



Allied Health Advanced Clinical Practice Statewide Framework

SA Health

Allied and Scientific Health Office



Government
of South Australia

SA Health

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Contributors

Thank you to the representatives and delegates who contributed to the development of the Allied Health Advanced Clinical Practice Statewide Framework from:

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Northern Adelaide Local Health Network	Office of the Chief Pharmacist
Office of the Chief Psychiatrist	Riverland Mallee Coorong Local Health Network
Rural Support Service	SA Health Allied Health Executive Council
SA Medical Imaging	SA Pharmacy
Southern Adelaide Local Health Network	Women's and Children's Local Health Network
Yorke and Northern Local Health Network	

We would also like to acknowledge the significant efforts of other public health jurisdictions and advancements internationally for advanced clinical practice that have informed this framework. Notably, Canberra Health Services (ACT Government) and Health Education England (NHS England).

This framework is adapted from a range of resources and guidelines, including but not limited to:

- > SA Health (2022) [Clinical Governance for Advanced Practice and Extended Scope of Practice Roles Policy](#)
- > Health Education England (2017) [Multi-professional framework for advanced clinical practice in England](#)
- > Queensland Health (2013) [Allied Health Advanced Clinical Practice Framework](#)
- > Department of Health (2023) [Advanced Nursing Practice Guidelines for the Australian Context](#)

Foreword

Allied health professionals make a substantial impact on community health and wellbeing, and the healthcare system. Allied health advanced clinical practice drives opportunity to design and deliver future focused healthcare through allied health roles that safely and effectively respond to evolving consumer and organisational need in South Australia. Strategic placement of roles can support system flow and demand through increased efficiencies and provision of allied health intervention at an optimal point in the consumer journey.

Advanced clinical practice is a breadth and depth of clinical practice that provides expert allied health knowledge, skill, and leadership through 'top of scope' clinical practice alongside clinical leadership, research, and education.

Embedding allied health advanced clinical practice roles within health services recognise and values the capabilities and expertise of our allied health workforce. Role development creates opportunity to expand and strengthen allied health career pathways and professional development. This in turn provides opportunity to attract and retain a highly knowledgeable and experienced allied health workforce in direct consumer care.

The Allied Health Advanced Clinical Practice Statewide Framework provides clear definitions and expectations for skills and attributes to be recognised at this level of practice in SA Health. This provides greater recognition of allied health advanced clinical practice across the organisation.

The framework guides professional standards, clinical governance, education, and clinical supervision requirements that support safe and effective advanced practice. This will achieve consistency in implementation across Local Health Networks for allied health advanced clinical practice roles, while allowing role development that is specific and agile to a clinical area and service setting.

The framework has been produced by the Allied and Scientific Health Office in consultation with SA Health allied health leadership across both regional and metropolitan Local Health Networks.



Definitions

With respect to this framework:

Allied health: refers to the allied and scientific health professionals workforce as recognised by SA Health. A [list of recognised allied and scientific health professionals](#) can be found on the SA Health website (SA Health 2022). The term 'allied health' in this document encompasses allied and scientific health professions.

Competence: means the demonstrated ability to provide health care services at an expected level of safety and quality (SA Health 2018).

Scope of clinical practice: outlines the extent (scope) of an individual practitioner's clinical practice within an organisation, based on the individual's credentials, competence, performance, and professional suitability; and the needs of the organisation and its capability to support the scope of clinical practice (Australian Commission on Safety and Quality in Healthcare 2015).

Capabilities: are required skills, knowledge and behaviours required for a role, and ability to adapt to change, generate new knowledge and apply it in different ways to formulate and problem solve within a context of complexity and uncertainty (Health Education England 2017).

Credentialing: is the formal process used to verify the qualifications, experience, and other relevant professional attributes of health practitioners for the purpose of forming a view about their competence, performance, and professional suitability to provide safe, high-quality health services within specific clinical environments (SA Health 2022, p.6). The [Credentialing for Allied and Scientific Health Professionals Policy Directive](#) (SA Health 2020) outlines the minimum requirements for credentialing allied and scientific health professionals working in SA Health.

Context

More than 5,000 allied and scientific health professionals in SA Health provide a wide range of diagnostic, technical and therapeutic services to a diverse range of consumers in South Australia.

Having a clear pathway to recognition for allied health advanced clinical practice demonstrates to professional peers, other health care professionals and the public, the important role that allied health professionals play in the delivery of safe and effective healthcare.

The [SA Health Workforce Strategic Directions \(2022\)](#) contains a roadmap for implementation of workforce planning and development in the wider SA Health system.

The integration of allied health advanced clinical practice roles contributes to strategic priority areas of the organisation to support the allied health workforce to function at 'top of scope'. It extends on the allied health career structure to deliver a more flexible and agile workforce that can respond to changing models of care.

Professional standards and capability building are inherent to role development, and allied health advanced clinical practice provides the professional development and improved career structure for this critical workforce.

Healthcare professionals must adapt and tailor their practice to meet the changing needs of the population they serve. Evolution and advancement of skills and knowledge is a consequence of this adaptation – Australian Pharmacy Council (2013, p.13).

Purpose

The framework outlines a set of foundational elements to establish allied health advanced clinical practice roles in SA Health clinical services.

The purpose of the framework is to:

1. Define allied health advanced clinical practice, including the pillars of practice.
2. Define core requirements (e.g. prerequisite skills, attributes, and knowledge) and standards of practice for allied health advanced clinical practice.
3. Provide guidance on the clinical governance for advanced clinical practice roles.
4. Provide guidance to implement and evaluate advanced clinical practice roles in Local Health Network services and settings.

The scope of the framework relates to 'clinically-facing' allied health roles. It does not include other career pathways for allied health, such as primarily research-based roles or management streams. This framework articulates the key elements that underpin a robust understanding for allied health advanced clinical practice and individual roles will not be identified separately.

The framework is intended to sit alongside the [South Australian Public Sector Enterprise Agreement: Salaried 2021](#) (Department of Treasury and Finance 2021) to support contemporary role development for allied health professionals in SA Health.

