

# Allied Health Strategy Provincial Consultation



Ministry of  
Health

# Agenda

- Introduction to the Allied Health Policy Secretariat
- What is Allied Health?
- Current Context
- Purpose and Scope of Allied Health Consultation
- Core Principles
- Key Areas of Focus / Objectives
- Process / Timelines / Methodology
- Key Stakeholders
- Desired Outcomes
- Questions & Next Steps

# Divisional Overview

Health Sector Workforce  
and Beneficiary Services  
(ADM Mark Armitage)

Beneficiary and  
Diagnostic  
Services

Compensation  
Policy and  
Programs

Physician  
Services

**Allied Health  
Policy  
Secretariat**

Nursing Policy  
Secretariat

Emergency  
Medical  
Assistants  
Licensing

Health  
Workforce  
Planning and  
Implementation

Professional  
Regulation and  
Oversight

Labour and  
Agreements

The AHPS provides Ministry stewardship and leadership in three key areas of focus for the allied health workforce:

- Education and Training
- Recruitment and Retention
- Practice/ Scope Optimization

# AHPS Core Team Functions

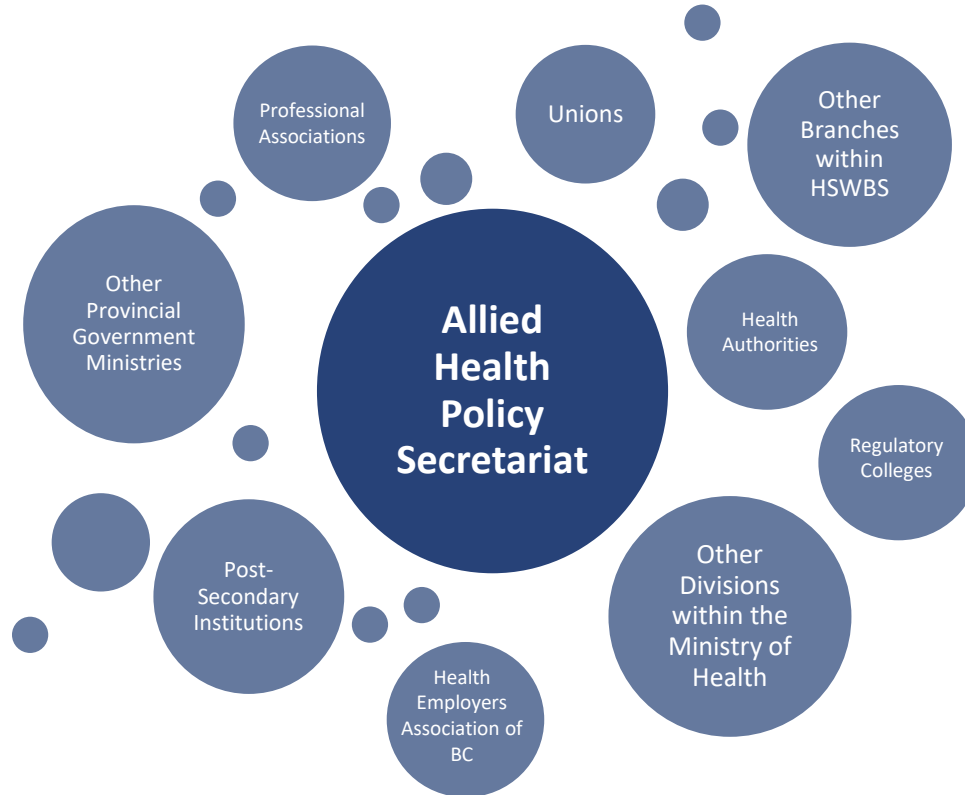
Collaborate with AEST to ensure allied health related **education** and **training** programs are consistent with current health system direction.

Provide strategic oversight and direction for allied health **clinical capacity** and **student practice education**.

Lead provincial policy and program development for allied health **recruitment and retention**.

Ensure optimization of the allied health workforce and support **scope of practice** and **models of care** that meet population health needs.

# Who do we work with?



# What is Allied Health?



## BC Definition (Current Draft)

*The Allied Health Workforce is made up of a diverse range of health professionals and occupations, both regulated and unregulated. They provide preventative, diagnostic, rehabilitative, mental health, nutrition and therapeutic services in a variety of settings. Allied health often work in collaboration with physicians, nurses, patients, clients, residents, families and others to optimize team-based care.*



## Inclusion Criteria:

- Completion of post-secondary education and training that meets profession or occupation specific qualification requirements other than medical and nursing related training
- Provides direct patient care or supports patient/ resident/ client care
- Develops/ contributes to/ informs the treatment plan

# Current Context in Allied Health



Lack of allied health leadership roles and career development pathways



System risks (e.g. lack of quality/practice improvement; many unregulated occupations; clinical capacity issues)



Critical recruitment/retention challenges in the public sector



Increased demand for AHPs to support collaborative practice and team based care



Fragmented leadership and reporting structures

# Setting the Strategic Direction for the Next Three Years



# Purpose and Scope of the Strategy

Set the strategic direction of Allied Health for BC's Health Sector:

- Vision, Mission, Philosophy, Definition
- Strategic priorities, initiatives, key performance indicators

Scope: BC Health Sector (Public, Private and Contracted) with a focus on:

- Government strategic priorities
- Role optimization
- System efficiencies
- High priority positions

## Commit to a focus on:

- The Quadruple Aim (i.e. improving health of populations; enhancing patient experience; reducing per capita health care costs; and improving staff/student experience)
- Diversity, Equity & Inclusion (GBA+)
- Indigenous Peoples/Cultural safety and humility
- Rural and remote
- Social determinants of health and health inequalities
- Partnership and collaboration
- An information-sharing and learning culture that allows for all stakeholders to be heard

# Seven Key Areas of Focus



Workforce &  
Practice  
Optimization



Leadership  
(Personal, Practice,  
Education)



Education &  
Training



Recruitment



Retention



Identity &  
Recognition



Partnership &  
Collaboration

# Alignment of Ministry Priorities, Allied Health Strategy and Provincial Health Workforce Plan



# Process and Timelines



Evidence Review /International Jurisdictions- **February through May 2021**



Stakeholder Consultations (Virtual Focus Groups and Online Survey) – **May through July 2021**



Draft Report Writing – **August through September 2021**



Final Report – **Fall 2021**



## On line Survey

- Target Audience: Allied Health Professionals (front-line, management; private; public sector; contracted)
- Dissemination: Unions; Regulators; Professional Associations; Health Authorities

## Virtual Focus Groups

- Targeted 60-90 minute facilitated virtual sessions with key stakeholder groups
- Interactive, real time input

## Key Informant Interviews

- As requested

# Stakeholders



# Provincial Consultation- Outcomes



Clear Vision of Allied Health  
in BC



Common Definition of  
Allied Health



Key Challenges Identified



Strategic priorities,  
initiatives and performance  
indicators for each of the 7  
themes

Thank You!

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