



Health Workforce
Queensland

2023 HWNA Survey Findings by PHN Region: Addendum Report

September 2023

Our Vision

Working to ensure optimal health workforce to enhance the health of Queensland communities.

Our Purpose

Creating sustainable health workforce solutions that meet the needs of remote, rural, regional and Aboriginal and Torres Strait Islander communities by providing access to highly skilled health professionals when and where they need them, now and into the future.

Our Values

Integrity

We behave in an ethical and professional manner at all times showing respect and empathy.

Commitment

We enhance health services in remote and rural Queensland communities.

Equity

We provide equal access to services based on prioritised need.

Acknowledgements

Health Workforce Queensland is funded by the Australian Government Department of Health and Aged Care.



Health Workforce Queensland acknowledges the Traditional Custodians of the land and sea where we live and work, and pay our respects to Elders past, present and future.

Front Cover Photo

The front cover photo was taken by Krishna Doshi in Theodore, Queensland.

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Workforce and Service Gaps by PHN Region

In this addendum report, we present a tabulated representation of the 2023 Health Workforce Needs Assessment (HWNA) survey findings for workforce and service gap ratings, as well as 'Reasons for staff departures' data for each of the mainly rural PHNs. Each table has the following components:

1. Results for all participants in remote and rural QLD based on MM 2-7 categorisation ($n = 800$)
2. Results for the subset of participants working in the relevant PHN region
3. Results for each HHS area within the PHN region
4. Each table has items in the same order, reflecting the highest to lowest mean ratings for all remote and rural participants
5. Colour coding is used to highlight the 5 highest rating means (GREEN) and the 5 lowest rating means (ORANGE) for each PHN and HHS area. Important regional differences are noted when green highlight appears towards the middle to bottom of a column, and when red highlight appears in the upper half of a column. The highest rated factor in each section is in bold.

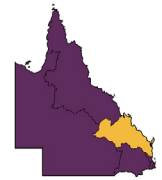
This report is developed to support local health service and workforce planning and other research activities. If there is specific analyses about individual communities or smaller regions required, our data team can interrogate the data further if there are sufficient numbers to draw meaningful conclusions. To assist your decision making around these requests we have presented the number of participants in each HHS area within the tables.

Where the participant number for any HHS area falls below 30 it will be extremely unlikely that we can provide meaningful data for an individual community and maintain our confidentiality agreement with participants (e.g., Torres and Cape HHS [$n = 18$]; Central West HHS [$n = 7$]; North West HHS [$n = 28$]; West Moreton HHS [$n = 23$]). However, there may be exceptions in some areas.

For example, in the North West HHS area the largest community is Mt Isa and survey responses reflect this with 22 of the 28 North West HHS participants working in Mt Isa. For broader thematic analyses and participant comments around these findings, please refer to the overarching 2023 HWNA report.

Requests and feedback can be emailed to data@healthworkforce.com.au.

Central Queensland, Wide Bay & Sunshine Coast PHN Region



There were 201 participants (46.3% GPs) within the Central Queensland, Wide Bay and Sunshine Coast PHN region who answered items assessing workforce and service gap ratings.

Participants represented all three HHS areas within the PHN with 82 responses from the Central QLD HHS area, 41 responses from the Sunshine Coast HHS area, and 78 responses from the Wide Bay HHS area. The results are shown in Tables 1 and 2 below.

Table 1: Workforce gap rating means for the Central Queensland, Wide Bay and Sunshine Coast PHN region and HHS areas

Workforce Gaps	Total QLD (N = 800) M (Rank)	CQWBSC PHN (n = 201) M (Rank)	Central Queensland HHS (n = 82) M (Rank)	Sunshine Coast HHS (n = 41) M (Rank)	Wide Bay HHS (n = 78) M (Rank)
Psychology	80.50 (1)	82.31 (1)	86.25 (1)	81.17 (1)	79.18 (1)
General Practitioner	75.39 (2)	77.11 (3)	84.49 (3)	66.50 (5)	75.37 (2)
Social Work	73.93 (3)	75.12 (5)	78.71 (5)	72.48 (2)	73.00 (5)
Speech Pathology	73.91 (4)	76.42 (4)	81.20 (4)	71.14 (4)	74.52 (3)
Nursing & Midwifery	72.93 (5)	70.52 (6)	71.86 (7)	72.00 (3)	68.56 (6)
Occupational Therapy	71.18 (6)	77.38 (2)	86.08 (2)	66.22 (6)	73.34 (4)
Aboriginal & Torres Strait Islander Health Worker/Practitioner	67.21 (7)	62.76 (8)	67.50 (8)	63.50 (7)	58.25 (7)
Diabetes Education	63.26 (8)	61.04 (9)	65.55 (12)	60.72 (8)	56.88 (11)
Dentistry	63.18 (9)	59.44 (11)	64.86 (13)	50.14 (12)	58.02 (8)
Podiatry	62.79 (10)	64.55 (7)	76.02 (6)	56.00 (9)	56.20 (13)
Nutrition & Dietetics	60.77 (11)	59.95 (10)	65.89 (10)	52.83 (11)	57.21 (10)
Exercise Physiology	58.36 (12)	58.67 (13)	62.43 (14)	52.96 (10)	57.50 (9)
Radiography & Sonography	58.25 (13)	59.36 (12)	67.15 (9)	47.10 (16)	56.37 (12)
Physiotherapy	57.66 (14)	57.53 (14)	65.70 (11)	48.27 (14)	53.43 (14)
Audiology	56.06 (15)	48.97 (16)	52.33 (16)	49.80 (13)	45.75 (16)
Optometry	49.50 (16)	50.12 (15)	53.04 (15)	47.90 (15)	48.10 (15)
Pharmacy	41.02 (17)	39.67 (17)	49.81 (17)	30.22 (17)	32.87 (17)

Occupational therapy ranked 2nd in Central QLD and Nursing and midwifery ranked 3rd in the Sunshine Coast. Podiatry ranked 6th in Central QLD and Wide Bay.

Workforce Gap Comments

Most workforce gap comments were about 'workforce issues' (n = 40) and 'access' (n = 16) which is in broad agreement with the total QLD findings (n = 136; n = 81 respectively).

