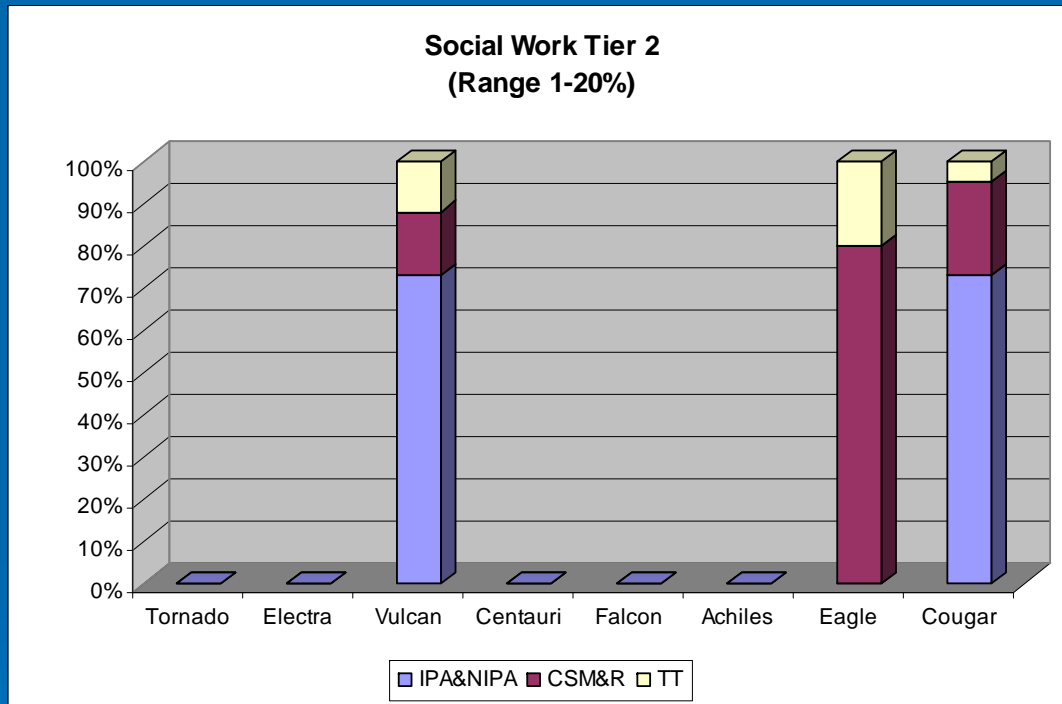
TT Average 21%



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

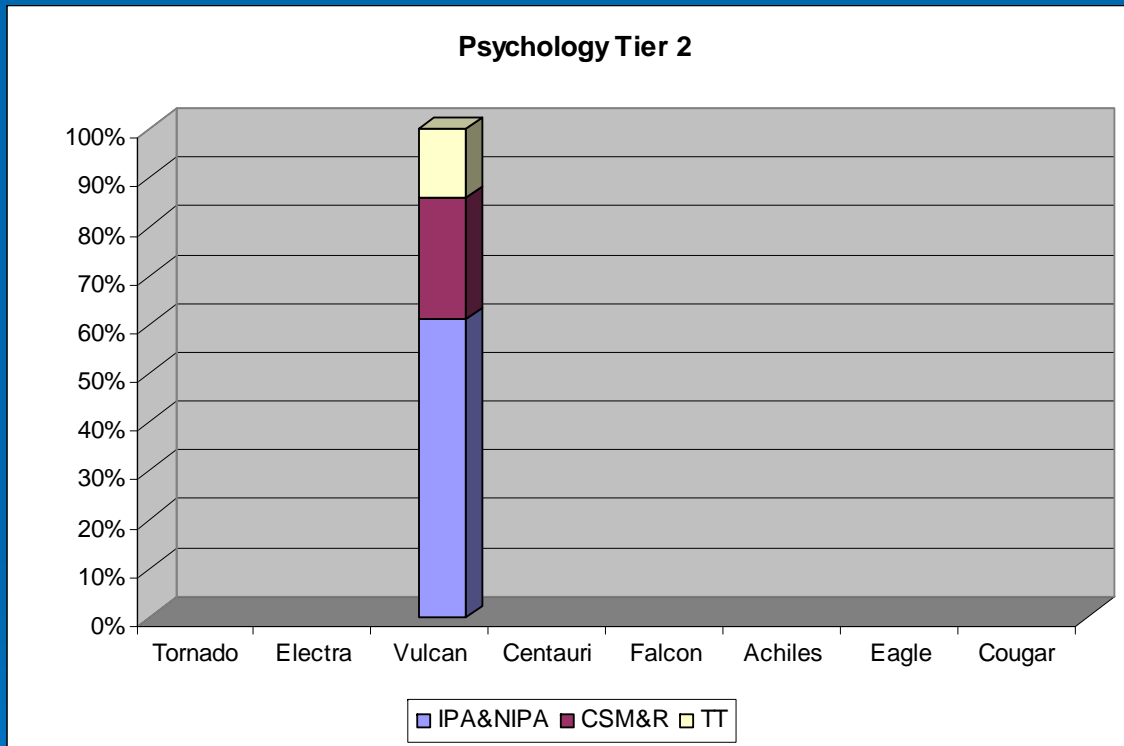
TT Average 12%



Facility	No.
Tornado	0
Electra	0
Vulcan	14
Centauri	0
Falcon	0
Achilles	0
Eagle	1
Cougar	9
Total	24

Psychology Tier 2

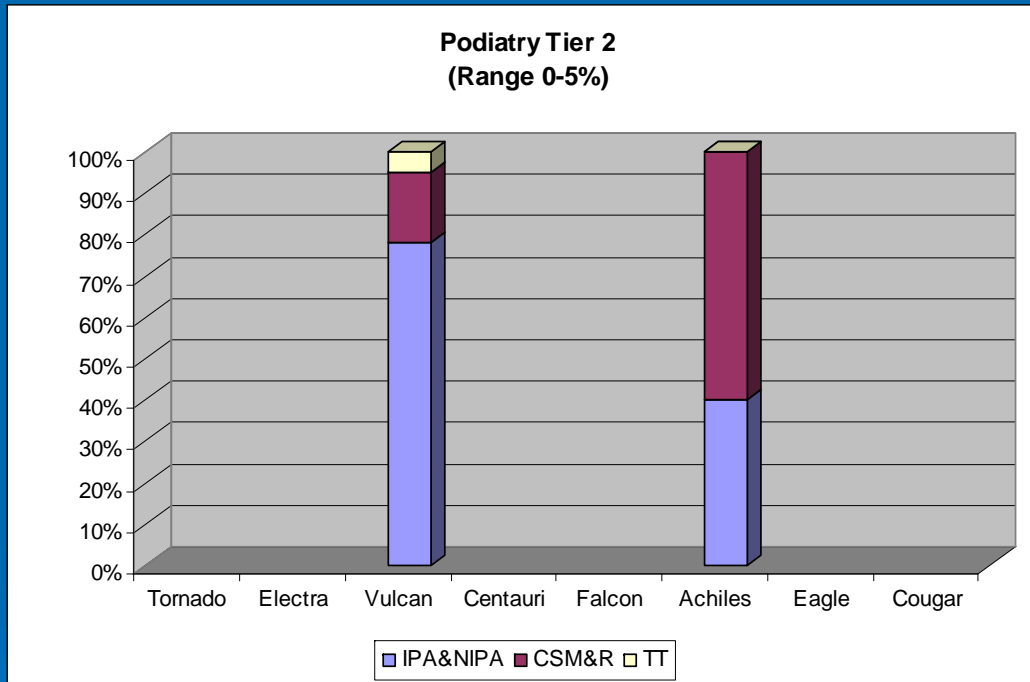
TT Average 14%



Facility	No.
Tornado	0
Electra	0
Vulcan	8
Centauri	0
Falcon	0
Achilles	0
Eagle	0
Cougar	0
Total	8

