Queensland Health Social Work Training Needs Analysis 2017

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Queensland Health
Thank you!

• I appreciated your participation & honesty
• What did I want from the data?
• Data raises more questions as well as providing insights – ongoing review

Today

• Overview of key findings
• Where to from now?
N=432
WHO RESPONDED?
Respondents* Social Worker Data
available via QH Workforce Informatics 2017

June 2012: Social Worker (headcount) - 986, Social Worker (FTE) - 872, Participants - 0
Nov-16: Social Worker (headcount) - 1020, Social Worker (FTE) - 889, Participants - 432
Dec-16: Social Worker (headcount) - 1027, Social Worker (FTE) - 894, Participants - 0
Q1: What Hospital and Health Service do you work in?
How long worked in QH SW?

- 62% (n = 267) worked in QH for over 5 years
- 19% = over 2 - 5 yrs
- 11% (n = 47) identified as new graduate (0-2 years)
- 8% (n = 34) under 2 years but not a new graduate

Answered: 429 Skipped:3
Who participated?

74% Full-time employment

79% Permanently employed (n=332)
Temporary but longer than 12 months (n =46)
Temporary but shorter (n= 43)
Other = 5

18 New Graduates
240 – over 5 years
19 under 2 years but not new graduate
55 between 2-5 yrs
What best describes current practice area?

Answered: 403   Skipped: 29
Majority participants

- Most likely to have working in QH SW for more than 5 years
- Work in a metropolitan area
- Work in a permanent role/fulltime
- Work in hospital adult
Identify as a sole practitioner in your current role (work alone in rural & remote or within a team but limited access to SW colleagues)

Answered: 427   Skipped: 5
HHS * Identified as sole practitioner

Not only those in rural and remote sectors identified as sole practitioners

- 14 each from Metro North and Metro South
- 3 each at CHQ, Sunshine Coast and Gold Coast
- Of the regional HHSs, the largest sole practitioner numbers were from Central (n=12); Darling Downs (n=10); West Moreton (n=8); Townsville (n=7); Cairns & Hinterland (n=6)
- Other regionals – less than 3 identified
What is the current practice area* identification as sole practitioner (work alone in rural & remote or within a team but limited access to SW colleagues)

Answered: 82    Skipped: 9
Implications of 91 survey participants who identify as sole practitioner

How are we servicing them as a profession but also as an educational program?

What is their governance – operational or professional and who are they supervised by?

What supports do they need and what education?

Concerns or needs?

What are their concerns and needs?
PROFESSIONAL DEVELOPMENT
Current level of Australian Association of Social Worker accreditation

Answered: 399    Skipped: 33

= 121 respondents
Breakdown: 20 = New Graduates;
13 = Under 2 yrs but not NG;
23 = over 2 & up to 5 yrs
39 = Over 5 – 10 yrs
26 = more than 10 yrs
Which of these benefits do you receive?

Answered: 409    Skipped: 23

And what about these?
Professional Development Allowance

- Permanently employed allied health professionals will receive an allowance to undertake professional development activities, of either $2000, $2627 or $1576 per year depending on location.

- Permanent part–time employees working at least 15.2 hours per fortnight are entitled to professional development allowance on a pro rata basis.

- Effective from the 14 September 2015, temporary employees with greater than 12 months continuous service are eligible for the professional development allowance.
Professional Development Leave

• **Permanent employees** are entitled to three days professional development leave per annum to attend professional development sessions + accrue for up to two years. + reasonable travel time associated with accessing the professional development leave

• **Permanent part–time employees** working at least 15.2 hours per fortnight are entitled on a **pro rata** basis.

• Effective from 14 September 2015 **temporary employees** with greater than **12 months continuous service** are eligible

• Effective from 14 September 2015 **temporary employees** with greater than **6 months continuous service** are eligible provided a performance plan (however titled) is in place for that employee to support professional development activities with the employer to meet reasonable professional development activity costs.
What can we do?

• Orientation for all Social Workers re PDA and PDL and advice re when to receive it – part of supervision?

• Introduction to Social Work and Welfare provided to all staff + New graduate resources on SW State e-lib guide

• Perhaps develop a State-wide SW fact sheet about PDA and PDL including information; use of them and common issues. Consider how other professions manage it.

• Discussions with your line or professional manager
CURRENT EDUCATION NEEDS
All participants * Education practice packages
What is being done?

