

2013 International Health Workforce Conference

Session 4 (Plenary), Wednesday 8 May 2013

Topic: Innovation

Session Title: Making workforce innovation real

Lead Country: Australia

Facilitator: Mr Etienne Scheepers
Executive Director, Workforce Innovation and Reform
Health Workforce Australia

Introduction

Innovation is a process involving adoption, diffusion, dissemination, implementation and sustenance of something new or different. Innovation in the health workforce often starts with an individual or small group of individuals responding to a locally identified need in their health service. Most jurisdictions grapple with how these good ideas and small scale projects can be translated into large scale changes that can bring benefits across a large healthcare system. This session explores the policy, practice, implementation and research factors needed to successfully drive health workforce innovation on a large scale.

Session Approach

A *world café* approach will be utilized for this session. After a brief introduction from the session moderator, this session will break into four discussion tables. At each discussion table, a brief case study of a workforce innovation will be given by a nominated presenter. The workforce innovation may be at different points of its process (ie adoption, diffusion/dissemination, implementation or sustainability). Time will be given for a presentation and discussion of key questions by the table.

Presentations will cover the following key questions

- What were the key drivers (at the individual, organisational or system level) for the workforce innovation (ie what was the identified need(s) and what led to the workforce innovation inception?)
- What elements of the workforce innovation contributed to its success?
- What is the quality of the evidence supporting the workforce innovation? What benefits have been brought at the individual, organizational or system level? What measures of success were used?

Presenters will move around each of the four tables, so that all participants discuss each of the four presentations. A rapporteur will move with each of the presenters to take summaries of the discussions at each table.

Presentations should be approximately 5 mins in length. Up to 8 minutes of group discussion should be allowed at each station (ie 13 mins in total per station). At the conclusion of all presentations, the plenary session would be re-convened and each presenter will report back on the project and their discussions of key success factors (five minutes per group). The session would be expected to last approximately 1.45 hours.

Presenters

- Docteur Antoine Groulx
Directeur
Direction de l'organisation des services de première ligne intégrés
Ministère de la Santé et des Services sociaux
- Elizabeth Mertz, PhD, MA
Assistant Professor
Preventive and Restorative Dental Sciences
Center for the Health Professions
University of California, San Francisco School of Dentistry
- Meena Mahill
Horizon scanning and care pathways
Centre for Workforce Intelligence, United Kingdom
- Nicholas Lord
Program Manager, Workforce Innovation and Reform
Health Workforce Australia

Organisational Notes:

- The session will be facilitated by a moderator.
- One presentation per country.
- A short summary will be provided by each presenter prior to the conference to be collated into a briefing paper for the session.
- Presentations in the stations will be verbal. Powerpoint presentations should be made in hard copy.