

Health Works

ISSUE #2 | WINTER 2018



Health Workforce
Queensland



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CEO Message

The lead up to June is always a busy time for Health Workforce Queensland!

We were once again pleased to provide event management services to RDAQ in assisting the organisation of the RDAQ 2018 Conference. The Conference feels somewhat like a family reunion – it's a one of a kind opportunity to connect and reconnect with those across Queensland's rural health sector.

We're also proud to be involved in the Conference in a variety of ways, including:

- Providing financial assistance to 10 medical students to attend the Conference.
- Sponsoring the Student and Mentor Networking Afternoon Tea on the Thursday.
- Sponsoring the Rural Workforce Breakfast on Friday morning and provided a presentation on the past 20 years in the rural health sector.
- Funded the QRMFN activities.
- Announced the 2018 Backbone of the Bush Award winner the David Horn Memorial Gala Dinner and Awards.

As part of the Rural Workforce Breakfast we presented our 2017 Minimum Data Set, which details the current medical workforce in rural Queensland. You can see an overview of data on the adjacent page – a digital copy of the full report is available on our website.

Last week myself and other Agency staff attended MICRRH's Are you remotely interested? Conference 2018 in Mount Isa from 24 to 27 July. We were pleased to not only attend but support MICRRH as Conference Partner. In addition to that, we presented abstracts on 'The balance in prioritising rural and remote health workforce need in Queensland' and 'Practitioner and manager perceptions about workforce gaps: how they differ between regions.' This was the 9th year of the Conference and it keeps going from strength to strength.

The second year of the GROW Rural program also took place last week from 27-29 July. This three-year rural immersion initiative sees multi-disciplinary students from Queensland's universities travel through Rockhampton, Woorabinda, Baralaba, Theodore, Moura and Biloela to experience the professional and personal aspects of rural life. The inaugural program last year was a huge success for both the students and communities. We'll give a full recap the students' experiences in the Spring edition of Health Works.

Chris Mitchell



Congratulations to RDAQ and all involved for the delivery of a high quality and engaging conference.



2017 Minimum Data Set Summary Report

We maintain an up-to-date database of the general practitioner workforce in remote, rural and regional Queensland that is informed by an annual survey of General Practices and General Practitioners, and a variety of other strategies.

This summary report represents a minimum, specified set of data based on a data snapshot taken on 30 November, 2017.

Information generated by the minimum data set informs policy development relevant to the remote, rural and regional health workforce at local, state and national levels, and supports services for the recruitment and retention of remote, rural and regional medical professional services in Queensland.

The infographics on this page provide an overview of key data from the 2017 Minimum Data Set Summary Report. For those interested in the full report, we encourage you to visit our website.



Proportion of female practitioners working in remote, rural and regional locations has increased from 38.8% in 2012 to 44.1% in 2017.



On average, female practitioners self-reported working approximately 10.5 hours per week less than male practitioners.

The proportion of Queensland practitioners trained in Australia has increased from 50.6% in 2016 to 56.2% in 2017.



Only 4.3% of medical practitioners self-reported working as a 'Solo' doctor.

4.3% Solo doctor

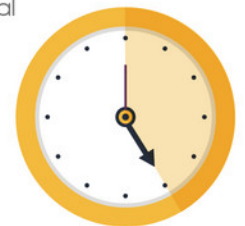


Although another 0.7% described themselves as 'Solo co-located' (working independently at premises shared with at least one other doctor).

0.7% Solo co-located



Since 2005, the average self-reported total hours worked by medical practitioners in remote, rural and regional Queensland has decreased by five hours, from 48.9 hours in 2005, to 43.9 hours in 2017.



We want your stories!

If you're a general practitioner, nurse, allied health professional, Aboriginal and Torres Strait Islander health worker or practice manager we want to hear from you!

The Spring Edition of Health Works will be published in September. If you wish to submit an article, please do so via email: communications@healthworkforce.com.au.



2018 Backbone of the Award recipient Wendy McPhee receives her trophy from QRMFN President James Constable.

Congratulations Wendy!

At the 2018 RDAQ Conference, the QRMFN were pleased to announce Wendy McPhee as the recipient of the Backbone of the Bush Award.

Wendy is the supportive wife of Emerald general practitioner Dr Ewen McPhee and proud mother of Rohan and Megan. She has passionately served rural Queensland communities for 31 years.

