

Strengthening the Local Health Workforce



Why we are here

- Local workforce issues and concerns
- Local Government interest in what communities can do to support health workforce recruitment and retention
- Support and build on local initiatives
- Regional Development Victoria support

2008 National Rural Health Audit

- Poorer access in rural and regional communities to comprehensive health care
- Workforce challenges and shortages:
 - doctors, dentists, allied health workers, Aboriginal health workers and to a lesser extent nurses
- Reliance on overseas health professionals
 - 41% of doctors are overseas trained

Environment

- Complexity and significant change in the Australian System- dis/incentives, registration reform, fragmentation
- Need to market to different cohorts
- Case management and navigation
- Supporting practitioners beyond placement
- Quality of placements and contracts

Rural health workforce is RWAVs core business

Our ***marketing and recruitment services***

- Suitably qualified Australian or overseas-trained doctors, locums or specialists for Victorian rural and regional communities
- Other health professionals where contracted
- Case manage and navigate professionals through complexities of the system

Our ***support services***

- professional, personal and family support services for rural doctors and their families.
- support Aboriginal Community Controlled Health Services to recruit and retain health practitioners.

Our ***research and advocacy***

- Market research, workforce planning, surveys, policy and advocacy
- Sustainable practice models, workforce innovation, new job roles

SUPPORTING OUR Rural Health Professionals

RWAV provides direct support and advice to GPs, practices, health services and Divisions.

The support takes many shapes and forms and includes:

- Vacancy management
- Registration support
- Migration services
- Screening for placement suitability
- Placement support
- Locum services
- Family support
- Professional development
- Workforce data and research information
- Practice support

ASSUMPTIONS

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

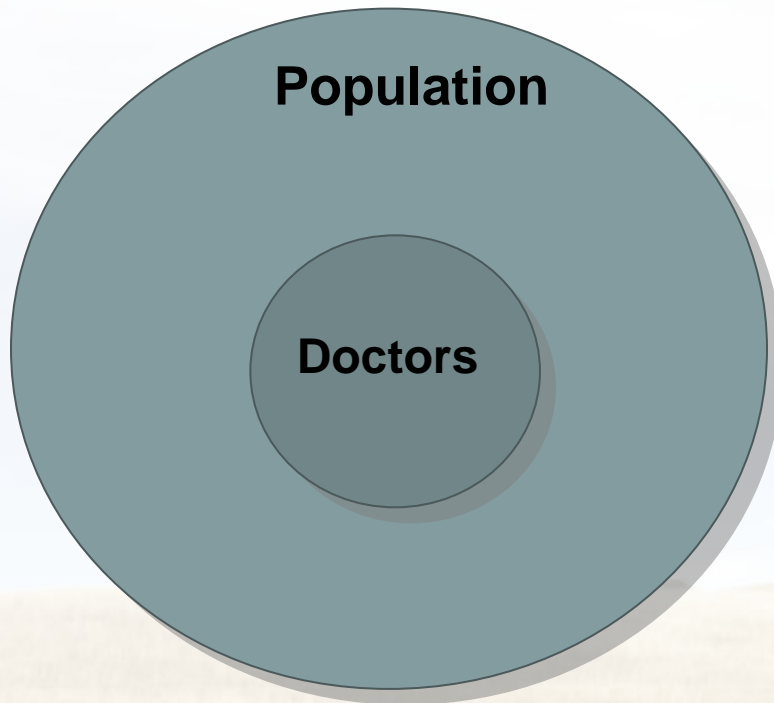
Calculating Future Workforce Needs

- Around the provider?
- Around the patient or community?

