

Unlock the Potential of Allied
Health Assistants

*The Allied Health Assistants'
National Association Industry
Network*



Acknowledgement of Country

AHANA acknowledges the Traditional Owners of Country throughout Australia. We pay our respects to Elders past, present and emerging.

Today I am joining you from the lands of the Ngunnawal and Ngambri peoples, who are the Traditional Custodians of this land on which I live, work, and stand.

I invite you to acknowledge the traditional owners of the land from which you are joining this session today.



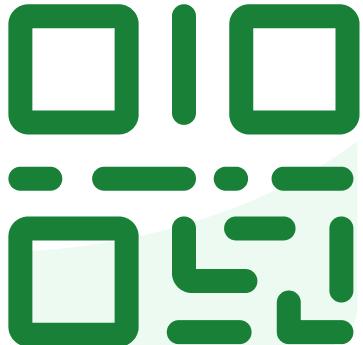
Welcome

Unlock the Potential of Allied Health Assistants: The Allied Health Assistants' National Association Industry Network.

- **Proposal to Federal Government:** Seeking support and recognition for AHA workforce through healthcare funding (e.g., Medicare, private insurance rebates)
- **Co-Regulation:** Aiming for acknowledgment through co-regulation for AHAs
- **Collaboration with AHANA's Industry Partners:** Seeking assistance in preparing the proposal



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Purpose of our consultation

Strengthen the allied health assistance workforce through occupational coregulation by:

- Government and employers formally recognising the quality assurance provided by AHANA Certification of AHAs
- Creating funding and employment models that specifically recognise AHANA Certified AHAs
- So that AHANA Certified AHAs can be employed in, and receive funding to work within a delegated model of care
- To optimise the contribution of the allied health workforce to the delivery of patient care through the use of a delegated workforce model.





What we hope to achieve through consultation?

A submission to government on potential models of service delivery and funding models to support AHA service delivery by certified AHAs that specifically includes:

1. Recognition by government that AHANA certification is the trusted source of advice on the qualification of AHAs.
 - For AHAs who hold certain classes of Practicing Membership and non-member AHAs who are assessed by AHANA as meeting equivalent certification standards
2. Reassurance that this approach best meets the needs and allied health professionals, employers and funding bodies of coregulation of AHAs and addresses any concerns
3. Support for coregulation by the allied health workforce, employers and funding bodies of Certified AHAs.



What are the problems that this proposal is designed to address?

- Insufficient allied health to meet patient / community needs, and inefficient employment of AHAs to help address this
- Inconsistent standards, training and definitions of AHAs nationally
- AHAs not explicitly recognised in allied health funding models
- Market failure due to lack of cost-effective models to employ AHAs

How will this proposal address these problems?



Increase access to allied health services through the judicious and *appropriate employment* of allied health assistants



Provide government recognition and endorsement of AHA roles by recognising the AHANA certification process



Provide explicit access to *funding* (eg Medicare) for the delivery of services by AHAs either directly or as part of a model of care



Support for a financially *sustainable business model* for the appropriate employment of AHAs in primary and aged care practices

What this is not...

- Setting up AHAs to be independent practitioners
- A discussion about role boundaries and scopes of practice of AHAs





AHANA Definition of an Allied Health Assistant

An Allied Health Assistant is a healthcare worker who has demonstrated competencies to provide person-centred, evidence-informed therapy and support to individuals and groups, to help protect, restore and maintain optimal function, and promote independence and well-being.

An Allied Health Assistant works:

- within a **defined scope of practice** and in a variety of settings, where they actively foster a safe and inclusive environment; and
- under the **delegation and supervision** of an Allied Health Professional.

The level of supervision may be direct, indirect or remote and is dependent on the Allied Health Assistant's demonstrated competencies, capabilities and experience.

Definition of an Allied Health Assistant

Schedule 1, BY-LAW No. 2022 – 01 Membership classes, membership application procedures and recognition of non-member credentials , November 2022





AHANA Membership Categories

AHANA Membership Classes

Practising Member (Provisional)

Practising Member (General)

Practising Member (Certified)

Student Member

Non-Practising Member

Associate Member

Life Member

Organisation Member

Practising Member (Certified)

- ✓ Certificate IV in AHA and
- ✓ 3 years' FTE experience as an AHA

OR

- ✓ Diploma in AHA and
- ✓ 1 years' FTE experience as an AHA

OR

- ✓ Equivalence (deemed by Board)
- ✓ Insurance cover YES

Practising Member (Certified)

Practising Member (General)

Practising Member (Provisional)

Student Member

Non-Practising Member

Associate Member

Life Member

Organisation Member

Practising member (General)

- ✓ Cert III or Cert IV in AHA or
- ✓ Equivalent qualification (deemed by Board) or
- ✓ 3 years' full-time-equivalent practising as an AHA or
- ✓ Insurance cover YES

Practising Member (Provisional)

Practising Member (General)

Practising Member (Certified)

