



Services for Australian Rural
and Remote Allied Health

Capability STATEMENT



LEADERS IN RURAL AND REMOTE ALLIED HEALTH WORKFORCE AND SERVICE DEVELOPMENT

SARRAH was established in 1995 to represent allied health professionals (AHPs) and students who work in rural and remote communities. We thrive on delivering a range of programs and initiatives that enable our members to improve health outcomes for rural and remote Australians.

SARRAH believes that every Australian has the right to have equitable access to health services regardless of where they live. This is a key component of a world-class health system and essential for supporting the health and wellbeing of all Australians.





SARRAH'S VISION

Rural and remote Australian communities have allied health services that support equitable and sustainable health and well-being.

SARRAH'S PURPOSE

To lead rural and remote allied health workforce and service development.

OUR WAYS OF WORKING



Transformative

SARRAH instigates and engages in conversations that have impact and bring about change



Ethical

SARRAH operates in ways that include, nurture and support the communities we serve



Reciprocal

SARRAH is an employer of choice, providing a supportive and flexible environment and best practice employee benefits



Intention



Develop



Support



Share



SARRAH'S COMMITMENT

to Aboriginal and Torres Strait Islander health and well-being

SARRAH's vision encompasses an equitable health system for all Australians, in which Aboriginal and Torres Strait Islander Peoples have access to culturally responsive Allied Health services supporting equitable and sustainable health and well-being.

We believe we have a responsibility to support the empowerment of Aboriginal and Torres Strait Islander Peoples to develop and have access to health services underpinned by Aboriginal and Torres Strait Islander ways of knowing, being and doing.

Artist: Sylvia Rosas



IAHA Deputy CEO Kylie Stothers and SARRAH President Lisa Baker sign the IAHA-SARRAH MOU 22 October 2024

Services for Australian Rural and Remote Allied Health Reconciliation Action Plan



July 2024 - July 2026



Indigenous Allied Health Australia (IAHA) and SARRAH have committed to work together collaboratively to address a range of agreed projects to benefit their members and communities and to progress their aspirations.

Our Memorandum of Understanding expresses a commitment by IAHA and SARRAH to continue to advocate jointly and to provide national leadership to address disparities experienced by Aboriginal and Torres Strait Islander Peoples.



OUR EXPERIENCE

2021-2025
The Allied Health Rural Generalist Education and Training Scheme (TAHRGETS) \$7.4m

TAHRGETS implements allied health rural generalist training positions in rural and remote private and non-government organisations across Australia. Our work continues, collaborating with state and territory governments to develop national standards in training and education of rural generalists.

2021-2025
Building the Rural Allied Health Assistant Workforce (BRAHAW) \$2.1m

BRAHAW provides tailored practice and workforce support packages that facilitate increased uptake of allied health assistant roles by AHPs working in non-government and private sectors operating in areas of need in rural and remote Australia.

2020-2022
Attract, Connect, Stay \$140k

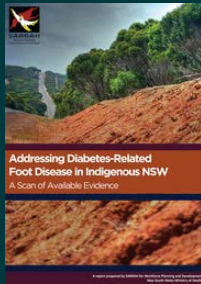
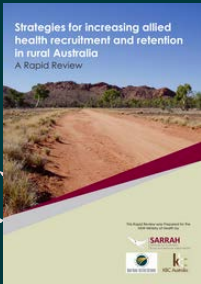
Funded by the Foundation for Rural & Regional Renewal, SARRAH worked with Dr Cath Cosgrave to develop a community-led strategy to create and sustain Health Workforce Recruiter Connector (HWRC) positions.

2017-2020
Allied Health Rural Generalist Pathway Workforce and Employment Scheme (AHRGWES) \$3.1m

In this pilot project SARRAH worked with private and non-government organisations to trial Allied Health Rural Generalist training positions in these settings. The success of this project led to further investment in the AHRG Pathway by the Australian Government in 2021.

2011-2023
Nursing and Allied Health Scholarship and Support Scheme (NAHSSS) \$79m

Between 2011 and 2023 SARRAH administered the Allied Health component of the Nursing and Allied Health Scholarship and Support Scheme. Over this time 4,617 allied health students and professionals representing 23 different allied health professions received scholarship support for undergraduate studies and continuing professional development



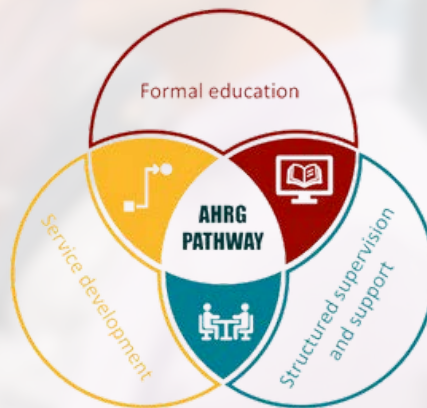


THE ALLIED HEALTH RURAL GENERALIST PATHWAY

The Allied Health Rural Generalist Pathway is a workforce development initiative which aims to support the growth, sustainability and value of the rural and remote allied health workforce and service models delivering accessible, safe, effective, and efficient health services for rural and remote health consumers.

