

# The Medical Workforce

## Crisis or Opportunity?

Claire Austin, Chief Executive  
Rural Workforce Agency, Victoria



# The issues

- Environment
- Planning
- Infrastructure
- Fragmentation
- Collaboration
- Innovation



# The Environment

- Fragmented approach
- Professional silos
- Secondary versus primary care
- Funding and contracting
- Complex, inconsistent incentives
- Red tape
- ?Evidenced-based



# A fresh approach to workforce planning

- Health need
- Demography – age, gender, ethnicity
- Socio-economic status
- Ambulatory Sensitive Admissions – primary/secondary care interface
- Skill-mix
- Demands on those already there
- Bigger picture – Health Strategy



# Not just the Numbers - Future Infrastructure & Support Needs

- Practice Readiness and Orientation
- Physical infrastructure and planning
- Teaching and mentoring
- Supporting existing practitioners
- Fostering and planning for collaboration



# Collaboration

- Across disciplines – working to strengths and expertise, working smarter
- Across primary and secondary care
- Treating recruitment and retention as a pathway with multiple entry and exit points
- Sharing information
- Understanding and responding to practitioners decisions and needs
- Plan and prepare – finding common interests, partnerships



# How RWAV can help

- Recruitment pathway:  
Working with hospitals - Primary/secondary care opportunities
- Service agreements, strategic partnerships
- Being the experts - gathering data – identifying need, building research and advocacy
- Fostering sustainable models of practice
- Intensive orientation – practice readiness



# Sustainable Solutions In Rural Health

- Highlighting innovations in rural health practice
- Documenting needs and changes occurring between generations and communities
- Seeking pragmatic, affordable solutions for everyday practice
- Respect and meet the needs of indigenous and other communities
- Enhancing the well-being of health professionals
- Collaboration, co-operation and flexible practice.



## Sustainable Solutions in Rural Health Conference

May 23 and 24, Novotel, The Esplanade, St Kilda

Don't miss out on your chance to be involved in an RWAV event that will showcase and foster innovation to help build capacity in Victoria 's rural health workforce.

Plus, you will receive a complimentary invitation to the RWAV Doctors' Awards and Dinner to be held in the Great Hall, National Gallery of Victoria on the evening of Friday 23 May.

For further information visit [www.rwavconference.com.au](http://www.rwavconference.com.au)