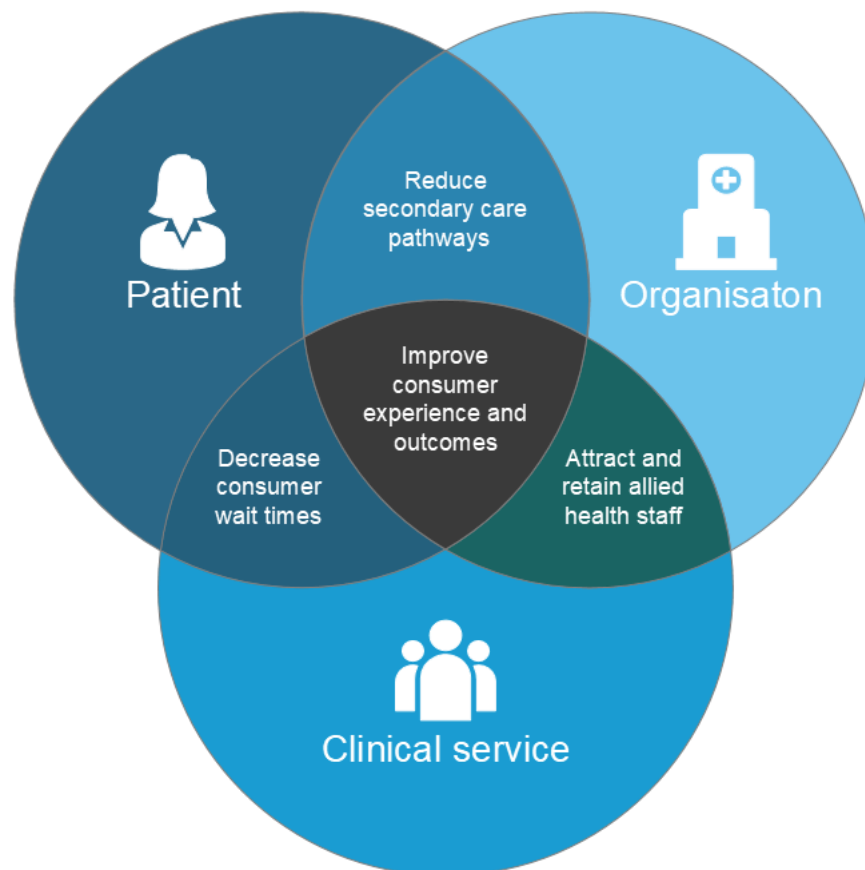
Role classification for advanced clinical practice roles remains the responsibility of the Local Health Network based on the specific functions and deliverables of a role and current work level definitions.

Benefits of advanced clinical practice

Advanced clinical practice roles developed in response to consumer and organisational need, growth and demand, provide a range of benefits for the patient, clinical service, and organisation.

Advanced clinical practice roles enable opportunities for SA Health to:

- > enhance treatment options and care pathways for consumers
- > deliver best practice at the right point in the consumer journey to improve consumer experience and outcomes
- > reduce secondary care pathways, hospitalisations, and length of stay
- > drive more efficient and effective ways of working, creating greater capacity in services and reduced wait times
- > deliver allied health professionals with the capabilities to manage high clinical acuity and complex decision-making with greater levels of autonomy in multidisciplinary teams
- > create a structure to support high performing teams, with an improved ability to supervise, mentor and deliver additional skill building for staff in the multidisciplinary team
- > imbed further drivers for research and continuous quality improvement within services
- > support the career pathway to attract, retain, and develop allied health professionals in clinically facing roles.



(Ebrahim 2018; Evans et al 2021; Lawler et al 2020; Mann et al 2023; Morris et al 2015; Morris et al 2011; Oates 2020; Samsson et al 2020; Saxon et al 2014, Stewart-Lord et al 2020, Stute et al 2021).

Section 1: Defining advanced clinical practice for allied health professionals in SA Health

SA Health’s definition of allied health advanced clinical practice provides an agreed understanding of the requirements that underpin advanced clinical practice roles, recognition for the advanced clinical practitioner, and consistency in role development across the organisation.

A level of practice

The broad term ‘advanced clinical practice’ is a level of practice applicable to various health professionals with an expanded level of expertise. The advanced clinical practitioner is characterised by high levels of clinical skill, competence and autonomous decision making.

Multi-professional

Advanced clinical practice is multi-professional; it applies to all allied health workforce. Advanced clinical practice roles may be discipline-specific or may be fulfilled by more than one allied health profession, dependent on the specific function and clinical outcomes of the role.

Recognition terminology

Variation in terminology exists between allied health professions to define and recognise ‘advanced practice’, including terms such as advanced practitioner, expert practice and extended practice. This framework acknowledges the growing use of terminology to define practice and seeks to bring consistency between professions in SA Health with the term advanced clinical practice.

Scope of practice

The clinical functions of the advanced clinical practice role and the specific discipline performing the functions, will dictate whether an advanced clinical practitioner requires credentialing at standard, advanced, or extended scope of practice. Advanced clinical practice inherently does not require a clinician to work to an extended scope of practice, though this may be indicated for some roles.

Clinically focussed

The key point of difference for an advanced clinical practice role is that it has a direct clinical function and is designed to be clinically facing.

Allied health advanced clinical practice in the SA Health context:

- > Is a contemporary concept broader than scope of practice. An advanced practitioner performs high level clinical practice, in addition to meeting core capabilities and area-specific competence in clinical leadership, education and research.
- > Relates to clinically facing roles characterised by a high degree of autonomy and complex decision making, with expectations and advancement beyond senior allied health professional level.