SARRAH has been involved in the development of the Allied Health Rural Generalist (AHRG) Pathway for more than a decade, and since 2018 led the implementation of Allied Health Rural Generalist training nationally, taking a coordinating role in engaging with state and territory jurisdictions and non-government service providers to implement AHRG training programs.

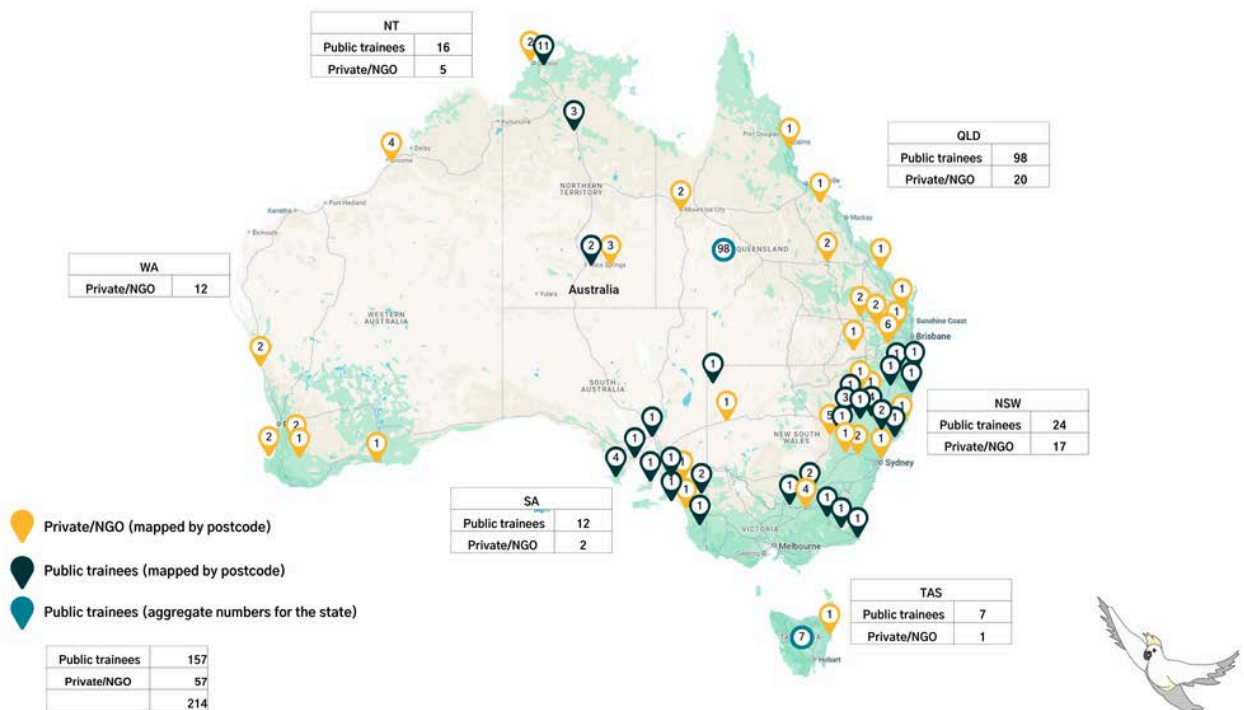
In November 2023 SARRAH was endorsed by a national stakeholder group as the national lead organisation to support multijurisdictional cooperation and collaboration for the AHRG Pathway.



214+
allied health rural generalists
training or completed
nationally since 2015

Allied Health Rural Generalists

Location and funding support of those who have completed and those who are currently undertaking the AHRG program





ALLIED HEALTH RURAL GENERALISTS

An allied health rural generalist possesses a broad range of clinical competencies within their profession, shaped by the needs of their community. Rural generalists usually work across the age spectrum in a variety of healthcare delivery settings (for example acute, ambulatory care, community health, disability and aged care), and across a wide breadth of clinical presentations.

A rural generalist may develop areas of “depth” or “special skills” that are aligned to the health needs of their community. They may also possess a range of non-clinical capabilities including collaborative practice, service evaluation and planning, leadership, education and training, community engagement and cultural safety, necessary when working as part of a rural or remote multidisciplinary health team.

