



Health Workforce
Queensland

Health Works

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CEO Message

Where has the year gone, is it really the end of Spring already? What a busy season it has been with the increased number of events, as we head towards the end of the year. Recently, I have attended the Office of Rural and Remote Health forum and the 'Are You Remotely Interested' Conference.

I wish to commend Lisa Davies-Jones and Sabina Knight and their teams on the delivery of two remarkable events. Innovation is alive and well in our remote and rural organisations and communities.

2020 Federal Budget

The 2020 Federal Budget saw the funding of the recently released recommendations to expand the RHMT (Rural Health Multidisciplinary Training) program for medical, nursing, dental and allied health professionals in rural and remote Australia.

The Budget also funded trials to test new ways of providing health services to smaller, connected rural communities across New South Wales, focusing on models to create efficient, coordinated networks of GPs, nurses and other health providers. The outcomes will inform wider primary care reform in rural Australia.

The National Rural Health Commissioner's functions have been expanded to a system-wide view of rural health, ensuring initiatives are integrated and address gaps. Health Workforce Queensland looks forward to continuing to collaborate with key stakeholders to develop and implement improved and integrated models in remote and rural Queensland.

Health Workforce Stakeholder Group (HWSG) | Thursday 17 September 2020

We held our own annual HWSG meeting in September, where usually we would meet face to face, this year all stakeholders attended online. HWSG members provided feedback on the 2020 Health Workforce Needs Assessment (HWNA), and their insights into current and emerging issues to assist HWQ with considering priorities and strategic focus as well as informing the 2021 HWNA. The meeting is also an opportunity to identify where collaborations can occur between stakeholders, and to determine combined responses for identified issues. This will assist with developing practical and effective workforce solutions.

We incorporated breakout sessions which included; Aboriginal and Torres Strait Islander Health, Nursing, Allied Health and Medical to allow deeper discussion about workforce issues impacting each sector.

We welcome the addition of two new members for 2020 and appreciate their contributions:

- Australian Indigenous Doctors Association (AIDA)
- Office of Rural & Remote Health (ORRH)

GROW Rural South West Queensland (SWQ) | 16-18 October 2020

This year saw the development of the inaugural GROW Rural SWQ event in collaboration with Event Partner Southern Queensland Rural Health (SQRH), and Travel and Accommodation partner Rural Doctors Association of Queensland Foundation (RDAQ Foundation). Twenty-two multidisciplinary health students across Nursing & Midwifery, Allied Health and Medicine were selected to join the program.

The students travelled to Roma and St George, and as a key feature of the program will engage with South West Communities as part of GROW Rural for the next 3 years. Despite the impact of COVID-19 we received 96 applications for the program this year which demonstrates the importance of programs like this which continue to expose our future workforce to the potential of working in remote and rural Queensland. Read more about the GROW Rural SWQ event on Page 4.

Health Workforce Stakeholder Group Meeting

Virtual | Thursday 17 September 2020

The Health Workforce Stakeholder Group (HWSG) continues to expand its membership, most recently we welcomed the inclusion of the Office of Rural and Remote Health (ORRH), and the Australian Indigenous Doctors Association (AIDA). The HWSG is an important group that provides advice and insights that challenge and validate the health professions and locations that are most in need in remote and rural Queensland.

The HWSG provides important input to the Agency's annual Health Workforce Needs Assessment which provides a detailed narrative about the current and emerging workforce issues for each health discipline in Queensland.

This year due to COVID the meeting was held online via Zoom, with the inclusion of virtual break out rooms which provided stakeholders the opportunity to attend a session of their choice to discuss current and emerging workforce issues and opportunities from their perspective, these included:

1. Aboriginal and Torres Strait Islander Health
2. Allied Health
3. Medical
4. Nursing

The issues and opportunities raised within the sessions will be considered for broader discussions on workforce solutions.



North West QLD Inter-agency Allied Health Workforce Strategy

Allied Health service providers and commissioners in north west Queensland met in Mount Isa in November 2019 to discuss the challenges and opportunities for workforce sustainability in the region.

A significant outcome of this meeting was broad endorsement of a scoping project that would aim to develop a strategy to enable an inter-agency, collaborative, regional approach to allied health workforce development including recruitment, retention and capacity building, in health services in north west Queensland. A scoping project was conducted between March and June 2020 with joint funding from Health Workforce Queensland and the Allied Health Professions Office of Queensland.