Podiatry Tier 2

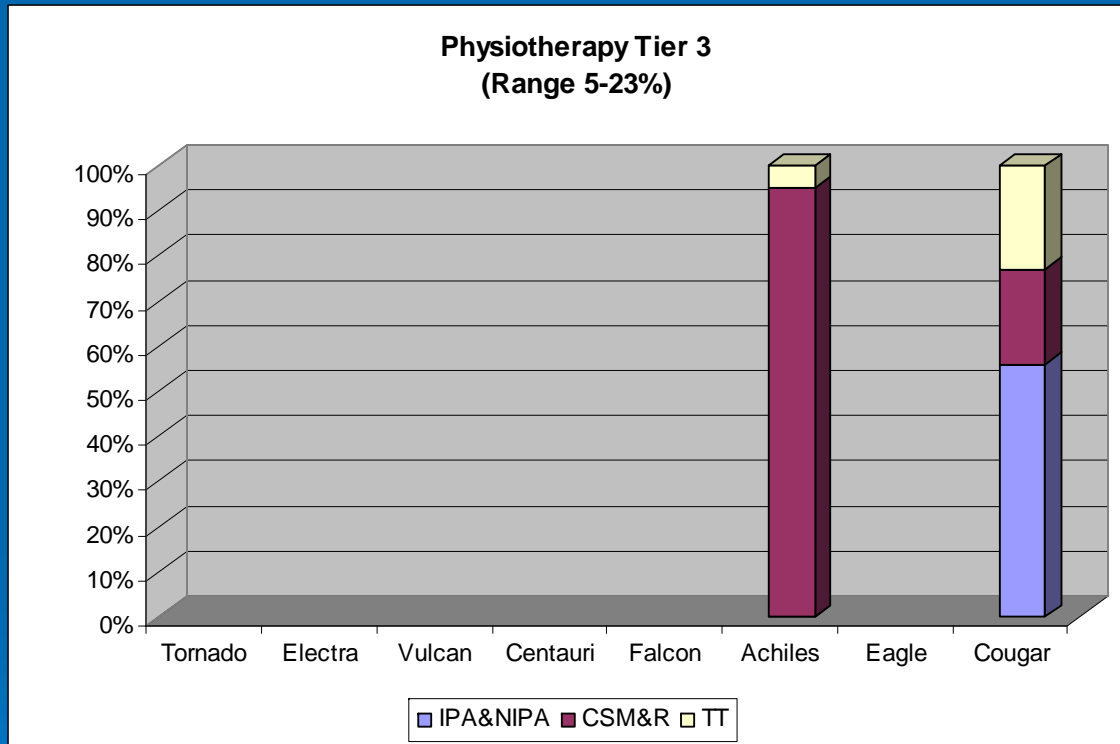
TT Average 4%



Facility	No.
Tornado	0
Electra	0
Vulcan	3
Centauri	0
Falcon	0
Achilles	1
Eagle	0
Cougar	0
Total	4

Physiotherapy Tier 3

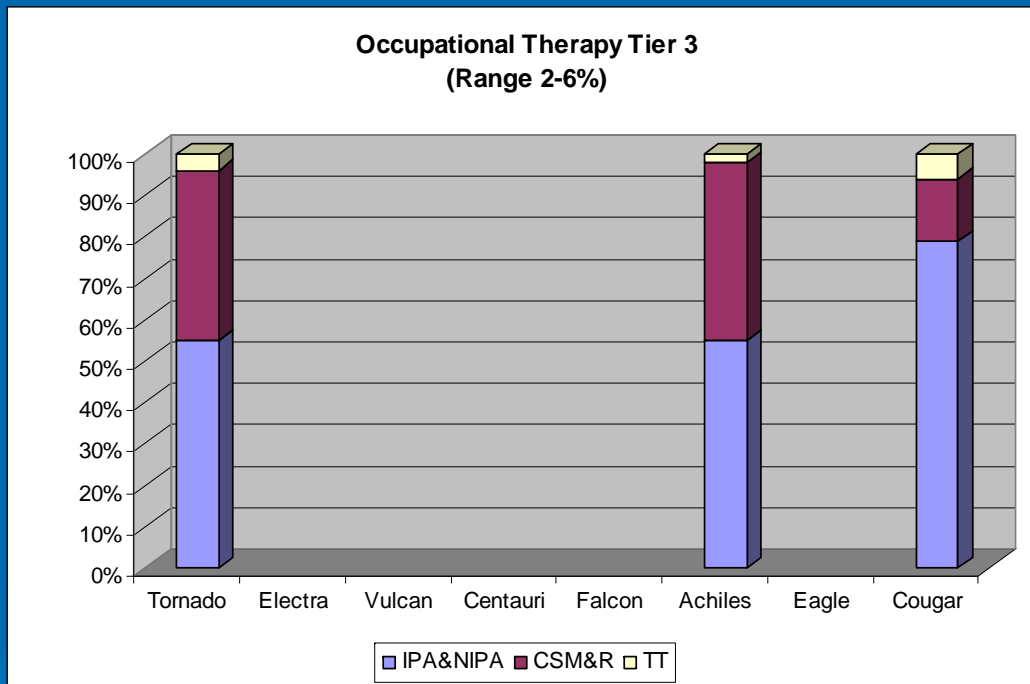
TT Average 14%



Facility	No.
Tornado	0
Electra	0
Vulcan	0
Centauri	0
Falcon	0
Achilles	1
Eagle	0
Cougar	1
Total	2

