

## **Workshop 5: Workforce Planning and Development for Allied Health Executives, Managers and Policy Officers**

### **Workshop Presenters:**

- Martin Freeman – Francis Health
- Adam Jogee - Francis Health
- Robyn Burley – Executive Director Workforce Planning and Development NSW Ministry of Health
- Tamara Lee – Director, Workforce Policy and Development, NSW Ministry of Health
- Brian Shimadry – Director, Workforce Planning and Performance Unit, NSW Ministry of Health
- Charles Davison, Manager, Aboriginal Workforce
- Todd Hunt, Manager, Workforce Planning
- Sue Colley, Director of Allied Health, South Western Sydney Local Health District, NSW

### **Workshop Summary**

Effective workforce planning is essential for developing sustainable health care services in an environment of increasing demand and complexities. Workforce planning is a business process for ensuring that an organisation has suitable access to talent to ensure future business success. It's about '*getting the right staff with the right skills in the right place at the right time*'.

Managers and Service Planners understand the importance of setting organisational directions, planning for the future, and recruiting the right people, but workforce planning is not an exact science, economic or accounting process. Managers can feel confused by workforce planning concepts.

This workshop will be an interactive session for allied health managers, service planners and advisors, to look closely at some important workforce planning concepts and practice using some tools in workforce planning. The workshop will start with an understanding of the basic concepts and processes of workforce planning, but will quickly move into practical sessions with a strong focus on allied health professions.

Workforce planning for allied health professions can face some challenges, the most obvious one is the availability of reliable data. The facilitators will discuss mechanisms that help to overcome those barriers and provide greater opportunity for analysis.

## **Workshop objectives include**

1. To identify the differences between strategic and operational approaches to workforce planning,
2. To understand existing challenges in workforce planning for allied health
3. To gain skills in using a range of workforce planning tools and mechanisms

*Please note: This is not a workshop about performance management of staff*

## **Speaker Biographies:**

### **Charles Davison**

**Charles Davison** is a Gadigal man, born on Country. Charles is Manager of the Aboriginal Workforce Unit, Workforce Planning & Development, NSW Ministry of Health.

Charles has been involved in developing, delivering and supporting Aboriginal cultural initiatives, training, policy development and implementation to Government and Non-Government agencies and networks for more than 30 years.

As Manager of Aboriginal Workforce since 2006, Charles has been instrumental in the development, implementation and monitoring of Aboriginal Workforce and Cultural Training policies, resources, guidelines and frameworks that aim to improve recruitment processes, assist and define career pathways, provide a culturally safe work environment and support equity and equality for Aboriginal people in NSW Health.

Charles is an advocate of social justice, reconciliation and equity and has made extensive contributions to Aboriginal and Torres Strait Islander health and education research, process, policy and practice.

Charles is committed to community development at local, state and national levels representing NSW Health at State and National government, agency and independent provider gatherings, meetings, conferences and community engagement forums.

Charles has committed his adult life to advocating for social justice and recognition of Aboriginal people, empowering individuals and their communities to seek their voice, stand for what they know works and deliver to themselves what makes them strong, engaged and healthy.



### **Robyn Burley**

Robyn Burley leads the workforce planning and policy of workforce reform for NSW Health. Robyn has over 25 years in senior leadership and management with extensive experience in operational management and leadership of policy setting in the public education and health sectors in NSW.

Robyn and her team's work in workforce planning and modelling for the medical, nursing and allied health workforces is some of the more innovative workforce planning work occurring in Australia making information accessible through the Map my health career website.



### **Todd Hunt**

Todd has worked for NSW Health system for more than 20 years covering in various capacities including junior medical rostering, nursing rostering administration and as a payroll manager.

Todd's initial role in NSW Ministry of Health in 2006 was the Manager of Workforce Reporting. This role encompasses reporting of human resource and corporate services workforce data across the NSW Health system.

Since 2009, Todd has been the Manager of Workforce Planning and is responsible for future health workforce planning in NSW. His workforce projections have been used to assist in policy and planning in NSW most notably the NSW Health Workforce Professional Plan. This planning is undertaken for the medical, nursing and allied health workforces.

