



North Coast **Allied Health Association**

November 2025

We show respect for the traditional owners across all the nations of the North Coast New South Wales and their custodianship and connection to country. NCAHA acknowledges the important role Aboriginal people have played in the health and well-being of these communities.



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The Challenge of Allied Health Recruitment

In speaking with allied health employers around the North Coast, both in the Local Health District programs, private practices and non-government organisations, the significant difficulties of recruiting to fill allied health vacancies is common. It is a challenge all over regional and rural Australia, but it can certainly also be a headache right here in Northern NSW. There is no doubt that the advent of new allied health training programs in local universities over recent years has contributed to increasing the number of potential recruits at the local level, albeit at the junior level. Yet getting the right people for your vacancies remains a frustration for most.

That's why it's pleasing to introduce you to a newish program in Northern NSW, the **Welcome Experience - supporting essential worker businesses**. This free service supports essential workers (and their families), like allied health professionals, who are considering applying for or have accepted a job in regional NSW. Help can be provided with things like relocation, housing, social connection, spouse employment, education options for kids, and much more.

This initiative represents a significant step forward in supporting the allied health workforce in our region. For more information, go to the 'From the Field' section of this newsletter.

Thank you,
Rob Curry – Executive Officer, NCAHA



NCAHA Annual General Meeting

Wednesday, November 26th from 6.30pm – 7.00pm

This year there have been 2 nominations for 2 vacant Director positions, so no voting is required, just confirmation of the nominations.

Your attendance at the AGM would be most welcomed - you can join via this zoom link: <https://uni-sydney.zoom.us/j/85082772320?from=addon>

NCAHA CPD Events

Webinar: Imminent Aged Care Changes – Details & Ramifications. Some 50 people registered for this online event, and AHPA policy officer, Chris Atmore, provided a comprehensive presentation 14th October on the policy and charging changes that have now just come into effect for Help in the Home and residential aged care.

A recording of Chris's presentation and the discussions can be obtained on request.

NCAHA forum: Allied Health Management of Parkinson's Disease: 20 people attended this forum at Charles Sturt University in Port Macquarie on Friday 7th November. The presentations were excellent and the discussions invaluable.

For a recording of the presentations contact Rob on 0429 999 005 or NCAHAExecutive@hotmail.com



The Welcome Experience - Supporting Essential Worker Businesses

The Welcome Experience is a free service supporting essential workers (and their families) who are considering applying for or have accepted a job in regional NSW. The program is open to both government and non-government employees in the allied health industry.



Lisa Richards is the Local Connector for the Northern Rivers region, servicing Tweed, Byron, Ballina, Lismore and Richmond Valley areas. The Welcome Experience commenced in the Northern Rivers in December 2024 and has welcomed over 120 Essential Workers and their families to date.

Lisa delivers The Welcome Experience which is a service tailored to the specific needs of the individual or family. Not only will it help you decide if a particular location is a good fit for what you're looking for, but Local Connectors can help with:

- Relocation - preparing for the move, including guidance on finding a removalist
- Housing - connecting with trusted real estate agencies to help find a place to call home
- Education - providing information on early childhood education, schooling and university options in the area
- Social connections- connecting to sports clubs, social groups and community organisations
- Employment- supporting partners to find relevant, meaningful employment
- Accessibility and healthcare- providing information on healthcare and other services
- Leisure and recreation- providing local knowledge on the best activities in the region

Over the past 12 months, Lisa has helped relocate more than one hundred essential services workers, including many people in the health field and a number of allied health professionals. She loves her job because she knows it benefits the local community, bringing people with important skills to the Northern Rivers. She comments:

"I hear great stories from the people I help, about the connections they are making in the community, and how much they are enjoying living in our beautiful part of the world."

She believes a key priority for the Program now is to better inform employers, especially those in health-related non-government organisations and private health businesses, about The Welcome Experience.

How can businesses access The Welcome Experience?

Businesses in [eligible LGAs](#) can include The Welcome Experience in their job advertisement and recruitment processes.

As Local Connector for the Northern Rivers, Lisa can be contacted at: welcome@rdanorthernrivers.org.au
Additionally, there are also Local Connectors for the Coffs Coast Region and Mid North Coast, as follows:

- Sarah Soto: Coffs Coast Region: sarahsoto@becc.org.au
- Helen Mansfield: Mid North Coast: helen@rdamnc.org.au

For more information on this important service see [The Welcome Experience](#) | [NSW Government](#)



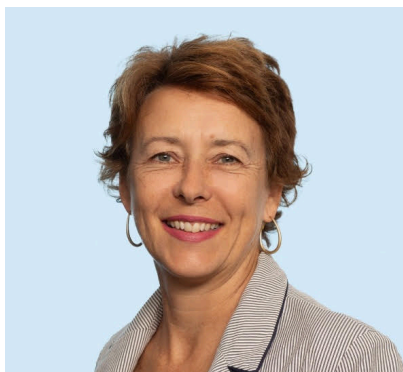
[Susan Nancarrow: Introducing the Global Allied Health Leaders Network](#)

