

# Health Works



Health Workforce  
Queensland

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# CEO Message

## 2018 Health Workforce Needs Assessment and Survey

As part of the Agency's funding agreement with the Australian Government Department of Health, we undertake an annual state-wide assessment of the remote and rural primary healthcare workforce.

The information that we gather from this assessment enables us to monitor the distribution of the health workforce throughout rural Queensland, implement a work plan to address the needs and inform the Department in program planning and policy development relevant to rural health.

We are pleased to issue the 2018 Health Workforce Needs Assessment publication, which provides a summary of the findings and highlights the requirements of locations, professions and workforce across remote and rural Queensland, as well as potential strategies to address the key issues identified.

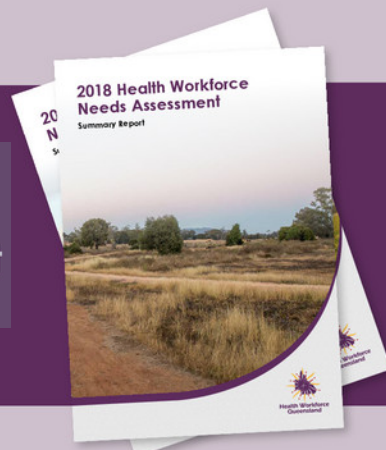
We are able to deliver this piece of work from the feedback and insights we received from health professionals and stakeholders in the field this time last year and we are in need of that contribution again!

Our **Health Workforce Needs Assessment Survey is now open**, and this year focuses on the **nursing, allied health, and managerial primary healthcare workforce** through remote and rural Queensland. The Practice Manager Survey is also open now and the Minimum Data Set for Medical Practitioners will be open soon. Both surveys will also inform our review of the rural health workforce. We ask that you consider completing the survey and encourage your colleagues and network to do the same; the survey takes only 15 minutes to complete. Your contribution helps shape the future of the remote and rural health workforce in our state.



Chris Mitchell

[Read the 2018 Health Workforce Needs Assessment online](#)



[Click here to complete the HWNA Survey](#)

Those that complete our surveys have the chance to

win 1 of 3 Flight Centre travel vouchers valued at \$250 each

# North Queensland Psychologist Receives Scholarship

Helen Merry is a psychologist with 25 years' experience and is currently working at [Act for Kids based in Townsville](#). She provides therapeutic support to children in Townsville, Palm Island, Ingham, Charters Towers, Home Hill and Magnetic Island who have experienced physical, sexual, and emotional harm and/or neglect.

Helen was a recipient of a scholarship within the [Health Workforce Scholarship Program](#), which provides financial support to eligible remote and rural medical, nursing and allied health professionals, including Aboriginal and Torres Strait Islander Health Workers, to improve their skills and expand their scope of practice.

"I attended a 5-day course which consisted of the four-day MIM (Assessment) and Level 1 Theraplay course. I also attended the one-day Level 1 Group Theraplay training which followed," Helen said.

*"The scholarship enabled me to attend a course that would have otherwise been financially inaccessible to me. The Theraplay training had a positive impact on me and my professional practice."*

"Theraplay is a short-term, attachment-based therapeutic intervention designed to develop safe and secure attachments between the parent/carer and child.

"This targeted approach to the parent-child relationship can

effect sustainable change and is particularly relevant when working with populations where an experience of trauma has occurred.

"Through Theraplay, the therapist can support the parent/carer and child to relate to each other in a way that is playful, and nurturing, "It helps to develop the parent's skills of attunement to their child's

needs and the ability to facilitate co-regulation of mood," Helen explained.

The provision of scholarships and bursaries not only positively impacts health professionals, but residents

of rural communities can now access greater primary health care services in their town!

"[Act for Kids](#) in Townsville is now committed to bringing this course to our centre to increase the number of practitioners who can apply this modality to the work we do with families.



By lending itself to families and groups, it will also assist us to meet the needs of a larger number of people accessing our service."

**You too can apply for a scholarship or bursary!**



**Click here to find out more**

The application process is very user-friendly...Health Workforce Queensland is genuinely committed to helping people access training that will impact on their work and rural communities."





## 2018 SARRAH Conference

*At the 2018 SARRAH Conference in Darwin, our staff member Louise Bambury connects with Chris Paea, a podiatrist from Thursday Island.*

Working with health professionals throughout remote and rural Queensland means that our staff don't frequently see the doctors, nurses and allied health professionals they work with. That's why it's important to attend conferences within the rural health sector – it's an opportunity for our staff to meet and re-connect with them and vice versa.

The months of September and October are sometimes referred to as conference season and over the past month we've been privileged to attend some of our network's events, including the [2018 SARRAH Conference in Darwin](#).

In our current world full of technology, face to face connection is vital. Through attending conferences we've learned of positive stories from those working in rural Queensland. One of those stories is of our Health Workforce Solutions staff member, Louise Bambury, and Chris Paea, a podiatrist working on Thursday Island.

Chris was a new graduate when he came into contact with Health Workforce Queensland.

