

Health Works

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Health Workforce
Queensland



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CEO Message

One of the key projects in our Strategic Plan is to provide an overview of the primary healthcare workforce in remote and rural Queensland.

In the past month we finalised our 2019 Health Workforce Needs Assessment (HWNA) and in this edition of Health Works I am pleased to present the report to you.

Across all regions of Queensland, psychology and social work were identified as the greatest workforce need with mental health identified as the greatest service need.

*More comments were received relating to **mental health services** than for any other service area.*

With the mental health awareness days, [Suicide Prevention Day](#), [RUOK Day](#), and [Queensland Mental Health Week](#) taking place earlier this month, I think it is an apt time to highlight the key findings of our Health Workforce Needs Assessment.

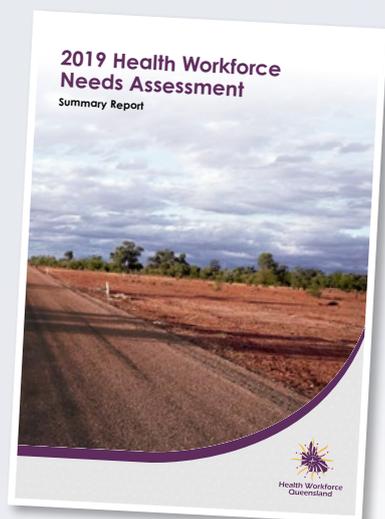
In areas where farming is a livelihood, yet its output is primarily dependent on uncontrollable weather, it can easily be seen that mental health services and professionals are the greatest need for those in the bush.

The most important question is what can we do about findings of the Health Workforce Needs Assessment? On 17 October we will hold our annual Health Workforce Stakeholder Group meeting with key organisations whose focus is on the positive health and wellbeing of rural Queensland's communities. On this day, we collectively pool our knowledge and experience to improve or develop initiatives which provide better access to health services and health professionals.

The valuable insight the HWNA provides is not possible without the input from doctors, nurses, allied health professionals and managers across the state.

In the next coming weeks, we will once again ask for your input through our annual surveys and encourage you to have your say.

Better yet, those that complete the survey will go into the draw to win 1 of 3 \$250 Flight Centre travel vouchers! In providing flight vouchers, we see this as a way of connecting rural health professionals with family, friends or professional opportunities that aren't close by.



The front cover image is part of the friendly family that runs Myella Farm Stay in Central Queensland and have generously welcomed Health Workforce Queensland and the GROW Rural students since 2017. The photo was taken by Roslyn Budd.



Helping You Navigate Distribution Priority Areas



What is a Distribution Priority Area?

A Distribution Priority Area (DPA) is a new health workforce classification system that identifies locations in Queensland with a shortage of medical practitioners. The DPA came into effect on 1 July 2019 and replaces the existing District of Workforce Shortage (DWS) classification system.

How are DPA locations determined?

A location is classified as a DPA based on demographics, such as gender and age, and the socio-economic status of patients living in an area. Locations are automatically classified as a DPA when they are situated in MMM 5-7.

What is DPA used for?

International medical graduates who are GPs need to work in an area classified DPA to access Medicare under section 19AB of Australia's Health Insurance Act 1973.

Australian-trained bonded doctors with return-of-service obligations work in DPA locations to access the Medicare Benefits Schedule. Practices located in a DPA location can employ these doctors to increase the workforce and improve the community's access to subsidised Medicare services.

What key Queensland locations that have changed status?