Occupational Therapy Tier 3

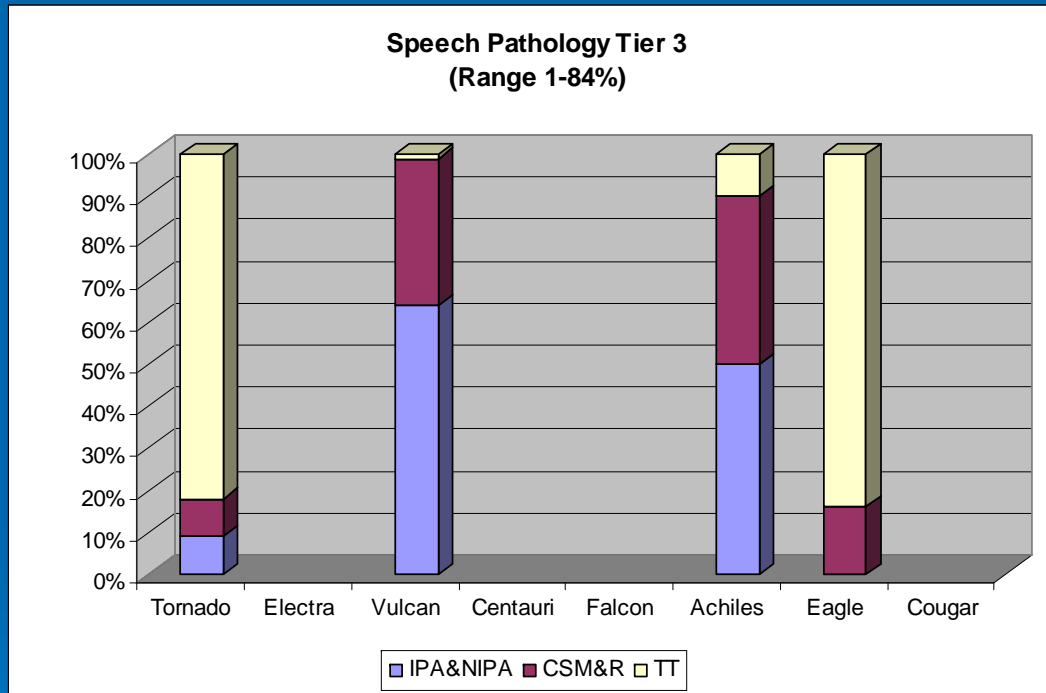
TT Average 5%



Facility	No.
Tornado	1
Electra	0
Vulcan	0
Centauri	0
Falcon	0
Achilles	1
Eagle	0
Cougar	2
Total	4

Speech Pathology Tier 3

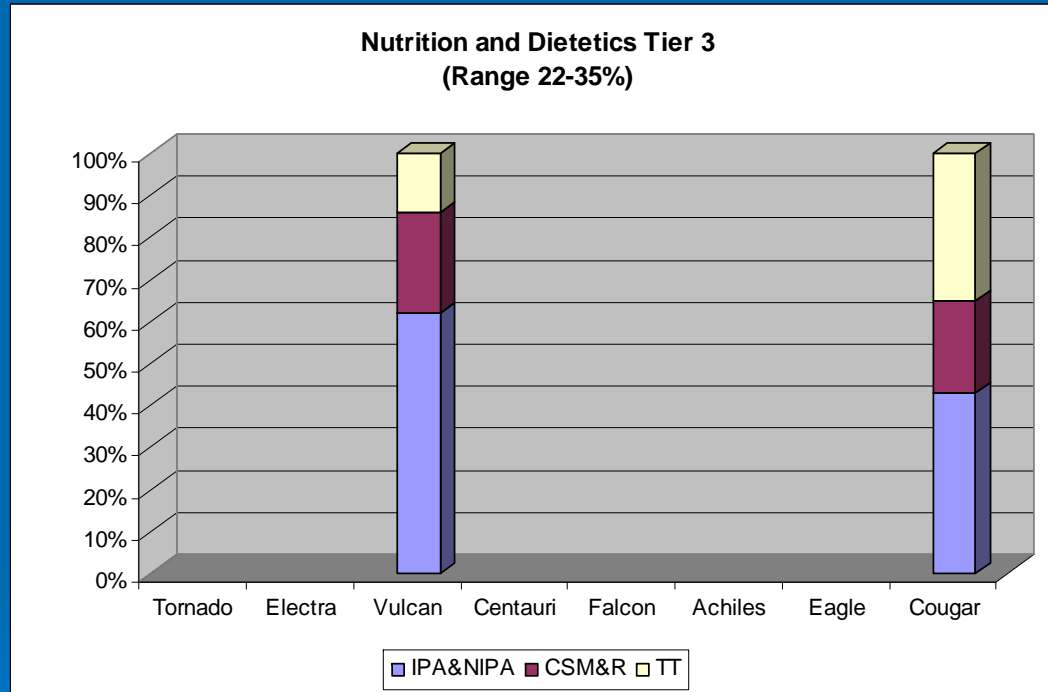
TT Average 44%



Facility	No.
Tornado	1
Electra	0
Vulcan	1
Centauri	0
Falcon	0
Achilles	1
Eagle	1
Cougar	0
Total	4

Nutrition & Dietetics Tier 3

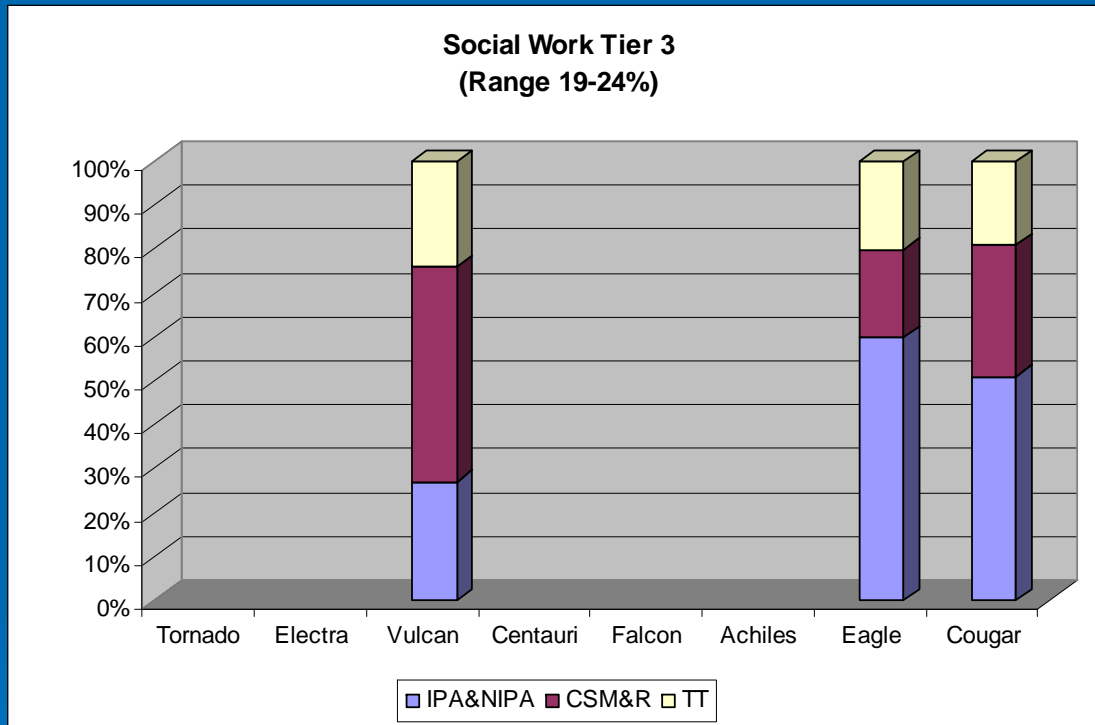
TT Average 25%



Facility	No.
Tornado	0
Electra	0
Vulcan	1
Centauri	0
Falcon	0
Achilles	0
Eagle	0
Cougar	1
Total	2