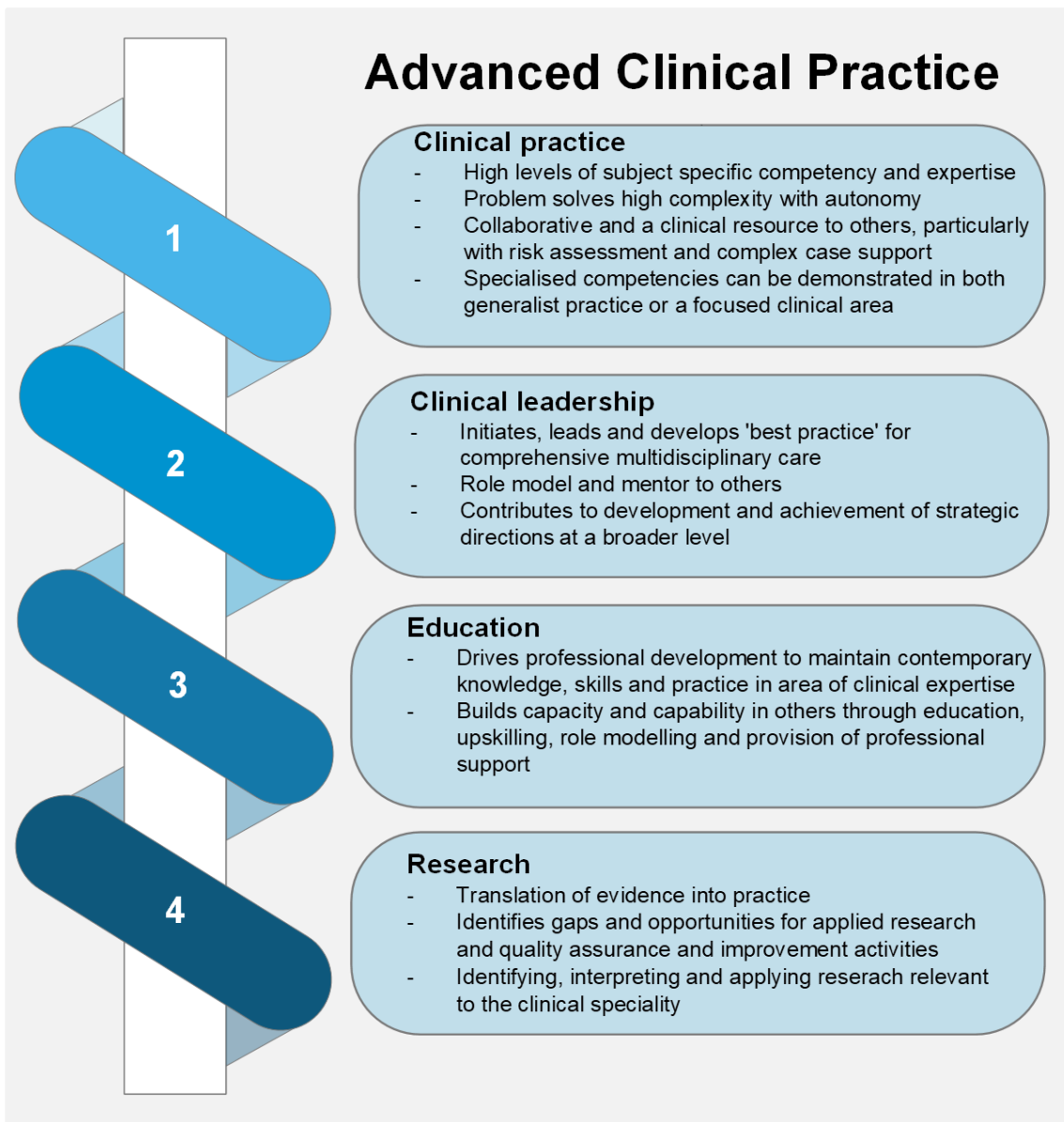
Pillars of advanced clinical practice

There are four well-established pillars for advanced clinical practice linked to international and national development. The pillars of advanced clinical practice are:

1. Clinical practice
2. Clinical leadership
3. Education
4. Research

Advanced clinical practice roles must encompass functions across all four pillars of practice. This breadth of high-level practice is key in characterising advanced practice roles from other senior allied health roles. Key elements for each pillar of practice are outlined in Figure 2.

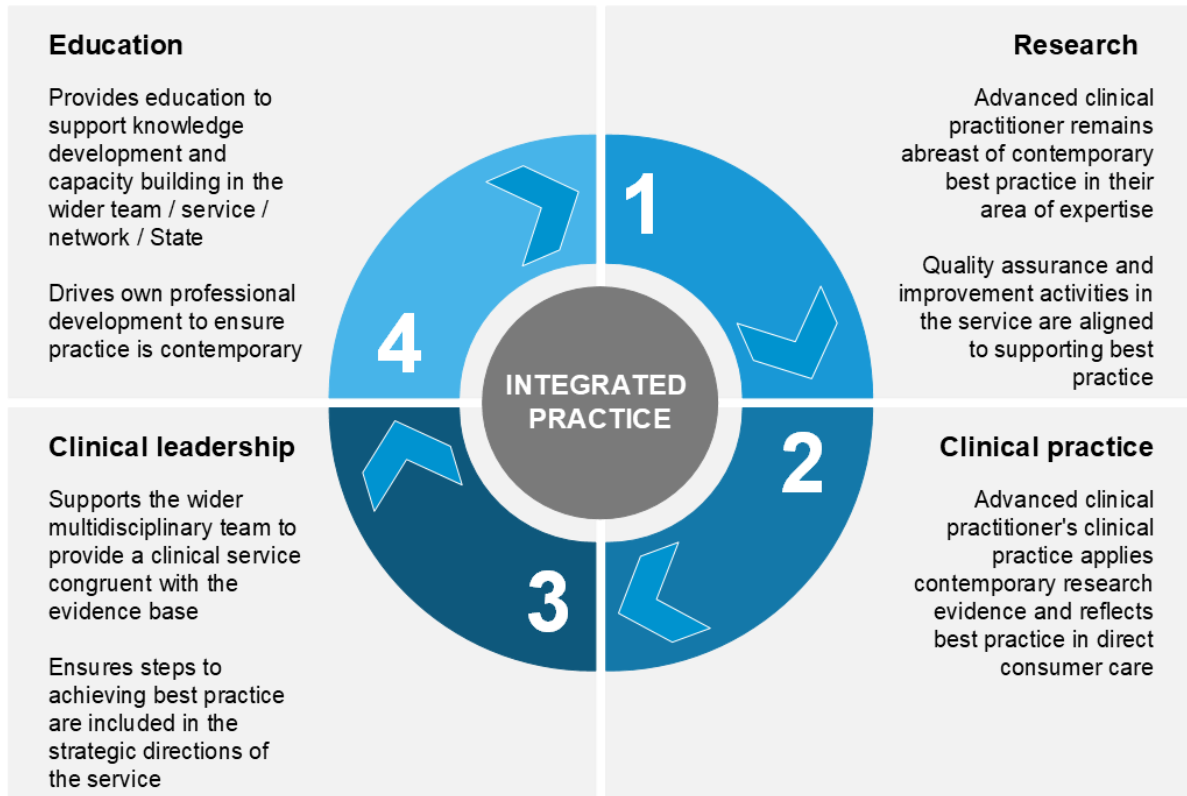
Figure 2: Pillars of advanced clinical practice for allied health in SA Health



Integrated advanced clinical practice

It is critical to note that the pillars of advanced clinical practice are not 'stand-alone', and closely interface and inform each other. An example of how pillars integrate in advanced clinical practice is illustrated below, highlighting how the expert knowledge in one domain is influential in driving key activities in the other pillars of practice.