Region	Location	Current DPA Status
Northern Queensland	Cairns (North-side, Smithfield)	Non-DPA
	Townsville	Non-DPA
	Bluewater	DPA
	Mackay	DPA
Darling Downs and West Moreton	Dalby	Non-DPA
	Kingaroy	DPA
	Lowood	DPA
	Oakey	DPA
	Rosewood	Non-DPA
	Stanthorpe	Non-DPA
	Toowoomba	DPA
	Warwick	DPA
	Willowbank	Non-DPA
	Woodford	DPA
Central Queensland, Wide Bay and Sunshine Coast	Agnes Water	DPA
	Beerwah	Non-DPA
	Boyne Island/Tannum Sands	Non-DPA
	Bundaberg	DPA
	Cooroy	Non-DPA
	Gin Gin	DPA
	Gladstone	Non-DPA
	Gympie	DPA
	Mapleton	Non-DPA
	Maryborough	Non-DPA
	Mooloolah Valley	Non-DPA
	Pomona	Non-DPA
	Yeppoon	DPA
Western Queensland	No Significant Changes	
Brisbane South	Beaudesert	Non-DPA
Gold Coast	Canungra/Mt Tamborine	Non-DPA

How do I find locations classified DPA?

To see locations classified DPA, you can search the [Health Workforce Locator](#).

Who can I contact for more information?

The Department of Health has information available on their [website](#) and for more information contact rural.distribution@health.gov.au.

Our Health Workforce Solutions Team will be able to assist you with DPA changes relevant to you or your practice, contact hws@healthworkforce.com.au or 07 3105 7800.

- Locations that have remained the same status; non-DWS to non-DPA and DWS to DPA.
- Locations that have changed from DWS to non-DPA.
- Locations that have changed from non-DWS to DPA.

Health Industry Training Course

Aboriginal Community Controlled Health Services are leading the way...

Over the years we've had a great partnership with Health Industry Training, who has been a previous supporter of our CPD Workshops. Health Industry Training provide vocational training for those working in health to achieve Certificate and Diploma qualifications.

A shortage of health professionals in remote and rural areas has shown a need for health professionals to extend the scope of their role with leadership, management and planning skills.

To address this need, we worked together to enable Aboriginal and Torres Strait Islander health workers and practitioners to undertake Indigenous Health-Centred Diploma of Leadership and Management delivered by Health Industry Training.

Health Workforce Queensland provided \$33,000 for Diploma training for 11 staff members from the following ACCHSs:

Apunipima Cape York Health Council

Kalwun Health Service, Gold Coast

Girudala Health Services

Mulungu Health Services

Goondir Health Services

Nhulundu Health Services

North Coast Aboriginal Corporation for Community Health (NACCH), Gympie

Townsville Aboriginal and Islanders Health Services

The training consists of two four-day intensive learning retreats in Brisbane and two units to be completed as independent learning. The training is soon to commence, but we'll keep you updated on their progress!



Meet Jessica Storrar

A record number of Indigenous medical students joined the John Flynn Placement Program in 2019; Jessica is one of them!