Social Work Tier 3

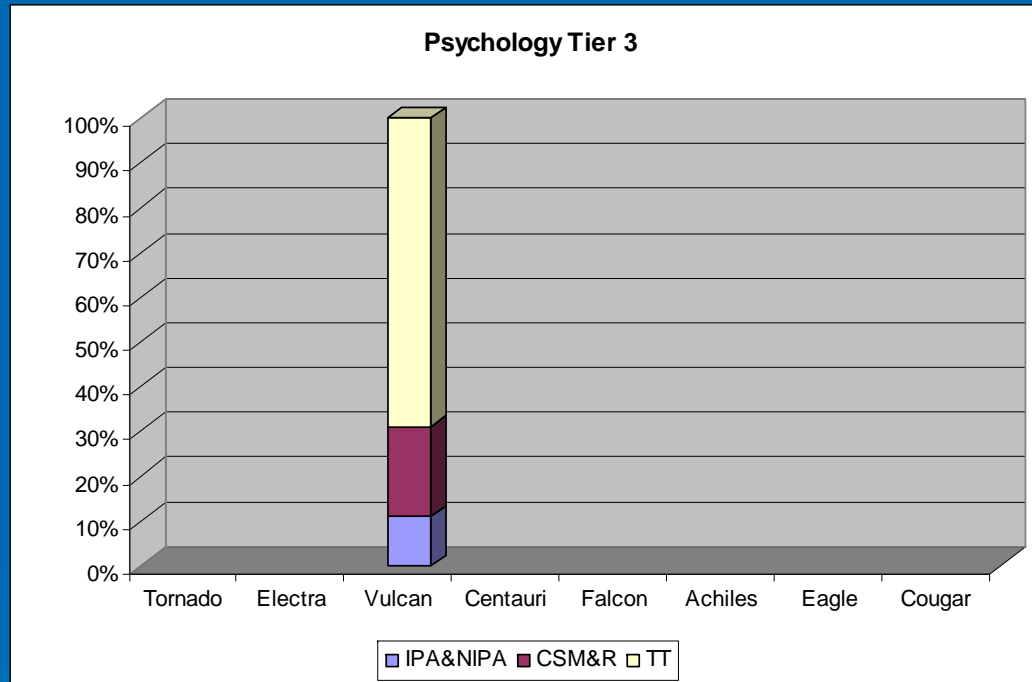
TT Average 21%



Facility	No.
Tornado	0
Electra	0
Vulcan	1
Centauri	0
Falcon	0
Achilles	0
Eagle	2
Cougar	1
Total	4

Psychology Tier 3

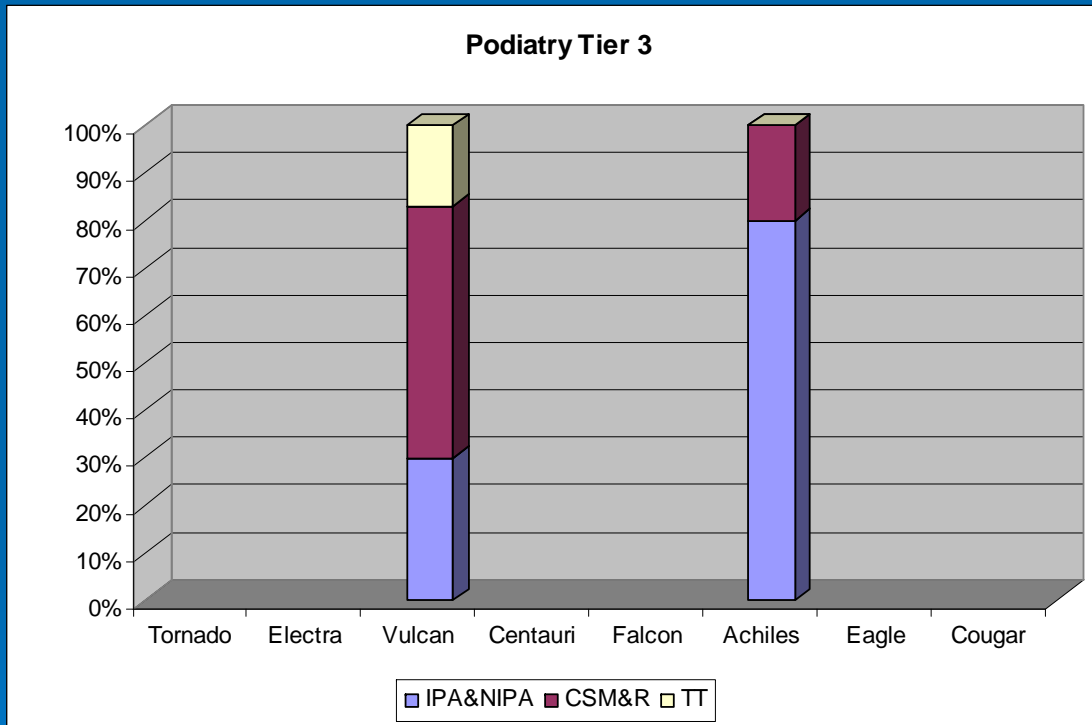
TT Average 14%



Facility	No.
Tornado	0
Electra	0
Vulcan	1
Centauri	0
Falcon	0
Achilles	0
Eagle	0
Cougar	0
Total	1

