

Response to “Our Healthcare Future”

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Coherent Conceptual Frameworks are Necessary For Building Tasmanian’s Healthcare Future

- **A Systems-Thinking Framework** (eg The Systems School <https://www.the-systems-school.org>) facilitates the integration of Top-Down perspectives (eg Research, Policy, Evidence, Models of Health and Models of Change), with Bottom-Up perspectives (eg consumer and community experiential perspectives, and associated social and biological mechanisms), and Horizontal perspectives (eg health service planning, delivery and evaluation issues).
- **Systems Integration = The Linkage of Differentiated Parts**
Within a coherent Health Systems Framework, integration of service responses can be achieved by the efficient linkage of differentiated parts. All parts of the system must be appropriately developed, and profound change emerges through the linkages of a complex system.

Coherent Models of Health are Necessary

- The **Social Determinants of Health** (eg WHO https://www.who.int/health-topics/social-determinants-of-health#tab=tab_1) are relevant to all features of Tasmanian intergenerational socio-economic disadvantage.
- **Social Biology is powerful!** The Social Determinants of Health, their consequences, and healing mechanism, are simultaneously socially and biologically mediated. The profound implications of a Social Biological framing of all physical and mental health, are drawn from hard-wired evolutionary interpersonal neurobiological mechanisms.
 - **Interpersonal Neurobiology**
(eg Siegel <https://www.drdansiegel.com> including Attachment Theory that clearly evidences the early intergenerational social sculpting of the human brain’s capacity to regulate behaviour, and the lifelong physical and mental health consequences of this; Social Neuroscience eg Cozolino; Developmental Neuroscience eg Schore; Polyvagal Theory eg Porges).
 - **Adverse Childhood Events**
(eg ACEs Felitti <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6220625/> evidences the lifelong physical and mental health consequences of early social and environmental neglect and trauma).
 - **Embodied Human Rights Perspectives** on being human among humans, have been endorsed by Australia
(eg WHO https://www.who.int/topics/human_rights/en/).

- Acknowledgement that the limitations of the **Bio-Medical Model of Health** do not invalidate any of its valuable contributions. However, the Medical Model of Health appears to implicitly constrain much of “Our Healthcare Future” and to overlook innovative cost effective **Social Biological** approaches to health care co-design.

Effective Models of Health Consumer Engagement are Necessary

- **Effective Consumer Engagement** is one of the keys to the development of Tasmania’s Healthcare Future. More than token ‘consultation’ is required. Active and comprehensive engagement with such organisations as Health Consumers Tasmania (<https://healthconsumerstas.org.au>), and specialist health consumer groups, is urgently recommended.
 - **“The Experience Based Co-Design Toolkit** (<https://ahha.asn.au/experience-based-co-design-toolkit>) provides a convenient reference to equip those working in the health sector with the tools and approaches to bring consumers and health workers together in an authentic and equal partnership to co-design care to deliver an improved experience.”

Coherent Models of Social Health Workforce Development are Necessary

The need for an effective and efficient expanded Healthcare Workforce, as outlined in the report, is acknowledged, and resourcing these highly educated professionals is essential. **This is, however, necessary, but not sufficient, to transform “Our Healthcare Future”.** Using the Social Biological Model of Health provides a powerful framework for development of a more appropriate social Healthcare Workforce model.

In addition to the medical and allied health workforce, **the education of a large cohort of health and helping professionals is required to provide support and community development to build the social infrastructure to address the Social Determinants of Health.** Time and investment will be required for this social workforce to play its role in turning around Tasmanian health! Understanding the mechanisms and time frames needed for healthy individual and intergenerational neuroplastic development, is now possible using evidence from Social Biology. Significant individual improvement can be achieved in years with appropriate supportive resources; and consistent work over developmental time frames, can build profound improvements in one generation. Human neurodevelopment does not respect electoral time cycles! Long-term bipartisan policy leadership, based on biological principles, is necessary.

Investment in social health support infrastructure for the Tasmanian Health Workforce represents excellent value for money and can simultaneously address Tasmanian employment development. Appropriate level education, training and development of a large group of low intensity practitioners to provide social integration and ongoing reliable health support, could occur rapidly through support of enhanced collaborations between the VET Health and Community Sector; UTAS (eg University College Diploma and Associate Degree in Applied Health and Community Support); Government Health Agencies; Health

Services Sectors; NDIS; Community Development Organisations; and the Not-For-Profit Health and Community Sector.

Interdisciplinary and inter-sectorial workforce systems collaborations at all levels, and the resources to enable them, are urgently required. **Resourcing an extended social interdisciplinary integrated Health Workforce**, through valuing of its embodied human social Communities of Practice, needs more fundamental human reform than the superficial strategies outlined in the document. It requires acknowledgement of the profound human cultural and organisational transformations and leadership required to adequately resource Social Models of Health.

Recommendations

Linking a **Systems Framework**, the **Social Determinants Model of Health**, and an understanding of **Social Biology's** physical and mental health healing mechanisms, can provide a coherent approach to "**Our Healthcare Future**". The development of an expanded social **Health Workforce** is needed to deliver human systems transformation for "**Our Healthcare Future**".