Dr Susan Nancarrow is an allied health professional, researcher, and reformer with more than three decades' experience spanning clinical practice, academia, and health system leadership. As the founding Chair of the North Coast Allied Health Association, Susan has long championed the vital role of allied health in improving the wellbeing of local communities. Today, as CEO of **HealthWorX Futures**, she works across Australia and internationally to shape the future health workforce — building systems that value collaboration, capability, and care. Susan was also instrumental in establishing the **Global Allied Health Leaders Network**, connecting practitioners and policymakers from across the world to share innovation and strengthen the profession globally.

A passionate advocate for allied health "from local to global," Susan continues to support professionals to thrive in a rapidly changing health landscape.

Susan is delighted to announce the launch of the **Global Allied Health Leaders Network (GAHLN)** — a new international coalition of senior allied-health workforce leaders and policymakers created to support significant reform, innovation and system-wide transformation in allied health

As the health sector faces unprecedented challenges - ageing populations, rising chronic conditions, widening inequities and a projected global shortfall of 11 million health workers by 2030 - a goal of the GAHLN is to unlock the full potential of allied health professions in prevention, rehabilitation, integrated care and economic impact.



With colleagues Beverley Harden from NHS England and Nicki Atkinson, PhD Student and policy officer (Tasmania), Susan has created this movement, initially as a community of practice of global allied health leaders through The Allied Health Academy (now [The Practice Studio](#)). Susan comments:

“I’m honoured to be part of this initiative, working alongside global peers to ensure that allied health voices from regions such as ours on the North Coast are heard and linked to the global agenda.”

GAHLN will seek to:

- Strengthen workforce capacity and build global peer-led collaborations
- Share innovation, data and practice-insights from around the world
- Help shape future-ready, sustainable health systems where allied health is embedded strategically

[Global Health Partnerships](#)

On 14 October 2025 (Allied Health Professions Day), GAHLN launched its landmark Position Paper titled “Allied Health – A Strategic Imperative for Global Health Transformation”, setting out seven foundational principles for change.

If you’d like to learn more about GAHLN, how it connects with our regional allied-health community, or ways to engage, please feel welcome to reach out to Susan directly. Together, we can ensure that our North Coast allied-health professionals are part of advancing the profession’s impact both locally and globally.

Watch the video of the launch of the Global Allied Health Leaders Network [here](#) or access the position paper [here](#). We would really value your feedback, which can be provided through the links on the GAHLN website [here](#)



[Australian College of Rural & Remote Allied Health - A Scoping Project](#)

Authors: R Adams, C Maloney, I Nielsen

“Australian rural and remote communities are subject to a higher burden of disease compared to metropolitan areas but have limited access to allied health services that help support individuals manage their health effectively. The undersupply and maldistribution of the allied health workforce has a significant negative impact on the accessibility of allied health services for rural communities and the severity of impact increases with remoteness. Building and sustaining a high-performing allied health workforce requires a multipronged approach that supports practitioners across career stages. Structured career progression, access to appropriate continuing professional development opportunities, the ability to work at full scope of practice, and to expand scopes of practice where required, are strongly supported in practice and in the rural allied health literature” (Adams, Maloney and Nielsen, 2025).

Adams, Maloney and Nielsen argue that the **Allied Health Rural Generalist Pathway (AHRG Pathway)** is an appropriate training and workplace program to provide the necessary training, CPD and career progression to build a skilled and sustainable allied health workforce in rural and remote regions. However, they also suggest that the establishment of a **Rural and Remote Allied Health College** may be needed to underpin the AHRG Pathway in terms of its status and sustainability within the Australian health workforce context. Such

and entity, a College, could be responsible for holding and maintaining standards for the Allied Health Rural Generalist practitioner.

[Read the Scoping Report](#)



[Healthy North Coast Primary Health Care Excellence Awards 2025](#)



Venue: Pacific Bay Resort, Bay Drive, Coffs Harbour NSW 2450

Date/Time: 25/11/2025 5:30 pm - 9:00 pm AEST

Cost: \$50

Event Organiser: Healthy North Coast

Contact: Dilani Bamford; **Phone:** [0497330473](tel:0497330473), **Email:** [Click here](#)

This event honours the outstanding achievements and contributions of individuals and teams dedicated to improving primary health care in our community.

Enjoy an inspiring night filled with recognition, networking, and the sharing of innovative practices that are making a real difference and impact.

