

Maximising the usage of the unregulated workforce in Primary Care

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WBOP PHO
Western Bay of Plenty
Primary Health Organisation

Background

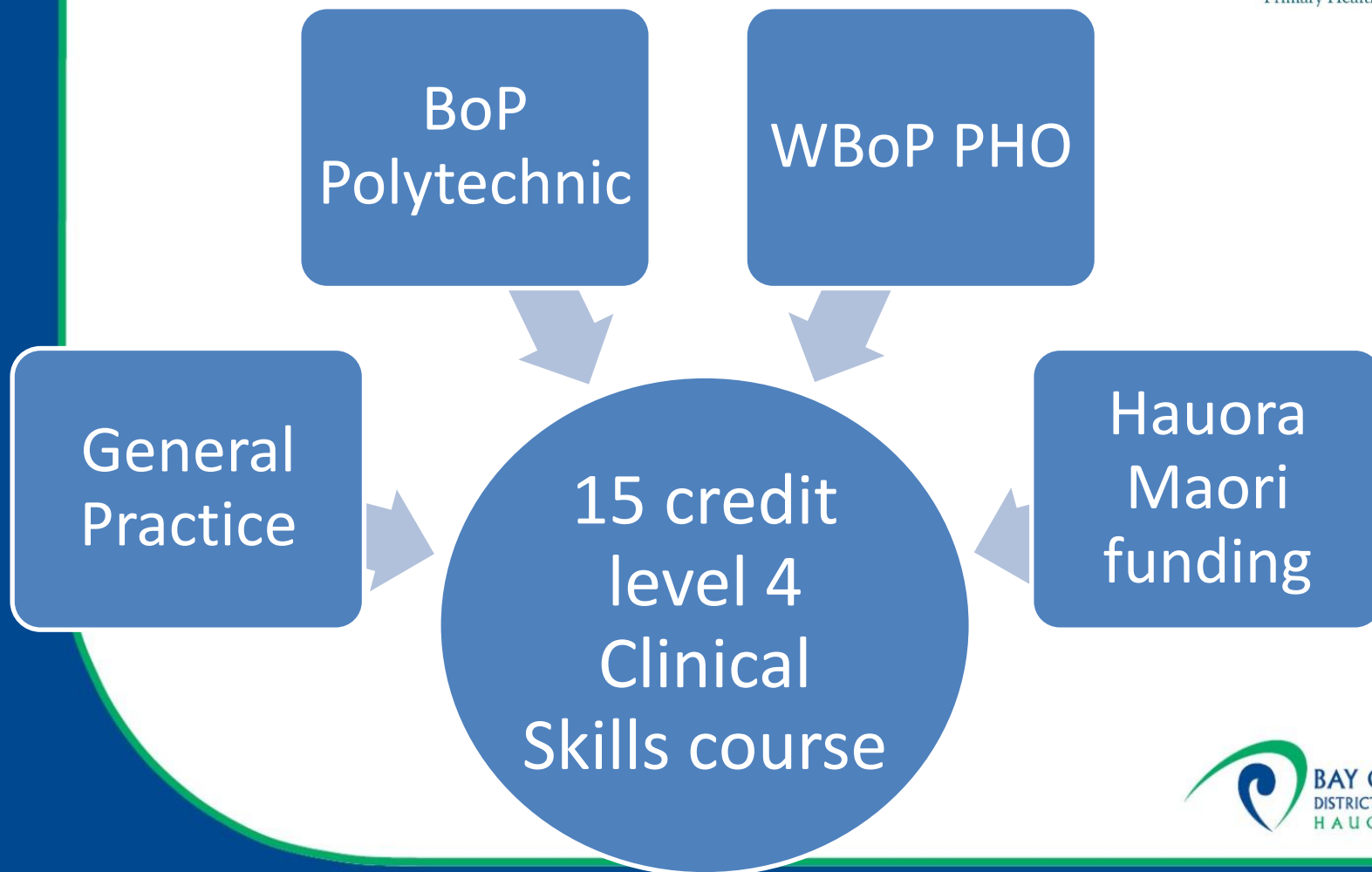
- General Practice interest in HCA's
- Successful 'primary care innovation' funding submission (related to Maori HCA roles)
 - 2 funded HCA roles
 - Development of an accredited clinical skills course for HCA
- WBoP PHO funding for HCA training
 - Evaluation





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Accredited Training



Course content

- Temperature, pulse, blood pressure, respiration, height and weight
- Aseptic techniques including use of steriliser
- Medication overview
- Confidentiality
- Well-health promotion including diet, exercise and ceasing smoking.



