

# **Swan Hill Health Workforce Roundtable**

**Saturday 2<sup>nd</sup> October, 2009**

**Key outcomes and future strategies**

**Future Purpose:**

**"Creating positive, flexible, well supported pathways  
for future health roles in and around Swan Hill"**

# 1. Introduction

On 2 October, 2009, the second Health Workforce Round table was held in Swan Hill.

The first workshop was initiated by local stakeholders in Swan Hill concerned at the challenges of recruiting and supporting the health workforce to meet the community's needs. The second was to revisit the key outcomes from the first round table and gain update on their status.

28 participants attended from a range of key local organisations.

Appendix 1 details the list of participants.

Appendix 2 details the list of apologies

Appendix 2 details the agenda for the workshop.

Copies of the presentations made on the day will be made available on the RWAV website see [www.rwav.com.au](http://www.rwav.com.au).

This report outlines the key outcomes for the day.

## 2. Acknowledgements

RWAV would like to acknowledge the work and involvement of the following people in making the workshop successful. These included:

- **Workshop Planning Group** who met to plan the format and conduct of the program.  
  
Members included: Ted Rayment, CEO Swan Hill District Health, David Thompson, CEO Mallee Division of General Practice, David Quayle, Swan Hill Rural City Councillor, Bronwyn Murray, Southern Mallee Primary Care Partnership and Danni Taylor, RWAV Workforce Development Manager Loddon/Mallee Region.
- **Speakers** who donated their time and effort in sharing their wisdom including: Ted Rayment, CEO Swan Hill District Health, Danni Taylor, RWAV, Ken Knight, CEO Swan Hill District Aboriginal Health Service, and Gail Kenyon, Swan Hill Medical Group
- **Facilitator:** Fiona Mercer, FMC Consulting
- **Swan Hill City Council** for providing the venue for the workshop
- **Rural Workforce Agency Victoria** for providing the funding for the workshop.
- **Workshop Participants.** See appendix 1.

### 3. Key Workshop Outcomes

The key outcomes and agreed actions from the day involved:

- 1. Continue Round Table process with appropriate key stakeholders to discuss identified projects**
  - 1.1 *David Quayle from the Swan Hill Rural City Council, Bronwyn Muuray, Executive Officer Southern Mallee Primary Care Partnerships and Ted Rayment CEO, Swan Hill District Health to champion the next meeting.*
  - 1.2 *Next meeting to occur in 6 months time and subsequently every six months.*
  - 1.3 *Focus for the next forum to be Health and Health Education to assist with health recruitment and retention.*
  - 1.4 *David Quayle and Ted Rayment to source guest presenters for the next forum.*
  - 1.5 *Suggested areas for discussion for the next forum:*
    - 1.5.1 *Geoff Morris, Director Nationwide Training Solutions has agreed to present at the next meeting*
    - 1.5.2 *Partnerships for health education – identifying barriers and enablers*
    - 1.5.3 *Investigate TAFE options*
    - 1.5.4 *Mentorship programs – mentor/mentee training to support youth*
    - 1.5.5 *Tap into 'life long learning focus' from Swan Hill*
  
- 2. Formation of Newcomers Group**
  - 2.1 *Presentation regarding the Bendigo Newcomers group by Danni Taylor, RWAV.*
  - 2.2 *Newcomers Group to become a strategy in the Swan Hill Community Plan. Mayor Greg Cruickshank to champion this process and assist in the planning process with the formation of a Steering Committee*
  - 2.3 *Business and Enterprise workshop to be a forum to assist with future planning*
  - 2.4 *Murray Ray, Swan Hill Inc., to follow up with Bendigo Newcomers Group and recommend model for Swan Hill Inc.*
  - 2.5 *Include the following in the Newcomers Group strategy:*
    - 2.5.1 *Succession plan for Young Professional Network (YPN)*
    - 2.5.2 *'One place-one package' regarding the Swan Hill Town and District – Plan a coordinated approach of information to be distributed to all potential, new professionals/students*
    - 2.5.3 *Investigate "adopt a student" program*

#### 2.5.4 *Investigate Regional Initiative Program*

### **3. Swan Hill being seen as a "Clinical Placement Hub" through provision of appropriate, available and attractive accommodation for students**

- 3.1 *Submission for funding made by Swan Hill consortium for Remote Infrastructure program for funding update presented by Ted Rayment, CEO Swan Hill District Health. Submission for \$500,000 is still under consideration.*
- 3.2 *Land for the proposed new clinical placement residence to be provided by Swan Hill District Health*
- 3.3 *Funding proposal, if successful, will be held by RWAV*
- 3.4 *Participants to be notified of status of the proposal*

### **4. Championing role of Medical Assistant**

- 4.1 *Introducing the role of Medical Assistant to Swan Hill – status presented by Gail Kenyon, Practice Manager, Swan Hill Medical Group*
  - 4.1.1 *Pilot project for Medical Assistant to commence in Swan Hill in 2010.*
  - 4.1.2 *Medical Assistant's course will be on-line*
- 4.2 *Update on Monash Medical students experience and status presented by Gail Kenyon, Practice Manager, Swan Hill Medical Group*
  - 4.2.1 *Six students for six month placements – four in Swan Hill and two in Kerang*