Table 2: Service gap rating means for the Central Queensland, Wide Bay & Sunshine Coast PHN region and HHS areas

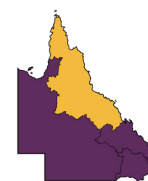
Type of Service	Total QLD	CQWBSC PHN	Central Queensland HHS	Sunshine Coast HHS	Wide Bay HHS
	(N = 800) M (Rank)	(n = 201) M (Rank)	(n = 82) M (Rank)	(n = 41) M (Rank)	(n = 78) M (Rank)
Mental Health	81.08 (1)	83.90 (1)	85.17 (1)	83.52 (1)	82.89 (1)
Community-based Rehabilitation (physical)	75.94 (2)	75.82 (2)	78.05 (2)	66.08 (5)	77.71 (2)
Alcohol & Other Drugs	73.00 (3)	72.28 (3)	75.35 (5)	68.70 (2)	71.39 (4)
Aged Care	71.07 (4)	69.63 (4)	75.62 (4)	60.48 (8)	68.34 (5)
Social Support	70.20 (5)	67.43 (7)	69.65 (11)	66.27 (4)	65.66 (7)
Health Prevention/Promotion	69.08 (6)	69.51 (5)	77.15 (3)	61.39 (7)	65.66 (8)
Palliative Care	67.65 (7)	68.76 (6)	72.60 (7)	52.72 (13)	71.90 (3)
Oral Health	66.66 (8)	66.53 (8)	67.25 (12)	66.67 (3)	65.73 (6)
Child Health	66.48 (9)	65.65 (10)	71.72 (9)	58.42 (11)	62.82 (10)
Disability	66.39 (10)	64.56 (11)	71.86 (8)	62.71 (6)	57.40 (11)
Refugee & Immigrant Health	64.11 (11)	62.10 (12)	70.82 (10)	59.63 (9)	55.64 (12)
Aboriginal & Torres Strait Islander Health Services	61.00 (12)	57.83 (13)	64.88 (13)	58.67 (10)	51.75 (13)
Maternal Health	60.98 (13)	66.42 (9)	73.82 (6)	53.28 (12)	64.71 (9)

Oral health was ranked 3rd in the Sunshine Coast and **Palliative Care** was ranked 3rd in Wide Bay. **Maternal Health** ranked 6th in Central QLD.

Service Gap Comments

The majority of service gap comments were about 'workforce shortages/long waitlists/increased workload' (n = 7) followed by 'lack of services' (n = 6) which aligns with the broader Queensland state results (n = 48; n = 27 respectively).

Northern Queensland PHN Region



There were 290 responses (51.7% GPs) from within the Northern Queensland PHN region relevant to workforce and service gap rating items.

Participants represented all four HHS areas within the PHN. There were 119 responses from the Cairns and Hinterland HHS area, 74 responses from the Mackay HHS area, 18 responses from the Torres and Cape HHS area, and 79 responses from the Townsville HHS area. Due to a relatively small sample size, results from the Torres & Cape HHS may not be representative of the whole region. The results are shown in Table 3 and 4 below.

Table 3: Workforce gap rating means for the Northern Queensland PHN region and HHS areas

Workforce Gaps	Total QLD	NQ PHN	Cairns & Hinterland HHS	Mackay HHS	Torres & Cape HHS	Townsville HHS
	(N = 800) M (Rank)	(n = 290) M (Rank)	(n = 119) M (Rank)	(n = 74) M (Rank)	(n = 18) M (Rank)	(n = 79) M (Rank)
Psychology	80.50 (1)	80.59 (1)	81.65 (2)	81.22 (1)	69.60 (11)	81.15 (1)
General Practitioner	75.39 (2)	77.33 (2)	84.13 (1)	76.21 (5)	73.53 (6)	68.64 (6)
Social Work	73.93 (3)	73.49 (5)	75.70 (4)	72.91 (6)	62.57 (15)	73.66 (4)
Speech Pathology	73.91 (4)	76.20 (4)	75.69 (5)	79.72 (2)	71.00 (9)	74.86 (2)
Nursing & Midwifery	72.93 (5)	76.94 (3)	77.58 (3)	77.63 (3)	79.43 (4)	74.79 (3)
Occupational Therapy	71.18 (6)	70.33 (7)	69.57 (7)	77.48 (4)	72.23 (8)	64.72 (9)
Aboriginal & Torres Strait Islander Health Worker/Practitioner	67.21 (7)	72.82 (6)	72.65 (6)	72.10 (7)	85.11 (1)	69.75 (5)
Diabetes Education	63.26 (8)	67.78 (8)	66.19 (9)	67.93 (9)	84.47 (2)	64.62 (10)
Dentistry	63.18 (9)	62.89 (11)	68.23 (8)	52.73 (15)	77.94 (5)	59.86 (13)
Podiatry	62.79 (10)	65.16 (10)	64.95 (10)	63.51 (10)	64.08 (14)	67.16 (7)
Nutrition & Dietetics	60.77 (11)	66.20 (9)	63.33 (11)	69.34 (8)	69.50 (12)	66.59 (8)
Exercise Physiology	58.36 (12)	60.84 (12)	60.73 (12)	58.09 (11)	82.64 (3)	57.55 (14)
Radiography & Sonography	58.25 (13)	55.62 (15)	52.64 (15)	53.12 (14)	57.17 (16)	61.65 (12)
Physiotherapy	57.66 (14)	58.66 (14)	59.01 (14)	55.22 (12)	72.93 (7)	56.92 (15)
Audiology	56.06 (15)	60.04 (13)	59.52 (13)	54.72 (13)	67.47 (13)	63.60 (11)
Optometry	49.50 (16)	48.13 (16)	47.50 (16)	48.67 (16)	69.69 (10)	42.67 (16)
Pharmacy	41.02 (17)	41.04 (17)	39.74 (17)	48.40 (17)	50.17 (17)	33.87 (17)

Note: Torres & Cape HHS had a relatively small sample size and results may not be representative.

Aboriginal and Torres Strait Islander Health Worker/Practitioner ranked 1st in the Torres and Cape, and 5th in Townsville. Diabetes Education ranked 2nd in the Torres & Cape.

Workforce Gap Comments

The majority of workforce gap comments were about 'workforce issues' ($n = 51$) and 'access' ($n = 40$) which is representative of the broader state results ($n = 136$; $n = 81$ respectively).

Table 4: Service gap rating means for the Northern Queensland PHN region and HHS areas