To register, [download the event flyer](#)

Award Categories are:

- Excellence in Delivery of Aboriginal & Torres Strait Islander Health
- Excellence in Delivery of Mental Health in Primary Care
- Excellence in Innovation (including Digital Health, Evaluation & Research)
- Excellence in General Practice Achievement
- Excellence in Allied Health Achievement
- Excellence in Nursing Achievement
- Excellence in Practice Management Achievement
- Emerging Leader Achievement



When: Friday 28th November, 0830 - 1530

Where: Slim Dusty Center, Kempsey

Convenor: Mid North Coast Local Health District
Cost: Free

[NSW Falls Prevention and Healthy Ageing Network Rural Forum 2025 - Mid North Coast Local Health District](#) is the link to the Forum website that has the preliminary Program that is still under construction but provides an outline of the confirmed speakers plus it sets the scene for the day's objectives.

The Forum is designed to showcase and strengthen initiatives that focus on falls prevention and healthy ageing and bring together hospital, community, health promotion, residential care, and Primary Health Network stakeholders to share evidence-based practices and innovations.

Exhibition / Stall holders

Organisations and community groups working in the fields of healthy ageing and falls prevention are invited to host a stall at the upcoming Forum. You will have a dedicated space to engage with attendees and opportunities to share resources and program information.

To register your interest in having a stall, please email Linda Brookes at linda.brookes@health.nsw.gov.au before Friday 14 November 2025.

As part of the Falls Prevention and Healthy Ageing Forum, there is also a NeuRA Workshop: Exercise to Prevent Falls in Older People being held on the Saturday 29 November at the Slim Dusty Centre between 9am - 1pm (registration is free and strictly limited to 25 attendees).

Registrations for this workshop are via - <https://events.humanitix.com/workshop-exercise-to-prevent-falls-in-older-people-mnclhd>



Youth Mental Health and ADHD

For those of you working with children, Healthy North Coast has some important Clinical Society forums coming up in November on Youth Mental Health and ADHD.

There will be forums in each district across Northern NSW, so there will be one near you.

Go to the links below for more information and to register.

Mid North Coast -

[Port Macquarie Hastings Clinical Society – Youth Mental Health | 13 November](#)

[Kempsey Macleay Clinical Society – Youth Mental Health | 19 November](#)

[Nambucca Macksville Clinical Society – Youth Mental Health | 20 November](#)

Northern NSW –

[Lismore, Casino & Kyogle Clinical Society – ADHD Management | 18 November](#)

[Clarence Valley Clinical Society – ADHD Management | 19 November](#)

Port Macquarie Psychology Group

Clinical psychologist, Andrea Devadas, and some colleagues are setting up a Psychology Group for Port Macquarie practitioners. It is intended to run informal bi-monthly gathering for psychologists and

psychology students, with gatherings to be held at the Port Macquarie Library meeting room on Fridays 6-8pm.

Purpose: To build and strengthen a professional network of local psychologists, to provide peer support and a safe meeting place and opportunities for professional development.

Cost: A membership fee of \$30 - \$50 is expected to cover the venue hire.

For more information, contact Andrea Devadas on ph: 0450 034 560

Access for All – Disability Awareness for Health Providers

CheckUP Australia, in partnership with people with disability and health providers, have developed Access for All, a disability awareness course designed to support healthcare providers, health organisations and practices to improve accessibility and inclusivity for people with disability.

Access for All aims to create awareness of the barriers people with disability experience when accessing healthcare and increase disability awareness among health providers.

- An interactive, online course suitable for all health staff.
- Enhances person-centred care by creating awareness of the barriers people with disability experience when accessing health services.
- Provides strategies and resources to assist health providers reduce barriers and increase access to their services for people with disability.
- Assists health providers understand legislative obligations for providing equitable, inclusive care for people with disability.
- CPD points available for 35+ health professions and supports health accreditation standards.

[Link to Access for All online course](#)

If you would like more information regarding any of these events, please contact Rob 0429 999 005 or at NCAHAExecutive@hotmail.com



Mid and North Coast Health Pathways

HealthPathways is an online portal which aims to guide best-practice assessment, management of common medical conditions and local referral pathways. [Mid and North Coast HealthPathways](#) Username: manchealth - Password: conn3ct3d

Reviewed and Updated HealthPathways Clinical

[Aboriginal and Torres Strait Islander Health Assessment](#)

Referral

[Practice Incentives Program – Indigenous Health Incentive \(PIP-IHI\)](#)
[Pyelonephritis](#)
[Schedule 8 Medicines](#)

[Acute Otitis Media](#)
[Adult Sepsis \(Including Meningitis\)](#)
[Advance Care Planning](#)
[Anaphylaxis](#)
[Antenatal Shared](#)
[Care \(ANSC\) Care Planning and Health](#)
[Assessment](#)
[Resources](#)
[Cellulitis](#)
[Diabetes-related Foot Disease and Screening](#)
[Electronic Prescribing Immunisation - Childhood](#)
[Sepsis in Neonates and Children \(Including](#)
[Meningitis\) Notifiable Diseases](#)

If you want to know more about NCAHA, please contact us at rob.curry1@outlook.com
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