Figure 3: Example of broad integration of pillars of advanced clinical practice

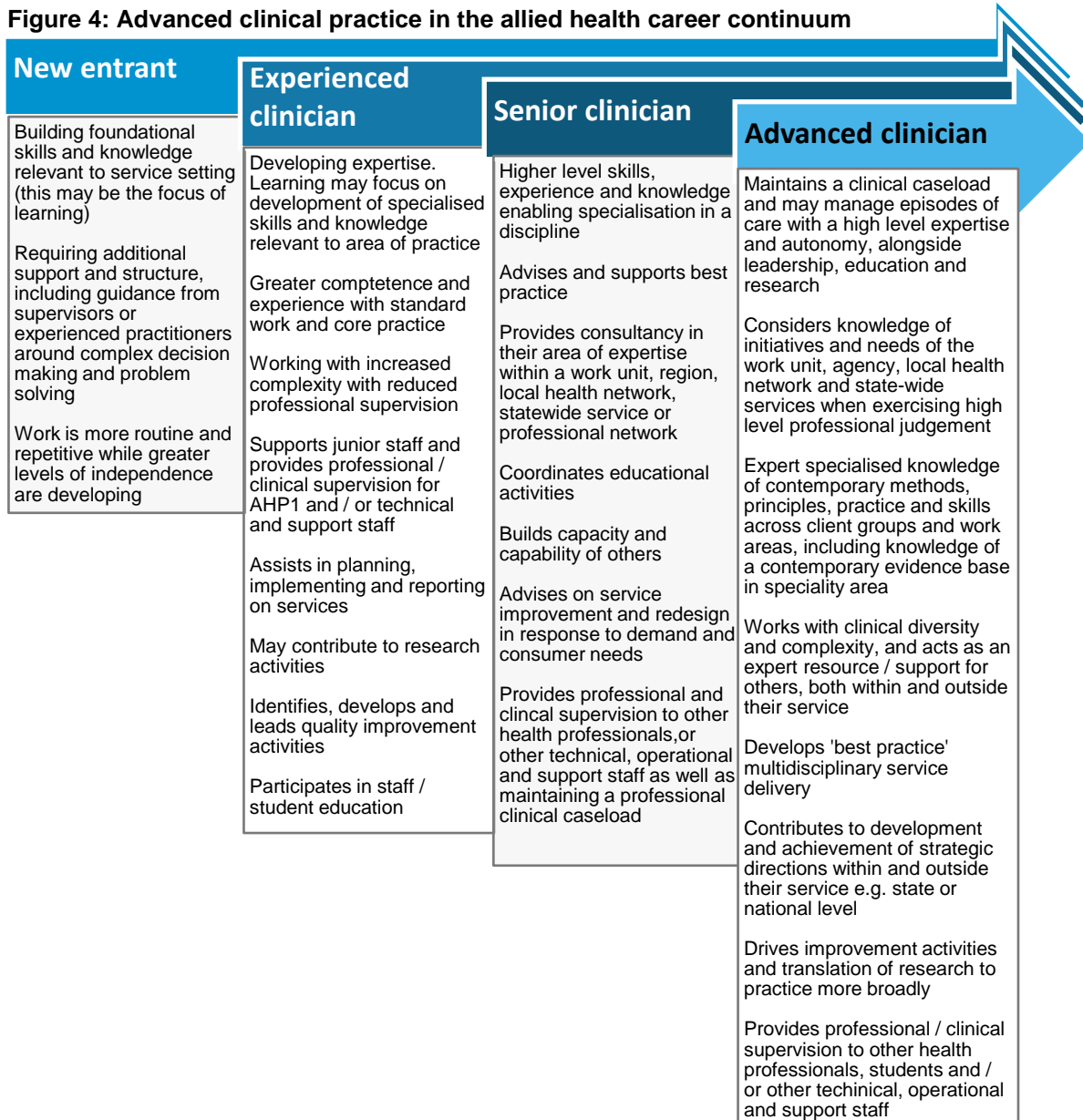


Advanced clinical practice in the allied health career continuum

Allied health professionals, at all levels and career stages, contribute significantly to the health outcomes for South Australians. Advanced clinical practice is a further step in the allied health career continuum. Advanced clinical practice roles deliver a greater sphere of influence and breadth and depth of practice that sits above expectations for other allied health clinicians.

Figure 4 illustrates where advanced clinical practice sits in the allied health professional career continuum, with each step building on the one before and not being mutually exclusive. To assist in defining the nature of advanced clinical practice in the SA Health context, the content is consistent with the work level definitions found in Appendix 6a of the [South Australian Public Sector Enterprise Agreement: Salaried 2021](#) (Department of Treasury and Finance 2021).

Figure 4: Advanced clinical practice in the allied health career continuum



Advanced clinical practice is a particular stage on a continuum between 'novice' and 'expert' practice... Progress from newly qualified to expert is a developmental pathway and includes advanced practice – Department of Health, Northern Ireland (2019, p.19).

Section 2: Essential requirements for advanced clinical practice

Base qualifications and experience for advanced practice roles

Shared understanding across professions regarding additional qualifications, experience, knowledge and skills is necessary to ensure a professional standard for advanced clinical practice.

Advanced clinical practitioners must have the necessary clinical performance to support safe, effective and high-quality care. The below principles guide pre-requisite requirements to ensure that allied health professionals have the necessary:

- a) Qualifications and professional development expected to practice at this level.
- b) Experience expected to practice at this level.

Extensive clinical experience and ongoing professional development are both critical requirements

Quality and complexity of developmental experiences drive progression in advanced clinical roles, not length of time working in a service area.

Requirements for duration and type of clinical experience are determined by the Local Health Network based on the specific role.

As a guide, it is suggested that advanced clinical practitioners have a minimum seven years of relevant clinical experience (full time equivalent).

Formal postgraduate qualifications e.g. Master's (above entry level) or PhD are desirable, but not mandatory, for all roles

Acknowledging the value of relevant clinical experience and ongoing professional development.

A specific clinical role may require a postgraduate qualification as determined by the Local Health Network, particularly if advanced or extended scope of practice is required.

Attainment of a postgraduate degree (e.g. Master's qualification) alone is not satisfactory

It is essential to have relevant expertise and clinical experience alongside this.

Capabilities

Capabilities describe specific, minimum requirements for the knowledge, skills, and attributes for advanced clinical practice roles and should be identified across each pillar of practice (clinical practice, clinical leadership, education, and research). Advanced clinical practice requires a depth and breadth of capabilities that sit above expectations for other allied health roles. Capabilities for advanced practice roles can be separated into two broad domains:

1. **Core capabilities:** broad, essential requirements applicable to all allied health advanced practice roles across all sectors and professions. These form an essential foundation for roles that must be maintained.
2. **Service specific capabilities:** developed in addition to core capabilities and are specific to an advanced clinical practice role within a particular service setting or clinical area. These provide service and role specific detail and reflect the expertise required to match role responsibilities and deliverables.

Core capabilities

SA Health core capabilities for allied health advanced clinical practice articulate foundational skills, knowledge, and attributes required for all advanced clinical practice roles. Core capabilities **must** accompany service specific capabilities for advanced clinical practice (pp.15-16), to enable clinicians to practice to their full scope of practice within professional, legislative and regulatory requirements of their profession (see Appendix 1).