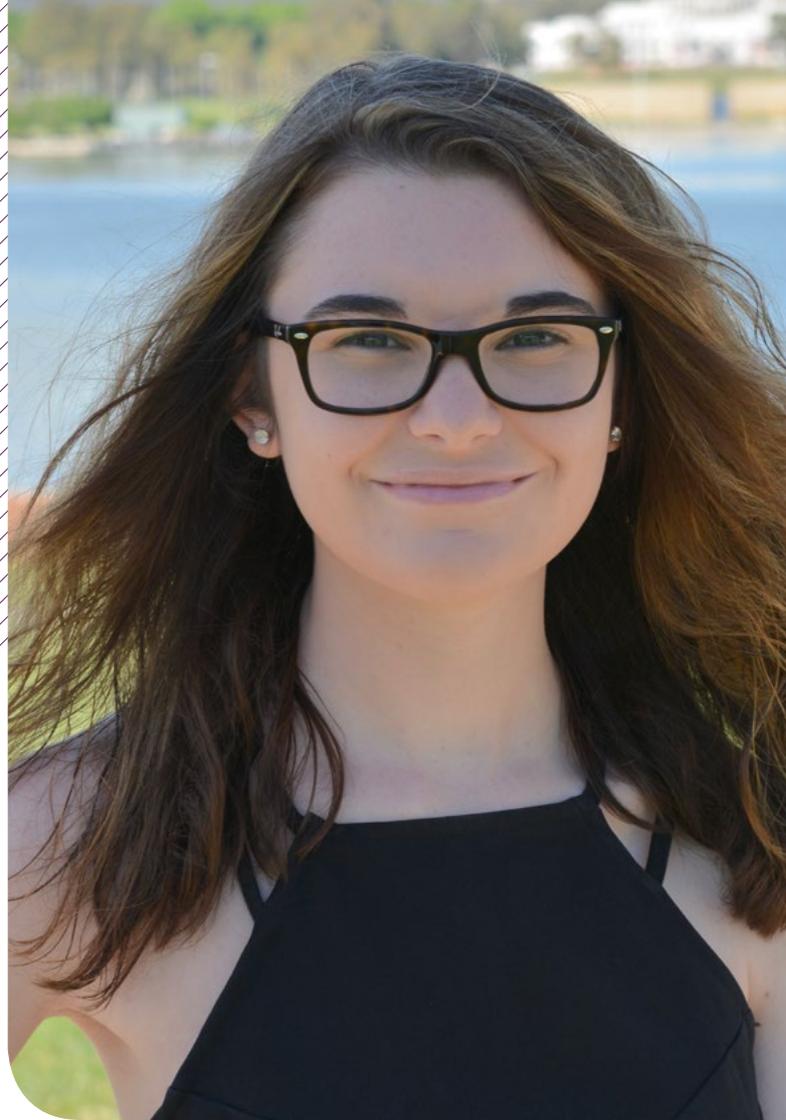
The John Flynn Placement Program (JFPP) is the only national rural placement program connecting medical students, doctors and communities throughout Australia. Each year 300 placements are available and successful students are paired with a doctor in a rural location. Students spend two weeks each year over four years working alongside their rural doctor, experiencing the diversity of rural practice, expanding their hands-on skills and immersing themselves in the social life of rural towns.

In the 21st year of operation, the JFPP welcomed a record number of Indigenous medical students to the program, 25 in total. Five of those students are from Queensland universities and a total of 8 students will be undertaking their placement in Queensland. One of those students is Jessica Storrar from James Cook University.

"I applied for the JFPP as I believe that through participating in this program, I would be able to pursue my passion for rural and Indigenous health," she said.

"My interest in rural practice stems from my belief that the rural and Indigenous communities of Australia are greatly underserved within our healthcare systems; although they have some of the most pressing yet overlooked health epidemics in the nation."

Jess will be undertaking her future placements in Cooktown in Far North Queensland and is already looking forward to it!



"My interest in rural practice stems from my belief that the rural and Indigenous communities of Australia are greatly underserved within our healthcare systems; although they have some of the most pressing yet overlooked health epidemics in the nation."

"For my first JFPP placement I am looking forward to learning more about the lifestyle of a rural doctor and comparing this with what I have observed on my regional based placements."

Congratulations to Jessica and the other Indigenous medical students. The JFPP will be a unique and memorable experience!

Students complete GROW Rural program!

Twenty undergraduate health students completed the rural immersion program GROW Rural, which commenced in 2017. Health Workforce Queensland would like to thank the students and the Central Queensland communities that were involved over the three years. Due to the program's success, we hope to commence a new cohort of students in 2020 - stay tuned!





Win a Fitbit Charge 3

We can provide funding for your professional development and upskilling.

click here
to find out more
and apply online!

The Health Workforce Scholarship Program provides scholarships and bursaries to help health professionals in remote and rural Australia retain and enhance their skills, capacity and scope of practice.

What funding is available?

Scholarship

A payment up to \$10,000 per year for up to two years to support participants to undertake full or part time studies to attain the qualification of either a postgraduate certificate, postgraduate diploma, Master or PhD.

(Maximum of \$20,000 over two years).

Bursary

A payment up to \$10,000 for participants to put toward the cost of upskilling, training or course fees and training-related expenses such as accommodation and travel, where appropriate.

