

Building a Sustainable Health Workforce

The Swan Hill “Round Table”

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The Planning Partners

- RWAV
- Swan Hill Rural City Council*
- Swan Hill Health Service
- Mallee Division of General Practice
- Southern Mallee Primary Care Partnership

* the initiator



Swan Hill Health Workforce Roundtable Saturday 14 March 2009

The Players

- RWAV
- Swan Hill Rural City Council
- Swan Hill Health Service
- Mallee Division of General Practice
- Southern Mallee Primary Care Partnership
- Rural Family Medical Network
- Rotary Club of Swan Hill
- Country Women's Association
- ANF
- Masons
- Swan Hill Economic and Business Development Unit

Context

- No health professional works in isolation
- Workforce challenges – global and local shortfalls
- Health care is rapidly evolving– nothing stays the same
- Generational change
- Extensive government health care reform and rationalisation

The RWAV Model Planning for Future Workforce Needs

- Around the provider?

Or

- Around the patient and community?

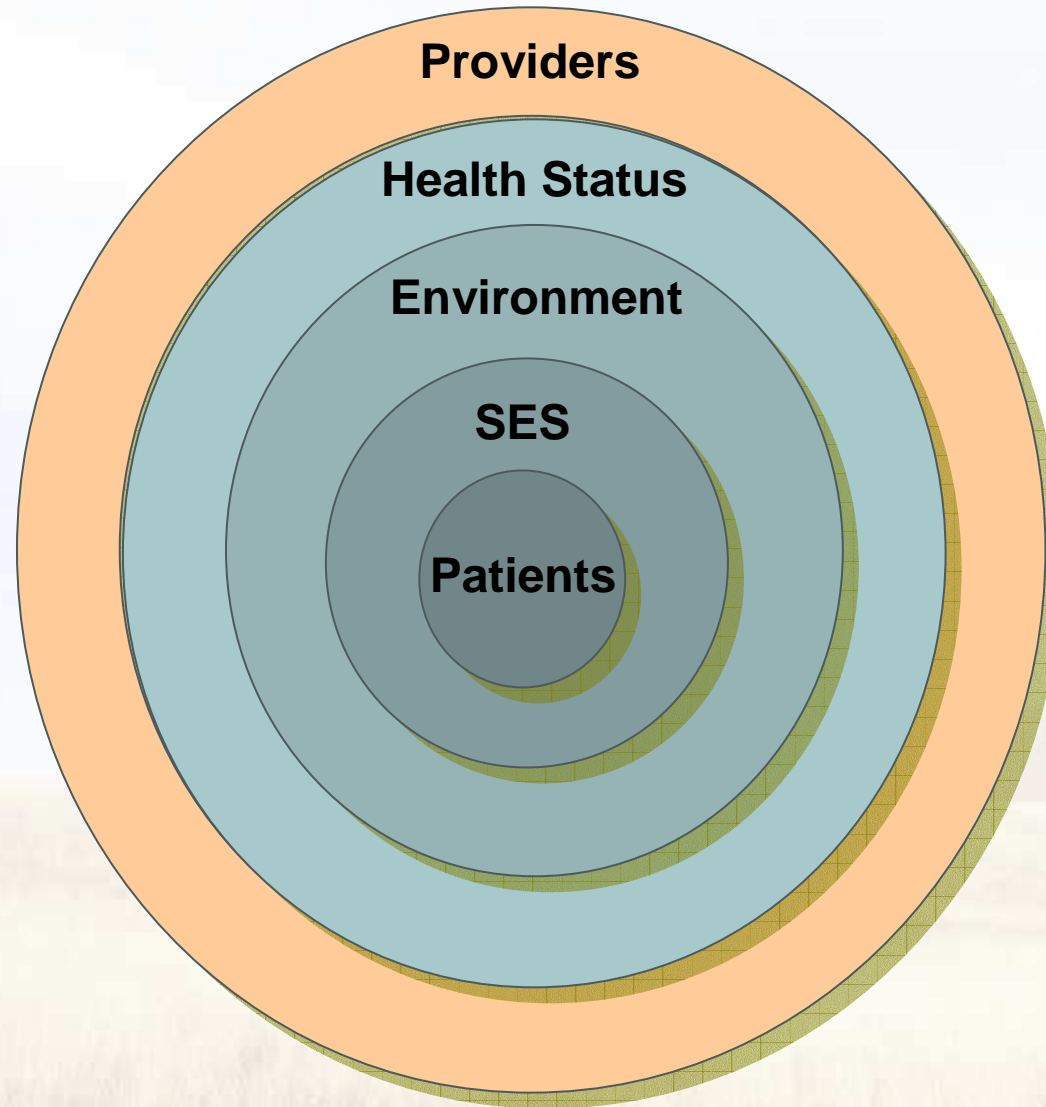
Planning around the Provider

- Attracts inter-professional tensions, patch-protection
- Can focus upon who provides care, rather than what's needed

Planning Workforce Needs Around the Patient

- Look at socio-economic, health profiles, population needs
- Skill mix needed
- Based on evidence
- Patients & communities can become strongest advocates

Taking a Fresh Approach



Purpose of the Roundtable

- Bring together stakeholders
- Put the community in the centre of planning
- Learn about local innovation
- Identify ongoing issues to be overcome
- Finding solutions
- Examine ways we can all work together to address health workforce and service needs

Considerations

- The geographic scope for the initiative
- The health status of the catchment
- The workforce issues
- What are the priority workforce issues
- What can we influence

Priority Health Workforce Issues

- GP- number / distribution with procedural skills in anaesthetics and obstetrics
- Number of physiotherapists
- Number /type/ of nurses

The focus for our “Round Table” Forum

- The role of the Medical Assistant in General Practice
- Health Assistant Model – Bendigo
- Strategies for allied health recruitment
- The role of the community in supporting new arrivals

The Outcomes

Continue Round Table process with appropriate key stakeholders to discuss identified projects

Lead by Swan Hill Rural City Council and Southern Mallee Primary Care partnership

Outcomes cont.

To review the Medical Assistant Role from a GP practice and Hospital perspective.–

Lead by Mallee Division of General Practice

Outcomes cont

Create an agreement/plan as to how key people/groups can work together for a positive and sustainable induction of new staff and family members, from all professions into our community

- ***Lead RWAV, Swan Hill Health Service. Rural Family Network***

Outcomes cont

- **Market Swan Hill as a "Clinical Placement Hub" through provision of appropriate, available and attractive accommodation for students**
- ***Create partnership with Swan Hill Health Service, Educational Providers, Swan Hill Rural City Council, Mallee Division of General Practice, RWAV, and the Primary Care Partnership***

In summary



- We built on the good work that already exists
- Identified practical workforce solutions
- Opened up the possibility for new partnerships and initiatives