Some of Wendy's personal achievements include:

- A qualified Medical Laboratory Scientist
- Current Practice Manager for Emerald Medical Group
- Current Board Director and Acting CEO for Central Highlands Health
- Assisted in the growth of Emerald Medical Group to include GP registrar training
- Instrumental in starting one of the first intern programs in general practice through the Junior Doctor Training Innovation Fund
- Current Training Officer for the Central Highlands Generalist Medical Training and responsible for 16 Registrars across Central Queensland
- Fostered and supported Japanese clinicians visiting Emerald as part of the Japanese Rural Generalist Program
- Current Treasurer for Emerald Academy of Dance which has over 150 students
- Previous Secretary and Treasurer for Emerald State School where their children attended

Most importantly, Wendy has been a welcoming companion of spouses and partners of those Registrars commencing practice in Emerald and has provided both the Registrar and their families practical advice on living and working in the bush. Wendy has been a significant facilitator for the success of Emerald as a GP and RG training hub.



We can provide you with financial support!

Calling all rural medical spouses and partners. We want to support you and your community!

QRMFN has teamed up with the RDAQ Foundation to provide financial support to spouses and partners of rural medical practitioners.



- ✓ **Individual bursaries** are available of up to \$1,000 for rural spouses and partners to pursue personal or professional development courses or programs.
- ✓ **Community bursaries** are available of up to \$5,000 per project for rural spouses and partners to undertake projects that have significant health and wellbeing benefits to the community, including health promotion activities, addressing emerging public health concerns.

Applications open until September. Apply online: www.qrmfn.com.au

Rural health professionals can undertake further study or upskilling courses with a scholarship or bursary.

We encourage post-graduate medical, nursing, allied health professionals and Aboriginal and Torres Strait Islander health workers throughout remote and rural Queensland to apply for the Scholarship Program to expand your professional knowledge and skills.

Scholarships and bursaries will be provided to health professionals in remote and rural communities where up-skilling will be a direct benefit to the community and address the community's health workforce needs.

Visit the website to view the Scholarship Program Guidelines

www.healthworkforce.com.au/health-workforce-scholarship-program

✉ scholarships@healthworkforce.com.au
☎ 07 3105 7800 | 07 3105 7801

Collaboration is key for upskilling

In May, Health Workforce Queensland held our Emergency Cardiology Workshop in Cairns for the first time in over 10 years!

Dr Spencer Toombes, a Toowoomba-based medical professional, was the Lead Facilitator for the workshop with Dr Matt Nettle, Prince Charles Hospital in Brisbane, delivering sessions on chest pain, arrhythmias, health failure and ECG skill sessions. The unique element of this workshop was the use of high fidelity simulation.

High fidelity simulation allows for reproduction of real life scenarios, it allows time for health professionals to obtain adequate equipment familiarisation, enhances learning outcomes, strengthens teamwork capability and increases practitioner confidence.

The Emergency Cardiology Workshop has been limited to south-east Queensland locations due to the use of simulation technology available and qualified simulation instructors. With overwhelming support from local health professionals and organisations, we were able to provide this workshop to North Queensland health professionals.

Cathryn Jackson is a Senior Paramedic Clinical Supervisor at [Central Queensland \(CQ\) University Cairns Campus](#); where the workshop was held and Cairns Hospital Emergency Consultant

Dr Katrina Starmer was the simulation facilitator. "The Emergency Cardiology Workshop gave the paramedic science team the opportunity to collaborate with the nursing discipline to create a realistic environment for remote and rural health professionals to discuss and practice emergency cardiology scenarios," Cathy said.

"It is no secret that simulation is a highly effective teaching medium, which has been used for many years in the airline industry and is more recently taking the medical world by storm," Dr Starmer said.

Many of the workshop attendees had not previously participated in simulation. "I was impressed with their willingness and ability to suspend reality and immerse themselves in the scenario."

"Simulation in this capacity provides an opportunity to not only extend and apply medical knowledge in a clinical context, but to network and come together as a team," Dr Starmer said.

"The holistic benefits of high fidelity simulation exposure flow through to the manner in which we manage and treat our patients," Cathy said.

The delivery of continuing professional development workshops, like the Emergency Cardiology Workshop, expand the scope of practice for health professionals across remote and rural Queensland, which expands a community's access to health care services close to home.

We couldn't have achieved this outcome without the collaboration from many skilled health professionals – as well as our strong Training and Events Team.