Types of Service	Total QLD	NQ PHN	Cairns & Hinterland HHS	Mackay HHS	Torres & Cape HHS	Townsville HHS
	(N = 800) M (Rank)	(n = 290) M (Rank)	(n = 119) M (Rank)	(n = 74) M (Rank)	(n = 18) M (Rank)	(n = 79) M (Rank)
Mental Health	81.08 (1)	82.65 (1)	83.41 (1)	85.58 (1)	71.77 (11)	81.37 (1)
Community-based Rehabilitation (physical)	75.94 (2)	78.08 (2)	78.12 (2)	77.64 (2)	87.50 (1)	76.02 (3)
Alcohol & Other Drugs	73.00 (3)	76.34 (3)	73.13 (4)	76.20 (5)	76.08 (8)	81.31 (2)
Aged Care	71.07 (4)	75.19 (4)	72.96 (5)	76.14 (6)	86.31 (3)	75.12 (4)
Social Support	70.20 (5)	75.10 (5)	76.80 (3)	74.68 (7)	73.00 (10)	73.43 (5)
Health Prevention/Promotion	69.08 (6)	71.94 (7)	69.72 (8)	77.51 (3)	68.21 (12)	70.98 (6)
Palliative Care	67.65 (7)	72.35 (6)	70.03 (7)	76.64 (4)	78.08 (7)	70.15 (9)
Oral Health	66.66 (8)	68.02 (10)	70.51 (6)	59.80 (13)	80.23 (6)	68.21 (10)
Child Health	66.48 (9)	68.89 (9)	65.69 (10)	69.24 (10)	80.46 (5)	70.70 (7)
Disability	66.39 (10)	69.10 (8)	64.54 (11)	74.63 (8)	85.54 (4)	66.83 (11)
Refugee & Immigrant Health	64.11 (11)	67.79 (11)	67.43 (9)	65.78 (11)	66.00 (13)	70.44 (8)
Aboriginal & Torres Strait Islander Health Services	61.00 (12)	66.58 (12)	60.61 (12)	69.69 (9)	86.62 (2)	67.40 (12)
Maternal Health	60.98 (13)	61.68 (13)	58.42 (13)	64.32 (12)	75.29 (9)	60.10 (13)

In the Torres & Cape region **Aboriginal and Torres Strait Islander Health** services was ranked 2nd, **Disability** services was ranked 4th and **Child Health** services ranked 5th.

Service Gap Comments

Most service gap comments were about 'lack of service' ($n = 19$) and 'workforce shortages/long waitlists/increased workload' ($n = 7$), followed closely by 'access to and cost of services' ($n = 6$). This is congruent with the overall Queensland results ($n = 48$; $n = 27$; $n = 22$ respectively).

Western Queensland PHN Region



There were 84 participants from within the Western Queensland PHN region, of which 68 (41.2% GPs) answered items relevant to workforce and service gap items.

Participants represented all three HHS areas within the PHN. There were seven responses from the Central West HHS area, 28 responses from the North West HHS area, and 49 responses from the South West HHS area. Due to a relatively small sample size, the results from the Central West HHS may not be representative of the whole region. The results are shown in Table 5 and 6 below.

Table 5: Workforce gap rating means for the Western Queensland PHN region and HHS areas

Workforce Gaps	Total QLD	WQ PHN	Central West HHS	North West HHS	South West HHS
	(N = 800) M (Rank)	(n = 84) M (Rank)	(n = 7) M (Rank)	(n = 28) M (Rank)	(n = 49) M (Rank)
Psychology	80.50 (1)	76.21 (2)	92.00 (4)	79.05 (4)	72.00 (3)
General Practitioner	75.39 (2)	76.15 (3)	65.00 (12)	85.00 (2)	74.24 (2)
Social Work	73.93 (3)	68.64 (7)	95.25 (2)	73.11 (10)	62.27 (7)
Speech Pathology	73.91 (4)	71.46 (4)	95.57 (1)	77.83 (5)	61.69 (9)
Nursing & Midwifery	72.93 (5)	70.54 (5)	75.00 (10)	75.19 (7)	67.95 (4)
Occupational Therapy	71.18 (6)	67.21 (8)	85.80 (6)	77.69 (6)	58.81 (10)
Aboriginal & Torres Strait Islander Health Worker/Practitioner	67.21 (7)	66.83 (9)	52.00 (15)	79.84 (3)	62.03 (8)
Diabetes Education	63.26 (8)	57.15 (15)	60.20 (14)	74.13 (8)	48.97 (15)
Dentistry	63.18 (9)	76.61 (1)	61.67 (13)	85.93 (1)	75.17 (1)
Podiatry	62.79 (10)	62.32 (12)	66.50 (11)	73.82 (9)	55.82 (12)
Nutrition & Dietetics	60.77 (11)	54.48 (16)	82.25 (7)	62.12 (16)	46.71 (17)
Exercise Physiology	58.36 (12)	60.77 (14)	75.50 (9)	69.19 (14)	53.58 (14)
Radiography & Sonography	58.25 (13)	63.26 (11)	44.40 (16)	72.46 (11)	62.38 (6)
Physiotherapy	57.66 (14)	64.46 (10)	80.17 (8)	71.94 (12)	57.76 (11)
Audiology	56.06 (15)	69.77 (6)	90.83 (5)	71.00 (13)	64.19 (5)
Optometry	49.50 (16)	61.74 (13)	94.50 (3)	65.87 (15)	53.91 (13)
Pharmacy	41.02 (17)	48.21 (17)	35.75 (17)	54.29 (17)	47.18 (16)

Note: Central West HHS had a small sample size and results may not be representative.

Dentistry was ranked 1st in the North West and the South West. **Optometry** ranked 3rd in Central West compared to 13th and 15th in the other HHS areas. **Audiology** ranked 5th in the Central West and South West.

Workforce Gap Comments

The majority of workforce gap comments were about workforce issues ($n = 11$) and access ($n = 10$) which is representative of wider Queensland state findings ($n = 136$; $n = 81$ respectively).

Table 6: Service gap rating means for the Western Queensland PHN region and HHS areas

Service Gaps	Total QLD	WQ PHN	Central West HHS	North West HHS	South West HHS
	(N = 800) M (Rank)	(n = 84) M (Rank)	(n = 7) M (Rank)	(n = 28) M (Rank)	(n = 49) M (Rank)
Mental Health	81.08 (1)	73.81 (2)	68.57 (6)	73.29 (4)	75.00 (2)
Community-based Rehabilitation (physical)	75.94 (2)	79.74 (1)	94.33 (1)	84.54 (1)	75.32 (1)
Alcohol & Other Drugs	73.00 (3)	65.40 (6)	77.33 (5)	63.71 (10)	64.11 (6)
Aged Care	71.07 (4)	66.52 (5)	85.33 (3)	70.07 (6)	62.00 (9)
Social Support	70.20 (5)	65.29 (7)	81.83 (4)	67.73 (7)	61.40 (10)
Health Prevention/Promotion	69.08 (6)	63.05 (10)	59.83 (8)	65.07 (8)	62.75 (7)
Palliative Care	67.65 (7)	64.18 (8)	43.33 (13)	79.50 (3)	62.29 (8)
Oral Health	66.66 (8)	71.57 (3)	55.17 (11)	80.64 (2)	71.53 (3)
Child Health	66.48 (9)	62.07 (11)	59.57 (9)	64.63 (9)	61.34 (11)
Disability	66.39 (10)	69.53 (4)	85.43 (2)	72.56 (5)	64.82 (5)
Refugee & Immigrant Health	64.11 (11)	63.82 (9)	43.80 (12)	58.33 (12)	69.80 (4)
Aboriginal & Torres Strait Islander Health Services	61.00 (12)	58.38 (13)	66.20 (7)	56.00 (13)	58.21 (13)
Maternal Health	60.98 (13)	59.21 (12)	58.29 (10)	60.67 (11)	58.88 (12)

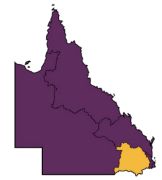
Note: Central West HHS had a very small sample size and results may not be representative.