- Ongoing discussions within Directors of SW in Health Care Group
- HP 5 Clinical education roles are re-designed
- E-lib guide for State – resource for students, new graduates and workforce.
- Modules for internal learning in key subjects.
- Better communication pathways about what is available but also what is to be developed e.g. grief and loss, capacity assessment modules
State-wide endorsed SW specific policies & procedures to guide SW practice

Decision Making  Nil  Role  Dementia
Grief and Loss  KPI  Capacity
Clinical Governance  Mental Health  Justice
Sexual Assault  Emergency
Procedure  Drug
Domestic and Family Violence
Understanding Elder Abuse  QLD Health
Social Work  Morgue Viewings
Child Protection  Recovery  Response  Holistic Needs  Screening  Life Unsure
What is being done?

- Gathering existing resources e.g. national and international and HHS specific
- Intention to build State-wide endorsed key procedures/guides/competencies for Social Work practice in key areas – in meantime…..
- All Social Workers complete base-line learning – working on acute, paediatric and mental health
Would you be prepared to use some of your Professional Development Allowance as part payment if we needed to pay experts to teach particular topics?

Answered: 293   Skipped: 139

Conditional agreement!
best times for you to attend educational activities

Answered: 300   Skipped: 132
What would assist you to participate in education/professional development

- Answered: 306    Skipped: 126

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<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
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<tr>
<td>Operational management support to attend</td>
<td>56%</td>
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<td></td>
<td>170</td>
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<td>Awareness of available training opportunities</td>
<td>74%</td>
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<td></td>
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<td>Quarantined time for PD</td>
<td>54%</td>
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<td>Access to better library resources</td>
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<td>Funding to attend as I am rural/remote and would need to travel distances or source accommodation</td>
<td>15%</td>
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<td>Training offered that met my needs</td>
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<td>Ready and flexible access to video-conference or other technology</td>
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<td></td>
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<td>Accessible on-line material whenever I need it</td>
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<td>Access to a computer</td>
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<td></td>
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<tr>
<td>Other (please specify)</td>
<td>8%</td>
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Total Respondents: 306
Next steps?

- Ongoing discussion in SW leadership group
- Consider what is preventing access to education and how we can work to enable use of PDL & PDA more strategically
- Improve communication about educational opportunities – e-lib versus regular CE updates
- Review what you want as suggested in this survey and source advanced and beginner learning.
FURTHER OPPORTUNITIES FOR EDUCATION INCLUDING POST GRADUATE
Interested in undertaking further postgraduate Social Work education

Answered: 293   Skipped: 139
Comments on PG and what influenced your choice or what might be a consideration
Level of Social Work postgraduate study (it may take a few years to develop)

Answered: 278   Skipped: 154
Rank mode of delivery of any education that would suit you best

- Answered: 276  Skipped: 156

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<th>Mode of Delivery</th>
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<td>Face to face learning with...</td>
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<td>Online learning</td>
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<td>Blended (both intensives a...)</td>
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<td>Intensives (a week face to...)</td>
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Specialty areas for Social Worker to develop?

- Training
- Core
- Medical
- Case Management
- Social Work
- Behaviour
- Management
- Knowledge
- Legal Issues
- Aged Care
- Cultural Skills
- Group Work
- Intervention
- Access
- Mental Health
- Attachment
- Grief and Loss
- Health Services
- Domestic Violence
- Decision Making
- Counselling
- Psychological First Aid
- Family Therapy
- Individuals and Families
- Palliative Care
- DFV
- Dementia
- Bereavement
What outcomes do you hope to achieve with further study?

Answered: 272  Skipped: 160
What would enable further study?

Answered: 220  Skipped: 212
Meetings with key university HOS with findings re PG interest

Invite to meet with Directors - how best to support further development of Post graduate learning

Focus on postgraduate learning that is relevant for practice and develops Social Worker’s knowledge, skills and identity

Merging of practice and university
Conclusion

Keep Moving Forward
IF NEEDED SLIDES
Mental health specialty

Answered: 68  Skipped: 62
Paediatric specialities

Answered: 57  Skipped: 61

Counselling  Lifestyle  Child Protection  Emergency
Skills  Access  Family  Group  Work
Mental Health  Illness  Trauma  Interest
Intervention  Psychological  Attachment  Support
Acute specialities

Answered: 92    Skipped: 83

Elder Abuse  Emergency  Issues  Core  Social Work
Crisis Intervention  Management  Complex
Family Therapy  Mental Health  Legal
Care Training  Grief and Loss
Bereavement Domestic Violence  Understanding
Knowledge  DFV  Counselling  Gerontology  Child
New graduates* Education modules

Answered: 28  Skipped: 19

Training  Guidelines  Family  Capacity
Assessment  Bereavement
Mental Health  QCAT
Grief and Loss  Violence  Trauma