

RIGHT PEOPLE, RIGHT SKILLS, RIGHT PLACE: GROWING THE MEDICAL WORKFORCE IN NSW HEALTH



Health

The NSW Government is committed to transforming patient healthcare and providing quality health services for the people of NSW. The 2015 Election Commitment includes boosting frontline staff, employing an additional 3,500 full-time equivalent positions by 2019 including at least 2,100 more nurses and midwives, 700 doctors, 300 allied health professionals and 400 hospital support staff.

The *NSW Health Professionals Workforce Plan 2012-2022* (the Plan) aims to ensure NSW Health has the 'right people with the right skills in the right place'. It highlights opportunities for careers in the health system with a focus on patient centred care, and the development of strong and skilled leaders through quality education and training programs.

The Plan recognises the need to strike a balance between generalist and specialist skills and roles in the NSW Health medical workforce.

Supporting Medical Training

NSW Health has invested to ensure that we have the workforce we need to deliver clinical services to the community and to the education and training of junior doctors.

A key strategy of the *Health Professionals Workforce Plan 2012-2022* is to communicate workforce information to junior doctors and medical students, to increase the capacity of junior doctors to make informed career choices and to ensure the career plans of junior doctors not only fulfil their personal aspirations but also align with service needs.

Map My Health Career

Map My Health Career is a website for medical students and junior medical officers to help plan and make decisions about their medical career. The website includes a comparison tool to compare medical specialties, training locations for specialties and videos from specialist doctors and trainees speaking about their medical careers.

www.mapmycareer.health.nsw.gov.au



NSW Health has also developed 48 medical specialty factsheets, based on extensive workforce modelling. These factsheets provide junior doctors and medical students with information on:

- ▶ **Workforce characteristics** (number of practitioners, average age and gender representation)
- ▶ **Demand** (demand for training positions, retirement intentions and additional fellows needed)
- ▶ **Geographical distribution** across NSW

INVESTMENT IN MEDICAL TRAINING

- ▶ 983 Intern positions available in 2016 (\$107M annual investment) – an increase of 133 positions since 2012.
- ▶ Over \$13M annual investment to support medical training networks and hospital skills training.

POST GRADUATE MEDICAL TRAINING

NSW Health is supporting the growth of a highly skilled generalist and specialist medical workforce. In order to meet the complex service needs of the community, NSW health professionals need to work as a collaborative team, where contribution is recognised and valued, and to ensure that the needs of the patient are at the centre of what we do.

Medical Training Networks

Medical Training Networks link rural and regional hospitals with metropolitan hospitals. This supports recruitment to training positions in metropolitan and rural hospitals, provides doctors with a diversity of training experiences and improves the distribution of doctors and access to patient care.

NSW Health invests over \$13 million per annum to support networked training in NSW in prevocational, physician, psychiatry, surgical, paediatrics and emergency networks, as well as hospital skills and hospitalist training.

Medical Specialty Training Positions

Since 2011 NSW Health has invested \$5.8 M to establish 58 additional medical specialist training positions in anaesthetics, endocrinology, general medicine (including dual training), general surgery, medical administration, medical oncology, neurology, paediatrics, paediatric surgery, palliative care medicine, psychiatry, radiology, rehabilitation medicine and rheumatology.

A further \$15M for 60 new medical specialist training positions is being invested over the next four years, with a specific rural and regional focus.

The **Dual Physician Training Pathway**, developed by the Royal Australian College of Physicians (RACP), is a structured training program that supports doctors to obtain specialist qualifications in general medicine and another speciality. The training in general medicine provides expertise in the management of patients with undifferentiated illnesses and complex, multisystem disorders and the training in an additional specialty extends the scope and skill of the physician to manage specific, complex illnesses.

NSW Health has funded dual physician training positions (general medicine and other specialty) at Dubbo, Orange and Wagga Wagga.

NSW Health is supporting the growth of a highly skilled generalist medical workforce through its **Senior Hospitalist Initiative** and investment in 10 additional Senior Hospitalist positions. The Senior Hospitalist pathway offers a flexible, interesting and attractive career for non-specialists keen to remain involved in acute patient care, while leading improvements in the co-ordination of hospital services.



TRAINING THE RURAL MEDICAL WORKFORCE

NSW Health delivers several strategies aimed at enhancing the rural medical workforce. This includes initiatives to attract medical practitioners to rural areas and training to ensure rural doctors have the skills needed in rural communities.

The **NSW Rural Preferential Recruitment Program** supports rural career-pathways by enabling junior doctors who are interested in rural practice to do the majority of their first two years of postgraduate training in a rural hospital.

For the 2016 clinical year, 132 Rural Preferential Recruitment positions available for interns across twelve regional and rural hospitals in NSW.

<http://www.heti.nsw.gov.au/programs/m/rural-preferential-recruitment-rpr/>

The **NSW Rural Resident Medical Officer Cadetship Program** is managed by the NSW Rural Doctors Network (RDN) on behalf of NSW Health. This program offers cadetships for NSW medical students interested in undertaking a medical career in rural NSW

12 NSW Rural Resident Medical Officer cadetships funded each year by NSW Health, two of which are offered to Aboriginal students.