We now have the ability to alternate between Brisbane and Cairns for the Emergency Cardiology Workshop and provide professional development opportunities to more rural health professionals than before!

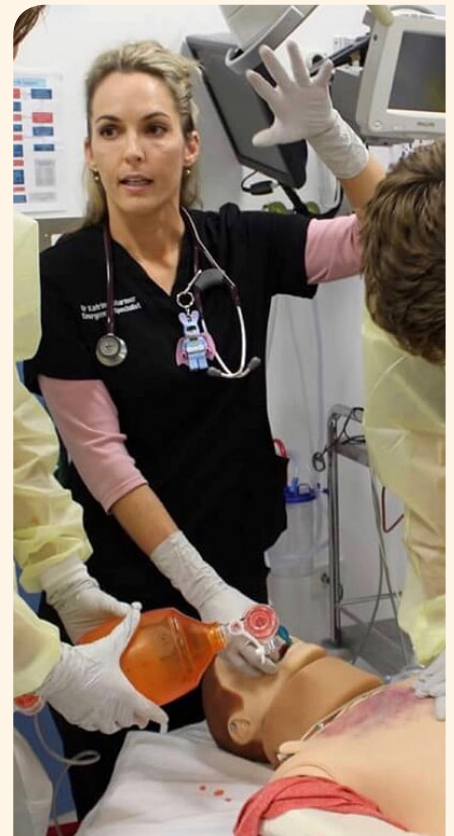


Image of Dr Katrina Starmer from Cairns Hospital facilitating high fidelity simulation.



System of Care Conference | 2018

27 August - 28 August | Brisbane Convention and Exhibition Centre, South Brisbane

The System of Care was developed by the Institute for Urban Indigenous Health using high quality, integrated and systematised service delivery models. It is nationally recognised, and evidence-based.

In South East Queensland, where the IUIH System of Care has been implemented for the past eight years, data shows a significant improvement (almost a whole year) in health adjusted life expectancy for Aboriginal and Torres Strait Islander clients.

This Conference will share the research behind the development and implementation of this system, with presentations by speakers across a range of specialisations including clinic set up, clinical governance, systems integration, wrap around services such as allied and social health, workforce development and research evidence.

If you are working in:

- **Aboriginal and Torres Strait Islander Community Controlled health services**
- **PHN's**
- **Health and Hospital Boards and management**
- **Government Departments**
- **University Sector**
- **NGO sector**

This conference will offer fresh insights into the ways in which a cross-sector and integrated system can make real impacts on the health of Aboriginal and Torres Strait Islander people.

Early Bird prices available until Tuesday 12 June

Register now at www.iuih.org.au | For more information email events@iuih.org.au



Vacancies & Workshops

Looking to work in rural Queensland?

General Practitioner : [Mount Isa](#)

[Gidgee Healing](#) is currently seeking a General Practitioner to deliver integrated, comprehensive primary health care services at their Burke St Clinic in Mount Isa.

- > Qualified Medical Practitioner, holding unconditional current registration with AHPRA
- > Vocationally Registered, FRACGP or FACRRM highly desirable.
- > Eligible for unrestricted Medicare Provider Number.
- > Knowledge, understanding and sensitivity towards the social, economic and cultural factors affecting Aboriginal and Torres Strait Islander people's health.

General Practitioner : [Innisfail](#)

General Practitioner : [Warwick](#)

General Practitioner : [Gin Gin](#)

Final CPD Workshops for 2018!

Rural Emergency Medicine Workshop

[7-9 September | Brisbane](#)

Emergency Mental Health Workshop

[3-4 November | Sunshine Coast](#)

Announcing **Dr Ed Heffernan** and **Dr John Paul Khoo** as presenters for the Emergency Mental Health Workshop!

Dr Heffernan is the Director of [Queensland Forensic Mental Health Services](#) and Senior Lecturer in Psychiatry at the University of Queensland. Dr Khoo is a psychiatrist in fulltime private practice and Director of the [Toowong Specialist Clinic](#).

Our expert presenters will lead you through both theoretical and practice aspects of mental health, including:

- > Overview of common mental health disorders
- > The mental state examination
- > Mental health risk and assessment framework
- > Dealing with mental health emergencies
- > Assessment and management of suicide risk, mood disturbance, violence and acute confusion



**REGISTER NOW
FOR EARLY BIRD
PRICES**

Health Works

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