



Health Workforce
Queensland

Health Works

Issue #12

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CEO Message

As we move forward into 2021 my wish for you, our health workforce and all the Queensland remote and rural communities we serve, is that this year is one filled with prosperity, possibility and positivity.

I hope that you enjoy this edition of HealthWorks which provides highlights from our Annual Report and celebrates a number of our program achievements and projects that improve access, quality and sustainability of the remote and rural primary health care services. You can see the breadth and depth of the HWQ services and activities in what was a challenging year.

At the November 2020 Board meeting and AGM, Dr Ross Maxwell was appointed HWQ Board Chair. Dr Maxwell is an active GP in Dalby. Dr Maxwell replaced Emeritus Professor Rob Stable who had been chair for the previous 5 years and Professor Stable's contributions are acknowledged by the Board and HWQ Leadership Team. Also, at the meeting Dr John Lamb retired from the board after 13 years' service as a Director. Dr Alan McMahon, who retired as a Director in 2019, was awarded Honorary membership status of Health Workforce Queensland.

It is pleasing to see the Australian government announcement about the commencement of the rollout of a nationwide COVID-19 vaccination programme. The rollout of the Pfizer and the Astra

Zeneca vaccinations will be prioritised for vulnerable, aged care, disabled and Aboriginal and Torres Strait Islander community groups. Priority will be given to frontline health workforce and support staff. Prompt and efficient access to the vaccination programme will be important for remote and rural communities to ensure their ongoing safety and protection.

We will continue to serve and support our remote and rural health workforce and communities throughout 2021 and let's look forward to a healthy and prosperous year.

Chris Mitchell
Chief Executive Officer



What's coming for 2021

As we stride into 2021, we continue to forge ahead with our rural workforce activities and initiatives, and our teams engage with multiple stakeholders throughout the Queensland remote and rural regions.

- Targeted Recruitment Campaigns
- Continuing Professional Development Workshops
- GROW Rural (South West & Central Queensland)
- Go Rural & Go Rural 'Virtually'
- JFPP placements

Collaboration continues to be our focus in 2021. We are either facilitating or are a representative member in several workforce groups or initiatives which continue to progress.

- South West & North West Inter-Agency Allied Health Workforce Strategies
- Central Queensland Workforce Working Group
- National Rural Generalist Pathway Project
- CQWBSC PHN Mapping Project

Throughout 2021 we will be providing support for the Rural Workforce Agencies Network as the Lead Agency for three key Federal Government health workforce initiatives, the Health Workforce Scholarship Program (HWSP), the John Flynn Placement Program (JFPP) and the More Doctors for Rural Australia (MDRAP) Support Package. In addition, we continue to deliver our core services through the Rural Health Workforce Support Activity program.

2019-2020 Annual Report

Honouring the work of remote and rural health professionals and remote and rural communities, the 2019-2020 Annual Report, was released in December 2020.

Our admiration and thanks go out to all the Aboriginal and Torres Strait Islander, medical, nursing and allied health workforce in remote and rural Queensland. On behalf of the Agency, we thank you for your continued commitment to the health and wellbeing of Queensland's remote and rural residents and the communities.



Our work and efforts are focussed on 3 priority areas:



Access

Improving access and continuity of access to essential primary health care



Quality

Building health workforce capability



Sustainability

Growing the sustainability of the health workforce

Highlights from the 2019-2020 Annual Report include: ACCESS

(1 July 2019 – 30 June 2020) Recruiting Health Professionals – find out more on page 17



Total number of health professionals recruited to remote and rural Queensland



Total number of general practitioners practicing in remote and rural Queensland (MMM2 – MMM7 Queensland, and active on 30 November 2019)



Allied health professionals recruited



Grants provided to health professionals as incentive and support packages



Nursing professionals recruited



Locum days provided



General practitioners recruited



Locum general practitioners placed



4 out of 37 health professionals were recruited to Aboriginal Community Controlled Health Services / Aboriginal Medical Services



Locum days provided to Aboriginal Medical Services

QUALITY

Health Workforce Scholarship Program (HWSP) – find out more on page 21



\$2,238,217

Total value of scholarships and bursaries provided to remote and rural health professionals