(Maximum of \$10,000 in 12 months).

Who is eligible?

Health Professional

- You must be a qualified health professional in the field of medicine, nursing, dentistry, allied health or an Aboriginal and Torres Strait Islander health worker.

Remote and Rural Location

- You must provide health services to locations in [MMM 3-7](#) or show evidence that you are soon to provide health services to locations in [MMM 3-7](#).
- Note, regional locations such as Brisbane, Gold Coast, Sunshine Coast and Toowoomba are not classed as [MMM 3-7](#).

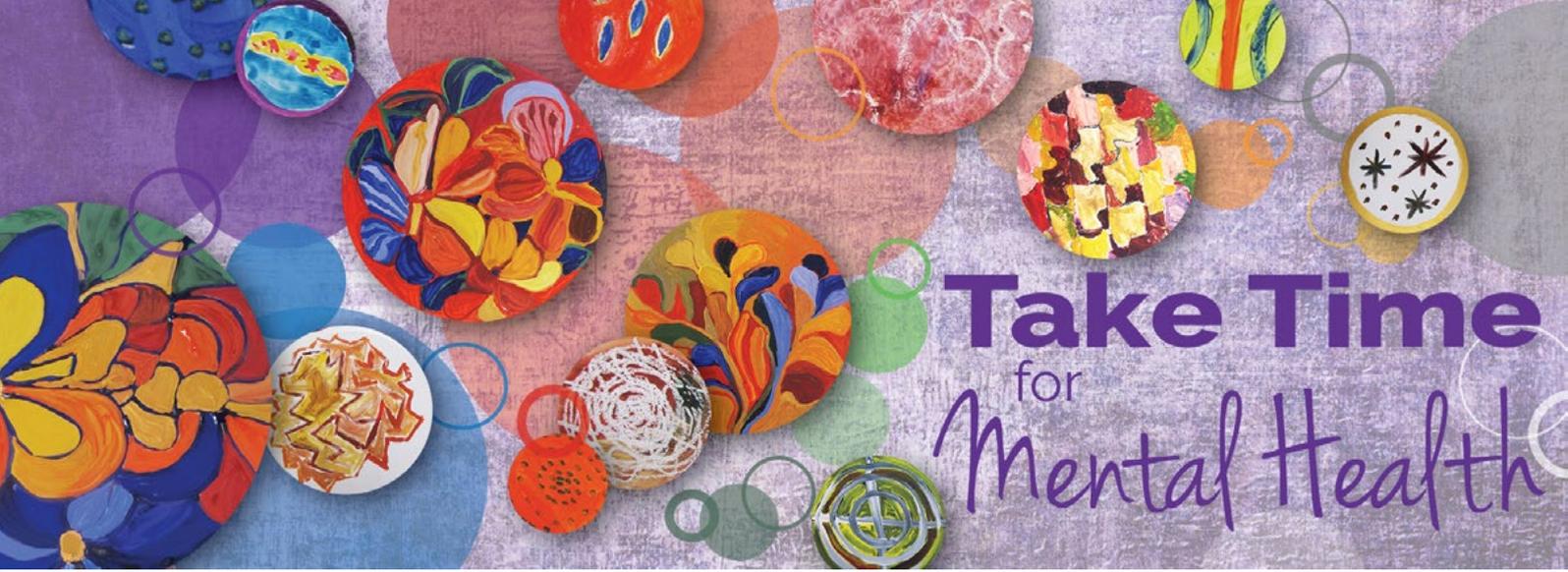
Primary Health Care

- You must be employed in private practice, an Aboriginal Medical Service or a non-government or not-for-profit organisation.
- You must not be solely employed by the Queensland Government, such as employed fulltime in a public hospital, university or school.