Disability ranked highly in all HHS areas. **Oral Health** highly ranked in the North West (2nd) and the South West (3rd).

Service Gap Comments

Most service gap comments were about the 'lack of services' ($n = 7$) and 'workforce shortages/long waitlists/increased workload' ($n = 5$) which aligns with Queensland state results ($n = 48$; $n = 27$ respectively).

Darling Downs & West Moreton PHN Region



There were 176 responses from within the Darling Downs and West Moreton PHN region (53.3% GPs), of which 150 responses were relevant to workforce and service gap items.

There are two HHS areas within the PHN, with 152 responses from the Darling Downs HHS area, and 23 responses from the West Moreton HHS area. The results are shown in Table 7 and 8 below.

Table 7: Workforce gap rating means for the Darling Downs & West Moreton PHN region and HHS areas

Workforce Gaps	Total QLD	DDWM PHN	Darling Downs HHS	West Moreton HHS
	(N = 800) M (Rank)	(n = 176) M (Rank)	(n = 152) M (Rank)	(n = 23) M (Rank)
Psychology	80.50 (1)	79.99 (1)	79.45 (1)	83.88 (1)
General Practitioner	75.39 (2)	72.79 (3)	74.67 (3)	59.29 (10)
Social Work	73.93 (3)	74.70 (2)	74.89 (2)	73.56 (3)
Speech Pathology	73.91 (4)	69.45 (5)	67.97 (5)	78.94 (2)
Nursing & Midwifery	72.93 (5)	71.67 (4)	71.86 (4)	70.53 (5)
Occupational Therapy	71.18 (6)	65.64 (6)	64.79 (6)	71.12 (4)
Aboriginal & Torres Strait Islander Health Worker/ Practitioner	67.21 (7)	62.61 (7)	62.46 (9)	62.94 (8)
Diabetes Education	63.26 (8)	59.80 (10)	59.48 (10)	62.88 (9)
Dentistry	63.18 (9)	62.57 (8)	62.62 (8)	66.33 (7)
Podiatry	62.79 (10)	60.51 (9)	63.38 (7)	39.00 (17)
Nutrition & Dietetics	60.77 (11)	55.46 (12)	56.05 (12)	51.21 (12)
Exercise Physiology	58.36 (12)	52.12 (14)	53.20 (14)	48.47 (14)
Radiography & Sonography	58.25 (13)	59.57 (11)	58.20 (11)	66.43 (6)
Physiotherapy	57.66 (14)	54.61 (13)	55.91 (13)	44.71 (15)
Audiology	56.06 (15)	51.48 (15)	51.44 (15)	54.62 (11)
Optometry	49.50 (16)	43.76 (16)	43.88 (16)	39.17 (16)
Pharmacy	41.02 (17)	37.81 (17)	35.91 (17)	50.29 (13)

West Moreton HHS ranked **Radiography & Sonography** 6th compared to the Darling Downs HHS ranking of 11th. **GP** ranked 3rd in the Darling Downs but 10th in West Moreton.

Workforce Gap Comments

The majority of workforce gap comments were about workforce issues ($n = 26$) and access ($n = 13$) which is in broad agreements with the state findings ($n = 136$; $n = 81$ respectively).

Table 8: Service gap rating means for the Darling Downs & West Moreton PHN region and HHS areas

Type of Service	Total QLD (N = 800) M (Rank)	DDWM PHN (n = 176) M (Rank)	Darling Downs HHS (n = 152) M (Rank)	West Moreton HHS (n = 23) M (Rank)
Mental Health	81.08 (1)	79.16 (1)	78.18 (1)	86.25 (1)
Community-based Rehabilitation (physical)	75.94 (2)	71.82 (3)	71.09 (3)	76.60 (3)
Alcohol & Other Drugs	73.00 (3)	72.16 (2)	72.46 (2)	70.13 (8)
Aged Care	71.07 (4)	69.61 (4)	70.88 (4)	59.50 (12)
Social Support	70.20 (5)	67.86 (6)	66.46 (6)	77.14 (2)
Health Prevention/Promotion	69.08 (6)	68.07 (5)	66.94 (5)	75.67 (5)
Palliative Care	67.65 (7)	60.49 (11)	59.66 (11)	65.25 (11)
Oral Health	66.66 (8)	64.96 (8)	64.43 (7)	67.88 (10)
Child Health	66.48 (9)	65.54 (7)	63.95 (8)	76.00 (4)
Disability	66.39 (10)	62.79 (9)	61.59 (9)	70.80 (7)
Refugee & Immigrant Health	64.11 (11)	61.12 (10)	59.86 (10)	68.15 (9)
Aboriginal & Torres Strait Islander Health Services	61.00 (12)	56.76 (12)	56.69 (12)	57.20 (13)
Maternal Health	60.98 (13)	54.70 (13)	51.82 (13)	71.40 (6)

Darling Downs ranked **Child Health** 8th compared to 4th in West Moreton. **Aged Care** was ranked 4th in the Darling Downs but 12th in West Moreton. **Social Support** ranked 2nd in West Moreton but 6th in the Darling Downs.

Service Gap Comments

The majority of service gap comments were about 'workforce shortages/long waitlists/increased workload' ($n = 7$) followed closely by 'lack of services' ($n = 6$). These results are partially aligned with the wider state results which received more comments pertaining to 'lack of services' ($n = 48$) than 'workforce shortages/long waitlists/increased workload' ($n = 27$).

Staff Departure Factors by PHN

Regions and HHS Areas

To help understand factors influencing health staff departures in remote, rural and regional QLD, participants were asked to rate 19 individual factors (such as retirement and professional isolation), and 19 organisational factors (such as workplace flexibility and culture). Participants rated their level of endorsement on a scale ranging from 0 (Not at all important) to 100 (Extremely important).

In the tables below we have presented both individual and organisational staff departure factor rating data. Each table has the same components used for the workforce and service gap section:

1. Results for all participants in remote and rural QLD based on MM 2-7 categorisation (N = 607)
2. Results for the subset of participants working in the relevant PHN region
3. Results for each HHS area within the PHN region
4. Each table has items in the same order, reflecting the highest to lowest mean ratings for all remote and rural participants
5. Colour coding is used to highlight the 5 highest rating means (GREEN) and the 5 lowest rating means (ORANGE) for each PHN and HHS area. Important regional differences are highlighted when green highlight appears towards the middle to bottom of a column, and when red highlight appears in the upper half of a column. The highest rated factor in each section is in bold.

A thematic analysis was conducted on the full sample in the HWNA report. However, the sample size was too small to make meaningful data for PHNs and the HHS areas within each PHN.