Calculating Workforce Needs – Around the Patient

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

Current situation



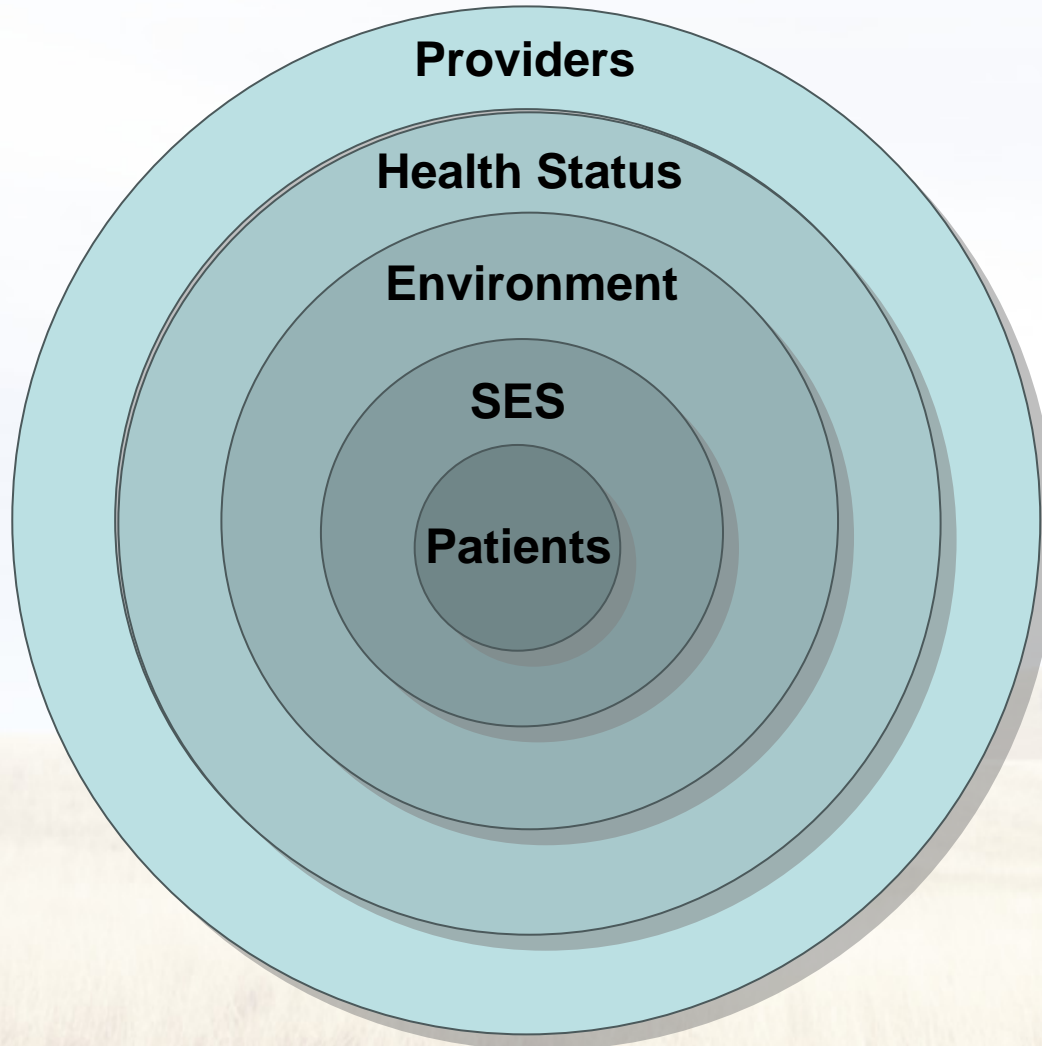
District of Workforce Shortage:
“An area in which the general populations need for healthcare has not been met” DOHA website

Used to determine eligibility to place IMGs

Doctor: Population ratio using Medicare consultation data to determine a Fulltime Workload measure

National average (unpublished)- changes quarterly

Model



Purpose of Forum

- Bringing together stakeholders
- Learning about local innovation
- Identifying ongoing issues
- Finding solutions
- Examining roles of local Government and business in contributing to workforce

Outcomes

- Build on the good work that already exists
- Identifies practical workforce solutions
- Opens up the possibility for new partnerships and initiatives
- Innovation
- Contribute to the sustainability of health services for your communities