Scholarships

Applications



175

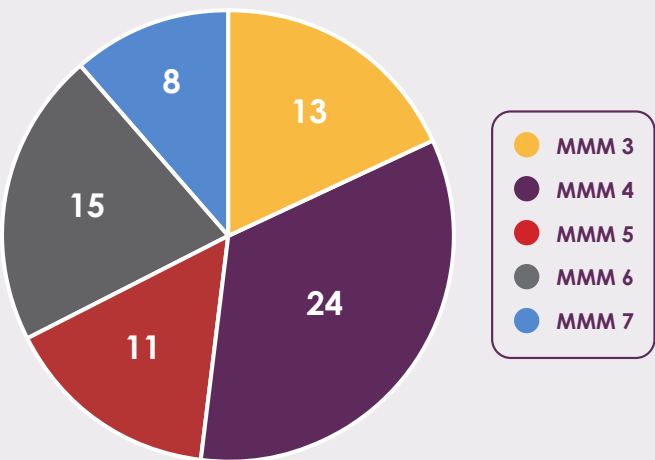
Scholarship applications received by June 2020



82

Scholarship applications assessed as eligible by June 2020

Locations



Bursaries

Applications



1214

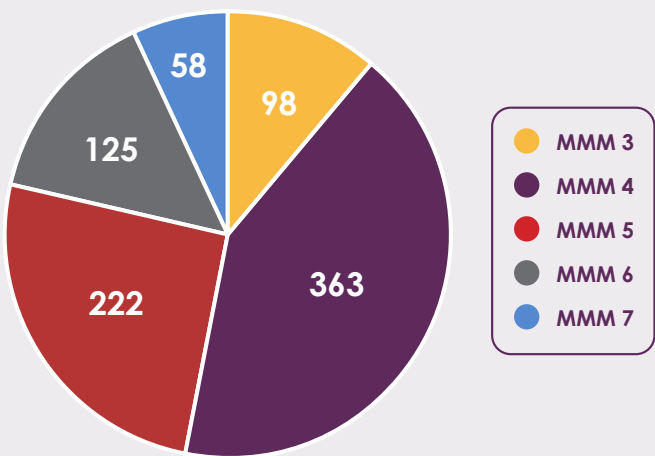
Bursary applications received by June 2020



941

Bursary applications assessed as eligible by June 2020

Locations



"This course is very relevant to rural & remote medical practice and I thoroughly recommend it."

Rural Emergency Medicine Workshop, 2020 Attendee

Professional Development (PD) Workshops



4

Number of PD workshops provided



51

Total number of workshop delegates



97%

Delegates satisfaction rating in relation to learning objectives being met

SUSTAINABILITY

GROW Rural Central Queensland – find out more on page 26

"The three year GROW Rural program is set apart from any other rural placement. It is a full immersion into the heart and soul of rural and Indigenous communities and the health services present in each. My connections with patients will forever be strengthened because of this magnificent experience."

The John Flynn Placement Program (JFPP)

National



693

Scholars on the Program at 30 June 2020



719

Total number of active Mentors on the Program



992

Total number of Scholars on the Program



427

Placement weeks completed

The uncertain COVID-19 environment affected the intake of 300 new Scholars resulting in the postponement of the 2020 JFPP application round from April until July 2020.

Queensland



209

Queensland-based Scholars on the program



180

Number of Mentors in Queensland



139

Number of Hosts in Queensland



142

Number of Community Contacts in Queensland



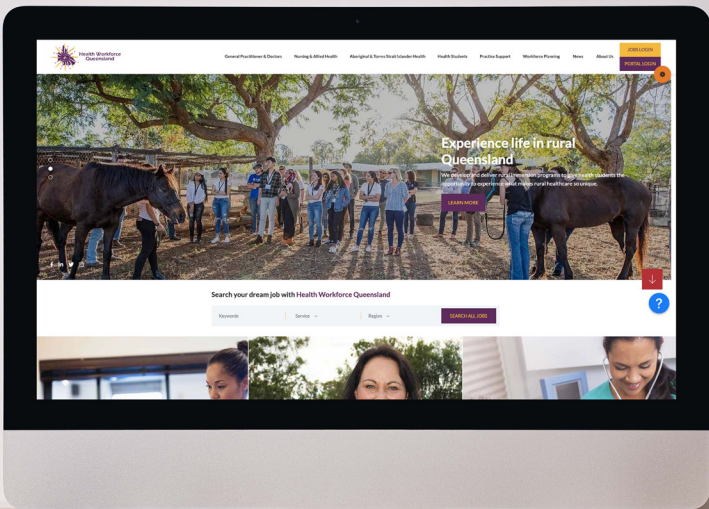
68

Number of placements in Queensland

To read the full Annual Report Click Here

Our New Website is Live!