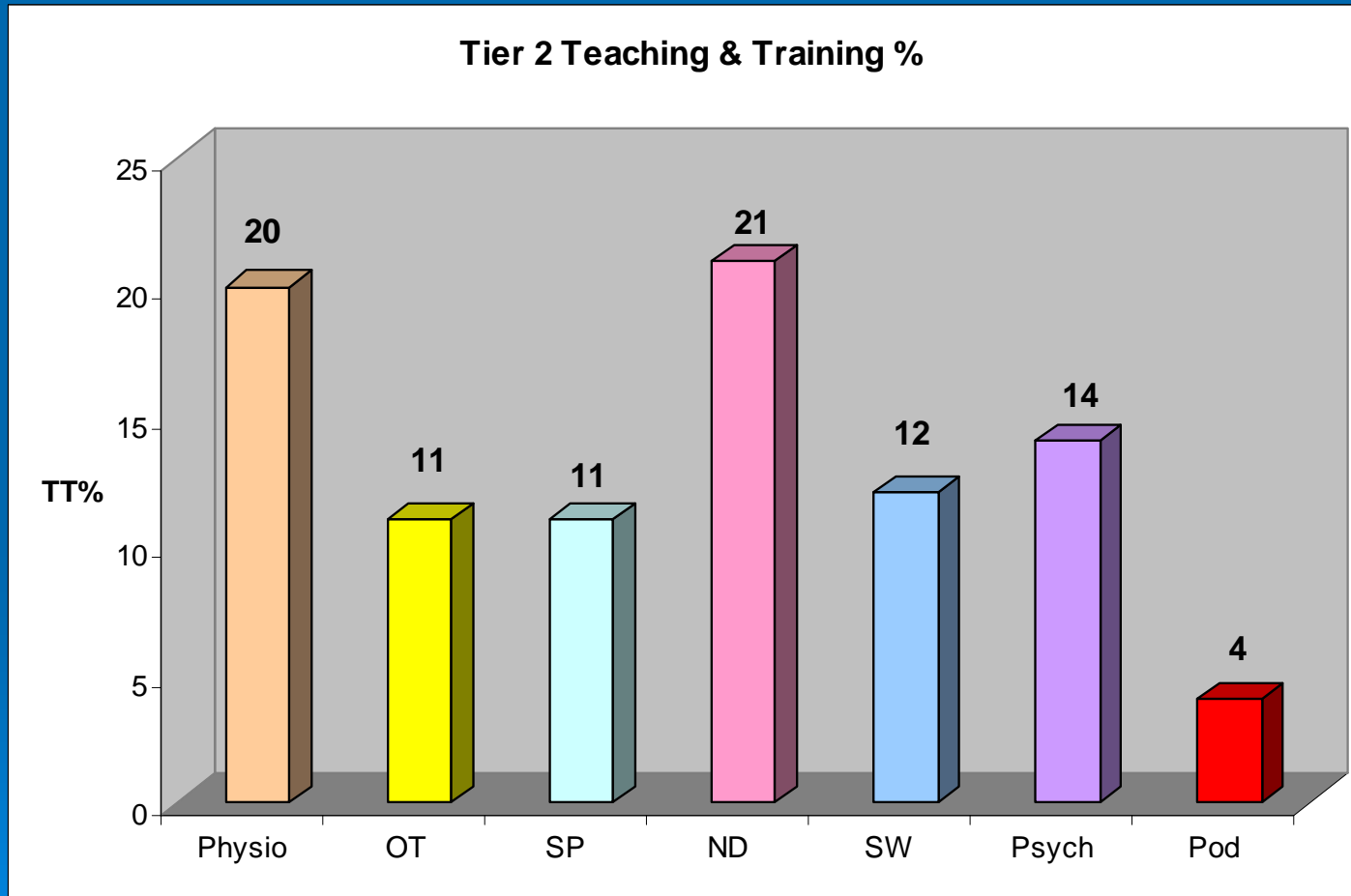
Podiatry Tier 3

TT Average 9%

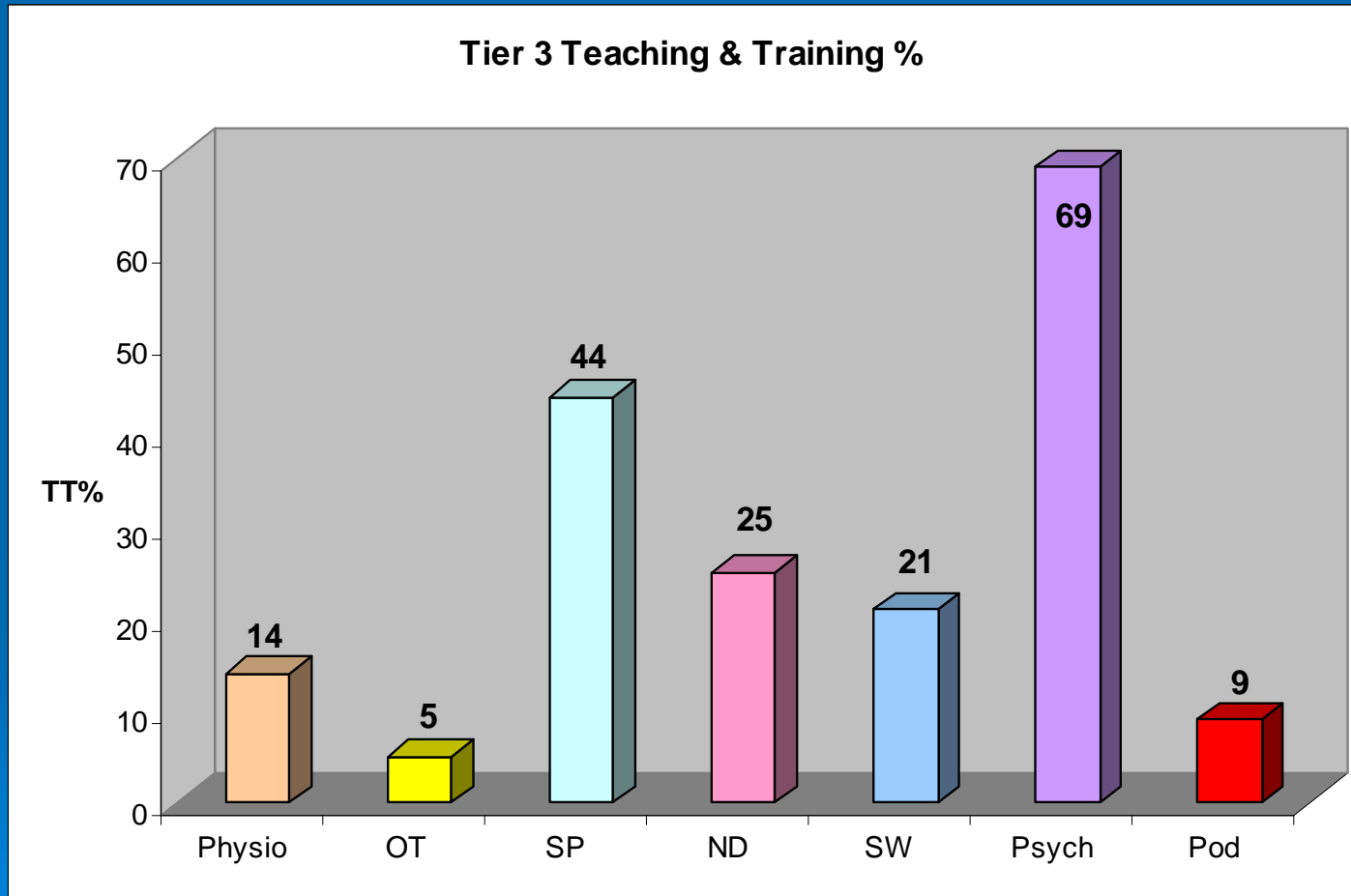


Facility	No.
Tornado	1
Electra	0
Vulcan	1
Centauri	0
Falcon	0
Achilles	1
Eagle	0
Cougar	0
Total	2

