

Leading the Way
Tasmania's Health Professionals
Shaping Future Care

Discussion Paper Feedback

March 2009



Consultation schedule

15 January – 27 February

Area	Scheduled	Delivered
N	9	17 (36%)
NW	11	15 (32%)
S	18	14 (30%)
TOTAL	38	47 (1 unknown)

Consultations in detail

Mode	No.
Face to face (verbal/ power point)	38 (81%)
Face to face + VC	2 (4%)
VC	7 (15%)

Attendees	No.
RN/Midwives	496 (70%)
AHP	103 (15%)
Doctors	12 (2%)
Other (non-clinical)	22 (3%)
Not attributed	72 (10%)
TOTAL	706

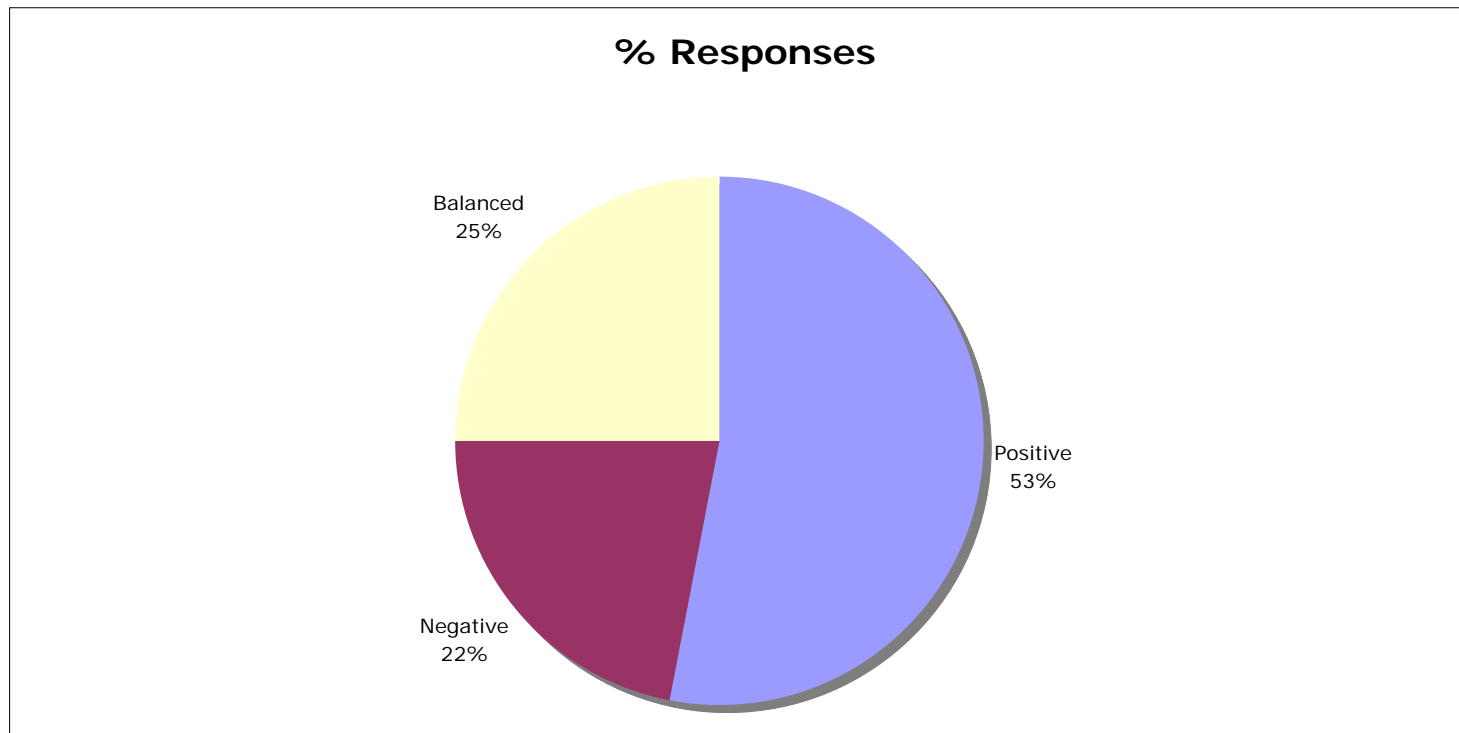
Feedback

- General support for the ideas presented
- Some concerns expressed

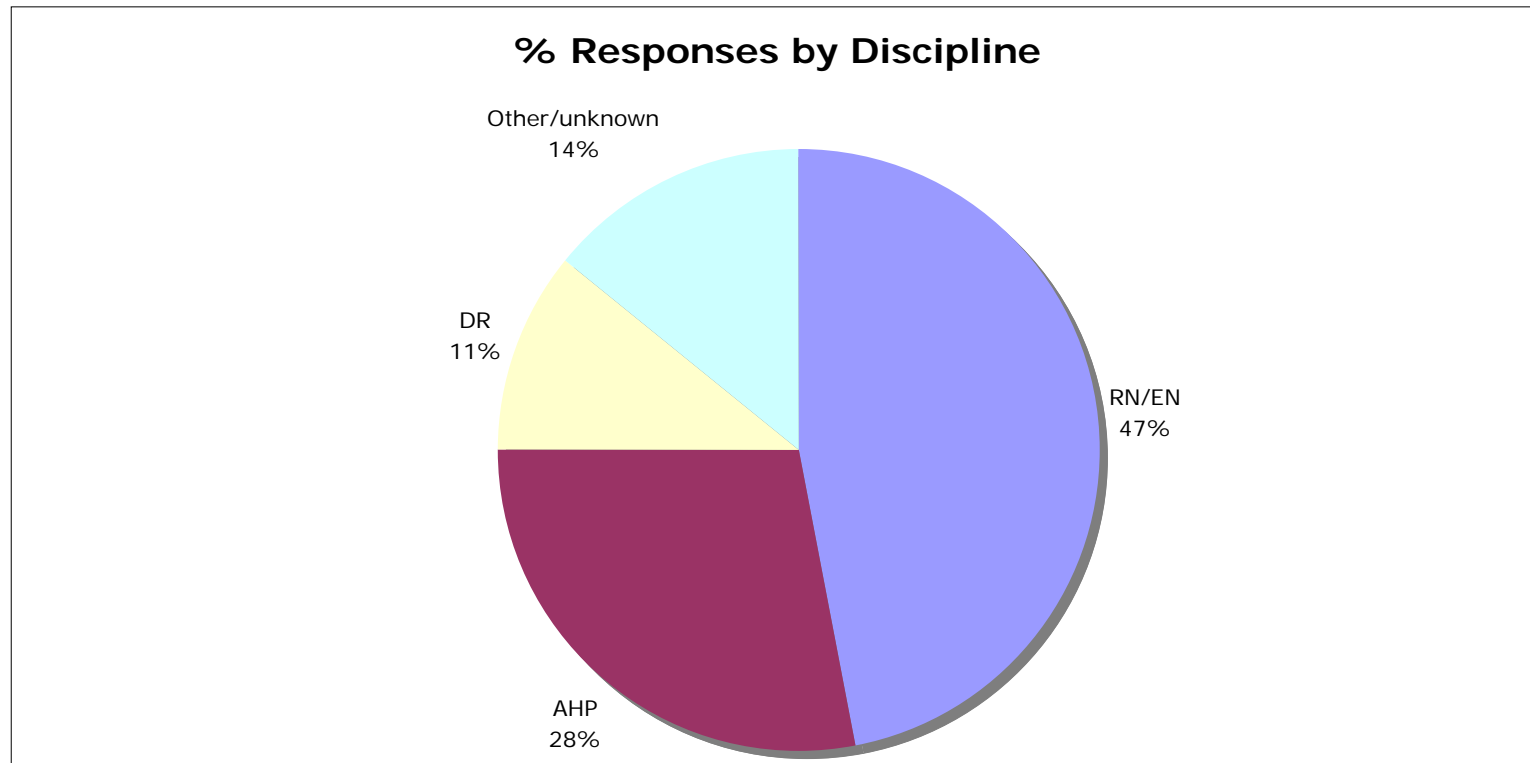
Staff feedback

- 64 responses in total
 - 39% responded to questions
 - 61% general comments
- Spectrum
 - 2-3 line emails to 4-5 page detailed attachments
- Passionate and well-argued