Student Member

Non-Practising Member

Associate Member

Life Member

Organisation Member

Practising member (Provisional)

- ✓ Currently practising as an AHA
- ✓ Written confirmation from AHP supervisor signed on letterhead, or email with signature block or copy of current employment contract
- ✓ **Insurance cover YES**

Practising Member (Certified)

Practising Member (General)

Practising Member (Provisional)

Student Member

Non-Practising Member

Associate Member

Life Member

Organisation Member



AHANA members meet quality standards by:

- Meeting minimum Board endorsed **standards of entry**, based on qualifications and experience;
- Adhering to a Board endorsed **Code of Conduct**;
- Meeting **minimum safety standards**, such as police checks, working with children checks and other requirements that are relevant to their state or territory, and role;
- Ensuring AHAs have appropriate professional indemnity **insurance** to practise;
- Maintaining minimum levels of **continuing professional development**;
- Agreeing to participate in a **complaints procedure** where appropriate disciplinary action may be taken; and
- Having access to **peer support** through the association.

This means that membership of AHANA:

- ✓ Enhances quality of care
- ✓ Protects public safety
- ✓ Maintains professional ethics
- ✓ Promotes continuing professional development
- ✓ Ensures accountability
- ✓ Instils public confidence



A background image showing a calculator and the word "EMPLOYER" spelled out in wooden blocks. The calculator is silver and black, and the blocks are light-colored with dark letters.

Benefits for employers

- Quality assurance of AHAs
- Protects employers against workers who have been performance managed out of role by another provider
- Provides a mechanism for managing risk / addressing ambiguous insurance issues
- Providing support to employers to lift skills and competence of AHAs
- Extra protection for clients / patients



Benefits for AHAs

- Recognises and differentiates qualified from unqualified AHAs
- Protects and builds reputation of AHA role
- Increases trust in AHA roles
- Increased transferability of roles and skills
- More employment opportunities
- Greater and more explicit protection of public



What benefits would your business derive from access to funding for AHAs?

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What might coregulation of AHAs look like?

- Recognition of AHANA as the certifying body for AHAs
- Funding allocated to Certified Practicing AHAs, working within a delegated model of care to perform specific tasks
 - Eg basic footcare within podiatry MoC
 - Falls prevention
 - Rehabilitation assistance
 - Communication support



Who is in scope for this consultation?

- Privately employed AHAs working in a fee-for-service environment



Potential funding sources

Priority 1

- Fee-for-service reimbursement models of service
- Commonwealth Government (eg)
 - Medicare funding
 - DVA
 - Private Health Insurance
- State Government (eg)
 - Road traffic accident
 - iCare
 - Mental health initiatives

Priority 2

- Individual patient-held fund-holder arrangements (out of scope for now)
- My Aged Care
- Disability



What types of funding models could be considered?

- Preferential employment for certified members of AHANA
 - Individual AHA Provider number
 - Funding as part of a packaged model of care (eg like National Weighted Activity Units NWAU) eg for diabetes management
- Other funding models?



Breakout Room – 15 minutes

- Discuss possible funding models for allied health assistants in private practice
- Consider the advantages and disadvantages of particular models?





Please provide your comments and feedback on types of funding models

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Do you have a preferred funding model for AHAs?

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What are your highest priorities for getting started?

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How to get involved



Home About AHANA Membership Insurance Resources Find an AHA Members' Area Contact Us

Member Login

Join AHANA Today



[Back to list](#)

Proposal for the Federal government's support and recognition of the AHA workforce

Tuesday 14, May 2024

Since AHANA started, we have had many organisations reach out for guidance in developing services which can be provided by AHAs. These organisations want to be able to provide the full range of services which AHAs are ready, trained and skilled to provide. However, funding for AHA services is always an issue.

The contributions AHAs make to health service provision in organisations should be recognised with government funding.

We are partnering with our industry partners to develop a co-regulation framework for AHAs, which will be proposed to the federal government. Your input is essential to shaping this proposal, ensuring the future of the AHA profession, and improving care outcomes for all Australians. You will find our Briefing Paper about co-regulation for AHAs attached.

We have set up the AHANA Industry Network on The Allied Health Academy platform for our AHANA members to contribute to this proposal. It includes a discussion forum and online survey, and it would be great if you could join us there to have your say on how AHA co-regulation can benefit your organisation and your community.

Membership is free. Simply [click here](#) and follow the login prompts.

Please contact us if you have any questions about access. See you there!

Attachment This paper outlines the need for co-regulation of the AHA workforce



How to get involved



AHANA Industry Network

Empowering AHA Stakeholders: Empowerment, Recognition, Excellence

Welcome **Community Feed** Resources Members Events

▼ Co-regulation for Allied Health Assistants



≡ Understanding Health Practitioner Regulation



≡ Co-regulation of the Allied Health Assistant Workforce



≡ Strengthening the Allied Health Assistant workforce through occupational co-regulation- Briefing Paper



≡ Survey - we need your help!



How to get involved: Join AHANA