Importantly, if you would like further analyses about specific communities, we can further interrogate our data if there are sufficient numbers to draw meaningful conclusions. To assist your decision making around these requests, we have presented the number of participants in each HHS area (see, point 3 above).

Where the participant number for any HHS area falls below 30 it will be extremely unlikely that we can provide meaningful data for an individual community while upholding our confidentiality agreement with participants (e.g. Torres and Cape HHS [n = 15]; Central West HHS [n = 7]; North West HHS [n = 21]; West Moreton HHS [n = 20]). However, there may be exceptions in some areas. For example, in the North West HHS area the largest community by far is Mt Isa, and the survey reflects this (22 participants of the 28 total work in Mt Isa).

Central Queensland, Wide Bay & Sunshine Coast PHN Region

There were 164 participants (53.04% GPs) within the Central Queensland, Wide Bay and Sunshine Coast PHN region who answered items assessing health staff departures.

Participants represented all three HHS areas within the PHN with 68 responses from the Central QLD HHS area, 34 responses from the Sunshine Coast HHS area, and 62 responses from the Wide Bay HHS area. The results are shown in Table 9 and 10 below.

Table 9: Health staff departure individual factor means for Central Queensland, Wide Bay and Sunshine Coast PHN region and HHS areas

Individual Factors	Total QLD MM 2-7 (N = 607) M (Rank)	CQWBSC PHN (n = 164) M (Rank)	Central Queensland HHS (n = 68) M (Rank)	Sunshine Coast HHS (n = 34) M (Rank)	Wide Bay HHS (n = 62) M (Rank)
Heavy Workload/Burnout	79.12 (1)	79.75 (1)	81.81 (1)	81.12 (1)	78.00 (1)
Work/Life Balance	74.12 (2)	74.32 (3)	75.42 (2)	74.42 (3)	74.31 (4)
Career Progression	72.82 (3)	74.94 (2)	74.61 (3)	74.33 (4)	75.75 (2)
Mental Wellbeing	71.74 (4)	72.91 (5)	72.08 (6)	74.15 (5)	74.37 (3)
Inadequate Remuneration	70.59 (5)	74.00 (4)	73.67 (4)	78.00 (2)	71.81 (5)
Partner Opportunities	69.89 (6)	67.92 (8)	69.21 (9)	66.35 (10)	67.83 (8)
Professional Isolation	68.80 (7)	69.59 (6)	72.46 (5)	61.60 (13)	71.53 (6)
Children's Schooling	68.08 (8)	67.97 (7)	70.33 (7)	64.40 (12)	67.03 (9)
Social Isolation	66.24 (9)	67.80 (9)	69.70 (8)	60.57 (15)	70.40 (7)
Job Satisfaction	64.97 (10)	64.54 (12)	64.50 (12)	70.23 (7)	61.15 (13)
Accommodation	64.15 (11)	67.30 (10)	66.58 (11)	71.77 (6)	65.57 (10)
Retirement	63.23 (12)	64.10 (13)	63.55 (13)	65.50 (11)	64.48 (11)
Lack of Access to Comprehensive Healthcare	61.91 (13)	66.02 (11)	68.62 (10)	68.17 (9)	61.76 (12)
CPD Support	58.84 (14)	59.97 (15)	62.31 (14)	56.37 (17)	58.92 (14)
Lack of Perceived Professional Respect	57.65 (15)	59.23 (16)	61.13 (15)	61.44 (14)	55.98 (16)
Lack of Opportunity to Use Specialised Skills	56.85 (16)	60.52 (14)	59.03 (16)	68.26 (8)	57.72 (15)
Lack of Required Generalist Skills	49.43 (17)	55.78 (17)	53.10 (17)	58.96 (16)	55.98 (17)
Job Security	46.62 (18)	49.36 (18)	51.04 (18)	53.81 (18)	46.31 (19)
Workplace Bullying	46.58 (19)	47.98 (19)	47.65 (19)	49.89 (19)	47.36 (18)

Heavy Workload/Burnout was ranked 1st unanimously across all HHS areas, with **Work/Life Balance**, **Career Progression**, and **Inadequate Remuneration** reported as top 5 variables of interest within each of the HHS areas. **Professional Isolation** was ranked 5th in Central Queensland.

Table 10: Health staff departure organisational factor means for Central Queensland, Wide Bay and Sunshine Coast PHN region and HHS areas

Organisational Factors	Total QLD MM 2-7	CQWBSC PHN	Central Queensland HHS	Sunshine Coast HHS	Wide Bay HHS
	(N = 607) M (Rank)	(n = 152) M (Rank)	(n = 66) M (Rank)	(n = 33) M (Rank)	(n = 56) M (Rank)
Staff Shortages	75.62 (1)	77.37 (1)	78.56 (1)	78.67 (1)	75.20 (2)
Financial Incentives	71.66 (2)	75.28 (2)	72.49 (4)	76.00 (3)	78.32 (1)
Workplace Culture	69.62 (3)	71.38 (4)	70.98 (6)	71.97 (6)	71.46 (3)
Flexibility	67.65 (4)	69.89 (6)	68.49 (11)	71.58 (7)	70.48 (4)
Locum Support	66.23 (5)	72.31 (3)	73.59 (2)	77.64 (2)	68.09 (7)
Accommodation Difficulties	65.94 (6)	69.96 (5)	69.95 (8)	69.15 (9)	70.42 (5)
Training Access	65.49 (7)	69.40 (7)	73.08 (3)	67.58 (11)	66.04 (8)
Clinical Support	64.95 (8)	68.43 (9)	70.18 (7)	70.52 (8)	65.28 (9)
Operational Management	64.31 (9)	66.06 (11)	67.34 (14)	58.20 (17)	68.61 (6)
Inadequate Healthcare in Region	62.23 (10)	69.39 (8)	71.08 (5)	72.79 (4)	65.02 (10)
Clinical Leadership	61.50 (11)	64.55 (13)	68.18 (12)	64.86 (14)	60.15 (13)
Leave/Entitlement Barriers	60.52 (12)	65.10 (12)	66.00 (16)	65.24 (12)	63.98 (11)
Roster Rotations	59.53 (13)	60.10 (18)	63.74 (17)	56.04 (18)	58.38 (17)
Lack of Integration with Other Services	58.74 (14)	67.09 (10)	68.70 (9)	72.68 (5)	61.70 (12)
Patient Referral Pathways	58.06 (15)	64.25 (14)	68.61 (10)	68.04 (10)	57.46 (18)
Community Facilities	57.26 (16)	62.10 (16)	67.80 (13)	54.77 (19)	58.73 (15)
Scope of Practice	56.66 (17)	60.43 (17)	62.17 (18)	59.00 (16)	59.30 (14)
Workplace Infrastructure	55.81 (18)	63.19 (15)	66.27 (15)	65.15 (13)	58.39 (16)
Communication Technology	51.87 (19)	56.24 (19)	56.47 (19)	59.92 (15)	54.02 (19)

Staff Shortages and **Financial Incentives** were highly endorsed in all areas, with **Locum Support** rated highly in the Sunshine Coast and Central Queensland HHS. **Inadequate Healthcare in Region** ranked 4th and **Lack of Integration with Other Services** ranked 5th in the Sunshine Coast HHS area. **Training Access** was ranked 3rd in the Central Queensland HHS area.