Evaluation

- Impact of Maori HCAs on PPP(within the two practice which had funded positions)
- Patient and Cultural Acceptability
 - Focus group, Kaumatua led.
- BoP DHB validated evaluation tool
- General Practice acceptability of HCA roles(within practice which self funded positions)

Percentage point changes in PPP after one year.

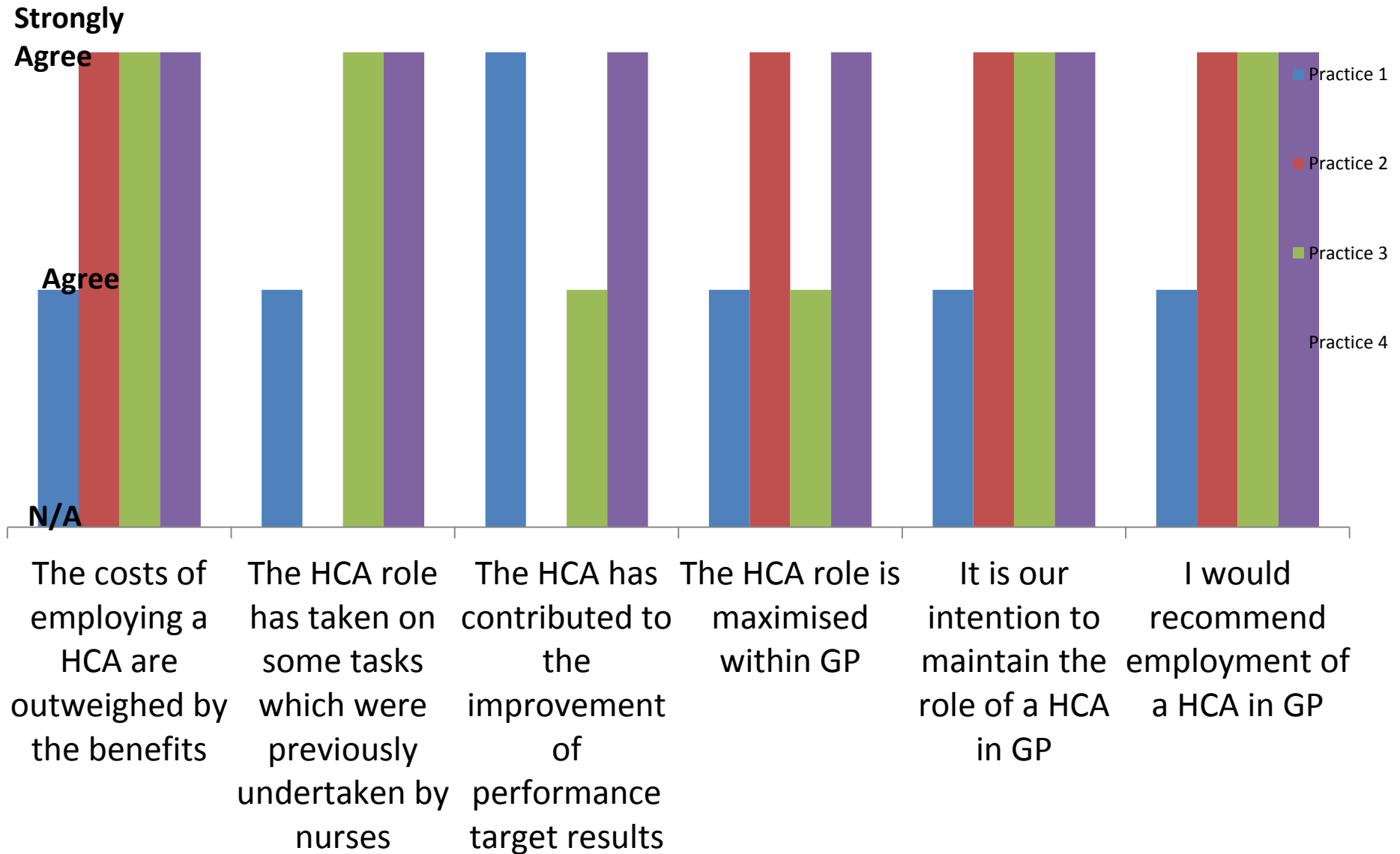
Target	Practice A Medical Centre (26% Maori)		Practice B (83% Maori)	
	Total	High Need	Total	High Need
Breast screening		+ 15.84		+7.31
Cervical screening	-1.31	-0.65	+2.27	+1.62
Childhood immunisation	+13.18	+17.86	-9.27	+28.95
Flu vaccination	+2.36	+2.76	+44.1	+47.85
CVD risk assessment	+37.69	+29.49	+35.99	+35.77