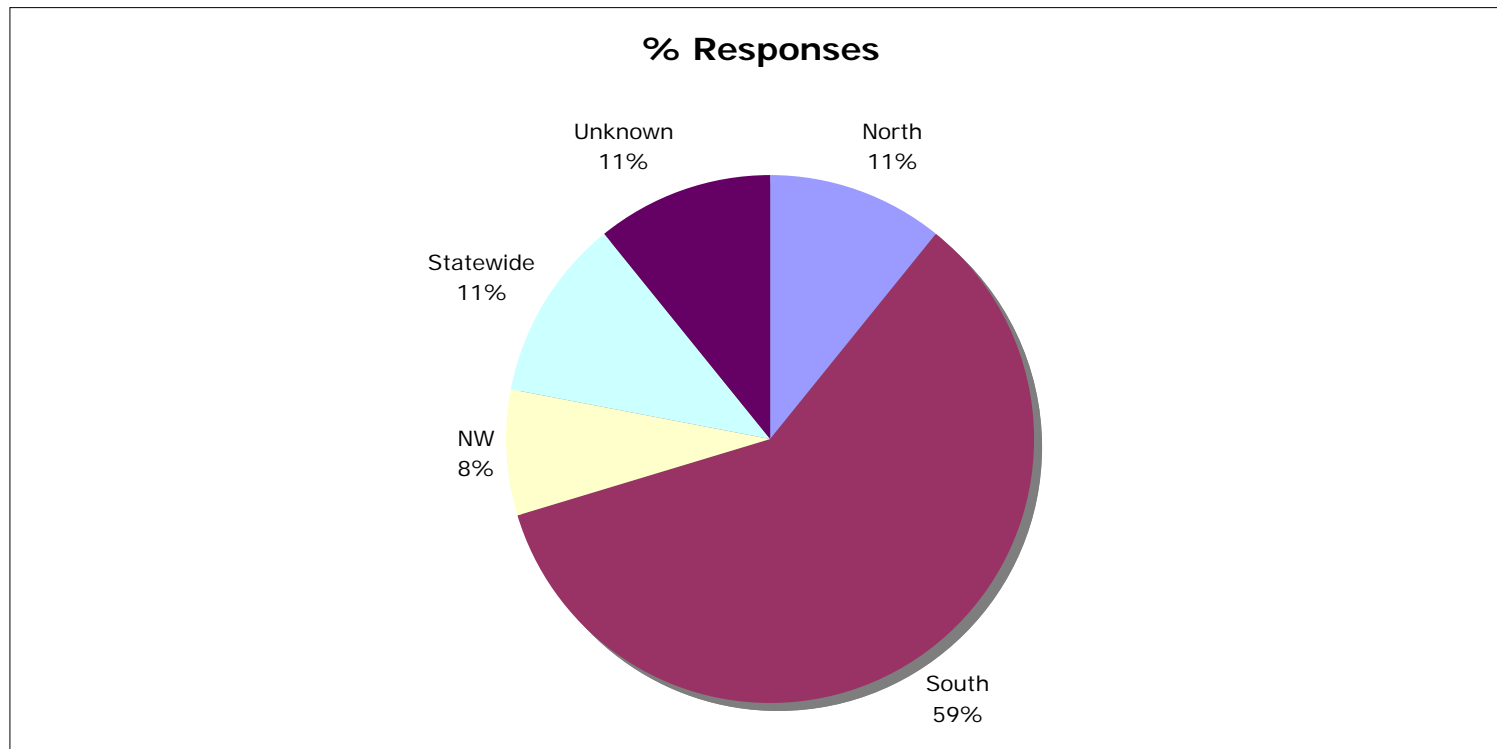
Overall rating



Responses by discipline



Responses by area



Themes

1. Taskforce credibility
2. Vision and values
3. Valuing people's experience
4. Safety and quality
5. Leadership
6. New ways of working

1. Credibility

- Nursing and acute sector focus
- Health promotion/prevention?
- Concern re choice of countries visited
 - Why not centres of excellence in Aus?
 - Why not Sweden, Canada or New Zealand?
- Expense
- Ongoing funding
- Discussion Paper - lack of comparison/integration with local environment and initiatives
- Transparency of the process

2. Vision and values

- Generally supported and endorsed
- Some very constructive comments
 - **Vision:** more focused on the end point to be achieved
gap between it and where we are now
More inspiring
 - **Values:** need to state the behaviours exhibited when they are played out
 - **Accountability** - how to measure

3. Valuing people's experiences

- Strongly supported
- Patient centredness crucial
- Valuing staff seen as equally crucial
- What is the clinical governance framework that made the changes in each country?
- Measurements

4. Safety and quality

- General acknowledgement that we can do much more
- Criticism about lack of mention of the Australian agenda and work being done in Tasmania
- Data management - consistent comments highlighting the fragmentation, inaccuracies and duplication in Tasmania
- Measures - MaPaSaF very popular

5. Supporting strong leadership at all levels

- Very strongly supported
- Programs and formal networks - many suggestions including:
 - formal training (PMP good, but needs more)
 - mentoring programs
 - networks
 - communities of practice
- Linked to cultural change
 - top-down realignment
- Strong support for visibility ideas

6. New ways of working

Most contentious areas

- General enthusiasm for ESP models
 - Health Visitor and Community Matron ideas generally supported
- Criticisms of lack of detail/analysis of the models presented
- Funding?
 - Credibility
- Support Workers - many passionate comments
 - AHP comments constructive, also from Q&S commentators.

Summary

- Paper generally well received
- Consultation - great effort
- Feedback generally very positive, but some key areas to consider in the commencement of the strategy