

ACM SUBMISSION


**Australian Government, Digital health
Agency - National Digital Health
Workforce & Education Roadmap**

DATE OF ISSUE: 5 December 2019

www.midwives.org.au



Cover Sheet

Name	Ruth King				
Postal Address	Level 3, 97 Pirie Street				
Suburb	Adelaide	State	SA	Postcode	5000
Phone	0409 199 087	Fax			
E-mail	Ruth.king@midwives.org.au				
Signature					

Is this submission being made on behalf of an organisation? (Y/N)					Yes
Name of Organisation	The Australian College of Midwives				
Postal Address of Organisation	PO Box 965, Civic Square				
Suburb	Canberra	State	ACT	Postcode	2608
Which best describes the capacity in which you are responding?	Midwife/Other (Professional Organisation)				
Which of the following best describes where you are located?	N/A – National Organisation				

Organisational official who has authorised submission					
Name	Ruth King				
Position	Midwifery Advisor				
Phone	0408 618 227	Fax			
E-mail	Ruth.king@midwives.org.au				
Signature					

We have also provided a marked up version of the PDF document highlighting the elements noted as below.

Thank you for the opportunity to provide feedback on this exceptionally comprehensive and inspiring document outlining the future of Australia Digital health Strategy.

Page	Section	Comment	Initials	Action required
11	The road ahead: Horizons of workforce and education change	Faethm – described on page 54 but 1 st used/referenced on page 11 as Faethm.ai Consider some definition/descriptor on page 11 or prior. Perhaps add to the glossary.		
12	Horizon 2: Integrating new technologies and ways of working	Reads: Interoperability will support clinician decision-making through providing access to patients' clinical most recent information from a range of sources Suggest change to: Interoperability will support clinician decision-making through providing access to patients' most recent clinical information from a range of sources		
16	1.4 An evolving definition of digital health	Link error: Error! Not a valid bookmark self-reference.		
17	2.2 A holistic view of the health workforce	Reads: This definition includes health care professionals, such as nurses, doctors and allied health providers, and also includes all other workers in the health system such as administrative assistants and wardspersons. Suggest add midwife – they are a distinct profession to nurses and they are not allied health professionals but are very important in delivery of health and changes to digitalisation of health. Suggest changing such that it reads: This definition includes health care professionals, such as nurses, midwives , doctors and allied health providers, and also includes all other workers in the health system such as administrative assistants and wardspersons		
17	2.2 A holistic view of the health workforce	In addition to the paid health workforce, a range of other actors are important in the development and adoption of digital health innovations. We query the use of the term 'actors' in this context – suggest individuals		
36	Figure 3: Digital Health Workforce and Education Roadmap	Digital health literacy increases by 25% Does this mean by the end of Horizon 3 that Digital health literacy will be at 75%?		

41	Figure 7	Figure 7: Meet Christine - Persona Demonstrating How Profiles Apply to Individual's Roles You start with Christine and then swap to Chris. Would be better to be consistent and keep calling her Christine?		
50	4.6.2	The following paragraph relates to a table/example on page 51. It would be better placed at the start of page 51. 'Each Digital Profile will require a different mix of education, training and support to achieve digital health literacy. This will require a partnership approach involving stakeholders from across the sector. A key example of different health stakeholders (from industry, education and training) working together to improve digital literacy for the health workforce in NSW is provided below.'		
56 & 58	4.9 / Faethm glimpse in the future/ clinical potential/table 4 & table 5	The colours on the table could potentially be clearer – they blend into the background		
57	Key digital technology: Sensory Perception	'a robot names 'Seals'76' change to: 'a robot named 'Seals'76' 'designed to monitor provide' Change to: /designed to monitor and provide'		
57	Key digital technology: Suggestion Provision	Is it a medical doctor or a medical specialist? This is a web-based repository of medical information and insights to provide medical doctors with data, information and suggestions that they otherwise would not have available to them. Modernizing Medicine mines data and delivers clinical decision support to medical specialists.		
59 & 60	2 case studies: Case Study: Genetic Pathology curriculum and training – RCPA Case Study: Use of AI and predictive analytics in cancer care	Prior to this point the reference numbers were BEFORE the full stop. e.g. In the UK, it is predicted that in the next 20 years, 90 per cent of jobs in the health sector will require digital skills ⁷⁹ . In both of these case studies the reference number is placed AFTER the full stop. e.g. The RCPA has also developed documentation and initiatives to recognise prior learning to accelerate the accreditation process. ⁸⁰		Best to pick one and be consistent.