Cultural acceptability of funded roles

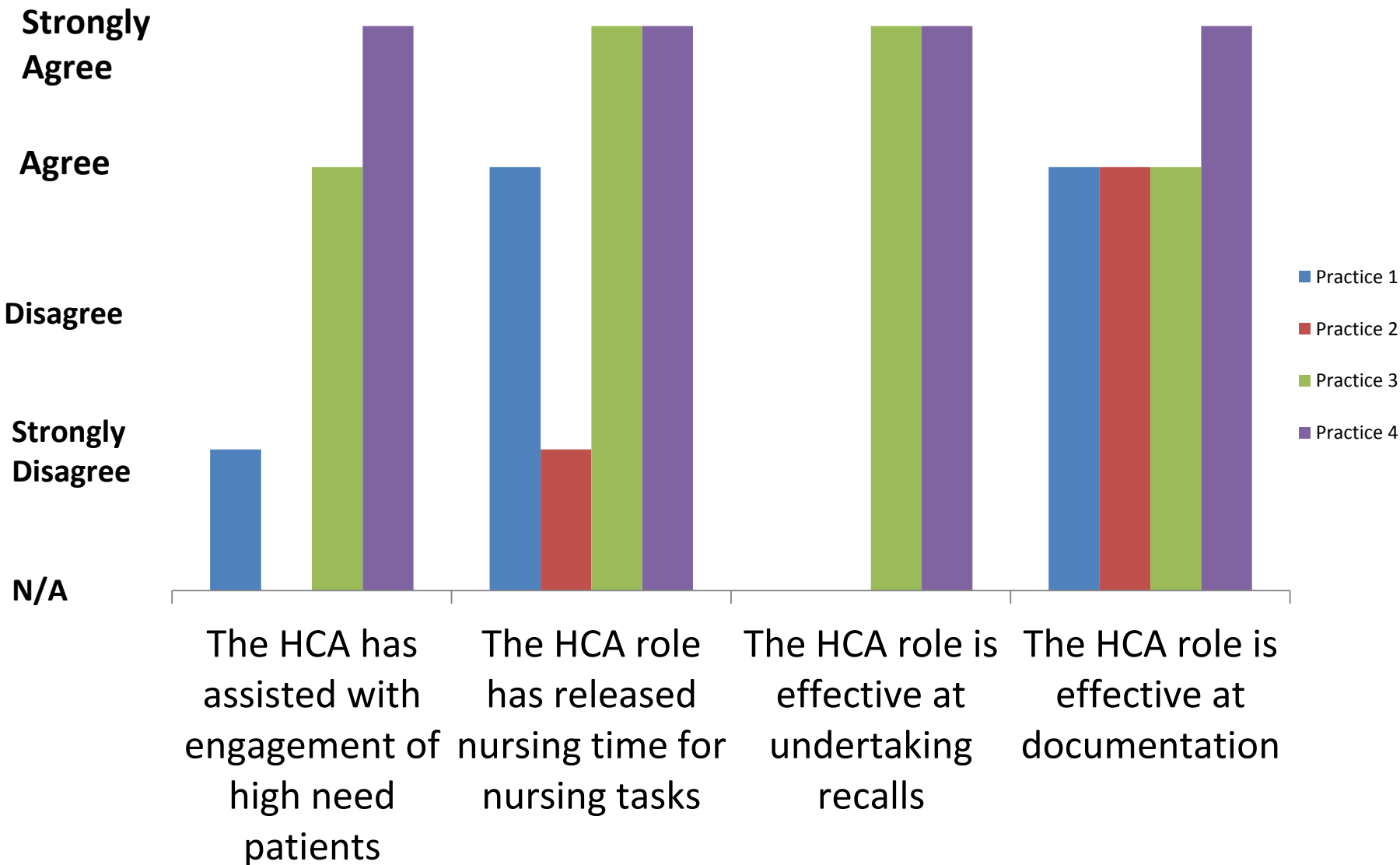
- Tangatawhenua
- Whakapapa- increased enrolment
- Breast screening 'hardest' to reach
 - 20% success rate was achieved by HCA in this cohort



