

## Interim Report: Feedback

Following the Sustainable Health Review Interim Report feedback was sought. Open feedback provided by the organisation or individual is detailed below.

Your Personal Details	
1. Title	Mr <input type="checkbox"/> Miss <input type="checkbox"/> Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Dr <input type="checkbox"/> Other <input type="checkbox"/>
2. First Name(s)	
3. Surname	
4. Contact Details	
5. Organisation	University of Western Australia
6. Location	<input checked="" type="checkbox"/> Metropolitan <input type="checkbox"/> Regional WA <input type="checkbox"/> Outside WA
7. Are you providing a response on behalf of your group/organisation or as an individual? (Required)	<input checked="" type="checkbox"/> Group/organisation <input type="checkbox"/> Individual <input type="checkbox"/> Other, please specify _____
<b>Q8. Do you consent to your feedback being published, in summaries or in the Final Report? (Required)</b>	
<input checked="" type="checkbox"/> I consent to my feedback being published <input type="checkbox"/> I consent to my feedback being published anonymously <input type="checkbox"/> I do not consent to my feedback being published	

## **Sustainable Health Review**

### **Interim Report – Preliminary Directions**

#### **Response from the University of Western Australia**

The University of Western Australia (UWA) welcomes the opportunity to respond to the Interim Report of the Sustainable Health Review which articulates challenges faced in the sector. The “Preliminary Directions” that have been identified from your findings provide a very useful framework for the next phase of consultation. They also resonate strongly with UWA’s perceptions of some of the key issues that will need to be addressed in order to achieve a more sustainable health system for Western Australia. In this response we provide observations of UWA on the “Preliminary Directions”, “Recommendations for Immediate Action” and “Areas for Further Work”. In addition we provide suggestions which relate to aspects of the Interim Report where there is potential to strengthen focus and draw out key overarching themes.

UWA and its Faculty of Health and Medical Sciences appreciate the complexity of the challenges and recognise that there is no simple solution. The University is fully committed to supporting the Western Australian Government in this challenging agenda and finding solutions. Higher education has a key role to play in supporting health service delivery through education, research, innovation and policy. Major culture shifts and changes in the delivery of health and social services are required. This response highlights aspects of the work where the University may be able to work with WA Health and other key stakeholders in order to contribute to the change processes involved to ensure ongoing sustainability of the WA health system.

#### ***Some Observations on the Preliminary Directions***

- Developing a fit-for-purpose, affordable workforce is possibly the most critical component of a sustainability strategy. As recognised in the Interim Report, a significant proportion of current health expenditure is consumed by staffing costs. A contemporary workforce equipped with the skills and knowledge will be imperative to meet the health care needs and priorities facing Western Australia now and into the future. “Direction 10” rightly identifies the importance of developing such a supported and flexible workforce. We suggest that ensuring that the workforce is appropriate comprises a key overarching area for further work and action. The degree of action involved cannot be reflected adequately in one discrete indicator. An appropriately equipped workforce and a broad range of health care roles will be necessary to deliver all of the Directions identified in this “Interim Report”.
- There is little mention of the growing interface between health and social care needs. These combined needs will lead to increasing demands on the future WA health service system.
- Partnerships are explicitly mentioned in the Interim Report. A move to formalise partnerships and shared agendas between key stakeholders in the health system is fundamental to achieving sustainability and progressing the Preliminary Directions.

- A culture of shared ownership is required to deliver all the actions proposed in the Interim Report. UWA has a clear commitment to work with WA Health in order to educate and prepare the highest quality health care professionals for future roles. We would wish to be an active player in developing a new culture of equitable partnership and shared priorities. Working together will lead to the creation of shared solutions to secure an appropriate, affordable and sustainable future workforce for decision-making and health care delivery.

**UWA believes that working in the context of embedded partnership with shared agendas in health education and research is pivotal to enhancing health service delivery and achieving more effective and sustainable services.**

We provide examples of how UWA can contribute to two overarching challenges facing WA Health, i.e. workforce composition and robust stakeholder partnerships.

***Workforce Composition:***

UWA has a long-standing inter-dependent relationship with the WA State Government for education and training of our health workforce professionals. Our educational portfolio has developed in response to past requirements for traditional roles leading to graduates in medicine, dentistry, pharmacy and allied health. There is growing evidence that there is need to change; generating more of the same will be unaffordable and not provide the sustainable workforce required for the future.

There are growing imperatives to link the health and social care needs of our community. Addressing this will have implications for resources, professional roles and appropriately skilled professionals. The UWA Faculty of Health and Medical Sciences already provides a range of health and social care educational programmes. These are currently under review, to ensure they are contemporary and meet current societal needs. This will include inter-professional learning together with greater integration of health and social care skills. To ensure their appropriateness for today's workplace, we are in dialogue with key service providers about required skill sets and the potential needs. We believe that there is need for whole-of-health system discussion about the kind of workforce required in the future to meet the resource issues as well as health and ageing problems ahead of us. UWA would be pleased to play an active part in debating these challenges.

**We recognise the need to move beyond traditional roles in health and care delivery. By working in partnership, embracing inter-professional learning and through new educational offerings, UWA could facilitate transformation of the composition of our health workforce.** This would involve a much greater emphasis on skills and knowledge required for preventative care, changes in public expectations, health and social needs of an ageing society, increasing complexity of disease, mental health challenges and new technologies.

As a higher education provider, we would welcome the opportunity to work in partnership with WA Health, care providers, policy-makers and regulators to support the creation of a modern health workforce of the future. The educational programmes would be evidence-based and developed in partnership with key stakeholders in WA health service delivery.

### ***Stakeholder Partnerships:***

Formalised partnerships between education providers and WA Health will be essential to deliver solutions that will enhance the quality of care and lead to more sustainable services. UWA would welcome the opportunity to contribute to progressing many of the Directions through initiatives, such as:

- Developing innovative solutions to meeting future health and social care needs and requirements for enhanced care in the community through education and clinical research;
- Enhancing health in country WA through a well-structured, resourced and established framework to attract, train and retain doctors and other health professionals in rural environments;
- Improving the health and well-being of Aboriginal people through an expansion of an appropriately skilled health care workforce and design of potential new or extended roles;
- Working in partnership with WA Health to deliver the research priorities for the State;
- Exploiting our research and education expertise in population health, ageing, mental health, information systems, health economics, demography, biomedical engineering and social sciences. Our academics working in these diverse and complementary areas can work in partnership with WA Health on the “grand challenges” to provide a sustainable health service in WA that can more effectively meet health priorities, expectations and needs.

The University of Western Australia and WA Health are independent yet clearly inter-dependent. Together, and working in partnership, we can make a unique contribution to the sustainable delivery of a quality health to society through education, research and enhanced health service delivery. We will be able to take advantage of the University’s pivotal, innovative research and novel educational offerings. With a shared interest to maintain and build on the quality of health services in WA, we are committed to positively impact the education and training of the State’s future health care providers and consequently improve health services. Through our unique ability in training and creativity, the University can be a major contributor to the delivery of actions required to deliver sustainable health.

We congratulate the Sustainable Health Review panel for the Interim Report. The University looks forward to further engagement.

21 May 2018