Northern Queensland PHN Region

There were 290 responses from within the Northern Queensland PHN region, of which 242 participant responses (56.61% GPs) were relevant to health staff departure items.

Participants represented all four HHS areas within the PHN. There were 101 responses from the Cairns and Hinterland HHS area, 63 responses from the Mackay HHS area, 15 responses from the Torres and Cape HHS area, and 63 responses from the Townsville HHS area. Due to a relatively small sample size, results from the Torres & Cape HHS may not be representative of the region. The results are shown in Table 11 and 12 below.

Table 11: Health staff departure individual factor means for Northern Queensland PHN region and HHS areas

Individual Factors	Total QLD MM 2-7	NQ PHN	Cairns & Hinterland HHS	Mackay HHS	Torres & Cape HHS	Townsville HHS
	(N = 607) M (Rank)	(n = 242) M (Rank)	(n = 101) M (Rank)	(n = 63) M (Rank)	(n = 15) M (Rank)	(n = 63) M (Rank)
Heavy Workload/ Burnout	79.12 (1)	81.33 (1)	78.70 (1)	83.19 (1)	91.73 (1)	81.22 (1)
Work/Life Balance	74.12 (2)	76.12 (2)	72.43 (2)	77.57 (2)	87.69 (3)	77.60 (2)
Career Progression	72.82 (3)	71.39 (5)	69.78 (4)	76.67 (3)	85.55 (7)	72.32 (5)
Mental Wellbeing	71.74 (4)	73.10 (3)	70.01 (3)	72.47 (4)	77.78 (10)	76.51 (4)
Inadequate Remuneration	70.59 (5)	72.72 (4)	68.21 (6)	69.05 (9)	76.79 (11)	77.33 (3)
Partner Opportunities	69.89 (6)	68.00 (6)	63.62 (8)	72.06 (7)	76.43 (12)	68.98 (9)
Professional Isolation	68.80 (7)	67.95 (8)	64.05 (7)	67.44 (10)	87.50 (4)	69.63 (7)
Children's Schooling	68.08 (8)	67.97 (7)	62.24 (10)	71.30 (8)	87.09 (6)	69.98 (6)
Social Isolation	66.24 (9)	65.30 (11)	62.63 (9)	72.42 (6)	72.25 (14)	69.25 (8)
Job Satisfaction	64.97 (10)	67.56 (9)	61.26 (12)	72.45 (5)	83.82 (9)	63.85 (12)
Accommodation	64.15 (11)	66.03 (10)	61.34 (11)	64.19 (15)	89.18 (2)	67.75 (10)
Retirement	63.23 (12)	62.91 (12)	68.71 (5)	56.45 (16)	59.64 (18)	60.26 (13)
Lack of Access to Comprehensive Healthcare	61.91 (13)	61.02 (13)	51.47 (16)	66.18 (11)	85.40 (8)	66.08 (11)
CPD Support	58.84 (14)	58.37 (15)	57.58 (13)	64.82 (12)	60.91 (16)	55.55 (14)
Lack of Perceived Professional Respect	57.65 (15)	59.25 (14)	53.46 (14)	64.20 (14)	87.22 (5)	54.61 (16)
Lack of Opportunity to Use Specialised Skills	56.85 (16)	57.10 (16)	51.70 (15)	64.47 (13)	75.78 (13)	55.25 (15)
Lack of Required Generalist Skills	49.43 (17)	48.53 (17)	43.54 (18)	52.33 (17)	68.75 (15)	48.73 (18)
Job Security	46.62 (18)	47.24 (19)	42.96 (19)	51.55 (19)	60.73 (17)	49.36 (17)
Workplace Bullying	46.58 (19)	48.02 (18)	44.79 (17)	51.77 (18)	45.44 (19)	47.22 (19)

Note: Torres & Cape HHS had a relatively small sample size and results may not be representative.

Heavy Workload/Burnout, **Work/Life Balance**, **Career Progression**, and **Mental Wellbeing** were repeatedly well endorsed across multiple regions. **Accommodation** (2nd) and **Lack of Perceived Professional Respect** (5th) were ranked higher in the Torres & Cape HHS area relative to other regions, with less endorsement for **Career Progression**, **Mental Wellbeing** and **Inadequate Remuneration** in the region. **Retirement** and **Job Satisfaction** were ranked 5th in both the Cairns and Hinterland, and Mackay HHS.

Table 12: Health staff departure organisational factor means for Northern Queensland PHN region and HHS areas

Organisational Factors	Total QLD MM 2-7 (N = 607) M (Rank)	NQ PHN (n = 223) M (Rank)	Cairns & Hinterland HHS (n = 93) M (Rank)	Mackay HHS (n = 56) M (Rank)	Torres & Cape HHS (n = 14) M (Rank)	Townsville HHS (n = 61) M (Rank)
Staff Shortages	75.62 (1)	76.11 (1)	72.86 (1)	81.45 (1)	83.64 (2)	74.42 (2)
Financial Incentives	71.66 (2)	74.07 (2)	72.12 (2)	73.28 (2)	83.67 (1)	75.71 (1)
Workplace Culture	69.62 (3)	67.92 (3)	63.74 (4)	70.65 (4)	71.92 (11)	71.07 (3)
Flexibility	67.65 (4)	67.10 (5)	62.66 (6)	69.53 (7)	71.46 (12)	70.39 (4)
Locum Support	66.23 (5)	67.13 (4)	64.86 (3)	67.47 (9)	80.45 (5)	67.52 (5)
Accommodation Difficulties	65.94 (6)	66.69 (6)	62.82 (5)	69.67 (6)	81.50 (3)	66.59 (6)
Training Access	65.49 (7)	65.16 (7)	60.30 (8)	70.47 (5)	78.20 (6)	65.54 (7)
Clinical Support	64.95 (8)	64.45 (9)	60.36 (7)	69.44 (8)	67.38 (15)	64.96 (9)
Operational Management	64.31 (9)	64.93 (8)	60.01 (9)	71.49 (3)	72.00 (9)	64.60 (10)
Inadequate Healthcare in Region	62.23 (10)	61.37 (11)	54.49 (12)	64.26 (13)	74.75 (8)	65.00 (8)
Clinical Leadership	61.50 (11)	60.51 (12)	55.75 (10)	65.20 (11)	67.92 (14)	61.60 (14)
Leave/Entitlement Barriers	60.52 (12)	62.10 (10)	55.46 (11)	67.15 (10)	77.69 (7)	63.12 (11)
Roster Rotations	59.53 (13)	59.96 (13)	52.61 (15)	65.02 (12)	81.00 (4)	60.90 (16)
Lack of Integration with Other Services	58.74 (14)	57.39 (16)	53.45 (14)	58.60 (17)	66.25 (16)	60.06 (17)
Patient Referral Pathways	58.06 (15)	57.86 (15)	54.27 (13)	57.05 (18)	63.85 (17)	62.00 (13)
Community Facilities	57.26 (16)	56.86 (17)	50.61 (17)	58.62 (16)	72.00 (10)	61.37 (15)
Scope of Practice	56.66 (17)	58.79 (14)	52.56 (16)	62.71 (14)	68.45 (13)	62.06 (12)
Workplace Infrastructure	55.81 (18)	53.97 (18)	46.60 (19)	61.63 (15)	60.73 (19)	56.38 (18)
Communication Technology	51.87 (19)	50.03 (19)	48.54 (18)	48.61 (19)	63.31 (18)	49.90 (19)