Tier 2 Av % by Profession




Tier 3 Av % by Profession



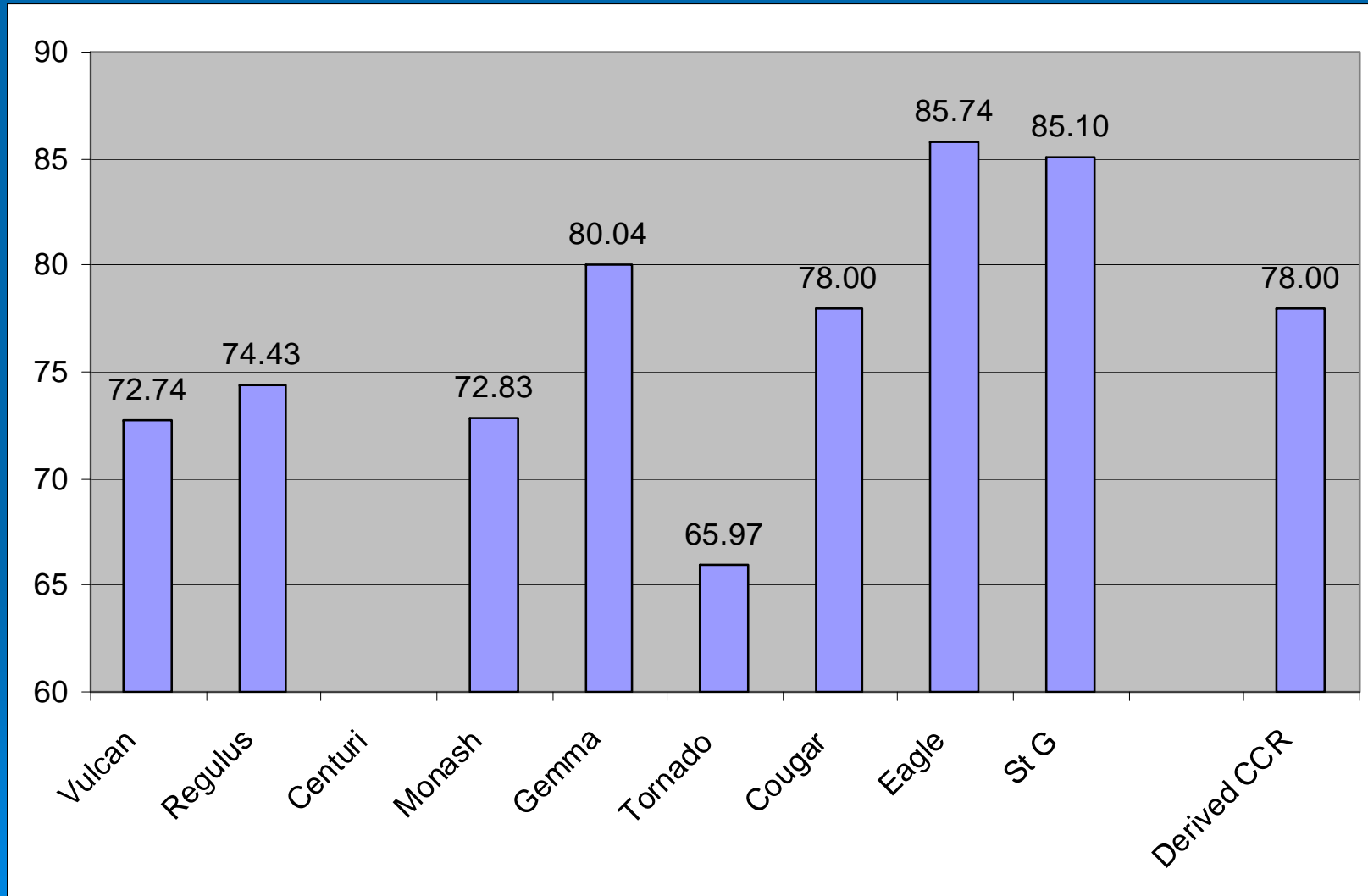
Conclusion re Clinical Educators

- 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

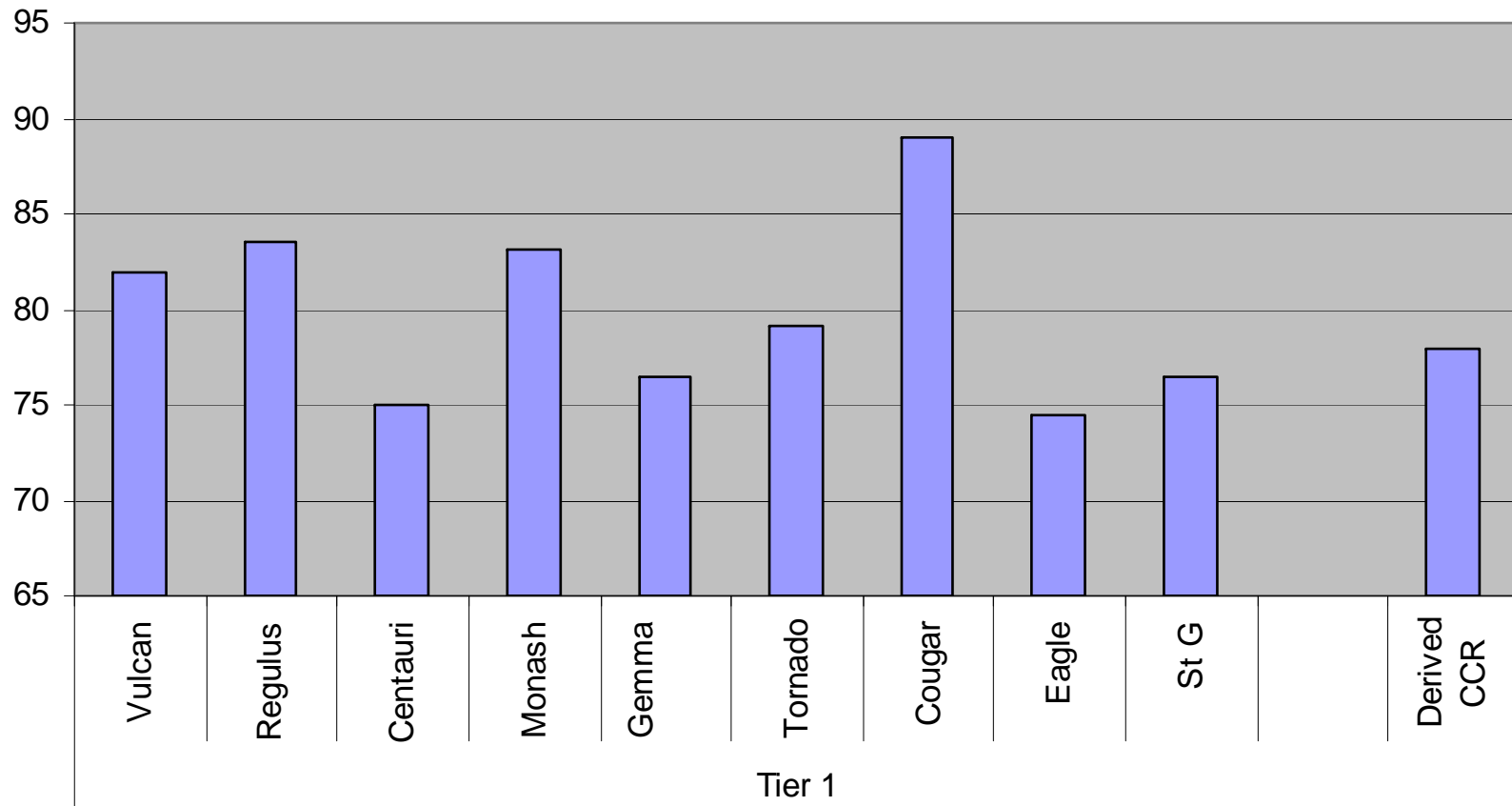
Future Actions

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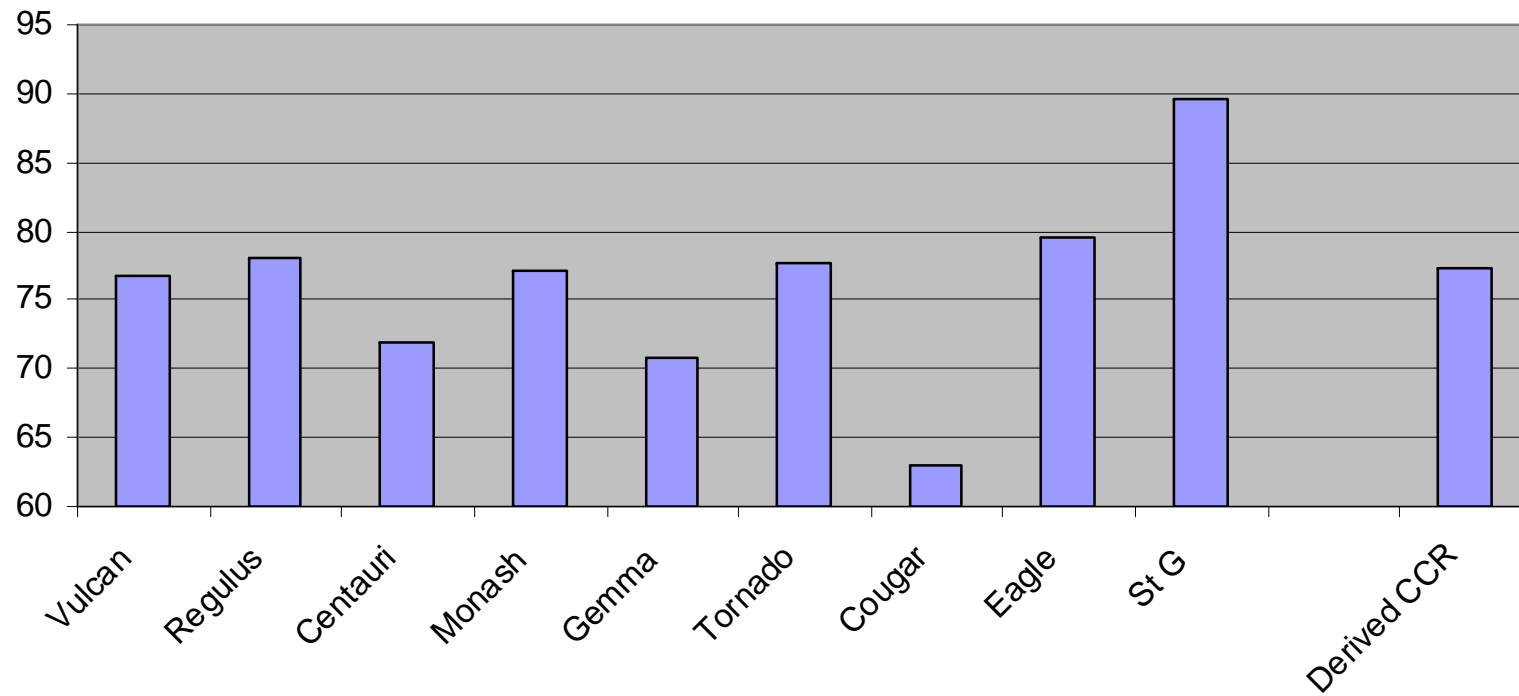
Tier 2 Physiotherapy