<http://www.nswrdn.com.au/site/rdn-scholarships>

The NSW Rural Generalist Training Program

is a state-wide training program with the aim to produce doctors who are general practitioners with advanced skills able to deliver services to rural communities. It is a structured training program with earliest entry at the PGY2 year to align with entry into general practice training.

30 full-time Rural Generalist training positions are available at rural facilities in Tamworth, Maitland, Griffith, Wagga Wagga, Tweed, Moruya, Nowra, Orange, Dubbo and Bathurst. From 2016, NSW Health will invest \$8M for 20 new positions in the Rural Generalist Training Program over the next four years (5 new positions each year).

<http://www.heti.nsw.gov.au/rural-and-remote/rural-generalist-training/>

The **NSW Rural General Practice Procedural Training Program (GPPTP)** provides opportunities for GPs and GP Registrars currently in rural practice or intending to take up rural practice to acquire additional procedural skills to meet the healthcare needs of the community in which they practise.

15 full-time GPPTP positions are available each year in a range of specialties including: anaesthetics, obstetrics and gynaecology, surgery, mental health and emergency medicine.

<http://www.heti.nsw.gov.au/rural-and-remote/gp-procedural-training/>

IMPROVING THE DELIVERY OF MEDICAL SERVICES TO ABORIGINAL PEOPLE IN NSW

NSW Health is committed to 'Closing the Gap' in health outcomes for Aboriginal people in NSW. Having an appropriately skilled workforce is essential to improving the health status and outcomes of Aboriginal people.

Good Health – Great Jobs: NSW Health Aboriginal Workforce Strategic Framework 2011-2015

The recruitment and retention of skilled Aboriginal people is crucial to providing effective health services in NSW.

The *Good Health – Great Jobs Framework* commits NSW Health to increasing the representation of Aboriginal employees to 2.6% of the workforce by 2015. This includes increasing the Aboriginal workforce in clinical, non-clinical and leadership roles.

To help achieve this target, NSW Health has implemented initiatives to support the recruitment of Aboriginal people to medical, nursing, midwifery, allied health and oral health roles.

These include **Building Capacity for the Aboriginal Medical Workforce**. This intern recruitment pathway supports Aboriginal medical graduates transitioning from medical school to their first year of hospital training.

The **NSW Rural Resident Medical Officer Cadetship Program** offers two cadetships to Aboriginal medical students during the final two years of their medical degree.

In 2015, 16 Aboriginal medical graduates commenced internships in their preferred training network

Stepping Up

Stepping Up is an online recruitment resource which has been specifically developed to support Aboriginal people interested in a career in public health to start their health journey. Stepping Up unpacks the recruitment process for those seeking employment in NSW Health, and addresses some of the challenges that are currently experienced by managers recruiting to jobs.

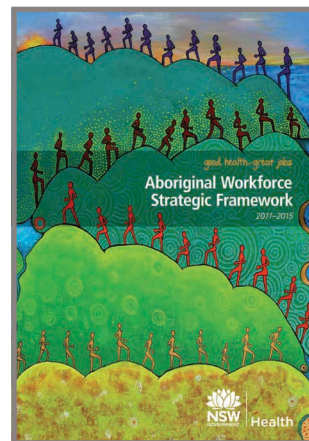
<http://www.stepsup.health.nsw.gov.au>

Respecting the Difference: An Aboriginal Cultural Training Framework for NSW Health

To deliver responsive and culturally sensitive services to Aboriginal people in NSW, all NSW Health staff need to have the knowledge and skills to interact effectively with Aboriginal people.

Respecting the Difference is the first state-wide Aboriginal cultural training program in NSW. This mandatory training is comprised of a 2-hour e-learning module for all NSW Health staff and a 6-hour face-to-face workshop delivered locally by LHDs, specialty networks and pillar organisations.

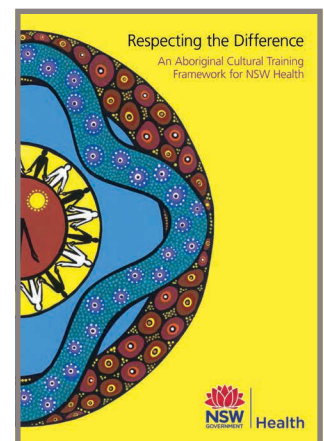
The training fosters an understanding of and respect for Aboriginal people and culture, and provides staff with the confidence and motivation to make real changes in the workplace to ultimately improve health outcomes for Aboriginal people and communities.



Jessica Birk, a Yaegl descendant of Northern NSW, born and raised on the Northern Beaches, Sydney. A graduate of the College of Fine Arts, University of NSW with the a Bachelor of Fine Arts.

"To Aboriginal people, land is what makes us who we are, what sustains us... Through my art I aim to visually articulate all that land is; its past, its present and its future"

– Jessica Birk, Artist.



Bronwyn Bancroft is a descendant of the Djanbun clan of the Bundjalung Nation and is the creator of all artwork for *Respecting the Difference: An Aboriginal Cultural Training Framework for NSW Health*.

SHPN (WPD) 150630