63	Case Study: Behavioural Health Communicators	Who are AHM? Acronym used to describe: Case Study: Use of AI and predictive analytics in cancer care		
66	4.14 Value based health care	Reference number again outside of full stop 'One of the key challenges in value-based healthcare is gaining agreement on how value should be measured. The concept of Triple Aim, advanced by the Centre for Healthcare Improvement, is gaining support. Value is defined as the "maximum health benefit at minimum cost, and – operationally – better value translates into a combination of improved health outcomes and processes of care (clinical quality), better patient experience, and reduced costs of care."91'		
67	Personalised medicine	The following states: 'This will allow the prescription of medicines that will achieve the greatest health benefit for the individual.' Surely this should be about medicines and preventative treatment and not just medicines alone?		
67	Consumers as partners	The following statement talks about consumers being in charge of their health care but then goes on to state: 'Systems and models of care will enable shared decision-making and support a self- care orientation.' Should this not be: Systems and models of care will enable informed decision-making and support a self-care orientation. Such that the individual is making their own decision free from bias or coercion.		
		The following sentence reads: 'Digital health technology will be available to support the healthcare organisation meet the needs of patients, to support information and communication exchange in the form and at the time that suits the patient, and to enable patients to participate in decisions about their healthcare in the way they choose98.' Change to 'Digital health technology will be available to support the healthcare organisation to meet the needs of patients, to support information and communication exchange in the form and at the time that suits the patient, and to enable patients to		

		participate in decisions about their healthcare in the way they choose ⁹⁸ .		
70	4.16	<p>The following sentence reads: ‘Given the scale and depth of change that will be required, and sustained leaders will also be faced with an increasingly important role of ensuring their own resilience, self-management and wellbeing as well as ensuring these factors are receiving attention across the workforce.’</p> <p>Suggest deletion of ‘and sustained’ ‘Given the scale and depth of change that will be required, leaders will also be faced with an increasingly important role of ensuring their own resilience, self-management and wellbeing as well as ensuring these factors are receiving attention across the workforce.’</p> <p>Or ‘Given the scale and depth of change that will be initially required, and further sustained leaders will also be faced with an increasingly important role of ensuring their own resilience, self-management and wellbeing as well as ensuring these factors are receiving attention across the workforce</p>		
72	Opportunity: Board and Executive Primer	This header is on page 72 with the content on page 73. Would be good to see this header moved to the next page.		
73	5.2 Board and executive mobilisation	Placement of reference: Organisational complexity: How to effectively integrate technology and their workforce and managing human impacts including changes to current roles and the creation of new roles; and maintaining employee engagement.109		
73	5.3 Cultivating lifelong learning	<p>There is the start of a Quote on page 73 with the remainder on page 74. It would be better for the whole quote to be on page 74.</p> <p>Start of quote: With accelerating advances in health information and technology, physicians, nurses, and other health</p>		
74	5.3 Cultivating lifelong learning	<p>Reads: ‘New career pathways will need to be identified (Clinical and Technology Bridging roles for example) to help individuals imagine their future.’</p> <p>Suggest</p>		

		New career pathways will need to be identified (Clinical and Technology Bridging roles for example) to help individuals imagine and realise their future.'		
74		Reads: It will be important to empower clinicians to engage as active participants in their own learning path' We cannot empower people they must do it themselves (great piece on this here). Suggest change to It will be important to enable clinicians to engage as active participants in their own learning path'		
79	5.9 Next steps	The section is in future tense but 20 November 2019 has passed. This would be better rephrased to be past tense e.g. This draft Roadmap was a key input into the National Digital Health Workforce and Education Summit (the Summit) on November 20th, 2019. The Summit brought together key stakeholders across health, with the goal of developing a shared understanding of the work required to support achievement of the goals described in Australia's National Digital Health Strategy. The Summit sought to agree specific tangible commitments from health sector participants and develop measures against which progress can be tracked.		
81	High level overview of initiatives by country	The following text is on page 81 but relates to an image on page 82. There is sufficient space on page 82 that this sentence could be moved to align with the image it refers to. Text: The analysis below shows a snapshot of the key initiatives identified across the five countries included in the analysis.		
84 to 88	From - NHS Digital through to Royal College of Nursing Digital Summits (in 2015 and 2016).	References are again outside of full stop. e.g. National Information Board.123		
89-90	Digital Health and Social Care Strategy through to	References are again outside of full stop.		

	Digital Participation Charter			
97	Digital Health Innovation Partnership	References are again outside of full stop.		
98	A smart way to ease Europe's health workforce challenges Through to Digital Health Roadmap European Union	References are again outside of full stop.		
100	Appendix B: Stakeholders Consulted	We note that Australian College of Nursing and ANMF consulted. However, the Australian College of Midwives was not consulted.		
101	Victoria Workshop	Extra space/ formatting to be fixed Mr Anthony Wall, Australian and New Zealand College of Anaesthetists		
102	Brisbane Workshop	Space/formatting of details Ms Peta Gordon, Woorabinda Multipurpose Health Service		