Allied health rural generalists have undergone a comprehensive training program that encompasses structured workplace-based supervision and support, formal post-graduate study, and the completion of a local service development project.





SERVICE REDESIGN

ALLIED HEALTH RURAL GENERALIST TRAINING POSITIONS

Boost recruitment and retention of your allied health workforce by establishing rural generalist training positions

- Develop your team's skills and create career pathways to support staff retention
- Address service gaps to meet the needs of your community
- Develop links with SARRAH's extensive network, including Primary Health Networks and Workforce Agencies, to connect your service with others
- Access SARRAH's Leadership program and Project Management course at discounted rates.
- Utilise SARRAH's expertise in project management to support to the organisation to implement a service delivery change.



Bruce Burrawanga on East Point, escaping the rehab ward to play guitar and spear fish with his OT on his 70th birthday. Bruce has had a stroke and has difficulty moving his right arm, so required some assistance to strum the guitar.

“

I feel like because they started to believe in themselves, they became much more articulate in terms of the type of caseload they wanted to be involved in and the areas of passion they had in terms of what was of interest to them. And I would say their level of analysis improved, like as opposed to A plus B equals C, just some broader understanding that life's a bit more complex than that.

”

“

Thanks ... to SARRAH for supporting [our therapists] through the TAHRGETS program – it has been a wonderful experience for ... all of our therapists that have undertaken SARRAH programs. [We have seen] so much growth throughout the last 12 months!

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IMPACT: RURAL GENERALIST TRAINING

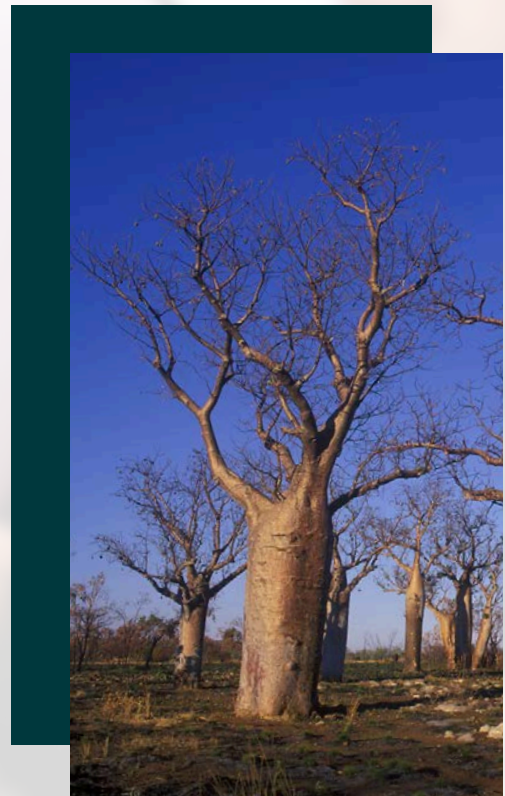
A RECRUITMENT AND RETENTION SUCCESS!



In 2020 Mary left the city and moved to the Kimberley, starting a new job as a pharmacist, and commencing the Allied Health Rural Generalist Pathway. With the support of a passionate manager, Mary undertook the AHRG pathway where her study was paid for, she had structured supervision and support, and dedicated time at work to study and work on service development. These factors, and peer support from fellow trainees in the workplace, were critical for her success. As part of her organisation's approach to implementing the pathway Mary rotated through various service delivery areas and sites within the Kimberley region.

Three years on, Mary is now a Rural Generalist Pharmacist, she has moved to a remote town (still in the Kimberley), married her partner she met in Fitzroy Crossing, and works across community, hospital, aged care and remote clinic pharmacy settings. It is the first time in many years that this town has had ready access to a pharmacist both in the community and the hospital, with the pathway facilitating the town to have two pharmacists.

This is the impact of the pathway at a community and service level. For Mary the impact looks slightly different. With a Graduate Diploma in Rural Generalist Practice she has a great addition to her CV and professional development. By completing the pathway, she has more confidence working to her fullest scope as a true member of a multidisciplinary team. More broadly, Mary was recently nominated for her work as part of the National Rural and Remote Health Awards.





SERVICE REDESIGN

ALLIED HEALTH ASSISTANT MODELS OF CARE

Develop your blueprint for decision-making and safe and effective healthcare provision.

- Apply best practice principles in task design, delegation and supervision to create an AHA model of care contextualised for your service
- Understand and apply the principles of AHA delegation and decision-making
- Develop clear roles, accountability and responsibility
- Learn staff engagement strategies



The demand for Rebecca's time has been much greater than anticipated. Within 12 months, Rebecca is now providing services three days a week across three sites in the aged care, NDIS, and primary care. Not only that, but patient satisfaction with the services also provided by Rebecca is high.