Note: Torres & Cape HHS had a relatively small sample size and results may not be representative.

Staff Shortages and **Financial Incentives** ranked highly in all HHS areas, however in the Mackay HHS area alone **Operational Management** (3rd) and **Training Access** (5th) were ranked highly. **Roster Rotations** was ranked 4th in the Torres & Cape.

Western Queensland PHN Region

There were 84 participants from within the Western Queensland PHN region, of which 67 (40.90% GPs) answered items relevant to health staff departure.

Participants represented all three HHS areas within the PHN. There were 7 responses from the Central West HHS area, 21 responses from the North West HHS area, and 39 responses from the South West HHS area. Due to a relatively small sample size, the results from the Central West HHS may not be representative. The results are shown in Table 13 and 14 below.

Table 13: Health staff departure individual factor means for Western Queensland PHN region and HHS areas

Individual Factors	Total QLD MM 2-7 (N = 607) M (Rank)	WQ PHN (n = 66) M (Rank)	Central West HHS (n = 7) M (Rank)	North West HHS (n = 21) M (Rank)	South West HHS (n = 39) M (Rank)
Heavy Workload/Burnout	79.12 (1)	75.53 (2)	61.76 (10)	83.24 (1)	71.50 (2)
Work/Life Balance	74.12 (2)	72.03 (6)	55.80 (13)	77.76 (4)	69.16 (6)
Career Progression	72.82 (3)	72.66 (4)	69.50 (8)	78.00 (3)	70.18 (4)
Mental Wellbeing	71.74 (4)	71.64 (7)	64.83 (9)	74.10 (7)	69.59 (5)
Inadequate Remuneration	70.59 (5)	61.85 (12)	53.83 (15)	74.90 (6)	56.00 (13)
Partner Opportunities	69.89 (6)	76.37 (1)	80.71 (1)	69.72 (14)	77.59 (1)
Professional Isolation	68.80 (7)	72.33 (5)	75.71 (4)	77.11 (5)	67.85 (7)
Children's Schooling	68.08 (8)	74.80 (3)	80.17 (2)	79.94 (2)	70.94 (3)
Social Isolation	66.24 (9)	68.75 (8)	73.43 (5)	71.85 (9)	64.61 (9)
Job Satisfaction	64.97 (10)	59.57 (13)	54.60 (14)	72.20 (8)	53.89 (14)
Accommodation	64.15 (11)	67.26 (10)	57.50 (12)	70.56 (12)	67.71 (8)
Retirement	63.23 (12)	58.05 (15)	76.00 (3)	49.19 (19)	58.31 (11)
Lack of Access to Comprehensive Healthcare	61.91 (13)	67.65 (9)	73.43 (6)	70.94 (10)	64.52 (10)
CPD Support	58.84 (14)	62.16 (11)	72.00 (7)	70.75 (11)	56.11 (12)
Lack of Perceived Professional Respect	57.65 (15)	52.22 (16)	29.80 (17)	64.28 (15)	49.38 (16)
Lack of Opportunity to Use Specialised Skills	56.85 (16)	58.77 (14)	61.14 (11)	69.76 (13)	52.86 (15)
Lack of Required Generalist Skills	49.43 (17)	50.75 (17)	47.71 (16)	61.61 (16)	46.35 (17)
Job Security	46.62 (18)	44.13 (18)	14.50 (19)	59.63 (17)	39.83 (18)
Workplace Bullying	46.58 (19)	43.96 (19)	25.20 (18)	59.13 (18)	39.71 (19)

Note: Central West HHS had a very small sample size and results may not be representative.

Partner Opportunities was ranked highest in both Central West and South West HHS areas. **Professional Isolation** and **Children's Schooling** were highly endorsed in all HHS areas, with **Retirement** ranking 3rd in the Central West HHS.

Table 14: Health staff departure organisational factor means for Western Queensland PHN region and HHS areas

Organisational Factors	Total QLD MM 2-7	WQ PHN	Central West HHS	North West HHS	South West HHS
	(N = 607) M (Rank)	(n = 63) M (Rank)	(n = 6) M (Rank)	(n = 21) M (Rank)	(n = 37) M (Rank)
Staff Shortages	75.62 (1)	76.42 (1)	87.20 (1)	81.37 (1)	72.31 (1)
Financial Incentives	71.66 (2)	65.63 (9)	61.50 (12)	74.50 (9)	61.41 (8)
Workplace Culture	69.62 (3)	73.37 (2)	68.40 (7)	81.19 (2)	69.59 (3)
Flexibility	67.65 (4)	70.79 (3)	70.80 (4)	78.00 (5)	66.70 (4)
Locum Support	66.23 (5)	62.63 (12)	82.75 (2)	66.00 (16)	57.52 (11)
Accommodation Difficulties	65.94 (6)	69.59 (4)	56.67 (14)	72.29 (13)	70.47 (2)
Training Access	65.49 (7)	66.47 (8)	72.83 (3)	73.24 (10)	61.31 (9)
Clinical Support	64.95 (8)	67.86 (6)	64.00 (10)	81.05 (3)	63.85 (6)
Operational Management	64.31 (9)	69.39 (5)	64.80 (8)	79.53 (4)	64.24 (5)
Inadequate Healthcare in Region	62.23 (10)	64.45 (10)	54.17 (16)	76.81 (6)	59.76 (10)
Clinical Leadership	61.50 (11)	66.98 (7)	54.40 (15)	76.05 (7)	61.74 (7)
Leave/Entitlements Barriers	60.52 (12)	62.33 (13)	64.75 (9)	72.78 (12)	56.69 (12)
Roster Rotations	59.53 (13)	63.17 (11)	69.60 (5)	75.59 (8)	56.59 (13)
Lack of Integration with Other Services	58.74 (14)	56.35 (18)	46.33 (19)	65.41 (17)	53.41 (15)
Patient Referral Pathways	58.06 (15)	57.88 (15)	68.83 (6)	62.71 (19)	52.79 (16)
Community Facilities	57.26 (16)	59.68 (14)	52.80 (18)	70.29 (14)	55.38 (14)
Scope of Practice	56.66 (17)	57.04 (17)	57.50 (13)	68.56 (15)	50.26 (17)
Workplace Infrastructure	55.81 (18)	57.58 (16)	63.40 (11)	73.06 (11)	48.73 (19)
Communication Technology	51.87 (19)	53.09 (19)	53.40 (17)	63.25 (18)	48.97 (18)

Note: Central West HHS had a very small sample size and results may not be representative.

