

Health Works

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Health Workforce
Queensland



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CEO Message

It's been a busy few months since our last Health Works and it's hard to believe that this is our last edition for 2018. It was only earlier this year that we launched and published this digital magazine.

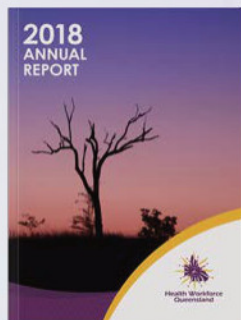
Health Workforce Stakeholder Group Meeting

On 18 October, we held our second face-to-face Health Workforce Stakeholder Group meeting. This meeting included new members from:

- Australian Primary Health Care Nurses Association (APNA)
- Indigenous Allied Health Australia (IAHA)
- CRANaplus
- Services for Australian Rural and Remote Allied Health (SARRAH)
- Rural Clinical Schools from University of Queensland and James Cook University

After our inaugural Health Workforce Needs Assessment was published earlier this year, this meeting provided our key stakeholders the opportunity to review the findings of the report and collaboratively discuss strategies to address the findings. In addition to this, we provided an update on the workforce activities the Agency has undertaken since the last Stakeholder Group meeting in February.

I thank those involved for their time, knowledge and ideas. It has been a beneficial initiative to have varying voices and perspectives of the rural workforce in the one room. We look forward to the next Stakeholder Group meeting in February 2019.



Annual Report

The Agency's 2018 Annual Report has recently been published and I am immensely proud of the activities undertaken and performance presented throughout the past financial year.

The Agency could not do the work it does without the medical, nursing, allied health and Aboriginal and Torres Strait Islander health workforce in remote and rural Queensland. On behalf of the Agency, I thank you for your continued commitment to the health and wellbeing of Queensland's remote and rural residents.

With three separate yet interconnected programs to deliver simultaneously, our calendar has been full. It has been a strong year for Health Workforce Queensland due to the dedicated and passionate staff within the Agency who have contributed to the past years' success – I thank them for the work they do for remote and rural health professionals!

20th Anniversary Celebration

Last, but not least, we have decided to focus this edition of Health Works on our 20th Anniversary Celebration, which was held on Friday 23 November at the Treasury Hotel.

The night and lead up to the event, was an opportune time to reflect on where the Agency has come since 1998 and those that have contributed to our achievements during the past 20 years. Thank you for being part of our journey... here's to the next 20 years for Health Workforce Queensland!

I wish you an enjoyable festive season with family and friends and look forward to 2019.



Chris Mitchell

Celebrating 20 Years as a Rural Workforce Agency!

Twenty years of operation for a government funded not-for-profit organisation is a mammoth achievement.



1998
Queensland's Rural Workforce Agency formed and Queensland Rural Divisions Coordinating Unit (QRDCU) commenced trading as Queensland Rural Medical Support Agency (QRMSA). Establishment funding was provided by Australian Government under the Rural and Remote General Practice Program (RRGPP).



2001
Queensland's first Minimum Data Set Report on the rural medical workforce was published and continues today.



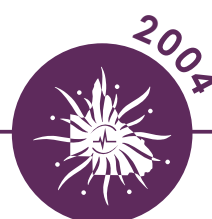
2002
The Agency officially changed its name to Queensland Rural Medical Support Agency (QRMSA).



2017
A new era began with three new programs: Rural Health Workforce Support Program, John Flynn Placement Program and Health Workforce Scholarship Program.



2012
Health Workforce Queensland expanded its recruitment services and retention services to include nursing and allied health professionals.



2004
The Agency changed its name to Health Workforce Queensland.



2018
Health Workforce Queensland celebrates 20 years of operation as a Rural Workforce Agency. The Agency undertook and published its inaugural Health Workforce Needs Assessment.



Despite the ever-changing landscape of health, rural Queensland and government, Health Workforce Queensland has sustained by remaining true to our vision of ensuring an optimal health workforce to enhance the health of Queensland communities.



20th Anniversary Event Celebration

Friday 23 November, 2018
Treasury Hotel, Brisbane

The Board, staff and partners and key stakeholders were invited to join us to celebrate our 20 years as a Rural Workforce Agency.

It was an fantastic night reflecting on the past and sharing our future plans. Thanks to all that were able to join us for a memorable night.





Thanks to our Staff and Board members for their years of service!

Being in operation for 20 years, there are many staff and Board members that have contributed many years of service to Health Workforce Queensland.

During our 20th Anniversary Celebration we recognised and acknowledged the staff or Board members who have accumulated five years or more of service to Health Workforce Queensland. After receiving their Service Award, some reflected on their time at Health Workforce Queensland...

5 YEARS

Meredith Connor – 5 Years

In 2013 I completed study in the area of community development and became aware of an employment opportunity with the Agency. So, I commenced work as a Recruitment Administrator to assist overseas-trained doctors gain AHPRA registration. In 2015 I became the Stakeholder Engagement Coordinator, which evolved into my current role as Future Workforce Coordinator. Fortuitously, this role enables me to draw on my love of working with community, enthusing health students to go rural, developing rural immersion programs and watching them come to life.