After several months of planning and development, we are thrilled to announce the new Health Workforce Queensland website is now live! We are very excited that we could deliver this as an early Christmas present.



We have some really exciting new features which include:

- A new way of searching for a regional vacancy via our Vacancy Map
- Dedicated areas for Aboriginal and Torres Strait Islander Health, General Practitioners, Nurses, and Allied Health Professionals
- Specialist information dedicated to Workforce Planning and Practice Support
- External stakeholder resource pages

In addition to providing a dedicated resources page, we have designed our website to be intuitive, user-friendly and informative, with our customers and users in mind.

We hope you enjoy the functionality and experience and find out more about how we can serve you and the remote and rural Queensland communities.

Check it out today!

QRMFN is calling for nominations for the 2021 Backbone of the Bush Award.

This award acknowledges and recognises the spouses and partners of rural doctors who achieve outstanding accomplishments in their own right, whilst simultaneously supporting their doctor partner and rural communities they've come to call home.

For more information and to nominate, please visit the QRMFN website.

qrmfn.com.au

QRMFN
Backbone of the Bush Awards



Go Rural Virtually: Connecting health students with Queensland communities

GO
RURAL
QUEENSLAND
virtually

Go Rural Virtually (GRV) provides health students with a virtual rural experience by showcasing Queensland rural communities through online webinars.

Our first GRV webinar took place in October 2020 and connected medical, nursing, midwifery and allied health students with the Longreach community and showcased what makes health professionals turn a career into a lifestyle.

During the webinar, students experienced a virtual tour of Longreach with interviews and live panel discussions from local doctors, nurses, midwives and allied health professionals, as well as Q&A opportunities.

The key points that were discussed included:

- Overcoming social isolation and the challenge of being away from family and friends;
- The benefits of collaborative practice and opportunities for practitioners to upskill and diversify their scope of practice;
- Building a long-term relationship and discovering a sense of belonging with the Longreach community;
- The importance of mental health in a remote and rural location; and
- The value of having a supportive community both within and outside of the workplace.

The next Go Rural Virtually webinars will take place in:

- July 2021
- October 2021

Keep an eye out on our website

For further updates on how to be part of a virtual community with fellow students, expand your professional network, and be inspired to undertake a rural placement.



Health Workforce Needs Assessment Survey Summary


For the month of November, we ran our annual Health Workforce Needs Assessment Survey competition.

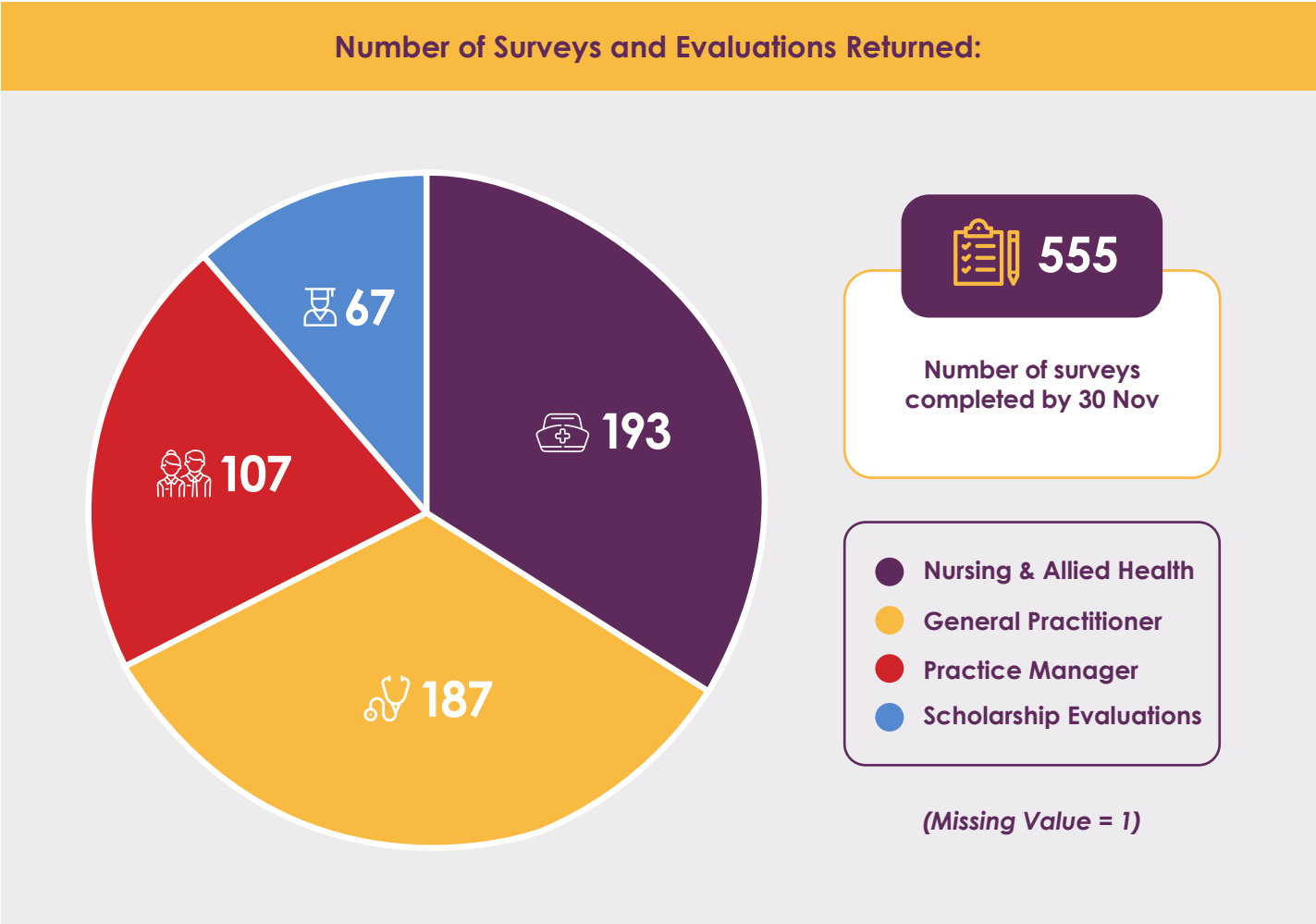
General practitioners, nurses and allied health professionals from remote and rural Queensland were invited to complete the survey and help us identify and respond to the issues facing health practitioners in remote and rural Queensland communities.