NAHBC Clinical Care Ratios Project 2006 - 2008 Tier 1 - Occupational Therapy



NAHBC Clinical Care Ratios Project 2006 - 2008 Tier 1 Speech Pathology

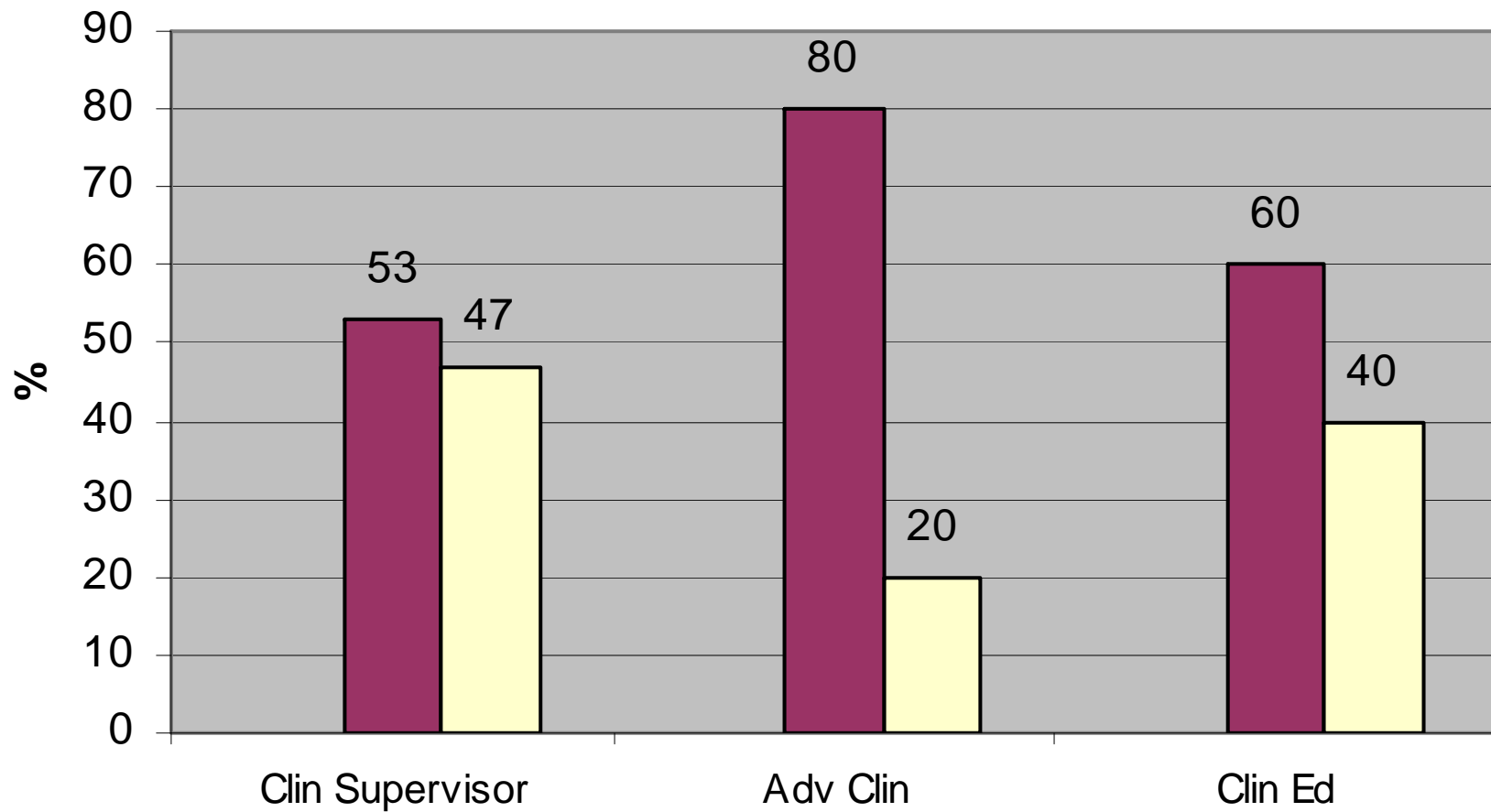


Facilities

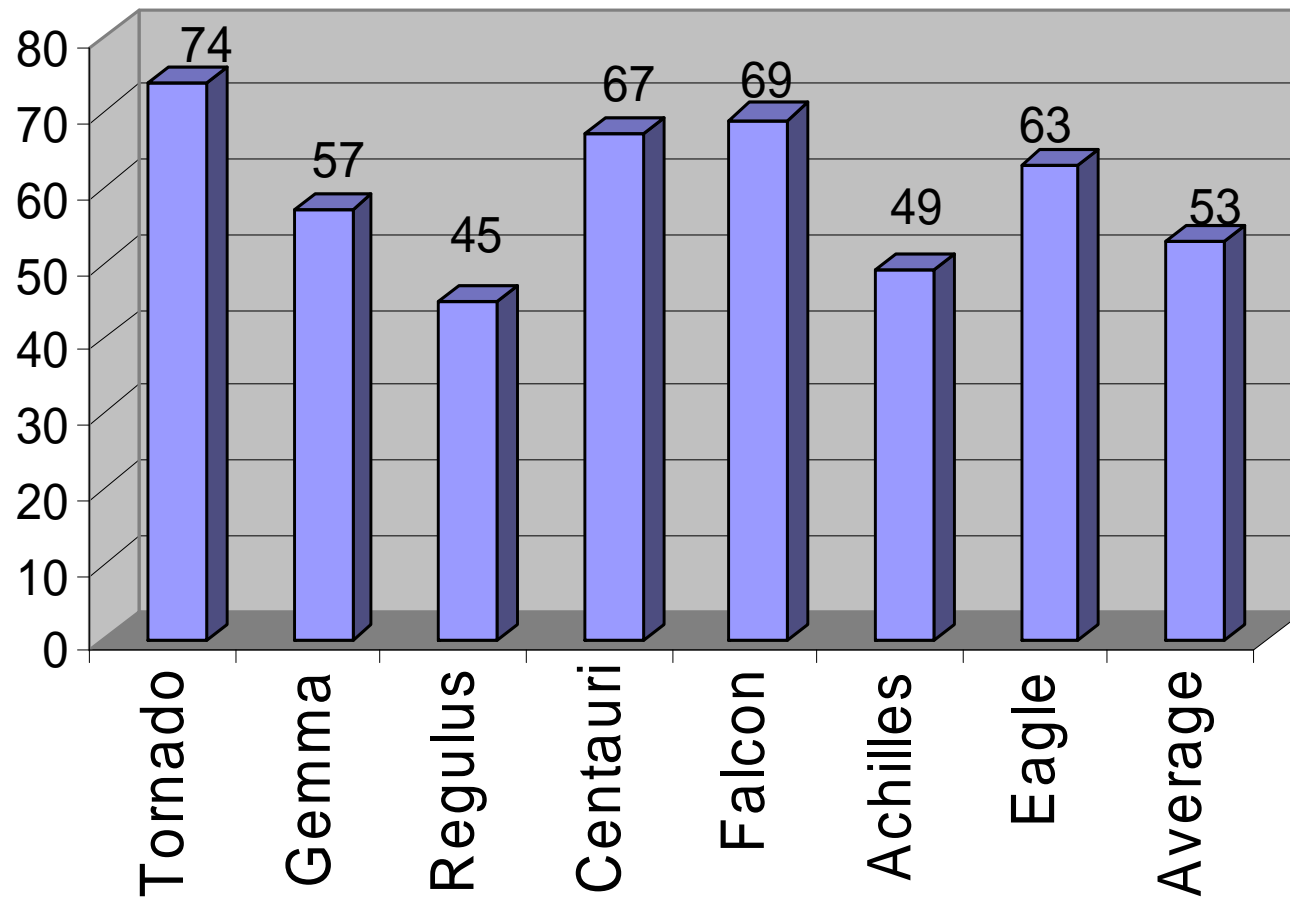
Data Collected from 8 Facilities Aug 2011

- Tornado
 - Gemma (Not N&D)
 - Vulcan (Not PT)
 - Falcon (Not SP/N&D)
 - Regulus
