

Sustaining Swan Hill's Health Services: Putting People's Needs In the Centre

Claire Austin, Chief Executive, RWAV
Swan Hill Roundtable, 14th March 2009



Context

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

Planning for Future Workforce Needs

- Around the provider?

Or

- Around the patient and community?

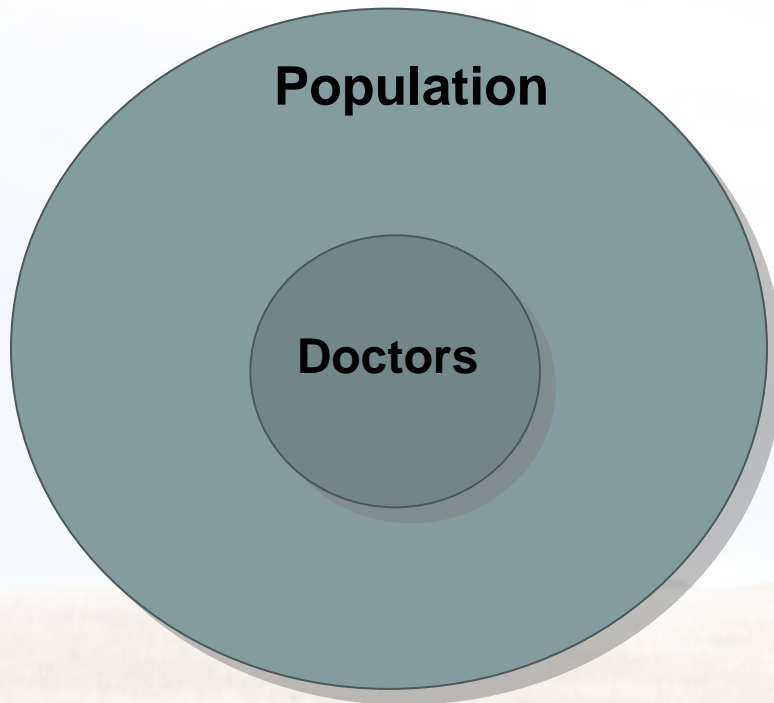
Planning around the Provider

- Subject to administrative and political interference
- Attracts inter-professional tensions, patch-protection
- Can focus upon who provides care, rather than what's needed
- Can perpetuate practices that don't work for the professions (may not be sustainable)

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

Current situation



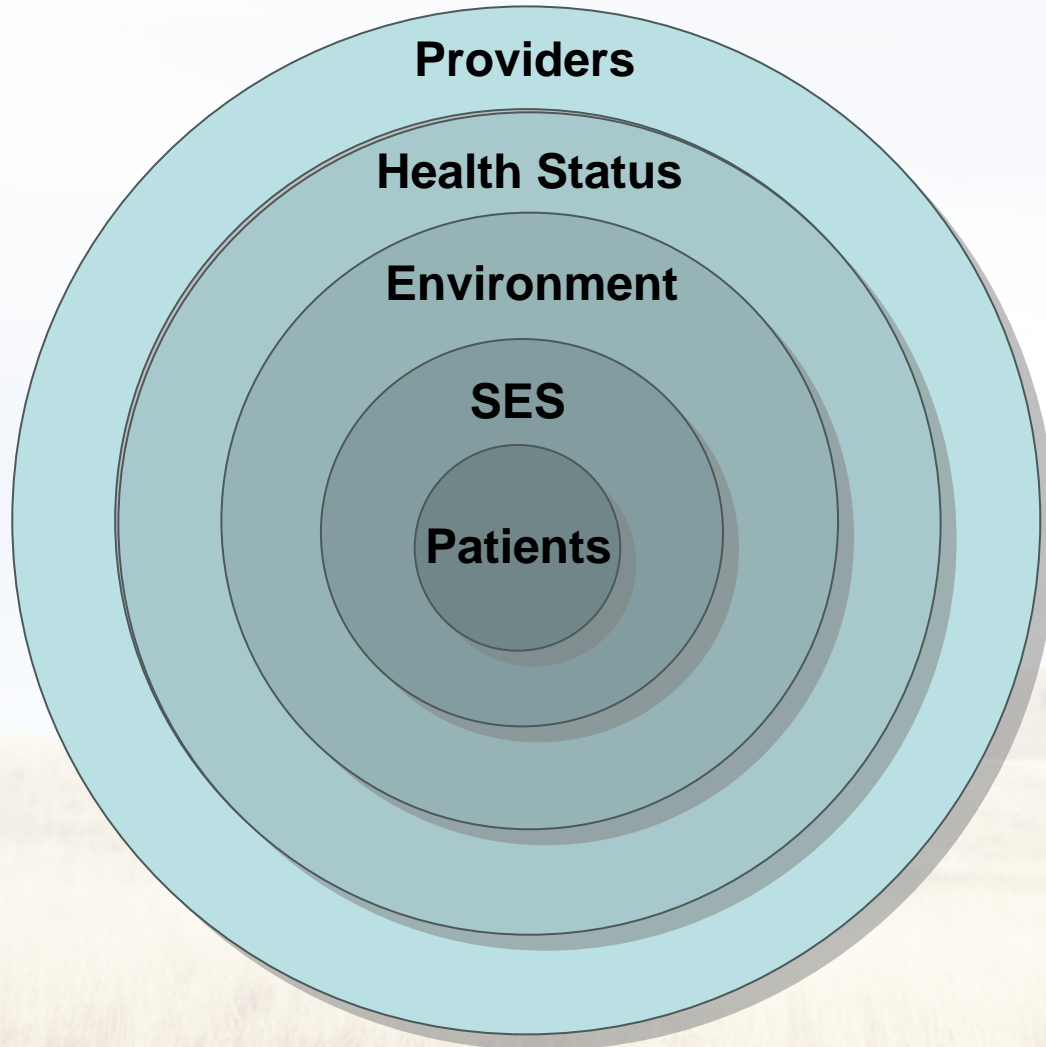
District of Workforce Shortage:
“An area in which the general populations need for healthcare has not been met” DOHA website

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National average (unpublished)- changes quarterly

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

Attracting and Retaining Health Professionals

- Personal Drivers – family, partner, life changes
- Different needs/interests of different cohorts eg: business/medicine, flexibility, length of tenure
- Matching the person with the vacancy
- Offering flexible career pathways
- How secondary/primary care interface

Outcomes

- Build on the good work that already exists
- Identify practical workforce solutions
- Open up the possibility for new partnerships and initiatives
- Foster Innovation
- Contribute to the sustainability of health services for your community