

<b>Title</b>	<b>Building sustainability across the health and service system in palliative care practice: Innovative workforce development models</b>
Number	59
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Abstract	<p>Palliative care demand in Tasmania is rising rapidly and without a significant boost in workforce capacity, it will not be possible to meet the need. Building sustainability across a health and service system is a constant challenge, especially for services with smaller specialised workforces such as palliative care. To meet this challenge new workforce models have been introduced within Tasmania's Specialist Palliative Care Services with the aim to enhance patient access and better support the primary health workforce to deliver appropriate palliative care in a timely manner. This innovation for Tasmania's palliative care sector employs role redesign and professional development methods that provide opportunities for both specialist and non-specialist health care professionals to further develop their skills and knowledge while working within a Specialist Palliative Care Service. This is a Better Access to Palliative Care (BAPC) workforce development initiative funded by the Australian Government to develop greater capacity in the Tasmanian palliative care service system. Evaluation indicators have been developed and an action-research framework will be used to further refine the workforce models. Lessons to date highlight the need for close attention to readiness for change at the system, service and individual level.</p>