Through the previously existing Rural Health Professionals Program, Louise was able to allocate a relocation package for Chris to move from Bendigo, Victoria to Thursday Island, as well as provide ongoing case management and career pathway support. Meeting face to face at the SARRAH Conference was valued by both, as it had been over 16 months of phone and email conversation!

Whilst the RHPP has since ceased, Health Workforce Queensland is still able to provide financial, professional and personal support to nursing and allied health professionals through the Rural Health Workforce Support Program. It's great to hear that Chris remains in his role on Thursday Island and is loving it!

# Value Mental Health

Queensland's Mental Health Week is coming up on 6-14 October. In the lead up to this important week, it's a good time to raise awareness of the Queensland Doctor's Health Programme (QDHP) and the services they provide to doctors and medical students.

As an organisation developed by doctors, QDHP understands the stresses of professional practice and the complexities of navigating training, and recognises that, despite experiencing the same wide range of health-related issues as others in the community, medical practitioners may find it challenging to accept the role of being a patient and many fail to seek help in a timely manner.

QDHP is dedicated to improving the health and wellbeing of doctors and medical students in Queensland, understanding that improving this has benefits for not only the doctors themselves, but their patients, the health care teams they work with and the community as a whole.

*"A free, intendent, confidential, colleague-to-colleague advisory service for doctors and medical students"*

## Six Steps for Thriving in Medicine by Dr. Margaret Kay

Thriving in medicine is easiest when we maintain our health. A healthy doctor provides better quality care to their patients.

 [www.qdhp.org.au](http://www.qdhp.org.au)  
 **07 3833 4352**  
 **@DocHealthQLD**

Turn to **Page 8** for our **Emergency Mental Health Workshop!**

- 1 It is important for doctors to **know where they can get help** if they ever feel that things are not going well. In Queensland, doctors and medical students can ring the Queensland Doctors' Health Programme.
- 2 **All doctors should have a GP.** It is important that all doctors identify who they can access for their personal care and it is equally important that they actually see that doctor and develop a therapeutic relationship with that health provider.
- 3 **Maintaining our health** is our personal responsibility and also our professional responsibility. Part of the Code of Conduct for Medical Practitioners clearly outlines that it is a doctor's responsibility to maintain their health. This includes physical, mental, social, spiritual, workshop and financial health!
- 4 **Having a mentor** can add a positive element to our professional life. Establishing this practice of seeking a mentor early in our career is important.
- 5 **Preparing for our practice in medicine** will enable us to thrive. Having and maintaining a well-articulated vision of our role as a doctor can help us identify the times when we need to be focused, and when we need to be flexible, with our career decisions. Medicine is a career that opens many doors.
- 6 All doctors should **develop better skills for caring for doctors.** Delivering patient-centred empathic care requires a deep understanding of what it means to be a patient, recognising the barriers that doctors experience when accessing care and avoiding the common traps.



# GROW Rural

## What a weekend!

Twenty-nine multidisciplinary health students from Queensland's universities visited Woorabinda, Baralaba, Theodore, Moura and Biloela over 27-29 July!



"The strong sense of community in the towns we have visited throughout the GROW Rural program is what has had the greatest impact on me"



"Being immersed in the local community made rural health and life real, and not just a story or dream."



"The GROW Rural program not only ignites passion for rural practice in its student cohort, it demonstrates to the communities that there is passion for rural and remote practice in future health professionals"







*"Grow Rural had been a fantastic experience to meet other students from across Queensland."*



*"GROW Rural has definitely changed my perspective of rural health."*



# Children's Books Donated to Woorabinda

As part of the GROW Rural program, students visit the Central Queensland Indigenous community of Woorabinda. This rural town is home to 1,300 Aboriginal and Torres Strait Islander people and has one primary school in the community with 144 students across Prep to Year 6. In 2011, the Indigenous Knowledge Centre was opened at the Woorabinda State School, which includes a small library run by local elders.

In the lead up to GROW Rural, Health Workforce Queensland staff and children and parents from Tugulawa Early Learning Centre in Brisbane, where a staff member's children attend, donated 193 books to Woorabinda's Indigenous Knowledge Centre. We are sure the local children will love these new additions!

**193** 

**Books donated to Woorabinda's Indigenous Knowledge Centre**





# Looking to work in rural Queensland?

## General Practitioner : [Mount Isa](#)

Here's your opportunity to put your medical skills to use, receive financial assistance and ongoing career support while you're providing primary care services to the Aboriginal and Torres Strait people residing in the Mount Isa region.

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

### Essential Criteria:

- > 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.

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## General Practitioner : [Chinchilla](#)

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## General Practitioner : [Cooktown](#)

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## General Practitioner : [Gin Gin](#)

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## Last chance to attend a CPD Workshop for 2018!

### Emergency Mental Health Workshop

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

[Queensland's Mental Health Week](#) is 6th – 14th October; an annual event that aims to increase awareness and interest in positive mental health and wellbeing across the state. This workshop runs through how primary health care professionals can best support the people in their rural communities who experience mental health concerns.

This workshop is accredited for **TWO DAYS** of the Emergency Medicine Procedural Training Grant. 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

# Health Works

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