

Workforce Recruitment, Retention and Strategy – VHA Think Tank

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Addressing Existing Challenges

- Complexity of the Australian System dis/incentives, registration, fragmentation
- Global competition for health professionals
- Need for program and contracting alignment
- Need for succession planning
- Health professional interfaces
- Uncertain environment

Attracting and Retaining Health Professionals

- Need to understand personal drivers – family, partner, life changes
- Different needs/interests of different cohorts eg: business/medicine, flexibility, length of tenure
- Case management and support in recruitment and retention
- Quality of placements, conditions, orientation
- Offer flexible career pathways

Context

- No health professional works in isolation
- Workforce challenges – global shortfalls
- Health care is rapidly evolving– nothing stays the same
- Generational change and expectations around work/life balance

Planning for Future Workforce Needs

- Around the provider?

Or

- Around the patient and community?

Planning around the Provider

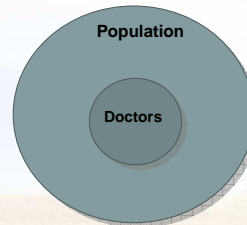
- Invites inter-professional tensions, patch-protection
- Can focus upon who provides care, rather than what's needed
- Can perpetuate professional practices that don't work
 - for the professions
 - or for the patient!

Planning Workforce Needs Around the Patient

- Look at socio-economic, health profiles, population needs
- Skill mix needed
- Based on evidence
- Integrating primary and secondary interfaces
- Patients & communities can become strongest advocates



Current situation



District of Workforce Shortage:
"An area in which the general populations need for healthcare has not been met" DOHA website

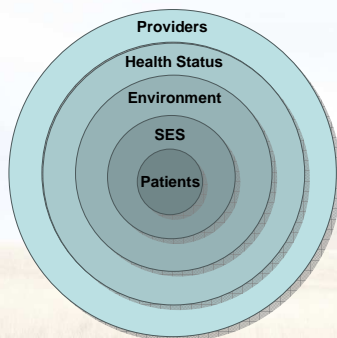
Used to determine eligibility to place IMGs

Doctor: Population ratio using Medicare consultation data to determine a Fulltime Workload measure

National average (unpublished)- changes quarterly



Taking a Fresh Approach



Sustainable Workforce Planning

- Brings together stakeholders
- Puts the community in the centre of planning
- Fosters local innovation
- Identifies ongoing issues to be overcome
- Seeks solutions
- Examine ways we can all work together to address health workforce and service needs
- RWAV Sustainable Models approach West Victoria, Otway, Swan Hill, bushfire affected communities



Opportunities

- Build upon the good work that already exists
- Identify practical workforce solutions
- Open up the possibility for new partnerships and initiatives
- Foster Innovation
- Work smarter, together
- Better use of resources
- Improves practitioner well-being, attraction and retention
- Contribute to the sustainability of health services for communities



Translating Strategies into Action

- Workforce planning needs to be integrated and co-ordinated at all levels
- Interwoven with service planning and service redesign
- Managing the dynamics of change – valuing all health professionals, creating a vision of opportunity - skill mix, skills development & roles
- Transition plans, not undermining existing gains or services
- Contracting and funding fosters collaboration, best practice and innovation