Win a Fitbit Charge 3



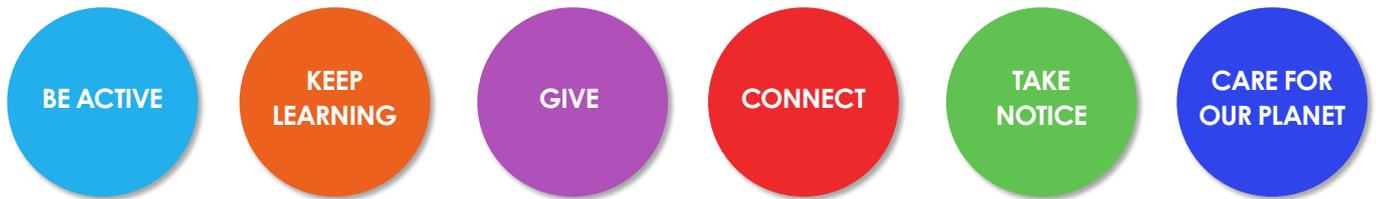
If you apply for a scholarship or bursary by 5:00pm (AEST) Wednesday 23 October 2019 and are deemed successful, you will go into the draw to win a Fitbit Charge 3 valued at \$229.00.



Take Time for Mental Health

Queensland Mental Health Week

Queensland Mental Health Week (QMHW) is an annual event that aims to shine a spotlight on what all of us can do to look after our mental health and reach out to those who need support. This year's theme is **Take time — for mental health**. The 2019 QMHW took place on 5-13 October, but we want to make sure that rural health professionals take time for mental health all year round. Take time is about the simple yet proven things everyone can do to boost mental wellbeing! Research shows there are six simple actions we can take to improve our moods, build resilience and boost wellbeing.



These simple actions are internationally recognised as the Wheel of Wellbeing*. Regularly practising these actions is beneficial for everyone.

- Take time to be active — it's good for your mind as well as your body
- Take time to learn — learning new things can make you more confident as well as being fun
- Take time to give — practising small acts of kindness, volunteering time, or simply helping a friend in need can help you feel more satisfied with life
- Take time to connect — spending time with other people is important to everyone's mental wellbeing
- Take time to enjoy the moment — paying more attention to the present and the world around you helps relieve stress and makes you feel better
- Take time to care for our planet — keeping our planet in shape is the best recipe for world wellbeing.

*The Wheel of Wellbeing was developed by the South London and Maudsley NHS Foundation Trust.



Share your QMHW

#QMWH #TakeTime #valuementalhealth @MentalHealthWeek @MHWeek @qldmentalhealthweek

Start an adventure in rural Queensland

General Practitioner

Gladstone

Nhulundu Health Service is the leader in Indigenous health and social support in the regional city of Gladstone.

"Our job is to not only ensure the health and wellbeing of our people – but to reinstate confidence and improvement person by person, family by family and onto generations to come."

- Within a group bulk-billing practice
- Forty hours per week with no scheduled out-of-hours requirements
- Accommodation paid for 6-12 months in a fully furnished house/apartment (negotiable on longevity of placement)

General Practitioner

Kingaroy

Kingaroy Medical Centre has provided services to the community for over seven years but is currently closed due to the recent retirement of its principal. The Medical Centre is now UP FOR SALE.

- Will reopen under the management of Rural Health Management Services
- Fully accredited and designed for integrated service delivery with general practice, pathology and dental.
- EOI for general practitioner with an option to buy

General Practitioner

Mackay

ATSICHS Mackay mission is to deliver a quality and appropriate primary health care service to our regional community, the Aboriginal and Torres Strait Islander people of the Mackay region that is tailored to meet their health needs.

- APGAL accredited practice
- Remuneration and hours are negotiable
- Great opportunity to contribute to Indigenous Health

General Practitioner

St George

Goondir Health Services provides primary health care and related health services to the local Aboriginal and Torres Strait Islander communities and has a fulltime General Practitioner vacancy, which is a targeted recruitment location for the 2020 Remote Vocational Training Scheme (RVTS).

- Fully funded training to complete Fellowship
- Approved training site for General Medical Training (GMT)
- Potential relocation grant for moving expenses

Health Works

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