AHA Rebecca working with a client





BUILDING BETTER WORKPLACE RELATIONSHIPS



Backed by research and a rich history, DiSC® is a simple tool that's been helping people understand themselves and others for over 40 years. SARRAH team members are certified DiSC Trainers and will work with your team to build better understanding of team dynamics to help you create highly productive and cohesive teams.

- Improve your team's communication and cultivate trust
- Develop your team's EQ
- Identify and develop your future leaders



“

SARRAH was really accommodating and fitted in around our needs. The whole team workshop was really valuable and the knowledge we gained has translated into our workplace beautifully, both for team members and from a leadership perspective.

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OUR EDUCATION PROGRAM

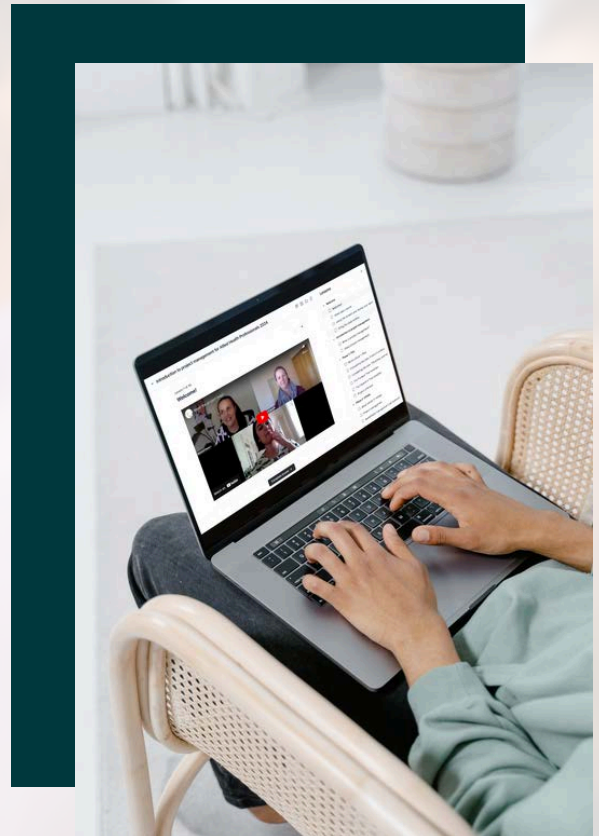
SELF-GUIDED COURSES

Project Management

This course equips allied health professionals with essential project management skills, tailored for rural and remote healthcare contexts. This course is designed to enhance the project management capabilities of our rural and remote allied health workforce, enabling more effective implementation of health initiatives and programs in their communities.

SARRAH Mentoring Program

SARRAH's innovative peer mentoring program offers a fresh perspective on professional development. Unlike traditional mentoring approaches, our program emphasises the value of the mentoring process itself, rather than relying on a single expert. We believe in the power of peer-to-peer connections and have designed this program to facilitate meaningful professional relationships among our members.



SARRAH LEADERSHIP PROGRAM

A facilitated course

The SARRAH Leadership Program, developed in partnership with the Australian Rural Leadership Foundation, continues to be a cornerstone of our professional development offerings. Since its inception in 2021, this 7-week course has now guided over 200 allied health professionals on their leadership journeys.



THE TRANSITION TO RURAL AND REMOTE ALLIED HEALTH PRACTICE TOOLKIT

The Transition to Rural and Remote Practice Toolkit is a comprehensive resource designed to equip allied health professionals with the skills and knowledge needed for practicing in rural and remote settings.

The SARRAH Toolkit has been a heavily used resource available to early career and other health practitioners commencing or contemplating rural or remote practice. It has also been used extensively by AH students as well as university and other teachers to introduce and build understanding of and potential preparedness to undertake a career in rural health.

The (re)development of the Toolkit was very ably supported and guided by a dedicated Steering Committee comprising experienced educators and clinicians. The Committee will continue to help with the ongoing revision and improvements of the Toolkit.

The Toolkit is supported by our sponsors, the Rural Workforce Agencies Network; Monash University; and NT Health. Not only have they helped to fund the Toolkit, but they have also brought their own knowledge and the extended base of their organisations to the process.

We also thank IAHA for supporting the Toolkit and for giving Toolkit participants discounted access to their Cultural Responsiveness Training.

The Toolkit is available to our members for a small annual subscription that goes toward the upkeep of our learning management system.

SARRAH 
TRANSITION TO REMOTE AND RURAL ALLIED HEALTH PRACTICE TOOLKIT

Proudly sponsored by

RURAL WORKFORCE AGENCIES



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