Table 1: Core capabilities for allied health advanced clinical practice in SA Health

Clinical Practice
1. Provides evidence-based therapeutic interventions drawing upon diverse expert knowledge of contemporary methods, discipline principles, practice and subject specific competence
2. Practices with high autonomy, within scope of clinical practice and respective code of conduct
3. Critically reflects, is accountable for own practice, and actively responds to feedback
4. Manages clinical care in partnership with consumers, carers / support persons and other agencies to holistically deliver person-centred approaches
5. Plans, manages and supports others with complex cases and differentiated and undifferentiated presentations. Selects and interprets assessment tools, investigations and interventions demonstrating extensive clinical knowledge, and high-level clinical reasoning and decision making
6. Manages risk appropriately in the context of complexity and uncertainty to maintain client safety
7. Works collaboratively within a team to deliver care across client groups that optimises health outcomes with an awareness of broader service demands and population needs

Clinical Leadership
1. Proactively develops and maintains relationships within and outside the service, working across professional, organisational and system boundaries to influence and improve health outcomes, service delivery and systems
2. Evaluates own practice and the performance of the broader service, building capacity and capability in others
3. Supports other clinicians to reflect on their practice and develop towards best practice
4. Leads new practice approaches and service redesign in response to the emerging evidence base, current and future consumer and population needs, and service demands
5. Seeks and integrates consumer feedback into service improvements
6. Consults and provides clinical expertise across service and discipline boundaries, to drive best practice care and reduce clinical variation
7. Acts as a role model and mentor, and provides professional leadership and supervision within and outside their profession

Education

1. Critically assesses own learning needs, and actively initiates and participates in self-directed learning to maintain expert knowledge and skill in relevant area of practice
2. Collaboratively responds to individual needs to improve health literacy, engagement and outcomes for consumers in the service
3. Advocates and drives a continuous professional development culture in the organisation
4. Facilitates learning of others within service / network / State, including providing education to support the translation of learning to practice
5. Identifies learning and development needs within the broader service

Research

1. Evaluates and monitors clinical practice and performance in the work area, highlighting gaps and opportunities for service improvement and research
2. Critically appraises and synthesises relevant research and evaluation data and leads quality improvement activities to drive improved performance and best practice
3. Supports application of local governance e.g., audits and service performance metrics
4. Identifies needs for future research and facilitates opportunities and partnerships to progress this. The advanced clinician may not directly complete all aspects of research, but uses expert clinical and strategic knowledge to inform and collaborate with others to enable impactful research

Service specific capabilities

Service specific capabilities reflect crucial functions of the advanced clinical practice role within a particular clinical field and scope of practice, including any discipline specific requirements. They are tailored to be responsive to the needs of consumers, reflecting the specialised skill set and functions of the advanced clinical practice role, to ensure it is fit for purpose.

To develop a more comprehensive framework, the structure and guiding questions below can support identification of service specific capabilities.

Columns outline levels of allied health practice, and map across the career continuum, to provide a structure that reflects progressively increasing expectations for allied health roles. It is recommended to adopt a 'consumer journey' lens to guide the development of service specific capabilities when establishing new allied health advanced clinical practice roles.

This approach seeks to fully integrate and utilise the advanced clinical practitioner's skills and knowledge in the multidisciplinary healthcare team. Enabling individuals to work to 'top of scope' and make a significant contribution to the direction of consumer care within the service model.

<p>New entrant clinician</p> <p>Generally 0-3 years experience in profession</p>	<p>Experienced clinician</p> <p>Increasing competence and developing expertise</p>	<p>Senior clinician</p> <p>Higher level skills, experience and knowledge enabling specialisation</p>	<p>Advanced clinician</p> <p>Clinical expert alongside clinical leadership, education and research</p>
<p>Guiding questions below can be used to complete service specific expectations for clinical practice, leadership, education, and research. Information can be outlined in the columns to reflect the different levels of allied health practice.</p>			
<p>Clinical Practice</p>			
<ul style="list-style-type: none"> • What specific clinical skills, knowledge and attributes are expected for each level of practice in the service area? How would these be demonstrated? 			
<ul style="list-style-type: none"> • Is advanced or extended scope of practice required to fulfil clinical functions of a role? 			
<ul style="list-style-type: none"> • What are the ways for skills, knowledge and attributes to be assessed and evaluated? What tools currently exist to do this (e.g., service competency frameworks), and what would need to be developed? 			
<ul style="list-style-type: none"> • What does clinical expertise with our client cohort look like? What is discipline specific, and what is multi-professional? 			
<ul style="list-style-type: none"> • What are the areas of complexity for our service; clinically, in the client cohort, and at a service / organisational level? 			
<ul style="list-style-type: none"> • What professional standards apply to our service area, and how are these reflected in the skills, knowledge and attributes identified above? 			
<ul style="list-style-type: none"> • Are there relevant discipline specific capability frameworks to reference? 			
<ul style="list-style-type: none"> • Are there any example capability frameworks for advanced clinical practice that could be utilised e.g., interstate exemplar roles? 			
<ul style="list-style-type: none"> • What are areas of unmet consumer or organisational need, and how could new ways of working impact these? 			

Clinical Leadership

- What is clinical leadership in the context of our service?
- How do we integrate and support continued professional growth in our service?
- What support, training or resources do people need to develop clinical leadership skills?
- What is our expectation of clinical leadership for an advanced practice clinician, above those for a senior clinician?
- How could the Rural Support Service (2022) [INVEST](#) clinical leadership framework be utilised?
- What opportunities and expectations are there for representation and participation in steering committees, action groups, working groups, and within peak bodies?

Education

- What formal / informal training is required for each level of staff to build and maintain clinical expertise?
- What training would be essential for an advanced practice role, and what structures could support initial training and continued development? How would this be monitored and recorded?
- Are there any existing training resources / links that can be imbedded in the capability framework?
- What areas of need and opportunity exist for the advanced practitioner to build capacity and capability through education? Consider within the service and more broadly e.g., State and National level
- Are there any practice standards that drive education requirements for a role?