Extensive consultation with key stakeholders identified challenges, risks and possible solutions to allied health workforce sustainability. The strategy focused on attraction, development and support of the early career workforce using the Allied Health Rural Generalist Pathway.

The model will see the development of designated rural generalist training positions in multiple health services. This project provides direction for the development of an 'own-grown' allied health professional workforce model suitable for rural and remote health services.

An Inter-agency Oversight Committee has been formed with Health Workforce Queensland acting as Secretariat to support the two-year implementation. Progress on the implementation can be found on our website.



Photo taken by Roslyn Budd.

The Inaugural GROW Rural SWQ – What a Weekend!

Twenty-two multidisciplinary first year health students from Queensland universities were welcomed into Roma and St George from 16-18 October 2020.



Event Partner

Travel and Accommodation Partner

GROW Rural is a one of a kind rural immersion experience aimed at attracting current health students to a career in remote and rural Queensland.

GROW Rural is a three-year program, which provides Nursing & Midwifery, Allied Health and Medical students the annual opportunity to experience comprehensive clinical practice. GROW Rural fosters the development of rural networks, friendships, and allows students to experience the unique lifestyle of rural and remote Queensland communities.

Highlights of this year's program include;

- Art for Relaxation Workshop with Susie Klein
- Suturing at Maranoa Medical Centre with Dr Rosie Geraghty & Dr Alwyn Rapatsa
- Allied health client assessment with Jean Benham and the Vital Health team
- Talking Circle – an interactive discussion about the benefits and challenges of rural practice
- St George Medical Centre – mismanagement of diabetes skill sessions with the QAS and local health practitioners

- St George cultural tour with Gordon Lister and Kelvin Duiker
- Tour of Goondir Health Services and St George Community Wellbeing Centre;
- Goondir Health Services – Floyd Leedie and Paul Penumala
- Diabetes Australia – Grace Ward
- Health & Wellbeing Qld – Renae Earle
- Fareshare and SecondBite



Rural Emergency Medicine Workshop

12 - 14 February 2021, Brisbane

Early bird pricing now open!

Health Workforce Scholarship Program

On Wednesday, 2 September 2020, the Health Workforce Scholarship Program promotion opened again for the second time this year.

For the duration of September 2020, applicants were encouraged to submit an eligible application where they could go into the draw to win a Samsung Galaxy 8.0 Tablet.

Despite the uncertainties of events or training courses running due to COVID-19 restrictions, we discovered that there was an increase in online training applications, and it is great to see that even due to COVID-19 impacts, health professionals are continually seeking to enhance their skills.

On Wednesday 22 October 2020, the winner of the promotion was drawn. A big congratulations to Lauren Spilsbury, a social worker for Galangoor Duwalami Primary Health Care Service. Lauren used this promotion to apply for a 'Seasons for Growth' course which she attended this month.

Congratulations and thank you to all who applied for a scholarship or bursary during our promotion. And just a reminder, you can submit an application for a scholarship or bursary all year round!



Received a total of **98 applications (76 Bursary and 22 Scholarships)**



21% of these applications were received from general practitioners



59% of these applications were received from allied health professionals



68 of these applications were for online training courses



63 of these applications were deemed eligible as per the terms of the scholarship program



13% of these applications were received from nurses or midwives

Scholarship Guidelines Update

Did you know that you could receive up to \$10,000 to undertake future study or up-skilling if you are an eligible health professional working in an Aboriginal Medical Service (AMS) or Aboriginal Community Controlled Health Organisation (ACCHO)?

As of 1 July 2020, the Health Workforce Scholarship Guidelines were updated to encourage any eligible health professional working in an AMS or ACCHO, regardless of their location in Queensland to continue on with further study.

You can read the updated Health Workforce Guidelines here.



NQPHN Allied Health Campaign

Health Workforce Queensland in partnership with the Northern Queensland Primary Health Network are currently working to build a sustainable allied health workforce through the recruitment and retention of allied health professionals in the Mackay region.

This targeted allied health campaign will focus on addressing gaps in service provision and workforce shortages in the Mackay region. The aim is to increase access to allied health services for rural communities in the region. This has been supported by a targeted and ongoing marketing campaign, mainly through social media, to help raise awareness of the benefits of working remotely, as well as what immediate positions were available.

During the launch of this campaign in March 2020, and before travel restrictions were imposed due to COVID-19, the Health Workforce Solutions (HWS) team travelled to Mackay, Proserpine and Bowen to conduct client specific information sessions which resulted in positive outcomes and increased awareness of what support Health Workforce Queensland could offer to help build a sustainable allied health workforce.

