

# Department of Education

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Hon Sarah Courtney MP  
Minister for Health  
GPO Box 123  
HOBART TASMANIA 7000  
[Sarah.courtney@dpac.tas.gov.au](mailto:Sarah.courtney@dpac.tas.gov.au)

Dear Minister

Thank you for your letter regarding the second stage of the Tasmanian Government's, *Our Healthcare Future* and the request for feedback on the consultation questions raised in the *Our Healthcare Future - Immediate Issues and Consultation Paper*.

Ms Kelley French, the Director of Nursing, and Ms Daniell Le Rossignol, Manager - Professional Support Staff, have reviewed the consultation paper and have advised that the paper is primarily focused on the healthcare sector. The paper was comprehensive in content and scope and both Ms French and Ms Le Rossignol supported the comments and recommended actions.

The one area where they felt that the Department of Education (DoE) could contribute additional comments was to Reform Initiative 3b.

These comments are listed below in dot point format:

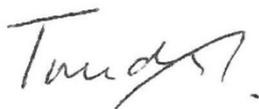
Reform Initiative 3b – Consultation questions:

1. How should the Health Workforce 2040 strategy be further refined to guide and inform the development of a strong and sustainable professional workforce that is aligned to meeting the future health needs of Tasmanians? *No additional comments.*
2. How do we work with the private sector and primary care, as well as other levels of government, to ensure our combined workforce serves the future needs of our community?
  - o *Conjoint community projects, strategic planning to consider service delivery models that include conjoined services (e.g. Child and Family Learning Centres as a base for primary health services), cross-agency partnerships that support interagency/conjoined preventative health projects.*

3. What steps can be taken to improve the State's ability to attract and retain health professionals in regional areas, particularly the North West?
  - o *Consider increased salary options, access to higher band/level positions; increased leave provisions, remote and regional allowance (e.g. housing, cars); additional professional learning options and/or resource allowances; consider service delivery/professional practice models that include rotation around different clinics/services/agencies; increased access to targeted professional development and mentorship programs; increased focus on staff wellbeing including access to individual coaching and wellbeing assessment and support programs.*
4. What innovations or changes are needed to our health workforce to more closely align our professional health teams with the future needs of Tasmanians?
  - o *Clearer scopes of practice; increased proficiency with telehealth; increased preventative health programs and initiatives that are co-constructed with community/stakeholder input/voice; enhanced governance within and across agencies; State capability standards and measures for nurse and other professional support staff leaders.*
5. How do we support health professionals to work to their full scope of practice?
  - o *Align statements of duty to annual performance development plans; supervision tied to scope of practice, scope of practice to be reflected in strategic plan; establish defined clinical loads/clinics for each area of practice and/or rotation around clinics. Consider adoption of the Pathway to Excellence Nursing Credential beyond the THS, explore cross-agency refresher opportunities e.g. nurses within other agencies maintaining immunisation qualification through participation in DOH clinics and midwives maintaining currency of practice by agency-supported refresher shifts.*
6. How do we support Tasmanians to access the education and training they need to be part of the State's future workforce?
  - o *Explore options with UTAS (e.g. Speech Pathology course and post graduate nursing specialization courses; potential for student placements within the DoE setting), explore partnerships with other universities/training institutions (e.g. guaranteed student placements with funding support to undertake practical rotations in Tasmania; explore interprofessional placements, explore interagency student placements e.g. health and education).*

Thank you once again for the opportunity to provide feedback to the Consultation Paper.

Yours sincerely



Trudy Pearce  
ACTING SECRETARY