Staff Shortages was ranked 1st across all HHS areas, with **Financial Incentives** reportedly less important. **Operational Management**, **Workplace Culture**, and **Flexibility** were highly rated in both the North West and South West HHS area.

Darling Downs & West Moreton PHN Region

There were 175 responses from within the Darling Downs and West Moreton PHN region, of which 146 responses (58.21% GPs) were relevant to health staff departures items.

There are two HHS areas within this PHN with 126 responses from the Darling Downs HHS area and 20 responses from the West Moreton HHS area. The results are shown in Table 15 and 16 below. Due to a relatively small sample size, the results from the West Moreton HHS area may not be representative.

Table 15: Health staff departure individual factor means for Darling Downs and West Moreton PHN region and HHS areas

Individual Factors	Total QLD MM 2-7	DDWM PHN	Darling Downs HHS	West Moreton HHS
	(N = 607) M (Rank)	(n = 146) M (Rank)	(n = 126) M (Rank)	(n = 20) M (Rank)
Heavy Workload/Burnout	79.12 (1)	76.99 (1)	74.96 (1)	89.80 (1)
Work/Life Balance	74.12 (2)	71.79 (2)	69.33 (4)	87.30 (2)
Career Progression	72.82 (3)	71.39 (4)	70.10 (3)	79.89 (3)
Mental Wellbeing	71.74 (4)	67.57 (5)	66.14 (5)	76.72 (5)
Inadequate Remuneration	70.59 (5)	65.43 (7)	63.63 (9)	78.00 (4)
Partner Opportunities	69.89 (6)	71.53 (3)	71.48 (2)	71.80 (8)
Professional Isolation	68.80 (7)	66.31 (6)	64.92 (6)	75.37 (6)
Children's Schooling	68.08 (8)	64.72 (8)	63.02 (10)	75.11 (7)
Social Isolation	66.24 (9)	64.27 (9)	64.15 (7)	65.05 (11)
Job Satisfaction	64.97 (10)	60.79 (11)	59.43 (11)	69.44 (9)
Accommodation	64.15 (11)	57.32 (12)	58.72 (12)	46.94 (18)
Retirement	63.23 (12)	63.12 (10)	63.77 (8)	59.55 (13)
Lack of Access to Comprehensive Healthcare	61.91 (13)	55.32 (13)	53.63 (13)	67.19 (10)
CPD Support	58.84 (14)	54.61 (14)	53.08 (14)	64.11 (12)
Lack of Perceived Professional Respect	57.65 (15)	52.66 (15)	51.96 (15)	56.89 (15)
Lack of Opportunity to Use Specialised Skills	56.85 (16)	49.95 (16)	48.50 (16)	58.83 (14)
Lack of Required Generalist Skills	49.43 (17)	42.82 (17)	42.21 (17)	46.50 (19)
Job Security	46.62 (18)	40.41 (19)	39.15 (18)	48.50 (17)
Workplace Bullying	46.58 (19)	40.50 (18)	38.75 (19)	53.73 (16)

Note: West Moreton HHS had a relatively small sample size and results may not be representative.

Heavy Workload/Burnout, **Work/Life Balance**, **Career Progression**, and **Mental Wellbeing** were highly ranked across all HHS areas. **Partner Opportunities** was ranked 2nd in the Darling Downs HHS area with **Inadequate Remuneration** being less important (9th) relative to other HHS areas.

Table 16: Health staff departure organisational factor means for Darling Downs and West Moreton PHN region and HHS areas

Organisational Factors	Total QLD MM 2-7	DDWM PHN	Darling Downs HHS	West Moreton HHS
	(N = 607) M (Rank)	(n = 143) M (Rank)	(n = 126) M (Rank)	(n = 19) M (Rank)
Staff Shortages	75.62 (1)	73.13 (1)	72.45 (1)	78.12 (2)
Financial Incentives	71.66 (2)	66.01 (3)	64.19 (3)	78.71 (1)
Workplace Culture	69.62 (3)	66.93 (2)	67.90 (2)	60.84 (12)
Flexibility	67.65 (4)	63.09 (4)	62.93 (4)	64.11 (9)
Locum Support	66.23 (5)	61.40 (5)	60.75 (6)	65.63 (8)
Accommodation Difficulties	65.94 (6)	61.28 (6)	62.70 (5)	50.33 (18)
Training Access	65.49 (7)	60.08 (9)	59.15 (9)	66.47 (7)
Clinical Support	64.95 (8)	60.58 (7)	60.29 (8)	62.44 (10)
Operational Management	64.31 (9)	60.42 (8)	60.42 (7)	60.38 (13)
Inadequate Healthcare in Region	62.23 (10)	55.84 (12)	53.58 (12)	70.06 (3)
Clinical Leadership	61.50 (11)	57.21 (10)	56.88 (10)	59.47 (14)
Leave/Entitlement Barriers	60.52 (12)	52.44 (15)	51.89 (13)	55.89 (15)
Roster Rotations	59.53 (13)	56.02 (11)	55.25 (11)	60.94 (11)
Lack of Integration with Other Services	58.74 (14)	52.98 (14)	50.85 (15)	68.00 (5)
Patient Referral Pathways	58.06 (15)	52.04 (16)	49.18 (16)	69.35 (4)
Community Facilities	57.26 (16)	53.65 (13)	51.56 (14)	67.88 (6)
Scope of Practice	56.66 (17)	49.27 (18)	48.77 (18)	52.73 (17)
Workplace Infrastructure	55.81 (18)	49.82 (17)	49.16 (17)	54.24 (16)
Communication Technology	51.87 (19)	47.93 (19)	48.57 (19)	43.56 (19)

Note: West Moreton HHS had a relatively small sample size and results may not be representative.

Staff Shortages and **Financial Incentives** were ranked highly in all HHS areas. **Inadequate Healthcare in Region** (3rd), **Patient Referral Pathways** (4th), and **Lack of Integration with Other Services** (5th) were rated much higher in the West Moreton HHS than in the Darling Downs.