Throughout this targeted campaign, the HWS team is providing local practices access to tailored, location specific recruitment and retention packages to attract and retain the right candidates with the desired skills, and to upskill the local workforce to address the community's need and



gaps in service provision. Currently, the HWS team have successfully placed 4 allied health professionals into critical vacancies in the Mackay region.

Are you an allied health professional who is looking for something more? Take your career to the next level in the beautiful Mackay region. From the Outback to the Great Barrier Reef, your next opportunity awaits!

Health Workforce Queensland will design tailored relocation incentive packages to support the successful candidates with their move to the Mackay region and we also offer case management services to ensure that you have settled in well in your new roles and to discuss your career progression and upskilling opportunities.

If you are a local practice in the Mackay region and would like to discuss how the HWS team can help you, or if you are an allied health professional looking to explore your career options in Mackay, we'd love to hear from you.

Please contact us via nqrecruitment@healthworkforce.com.au



Corporate Services Staff Profile

Ana Donald – Management Accountant

Tell us a little about your role as at HWQ.

I am the Management Accountant. I work in a team of 3 which is comprised of my Manager and Accounts Officer. We are an exceptionally busy team, and it can get a little challenging some days, but I work with fantastic supportive people who always make everything ok.

I help manage the financial & management reporting, from internal to state level, payroll, accounts payable and receivable, and assist in supporting the administration of our business systems.

How long have you worked with HWQ?

I have worked at HWQ for 6 years. I came here thinking that I would just stay for a couple of years and then try another role (to keep increasing my professional experience), but it is such a lovely and supportive workplace.

Where is the best location you have visited in remote/rural Queensland?

I don't think I have been anywhere very remote –yet!

I have visited Adelaide, Perth, Melbourne, Cairns. I lived in Sydney before I came to Brisbane.

As the business has moved to a work from home model during COVID-19, what was the most challenging aspect of this for your role?

Actually, it hasn't been overly challenging. I am a bit of an introvert so I'm fine on my own. We have been working from home since March, and whilst I am still enjoying it, I do miss my awesome work mates and their friendly faces.

What is your bucket list dream destination?

I've been to a lot of countries – over 38 last time I counted!

But I've loved everywhere that I've been to. If I could pack up and go now, it would be to Italy, The Greek Islands, or New York.

Tell us something that might surprise us about you.

I rowed and represented NZ for 8 years, making it to Under 23 level, coming second at the U23 World Championships, and then in the Open/ Elite level attending the World Championships in Indianapolis USA.

Finally, cats or dogs?

I'm sitting on the fence with this one! I have grown up with cats and dogs and love them both. I had a cat who I loved when I was in my 20's – but if I were to get a pet now it would be a dog for sure.



We are looking forward to seeing you in 2021!

Early bird pricing is now available for our 2021 professional development workshops.

Secure your registration today!

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|---------------------------------------|--|------------------------------|
| 12-14 Feb 2021 Brisbane | Rural Emergency Medicine Early Bird Pricing Closes: 10 December 2020 | Register Now |
| 27 – 28 Mar 2021 Brisbane | Emergency Cardiology Early Bird Pricing Closes: 22 January 2021 | Register Now |
| 15 – 16 May 2021 Gold Coast | Emergency Paediatrics Early Bird Pricing Closes: 19 February 2021 | Register Now |
| 24 – 25 July 2021 Cairns | Trauma Early Bird Pricing Closes: 23 April 2021 | Register Now |
| 8 – 10 Oct 2021 Cairns | Rural Emergency Medicine Early Bird Pricing Closes: 15 July 2021 | Register Now |

Calendar is subject to change.

Vacancies

Psychologist – Mount Isa

An opportunity is available for an adaptable Psychologist, Mental Health Social Worker or Occupational Therapist to join their team in Mount Isa as a Mental Health Professional, on a full-time basis.

Your primary responsibility will be to deliver high-quality mental health assessment, treatment, and intervention services, as well as community education activities, to individuals in Mount Isa and neighbouring communities.

Practice Nurse – Innisfail

An Aboriginal community controlled health organisation is seeking a Practice Nurse to join their team. We will require you to provide high quality, comprehensive and culturally appropriate nursing services along with promoting health services and community engagement.

Contact us today for more information on our current vacancies: P: 07 3105 7800 | E: hws@healthworkforce.com.au

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