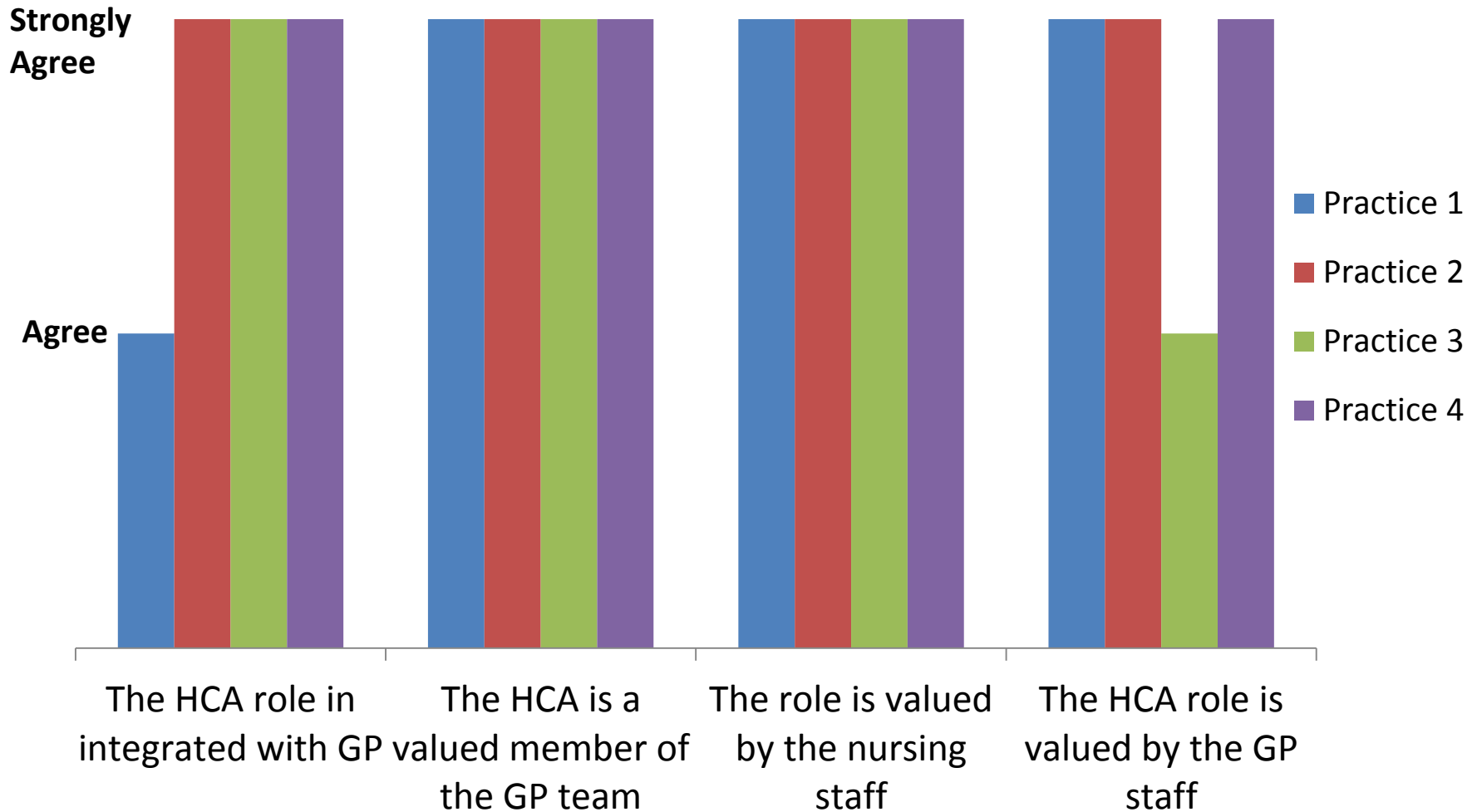
Cost effectiveness of general HCA role



HCA role effectiveness



Value of HCA role



Caveats

- Readiness of General practice team to work at the top of their scopes of practice?
 - Nurse delegating clinical and nonclinical tasks
 - Doctors enabling nurse led clinics
- Do staff understand appropriate delegation?
 - P. Risk of harm if delegation inappropriate.
- Additional considerations
 - Cultural
 - Financial (are all targets achieved; is flexible funding fully utilised; skill mix)

Current status

- Clinical skills course now part of a full qualification - Health Care Assistant (advocacy). Level 4 certificate.
- 11 trained HCA's in BoP supporting General Practice (one working remotely in isolated community)
- Hauora Maori funding can support course fees and supervision.
 - Promoted by Maori Health Planning and Funding BoP.

Additional Opportunities

- Maori Health Contracts
 - Link to health targets (Maori health/PPP/MoH) ensuring link to General Practice e.g.
 - Whanau Ora
 - New national service specification
 - Community transport agreements
 - Integrated contracts

Summary

- Formal training for HCAs will maximise the role.
- HCA role takes time to establish
 - Accepted by patients
 - Beneficial for high need patients
 - Added benefit if linked with other contracts
- Role may self-fund (PPP/care Plus/SIA)
- Potential to enable staff to work to top of their scopes and develop Maori health workers
- Current HWNZ pilot, similar format followed although 90 credit course



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Questions?