

Response to HSU feedback on NBMLHD Allied Health Professional Governance review

Professional governance arrangements for medical radiation sciences staff

There is no change proposed and current arrangements will continue, including the role of the Chief Radiographer and any associated allowances currently paid - No positions are affected by the proposal

Principal Psychologist

We confirm the appointment of the Principal Psychologist will be on a permanent basis.

Removal of lead clinician roles

The role of the Director Allied Health, Research and Strategic Partnerships is not included within the review.

An alternate district wide approach to governance that is inclusive of all disciplines and ensures all disciplines are connected to the Allied Health Directorate is proposed.

The Deputy Director role is proposed to enhance career progression opportunities for senior allied health leaders.

Profession Based Leadership Groups

As discussed, the Profession Based Leadership Groups (**PBLGs**) are to be replaced by communities of practice. This will be a more flexible model that will allow both discipline specific groups as well as practice focused groups focused to be established. Individual disciplines can transition their PBLGs into a more inclusive community of practice model if they would like to do so.

Proposed Structure

- Point 1 - Diversity and discipline knowledge will be leveraged through different means including but not limited to: the Allied Health Strategic Council, communities of practice, disciplines managers and seniors within their scope of practice.
- Point 2 – It is not correct to say that 30 of 40 respondents in the focus groups rated the existing structure as effective or very effective. Two allied health professionals rated it very effective; 10 allied health professionals rated it as effective; 12 allied health professionals, three general managers and three allied health managers gave a neutral response; four allied health professionals, three general managers and two allied health managers rated as ineffective; and one allied health professional rated it as not effective at all. However, this was not the only measure taken into consideration. The consultation paper provides information as to other information that was considered.
- Point 3 – The Allied Health Strategic Advisory Group (to be called the Allied Health Executive Council) will have a specific remit to work collaboratively across facilities and disciplines to ensure there is a reduction in siloing.
- Point 4 – The terms of reference of the Allied Health Strategic Advisory Group will specifically address the risks highlighted in the HSU's response to ensure adequate representation.
- Point 5 – Deputy Director Allied Health – it is intended that this position be filled by an allied health professional; however the award criteria need to be adhered to in the selection criteria.
- Point 6 – the Allied Health Managers are senior managers in facilities/services who hold both operational and professional governance accountability for all allied health services in their facility/service. They are members of facility/service executive teams. They are above the level of department heads.