

Diversional therapy

Workforce modelling factsheet

Diversional therapy supports people to improve health and wellbeing through leisure and recreation-based interventions. Diversional therapists develop and facilitate individual and group-based programs aimed to improve, maintain or restore physical, cognitive, social, emotional and spiritual functioning and hence overall quality of life. Diversional therapists work with people of all ages and abilities in a variety of healthcare settings to promote social connectedness, self-esteem, independence and community participation. Diversional therapists have specialised knowledge and skills in leisure theory, leisure behaviour, recreational activity provision, leisure education and counselling, adaption and modification, and group facilitation.



Workforce characteristics for NSW Health diversional therapy workforce in 2040



76

Headcount



24.3

Work hours per week



36.1

Years average age



3.4%

Aboriginal workforce target



Demand is expected to grow **1.5%** (low demand scenario) to **1.7%** (high demand scenario).

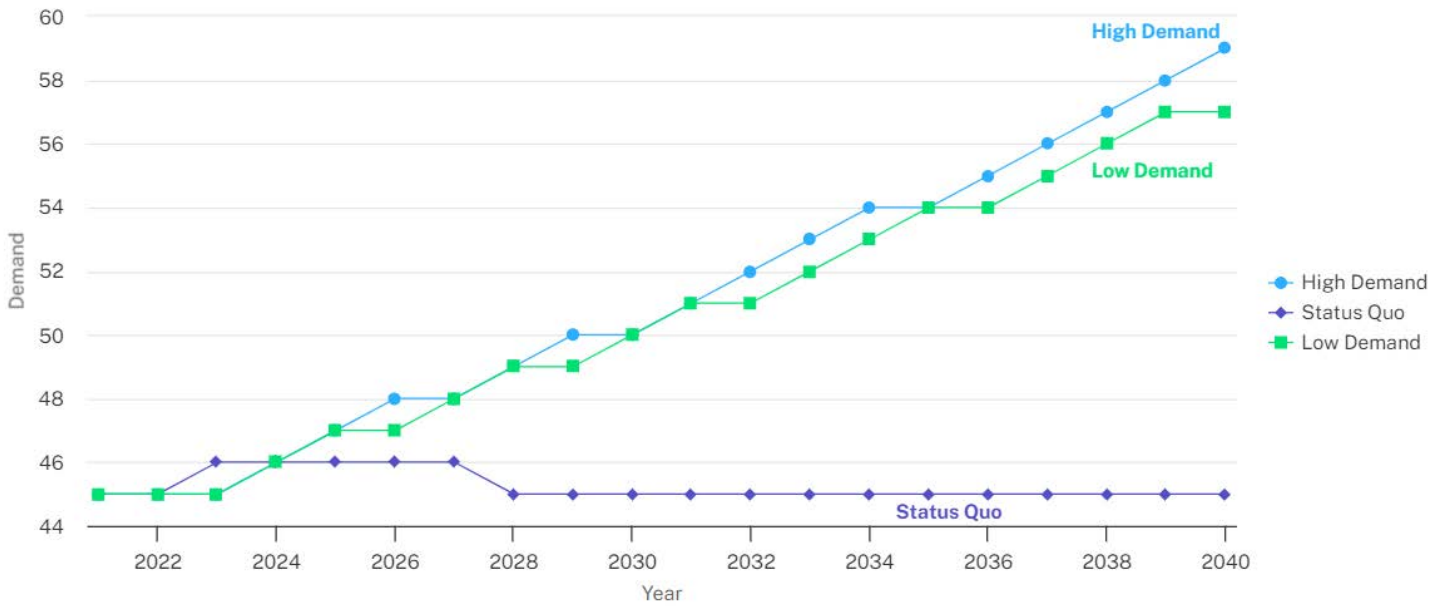
Workforce modelling indicates the need to grow the NSW diversional therapy workforce by around **1 to 2** new professionals per annum to meet community need in 2040 across both demand scenarios.

REASONABLE
CAREER
OPPORTUNITIES

Notes

- Data included is limited to the workforce employed under the relevant health professional award.
- Specialty health networks are not displayed geographically in the workforce distribution maps.
- LHD/SHN may engage in sessional arrangements in selected circumstances.
- Workforce that cannot be aligned to a physical location have been attributed to a pre-determined facility within each LHD/N. This may impact on Headcount shown at these facilities within the distribution map.
- NSW Health does not make any representations or warranties whether expressed or implied with respect to the accuracy and completeness of the information contained in the fact sheet.