At random, an eligible winner was drawn to win the iPad prize. The winner of the 2020 Health Workforce Needs Assessment Survey competition is Melanie Van Shelven from Bowen. Melanie is an Oral Health Therapist and is looking forward to using her new iPad. Congratulations Melanie!

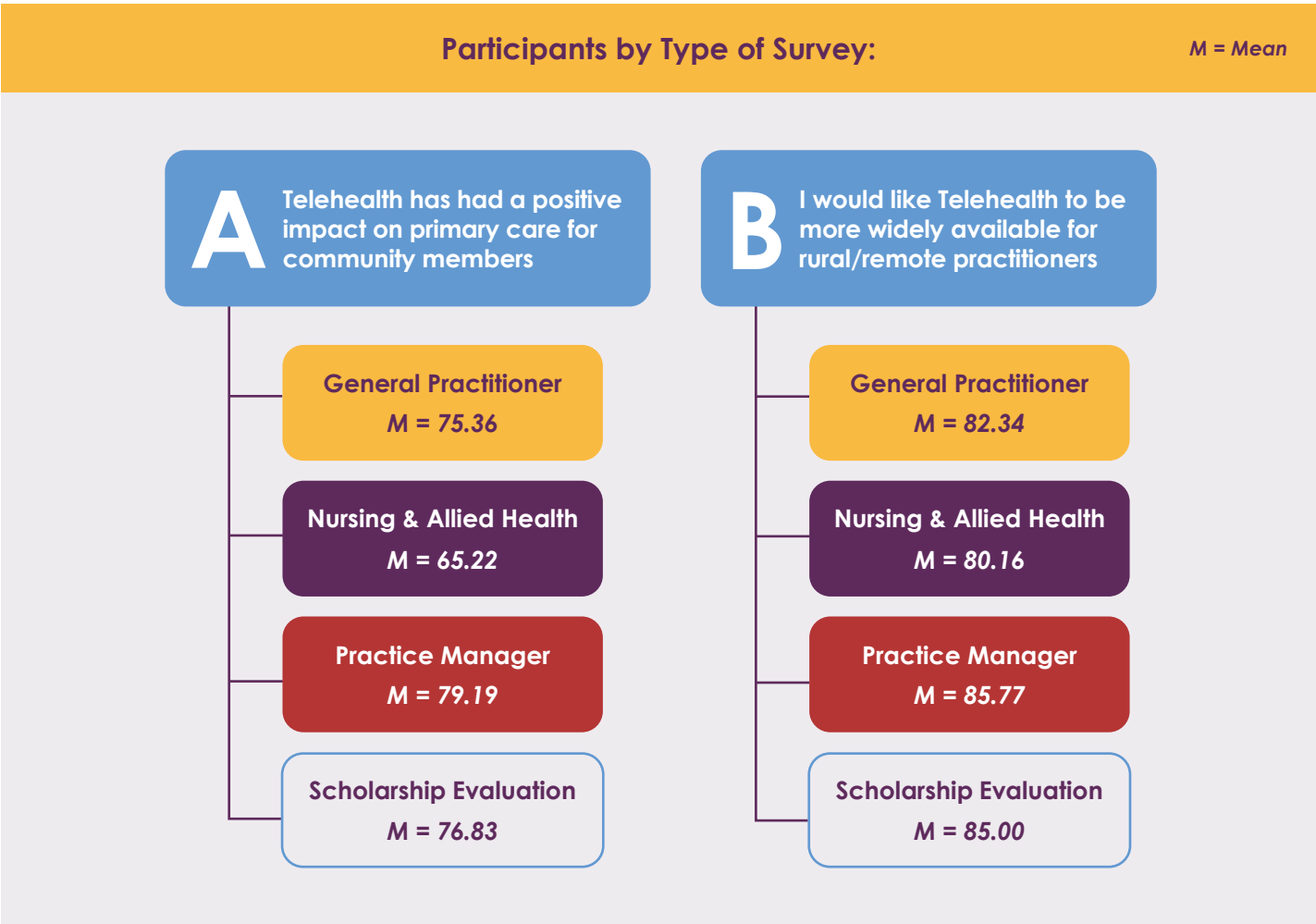
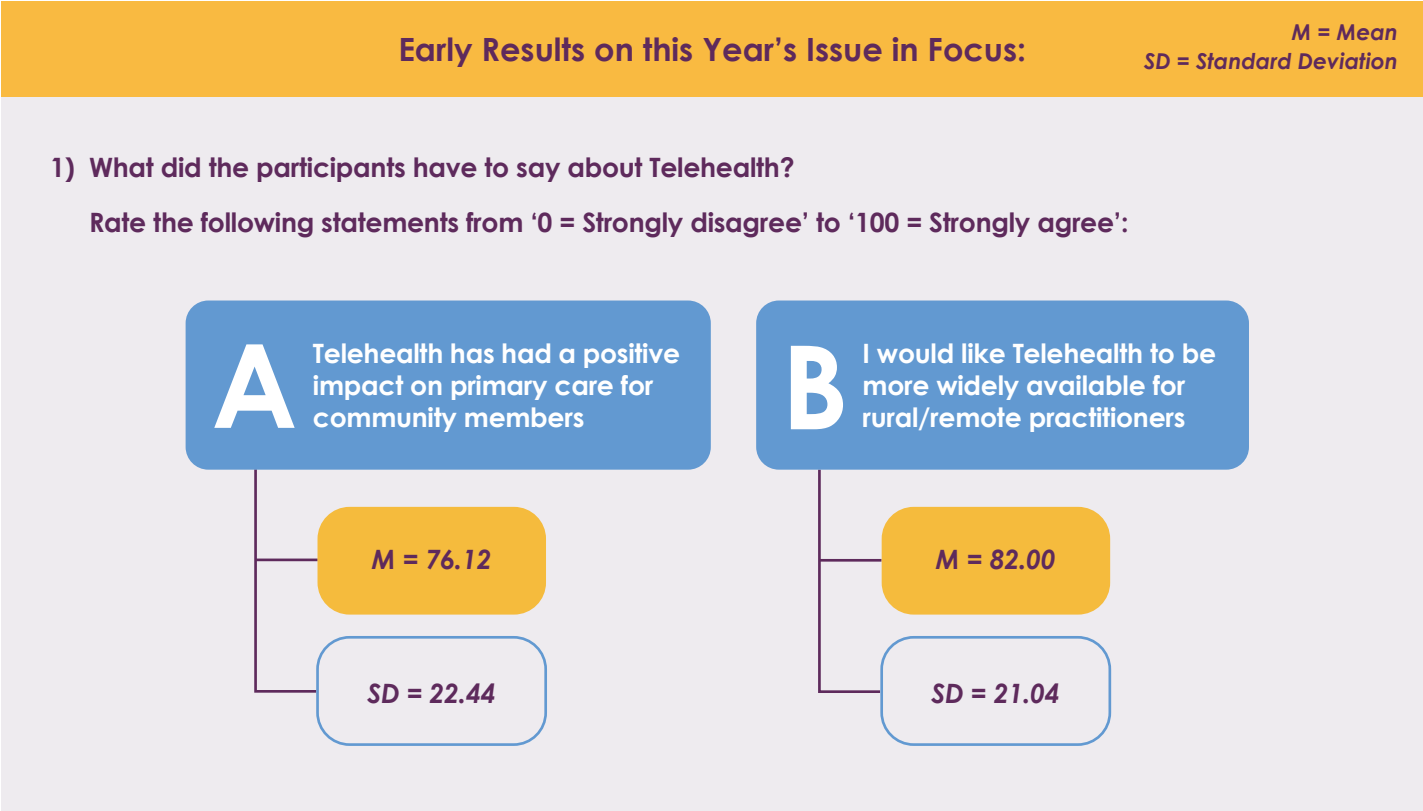
Below are some insights we found from the completion of our survey:

Congrats Melanie!





Health Workforce Needs Assessment Survey Summary



Corporate Services Staff Profile

Simone Johnston – IT Analyst

Tell us a little about your role as at HWQ.

My role as IT Analyst, with the IT team, is to support and administer our Microsoft 365 services. My role involves collaboration with all the teams of HWQ to document their system requirements and design solutions to meet their needs. This year I have also had a lot more responsibility with hardware support and equipment deployments with everyone working from home.

I hope that the work I do makes it easier for our organisation to support health workforces in regional and remote QLD, having lived in some regional towns myself.

How long have you worked with HWQ?

I started in July 2018.

What have you enjoyed most about working from home throughout the pandemic?

I have really appreciated the opportunity to stay home and be safe from the rush of the city during the pandemic. Saving 2 hours of travelling time on crowded trains each day has given me more time to spend with my family. I have been able to enjoy lunchtime bushwalks and bought a new camera to experiment with photography.

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

There are so many amazing places in regional Queensland, it's difficult to pick one. I particularly loved the experiences I had when I was growing up in Mt Isa and rock fossicking with my family, collecting quartz, devils' dice, Maltese crosses, garnets, as well as growing green and blue crystals from mine wastewater. One of our school excursions was to Beetle Creek where we found trilobite fossils in the old creek bed.

Tell us something that might surprise us about you.

My first job after leaving school was Trainee Palaeontologist at NT Museum in Darwin. My role involved specimen collection in remote parts of Northern Territory. The 8-20million year old fossils would be found in either fine soil substrate or in limestone blocks. I also discovered an almost complete Ichthyosaur skeleton on a local Darwin beach and managed a project to create a model for display in the Museum.

What was the most recent TV show you watched on Netflix/Stan/TV?

I don't watch much TV but I'm currently working my way through Season 2 of Killing Eve on ABC iView.

Finally, cats or dogs?

My family kept chickens in the backyard for fifteen years! I have been considering getting a dog or cat now that I spend more time working from home. I'd probably lean towards a dog.



Vacancies

General Practitioner

Clermont

Clermont is an endearing historic town, situated 3 hours west of Mackay, with a strong agricultural background and now more well known for coal mining. A full time GP is required for a new practice that, once completed, will be a state-of-the-art facility. It will be a family friendly site workplace with onsite care available and no after hours or weekend work required.

Counsellor / Psychologist

Rockhampton

'Rocky' is the commercial centre of Central Queensland. A riverside city with wide streets, Victorian buildings, cowboys and cane trains. Multiple sites require a Counsellor / Psychologist for children and young persons. Applicants must have a least 3 years' experience working with young people between 0 and 15 years and also experience working with Aboriginal and Torres Strait Islander consumers.

Registered Nurse

Mount Isa

A thriving mining town and cultural melting pot, Mount Isa is situated in Queensland's vast North West. A small private practice has the opportunity for a part time RN for a job-share role for a minimum of 48 hours per fortnight. The successful applicant will require AHPRA registration, excision experience and an understanding of triage of patient procedure.

Health Worker AMS

Innisfail

A township of approximately 10,000, picturesquely situated at a river junction 5km from the coast and 90km south of Cairns. This role requires the delivery of culturally appropriate comprehensive health care to Aboriginal and Torres Strait Islander people. It is an Aboriginal community-controlled health organisation. No weekend work is required.

Emergency Cardiology Workshop

27 - 28 March 2021, Brisbane



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

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