Louise Bambury – 5 Years

Caro Finlay – 5 Years

Andrew Hayward – 5 Years

6 TO 10 YEARS

Sandra Bukumirovic-Javanovic – 6 Years

What an incredible journey it has been; from my first day on the job flying to the UK to recruit health professionals to fill critical positions in rural Queensland! With a strong Leadership Team in place, this has enabled me to acquire new knowledge and meet motivated rural health professionals. I'm proud to be part of a such a motivated team and remain committed to providing health workforce solutions for our rural communities. I'm grateful for the Service Award and recognition of my contribution to the Agency. Six years and counting...I look forward to continuing this journey for many years to come.

Prof Robert Stable – 6 Years

Sarah Venn – 6 Years

I started my career in 2003 as a Project Officer working in Medical Education and Training. With my clinical background in nursing I really enjoyed organising and delivering cutting edge simulation workshops all over rural Queensland and managed that team for several years before moving on to other opportunities. I was thrilled to be invited to return to set up our Health Workforce and Service Planning Team in 2012 to deliver activities to ensure there is equity of access to health workforce and services in remote and rural Queensland.

Naomi Wallace - 8 Years

Stella Taylor-Johnson – 9 Years



11 TO 15 YEARS

Terry Fleischfresser – 11 Years

Dr John Lamb – 11 Years

Renee Masters – 11 Years

I started in 2007 and was thrilled to learn that my first conference (RDAQ) would be held in Yeppoon! I have certainly grown throughout the 11 years I have been here with my role changing from an Administration Assistant, co-managing the RDAQ Conference and now overseeing all CPD Workshops. My knowledge of medical terms, acronyms and equipment is ever expanding and keeps me on my toes! I have enjoyed the diversity of my role and the sense of family; not just within the organisation, but with rural Queensland and the delegates we see on a regular basis.

Zena Horton – 12 Years

When I joined as a Project Officer in March 2006, I was fresh off the plane from the UK. I never imagined I would be here 12 years and two babies

later. What attracted me to the Agency is what keeps me here now; being a part of a team working to achieve better health outcomes for remote and rural Queenslanders. I've had several roles during my 12 years with the Agency, which has kept things fresh and allowed me to continue to develop my skills. To be in a leadership role with a supportive Agency and working with our talented and passionate team is something I appreciate every day.

15 TO 20 YEARS

Daniel Learoyd – 16 Years

Sixteen years working in an organisation! To achieve that, an organisation needs to have great culture leadership and to deliver its vision – we have this at Health Workforce Queensland. Celebrating our 20 years is a special occasion. It shows how resilient and adaptive to change we are. Over the years, I have enjoyed helping implement the many programs and to then see how those programs made a difference in remote and rural

communities. I've been fortunate enough to work with such great people that coming to work is easy.

Edna Reid – 16 Years

Chris Mitchell – 17 Years

Dr Ross Hetherington – 18 Years

Dr Alan McMahon – 18 Years

Despite the organisation name changes over the years, remote and rural has been maintained as a priority; a mantra you could say. The Board over the years has had many great Chairs and Directors. However, the appointment of Chris Mitchell as CEO was the essential ingredient in our success. The adage that the most important job of a Board is the appointment of, and relationship with, it's CEO, could not be better exemplified. It's been a pleasure to work with all these top-class men and women.

As 2018 comes to a close, we've already got big plans for 2019...

Check out our 2019 calendar so far and what we will be working on next year! In addition to this, we will:

- Continue recruiting primary healthcare professionals to remote and rural Queensland;
- Allocating scholarships for further study and bursaries for up-skilling courses all year round;
- Assigning individual and community bursaries to partners of rural medical practitioners;
- Providing Event Management Services to external organisations within the rural health sector;
- Plus much more!

Click [here](#) to register for a 2019 CPD Workshop!

February

- Rural Emergency Medicine Workshop in Brisbane

March

- Health Workforce Needs Assessment
- Emergency Cardiology Workshop at the Gold Coast
- Go Rural Experience Day in Toowoomba

April

- John Flynn Placement Program Application Period

May

- Minimum Data Set Report
- Emergency Paediatrics Workshop at the Gold Coast

June

- Obstetrics Workshop in Cairns
- RDAQ Conference and QRMFN Family Program in Cairns

July

- Anaesthetic and Emergency Response Workshop at the Sunshine Coast
- GROW Rural in Central Queensland

August

- Trauma Workshop in Townsville

September

- Rural Emergency Medicine Workshop in Cairns

October

- Health Workforce Stakeholder Group Meeting
- Joint Rural Health Club Weekend

November

- Dermatology and Wound Management Workshop at the Sunshine Coast

Health Works

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