### **5. 'Closing the Gap'**

- 5.1 *Presentation by Ken Knight, CEO of the Swan Hill Aboriginal Health Service regarding the current and future workforce initiatives in Aboriginal Health*
  - 5.1.1 *Continue to work with the Swan Hill Health Service on all round table outcomes.*

### **6. Other discussions which may become future forum focuses**

- 6.1 *Different strategies for attracting people/professionals to this community:*
  - 6.1.1 *Good example Boort*
  - 6.1.2 *Acknowledge transient population*
  - 6.1.3 *'Growing your own' – future recruitment strategy*
  - 6.1.4 *Mentoring*
  - 6.1.5 *Professional development*

- 6.1.6 *Coordinated approach to understanding Gen Y workforce*
- 6.1.7 *Selling Swan Hill as being 'innovative in working together'*
- 6.1.8 *Organisations recognising future potential workers at year 7-12 and give them a great work experience opportunity*

6.2 *Having real skills for partnering / partnership and skill sharing*

- 6.2.1 *Address cultural issues*
- 6.2.2 *New version of work experience*
- 6.2.3 *Sharing roles between agencies*
- 6.2.4 *Flexible position descriptions for working with and supporting other local organisations*

6.3 *Addressing transport issues*

## Appendix 1: Participants

Gayle Taylor	Head of Dietetics & Health Promotion SHDH
Jan McEwan	Manager Family Youth and Childrens Services SHRCC
Marg Free	Manager Aged Care and Disability Services SHRCC
Geoff Morris	Director Nationwide Training Solutions
Deb Quin	Skilled Migration Officer SHRCC
Cr Greg Cruickshank	Mayor SHRCC
Cr David Quayle	Councillor SHRCC
Gaye Legudi	President Rotary Club of Swan Hill
Bronwyn Murray	Executive Officer SMPCP
Danni Taylor	Workforce Development Manager Loddon/ Mallee RWAV
Gail Kenyon	Practice Manager Swan Hill Medical Clinic
Lydia Senior	CEO MDGP
David Thompson	MDGP
Deanne Brogan	Region of Choice DHS
Ken Knight	CEO Swan Hill Aboriginal Health Service
Ted Rayment	CEO SHDH
Steven Wainright	HR Manager SHDH
Tania Kerr	Secretary SHDH
Bill Maher	Regional Health Services Advisory Committee
Helen Morris	TAFE
Anne Rough	CEO Alcheringa
Glenn Stewart	Executive Officer MMLLEN
Heather Patterson	Alcheringa
Tyson Murphy	VACCHO
Murray Ray	President Swan Hill Inc
Ceinwen McCann	HR Project Officer SHDH
Liz Brooks	Manager Public Health, Service Planning and Innovation, Dept of Health
Graham Gaylard	Lions Club
Fi Mercer	Facilitator Fi Mercer Coaching

## Appendix 1: Apologies

Laurence Burt	CEO Robinvale District Health Service
Melanie Bennett	Health Officer Swan Hill Rural City Council
Bruce Myers	Swan Hill Rural City Council
Arthur Graham	Rotary Club of Swan Hill
Meg Irvin	Country Women's Association
Yvonne Jennings	Business & Professional Women's Group
Dennis Hovenden	CEO SHRCC
Dr John Christie	SHDH
Fiona Lukaitis	Manager Professional Standards and Education (Nursing)
Judy Nichols	Sustainable Practices Consultant RWAV
Dr Bashir Ahmed	GP
Dr Mohammed Awal	GP
Dr Jim Barry	GP
Dr Stewart Booth	GP
Dr Manzoor Elahi	GP
Dr Ernan Hession	GP
Dr Michael Moynihan	GP
Dr Cheryl Stanbury	GP
Dr Mohammad Talukder	GP

## Appendix 3: Workshop Agenda

### Swan Hill Round Table October 2<sup>nd</sup> Swan Hill Town Hall

#### Program:

10.30am – **Introduction** – Fi Mercer

10.45am – **Outcome 1.** Ted Rayment to discuss the ongoing process of the round table group

10.55am – **Outcome 3.** National Rural and Remote Infrastructure Submission made by the Swan Hill Consortia to fund Student accommodation in Swan Hill – Ted Rayment, CEO, Swan Hill District Health

11.15am – **Outcome 2.** Presentation regarding the Bendigo New Comers group to discuss their model and how their group works to support new professionals in their community – Danni Taylor, Rural Workforce Agency, Victoria

11.45 - **'Closing the Gap'**– Swan Hill Aboriginal Health Service regarding current and future workforce initiatives in Aboriginal Health – Ken Knight, CEO

#### **12.15 – LUNCH**

1.00pm – **Outcome 4.**

- a) The role of the Medical Assistant and how this role can be introduced in Swan Hill - Gail Kenyon, Swan Hill Medical Group
- b) Monash Medical Students – Gail Kenyon, Swan Hill Medical Group

1.30 pm – Closing with Fi on outcomes for follow up by the round table group / forum.

**2.00 pm – Close**