Projected FTE growth for NSW Health diversional therapy workforce to 2040



Workforce characteristics for NSW Health diversional therapy workforce in 2021



53
Headcount



24
Work hours per week



40.1
Years average age



83%
Female



14.8%
Aged 60+



0%
Aboriginal

Metropolitan Sydney



37
Headcount



24.8
Work hours per week



41.3
Years average age



11.1%
Aged 60+

Non-Metropolitan Sydney



15
Headcount



22.8
Work hours per week



41.4
Years average age



3.7%
Aged 60+

Diversional therapy junior entrant positions into NSW Health



2017

5

2018

4

2019

6

2020

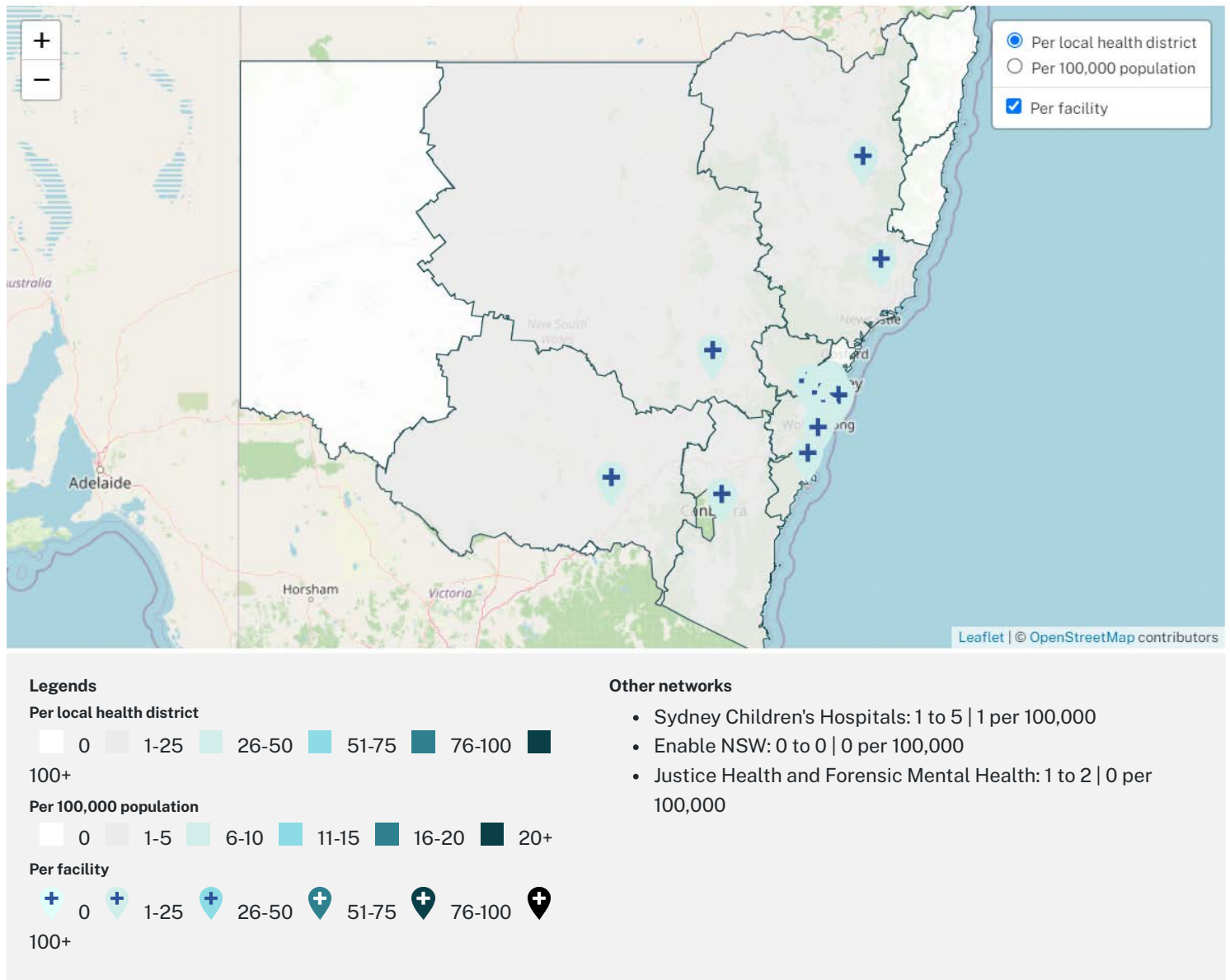
8

2021

6

Workforce distribution for NSW Health diversional therapy workforce in 2021

The geographic distribution of the public workforce by local health district/network, by facility and per 100,000 population.



Workforce considerations

- Population demographics changes and increasing incidence of complex and chronic disease may increase demand for diversional therapy services.
- Ensuring sustainable training pathways, graduates, and workforce reflect the future workforce requirements of the community, by both location, speciality and skills.
- Temporary funding initiatives / positions impacts on workforce stability and influences workforce movement.
- Improvements in data capture and demand (met and unmet) is a prioritised need for the workforce.
- New government funding initiatives and policy will influence diversional therapy workforce movement (gains / attrition) in NSW public health (i.e. National Disability Insurance Scheme).
- The ability to provide sustainable clinical supervision, supports and professional development for such a small workforce impacts the ability to retain and grow the workforce.
- Maximising use of the Allied Health Assistant Workforce is an opportunity for the workforce to shift low value tasks as needed.