Research

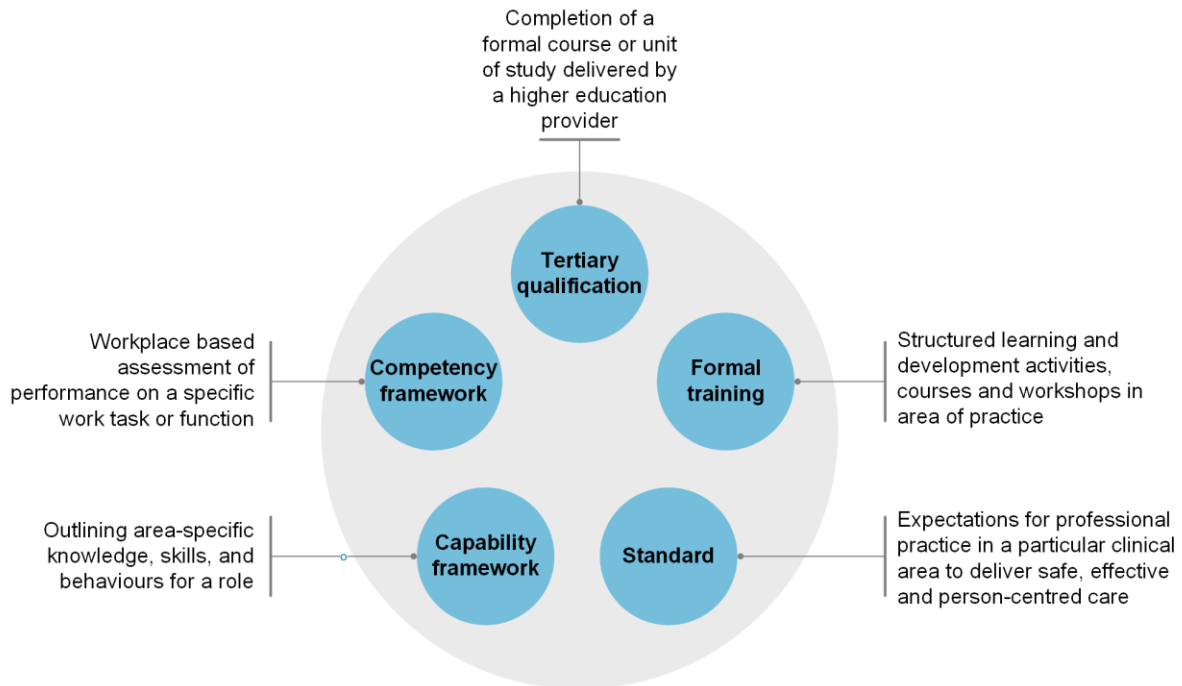
- What research involvement do we expect from an advanced practice role? E.g., contribution to research, supporting research, supporting application of evidence base in practice. How is this imbedded into the role on a practical level?
- What structures and supports do we have to identify, monitor and evaluate research activities? Where are there gaps?
- Could research supports such as the [IIMPACT](#) program be included in the framework?
- What mechanisms, structures and check points do we have in the service to review and discuss gaps in current practice, and how does this feed into research?
- What partnership opportunities exist to support research, e.g., with universities? How could roles support further development of these relationships?

Section 3: Learning and development for advanced practice

Learning and development activities

Learning and development activities support safe and effective practice, and are underpinned by consistent standards and expectations for roles. There are multiple activities that can support ongoing learning and development for advanced clinical practitioners, as illustrated below.

Figure 5: Learning and development activities to support advanced practice



The learning and development activities are not hierarchal, nor mutually exclusive. Activities can overlap in a hybrid model, and one may also inform another, such as a standard of practice being imbedded within a capability framework (Health Education England 2022).

Choosing the most appropriate learning and development activities for a role should consider:

1. Specific role functions and deliverables.
2. Scale of need.
3. Provisions already available within the organisation.

We must maintain vigilance for opportunities to innovate and improve the provision of quality care with a commitment to a trained workforce – SA Health (2022, p.4).

Capability development: A stepped approach

A stepped approach for ‘on the job’ learning can be considered to support advanced clinical practitioners to build and maintain service specific capabilities over time, provided the essential pre-requisites for a role are met.

Principles for allied health advanced clinical practice capability development relate to:

1. Essential capabilities

Identified and included in the role description as essential criteria. This includes [core capabilities](#) and additional [service specific capabilities](#) that are pre-requisite requirements for role commencement.

2. Capabilities for ‘on the job’ development

Identified and documented in a [learning and development plan](#), alongside the specific learning activities that will support this professional development.

3. Existing capabilities are maintained

Activities to maintain and extend existing capabilities are identified and included in the [learning and development plan](#).

Professional supervision for allied health advanced clinical practice roles

The breadth of functions, high degree of autonomy in practice, and level of clinical complexity managed by advanced clinical practitioners require an integrated, multi-professional approach to professional supervision. Additional supports should also be considered to maximise safety and quality of clinical outcomes, including access to peer support, mentoring and communities of practice. An integrated approach to professional supervision for allied health advanced clinical practitioners provides:

Options to diversify professional supports to support the breadth of development required across the four pillars of advanced practice, including:

- a. access to more than one supervisor to provide expert guidance across different pillars of practice if required, and
- b. options to receive professional supervision from an ‘expert in the field’ who may be of another discipline or from a different health service (including interstate).

A combination of ‘on-the-job’ support for day-to-day demands and challenges of the role, alongside broader skill development.

A structure to promote consumer safety in the context of newly developing advanced practice roles.

(Drennan et al 2022; Evans et al 2021; Gilmore et al 2011; Fothergill et al 2022; Morris et al 2014; Skinner et al 2015)

Section 4: Governance

Safety and quality systems are integrated with governance processes to enable organisations to actively manage and improve the safety and quality of healthcare (Australian Commission on Safety and Quality in Health Care 2017).

The [SA Health Clinical Governance for Advanced Practice and Extended Scope of Practice Roles Policy](#) (SA Health 2022) is the overarching, binding policy for allied health advanced clinical practice in SA Health. Congruent with the requirements of this policy, the following minimum steps are recommended for health services developing allied health advanced clinical practice roles:

1. Robust role development

- 1.1 Align roles to health service need and community demand (see Appendix 2).
- 1.2 Provide opportunity and structure to support work across all four pillars of advanced clinical practice.
- 1.3 In partnership with relevant professional groups, integrate roles into service models of care and workflows with clear responsibilities, outputs and consumer contact points.
- 1.4 Reflect the diversity of clinician skills required to meet consumer need in the local context in service specific capabilities (see page 15).
- 1.5 Document essential role functions, including core and service specific capabilities, in a role description specifically developed for allied health advanced clinical practice. Also include professional, regulatory and industrial requirements, standards, and codes of conduct relevant to the role (SA Health 2022).
- 1.6 Utilise the recruitment processes to match a practitioner's qualifications, skills, and experience to requirements for a role.
- 1.7 Identify if advanced or extended scope of practice is required to fulfil functions of the role and credential as per the [SA Health Policy Directive: Credentialling for Allied and Scientific Health Professionals](#) (SA Health 2020).
- 1.8 Define professional reporting lines and corporate, financial and clinical accountability for the role.
- 1.9 Develop a local process to record and monitor learning and development (see Appendix 3).
- 1.10 Confirm additional professional supervision needs for the clinician, including facilitating access to more than one supervisor and / or mentor if required (see p.18).

2. Role endorsement

Local Health Networks should utilise the existing credentialling structure to review and endorse a practitioner functioning at advanced clinical practice level in a specific role. This includes:

- 2.1 The advanced clinical practitioner submitting a portfolio of additional evidence to the Local Health Network credentialling committee with the initial credentialling application to substantiate learning, development and performance in an advanced clinical practice role (see Appendices 4 and 5).
- 2.2 If endorsed, the Local Health Network documenting 'advanced clinical practitioner' on the credentialling letter to the clinician and in the 'additional information' field in the credentials section of the Credentialling and Scope of Clinical Practice System (CSCPS).
- 2.3 Should there be a change in function or capability to complete duties due to illness or injury, or noted during performance review, the clinician may be referred for re-credentialling.
- 2.4 Re-credentialling can also be requested by the committee to review progress towards a practitioner's learning and development plan (e.g. if working towards achievement of capabilities).