 - Centauri (Not N&D)
 - Achilles
 - Eagle
- 

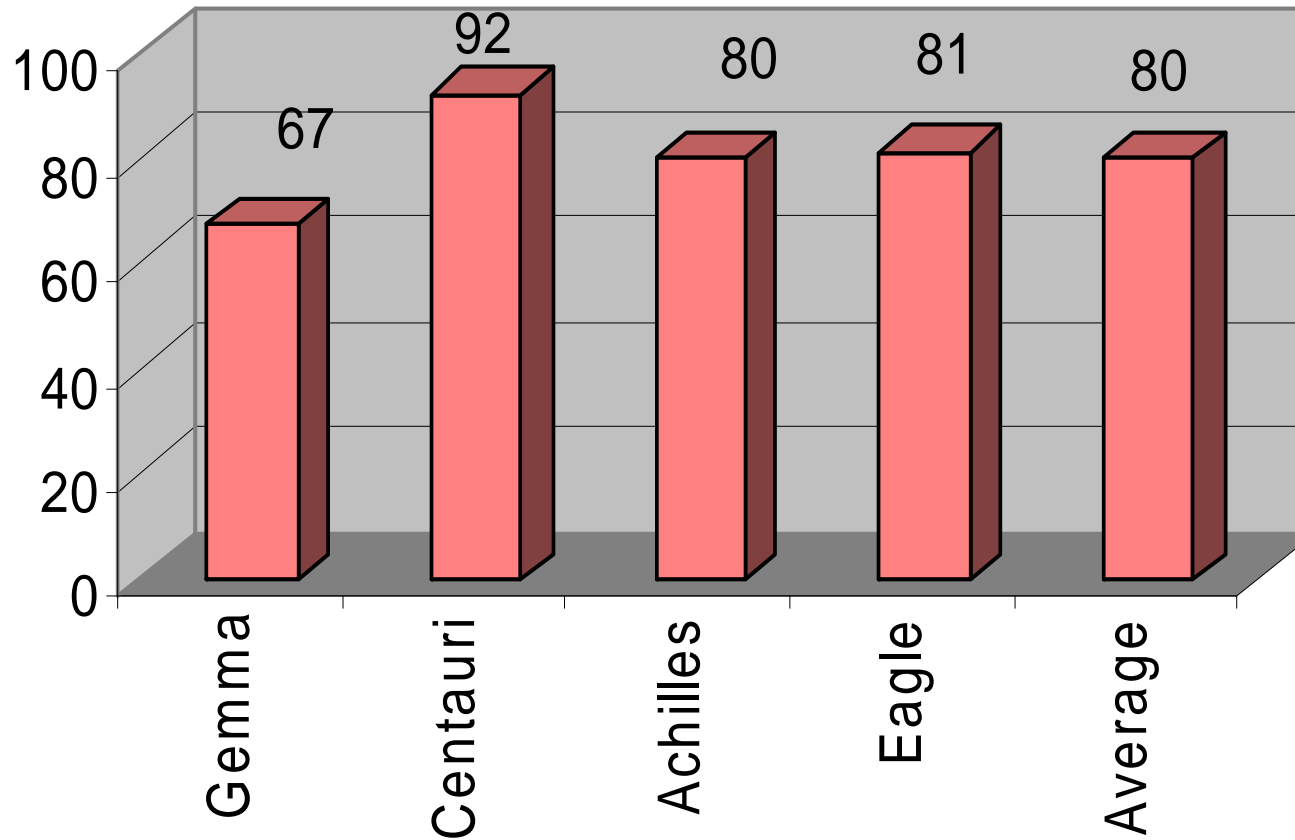
Tier 3 – Physiotherapy Average



Physiotherapy Clinical Supervisor



Physiotherapy Advanced Clinician



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

	No.	CC%	Range
PT	2	60	23-97
OT	1	52	52
SP	2	20	12-28
N&D	2	63	46-69
SW	1	4	4

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
- 