



# EvolveHealth Health Workforce Optimisation

Globally, healthcare systems are struggling. Rising costs, increasing demand, more expensive technologies, and the growing burden of chronic conditions are straining services and systems. These demands are compounded by critical staff shortages across all healthcare professions including doctors, nurses, and allied health professionals.

In Australia's health and medical professions, scopes of practice are diverse and progressive, but they are not used effectively. Allied health professionals such as physiotherapists, dietitians and speech pathologists, and enabling professions such as nurses, dental therapists and pharmacists, are healthcare resources that are often under-utilised and could help deliver improved access to healthcare, new models of care and better health outcomes.

The EvolveHealth Program shifts attention in policy and practice away from the traditional roles of professions and the characterisation of healthcare as doctor-led. Instead, it emphasises person-centred care and identifies the skills required to address consumer needs and preferences, informed by a holistic understanding of sector capabilities.

It aims to redefine the future of work in the Australian healthcare sector for improved healthcare access, equity and outcomes. It will accelerate resilience, agility, and capability in the healthcare workforce by enhancing deployment models with a focus on auxiliary health roles as system connectors.

It will provide research to support the National Primary Health Strategy's objectives for sustainable public health workforce capacity.

It also aligns with the objectives of Queensland's Advancing Health Service Through Workforce strategy, which supports a shift to person-centred healthcare systems that are responsive to consumer needs and sensitive to the role of emerging technologies and changing models of care.

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## Our Partners

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**Health Consumers Queensland:** Health Consumers Queensland works to improve health care delivery at a systems level. Its focus is on partnerships between health consumers and health services that influence and lead improvements for better health delivery for all Queenslanders.

**Clinical Excellence Queensland (CEQ):** A Division of the Department of Health, CEQ partners with health services, clinicians and consumers to create solutions for better healthcare. The Division provides leadership on professional and workforce issues through the Office of the Chief Allied Health Officer, Office of the Chief Nurse and Midwifery Officer and Office of the Chief Dental Officer. Together with the Office of the Chief Medical Officer which joined CEQ in 2022, the clinical professional offices provide the linkages to enable the researching and testing of alternative workforce models for enhanced care across the system.

**Queensland Office of the Chief Allied Health Officer (OCAHO):** The Office of the Chief Allied Health Officer leads the development, implementation and evaluation of strategies to ensure an appropriately skilled allied health workforce meets the current and future health service needs of Queensland. OCAHO works with Queensland Health's allied health professionals on workforce and policy matters and is the central source for information and advice on allied health matters across Queensland. It provides strategic leadership for workforce development and education in allied health, which provides line-of-sight to research impact in policy, legislation, and practice.

**Queensland Office of the Chief Nursing and Midwifery Officer (OCNMO):** The Office of the Chief Nursing and Midwifery Officer (OCNMO) is the Queensland Government's principal advisor on all matters relating to nursing and midwifery services with a particular authority and expertise in advancing, leading and advising on matters that promote a healthier Queensland. The OCNMO provides professional and industry advice for nursing and midwifery practice, with the capacity to inform and support innovative initiatives that optimise scope and practice for nursing specifically.

**Queensland Office of the Chief Dental Officer (OCDO):** The Office of the Chief Dental Officer (OCDO) is the Queensland Government's principal advisor on all matters relating to public oral health services in Queensland. The OCDO is committed to progressing the delivery of safe, appropriate and sustainable public oral health services, and has oversight for dental therapists, hygienists and other enabling health professions in dentistry.

## Further Queries

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## Facts at a Glance

Through the Vice-Chancellor's Health Research Accelerator (HERA) initiative, the University of Queensland (UQ) is investing in a new health and medical research model and capabilities to address the most pressing health and medical research challenges of our time.



**\$50M**

UQ commitment to the HERA Programs to recruit outstanding researchers



**115+**

UQ researchers and collaborations



**75+**

Partner organisations involved in one or more HERA program



**9**

UQ Faculties and Institutes contributing expertise



**7**

HERA programs of Research and Innovation