3 High performance

3.1 Other structures to support a positive workplace culture and monitoring of the advanced clinical practice role, include:

- Safety and quality meetings
- Research committees
- Professional supervision and mentoring
- Leadership committees and activities
- Performance review and development meetings
- Multidisciplinary review of clinical care and critical incidents

Recognition of advanced and extended practice provides an indication to both peers and the public that an individual practitioner conducts their practice at a level considered worth of additional acknowledgement. To the public, this implies a stringent process of assessment has been undertaken and the practitioner has achieved a required standard of practice - Australian Pharmacy Council (2013, p. 53)



Section 5: Measuring outcomes and impact of advanced clinical practice

As part of continuous quality improvement and to promote effectiveness and visibility for advanced clinical practice roles, it is crucial outcomes are monitored, evaluated and promoted.

Table 2 outlines evaluation metrics for roles based on a Health Workforce Australia evaluation framework (Thompson et al 2012) and commonly realised benefits of advanced clinical practice roles in the literature.

Specific evaluation metrics are selected by services based on functions of a role and strategic objectives of the health service/Local Health Network.

Additional measures can be added specific to a role, service area or profession. It is recommended a breadth of evaluation measures are selected to reflect the impact of a role from the consumer and organisational perspective. Evaluation data provides insight into the effectiveness of an advanced clinical practice role, but should not be interpreted in isolation given roles sit within multidisciplinary teams and broader health services.

Table 2: Evaluation metrics for allied health advanced practice roles

Evaluation metric	Example evaluation parameters	Indicators
Consumer and carer experience	<ul style="list-style-type: none"> Consumer and carer satisfaction Consumer and carer outcomes 	<ul style="list-style-type: none"> PREM* data Consumer feedback
Safety and quality	<ul style="list-style-type: none"> Related re-presentations / re-admissions Adverse events Complaints Consumers who 'did not wait' Equity of access 	<ul style="list-style-type: none"> Quantitative data Cost-benefit analysis Audit activities
Effectiveness	Number of consumers: <ul style="list-style-type: none"> Seen within target timeframes Requiring skills / services of the advanced clinician (e.g. clinical services provided, expanded care options) With improved discharge outcomes Who avoided a secondary care pathway (e.g. hospital presentation or admission) 	<ul style="list-style-type: none"> Quantitative service data Audit activities PROM**
Efficiency	<ul style="list-style-type: none"> Average number of consumers seen per day (consider how complexity and breadth of functions impacts expectations of a role) Total treatment time / admission time / length of stay Wait time at various points in care 	<ul style="list-style-type: none"> Quantitative service data Cost-benefit analysis Audit activities
Staff outcomes and experience	<ul style="list-style-type: none"> Staff experience Perceptions of productivity 	<ul style="list-style-type: none"> Qualitative data Education / support provided by role
Workforce capacity	<ul style="list-style-type: none"> Training completion for advanced clinician Staff turnover in advanced practice role 	<ul style="list-style-type: none"> Training data (including outcomes) Staff turnover data
Workforce productivity	<ul style="list-style-type: none"> Capacity of other staff to complete their primary role functions Number of assessments or interventions as a result of the role 	<ul style="list-style-type: none"> Qualitative data Quantitative data
Role sustainability	<ul style="list-style-type: none"> Support for role to continue 	<ul style="list-style-type: none"> Continuation and growth of role(s)
<p>*PREM: Patient-reported experience measure **PROM: Patient-reported outcome measure</p>		

Section 6: Planning for success: Developing and implementing allied health advanced clinical practice

Research indicates a systematic, planned approach to the development of advanced clinical practice roles is critical. Factors increasing the likelihood of innovative advanced practice roles being adopted, implemented, and sustained in healthcare services include:



(Evans et al 2021, Gilmore et al 2011, Fothergill et al 2022, Lawler et al 2020, Masso and Thompson 2016, Morris et al 2014, Skinner et al 2015)

Health services may form action plans to progress development of allied health advanced clinical practice and realise the impact for future-focused clinical services.

Sections of the framework to support this planning are outlined below in this table:

Identify	<ul style="list-style-type: none"> • Allied health advanced practice roles based on consumer and organisational need • Consumer contact points for the role, interface with the team, and integration with the service model of care 	p.25
Develop	<ul style="list-style-type: none"> • Role deliverables across each pillar of practice • Core capabilities • Service specific capabilities required to meet the key functions and deliverables of the role • Governance structures for the role • Outcome measures and evaluation methods for the role • Learning and development activities and supervision structure that will support capability development and maintenance 	p.9 p.13 p.14 p.19 p.22 pp.17-18
Launch	<ul style="list-style-type: none"> • Classify and recruit to the role • Endorse the practitioner in the advanced clinical practice role 	p.19 pp.27-29
Evaluate	<ul style="list-style-type: none"> • Evaluate the role post implementation • Consider partnerships to support formal evaluation of the role e.g., with university sector • Consider ways to celebrate and promote achievements 	p.22

Appendix 1: Relevant legislation and policy directives

SA Health allied health staff must comply with requirements of:

- > [Australian Commission on Safety and Quality in Healthcare. National Safety and Quality Health Service Standards 2021](#)
- > [Australian Health Practitioner Regulation Agency](#)
- > [Health Care Act 2008](#)
- > [Health Practitioner Regulation National Law \(South Australia\) Act 2010](#)
- > [Mental Health Act 2009](#)
- > [SA Health Initiating Policy Requests Policy 2023](#)
- > [SA Health Clinical Governance Framework for Allied Health Professionals](#)
- > [SA Health Allied Health Clinical Supervision Framework](#)
- > [SA Health Clinical Governance for Advanced Practice and Extended Scope of Practice Roles Policy](#)
- > [SA Health Policy Directive: Credentialling for Allied and Scientific Health Professionals](#)
- > [SA Health Policy Directive: Registration of Health Practitioners: Recording and Monitoring](#)
- > [South Australia. Controlled Substances Act 1984](#)
- > [South Australian Controlled Substances \(Poisons\) Regulations 2011](#)
- > [South Australian Public Sector Enterprise Agreement: Salaried 2021](#)

Appendix 2: Identifying allied health advanced clinical practice roles aligned to consumer and organisational need

The following questions can assist teams to identify opportunities for strategic placement of allied health advanced practice roles:

Consumer need	<ul style="list-style-type: none"> Where are the issues for the community accessing the care they need (e.g., delayed care due to long wait lists, or avoidable secondary care pathways)?
	<ul style="list-style-type: none"> Why do these access issues exist?
	<ul style="list-style-type: none"> Are clients presenting with differential diagnosis, high-clinical complexity, co-morbidity, or cultural diversity requiring specialised clinical assessment or treatment?
	<ul style="list-style-type: none"> Is there any relevant consumer feedback available to support this need?
Service need	<ul style="list-style-type: none"> What data or evidence are available to support there is a service gap?
	<ul style="list-style-type: none"> Where are the barriers to service flow?
	<ul style="list-style-type: none"> What are the areas of current and future demand (e.g., may relate to high volume referrals and / or complexity)?
	<ul style="list-style-type: none"> Where are the specific areas of workforce challenges and opportunities (e.g., shortages or untapped capabilities aligning with a service demand)?
	<ul style="list-style-type: none"> Are there key people or 'champions' with a greater readiness to progress advanced practice roles in a clinical area?
Evidence base	<ul style="list-style-type: none"> Is there any research evidence (within or outside the service) highlighting the impact / value of similar roles?
	<ul style="list-style-type: none"> Are there outcomes or learnings from similar advanced clinical practice roles in other health services locally, nationally or internationally?
	<ul style="list-style-type: none"> How could an advanced practice role assist with identified consumer, clinical or service needs?

Appendix 3: Allied Health Advanced Clinical Practice Learning and Development Plan

The learning and development plan is for allied health advanced clinical practitioners to identify their individual learning goals and professional development activities. When setting your plan, it is important to consider scope of practice and the capabilities required to perform your role. This information included in your plan should link with your Performance Review and Development and clinical supervision requirements, where appropriate. The template can include additional detail, such as timeframes and follow up actions, and should be updated every 6-12 months.

Supporting documents:

1. SA Health Allied Health Advanced Clinical Practice Framework: Table 1: Core capabilities of allied health advanced clinical practitioners in SA Health
2. Service specific capabilities (see role description +/- service capability frameworks)

Allied Health Advanced Clinical Practice - Learning and Development Plan				
Name:		Start date:		Review date:
Date discussed at PR&D:		Date discussed at clinical supervision:		
Pillar of practice	Key activities	Capabilities	Learning goals	Development activities
	What is the scope of practice and key deliverables of your role?	Which core and/or service specific capabilities are you working towards or developing to a higher level?	What do you want to achieve through your learning activities?	What will you do to work towards your learning goal? e.g., competency, training
Clinical Practice				
Clinical Leadership				
Education				
Research				

Appendix 4: Allied Health Advanced Clinical Practice Credentialing Portfolio

To ensure allied health advanced clinicians in SA Health are performing at a consistently high standard of practice, clinicians are required to submit a portfolio to evidence their performance. The information is used by the credentialing committee to consider endorsement of your specific role in your Local Health Network as allied health advanced clinician.

The portfolio must be submitted with the initial credentialing application, in *addition* to standard information required in the credentialing application form. You may be required to re-submit a credentialing portfolio if requested.

Section 1: For completion by allied health clinician:

Name:		
Role title:	Profession:	
Professional Supervisor(s):	Local Health Network:	
Information required	Supporting information attached	Reviewed by credentialing committee
Current role description		
Core capabilities checklist		
Allied Health Advanced Clinical Practice Learning and Development Plan		
Evidence of progress in your Learning and Development Plan, including key achievements towards deliverables of your role and development activities completed, e.g.: <ul style="list-style-type: none"> • new or complex clinical services delivered • professional development log (if not already provided with credentialing form) • quality improvement activities completed • education provided • Performance indicators achieved (individual and organisational) 		

Section 2: Credentialing committee use only:

Allied health professional endorsed by credentialing committee as performing at level of advanced clinical practice: <input type="checkbox"/> Yes	
<input type="checkbox"/>	No (provide reason):
<input type="checkbox"/>	Additional information required (specify):
<input type="checkbox"/>	Date for re-credentialing (if required):
If role endorsed by credentialing committee, note 'allied health advanced clinician' in 'other' field of credentials section of credentialing database.	

Appendix 5: Core capabilities checklist

The checklist below records progress towards SA Health core capabilities for allied health advanced clinical practice. These accompany service specific capabilities / competencies for your role. Core capabilities are summarised below and outlined in detail in section 2 of the SA Health Allied Health Advanced Clinical Practice Statewide Framework.

Capabilities achieved should be signed by your operational and / or professional line manager. Capabilities you are 'working toward' should be recorded in your Advanced Clinical Practice Learning and Development Plan, along with more detail about how these will be achieved.

Name:		Date:	
Manager name / title:			
Core Capability		Achieved (sign)	Working toward
Clinical practice	Provides evidence-based therapeutic interventions drawing on diverse expert knowledge.		<input type="checkbox"/>
	High autonomy within scope of practice and code of conduct.		<input type="checkbox"/>
	Critically reflects, accountable, responds to feedback.		<input type="checkbox"/>
	Manages clinical care in partnership.		<input type="checkbox"/>
	Plans, manages and supports others with complex cases.		<input type="checkbox"/>
	Manages risk appropriately.		<input type="checkbox"/>
	Works collaboratively to deliver care across client groups with awareness of broader service demands / population needs.		<input type="checkbox"/>
Clinical Leadership	Proactively develops and maintains relationships within and outside the service, working across boundaries.		<input type="checkbox"/>
	Evaluates own practice and performance of others and builds capacity and capability in others.		<input type="checkbox"/>
	Supports other clinicians to reflect and develop		<input type="checkbox"/>
	Leads new practice approaches and service redesign.		<input type="checkbox"/>
	Seeks and integrates consumer feedback into improvements.		<input type="checkbox"/>
	Consults and provides clinical expertise across service and discipline boundaries.		<input type="checkbox"/>
	Acts as a role model and mentor, leader and supervisor.		<input type="checkbox"/>

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Education	Critically assesses own learning needs and initiates learning.		<input type="checkbox"/>
	Responds to consumer needs to improve outcomes.		<input type="checkbox"/>
	Drives a continuous professional development culture.		<input type="checkbox"/>
	Facilitates the learning of others within service/network/state.		<input type="checkbox"/>
	Identifies learning and development needs within broader service.		<input type="checkbox"/>
Research	Evaluates and monitors clinical practice and performance in the work area, highlighting gaps and opportunities.		<input type="checkbox"/>
	Critically appraises and synthesises data and drives quality improvement activities.		<input type="checkbox"/>
	Supports application of local governance.		<input type="checkbox"/>
	Identifies needs for future research and facilitates opportunities.		<input type="checkbox"/>

The checklist should be submitted to your Local Health Network credentialing committee with your Allied Health Advanced Clinical Practice Credentialing Portfolio (see appendix 4).

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