



INNOVATION Awards 2013

Connecting Minds
Innovating care every day in every way

Fly in Fly out Rural Hospital to Regional Medical Hub Local Solutions

Introduction

- For many years, recruiting doctors to **rural locations** like Griffith Base Hospital has been **difficult**.
- The Murrumbidgee Local Health Authority (MLDA) used local innovative solutions and to fill the majority of long term medical vacancies.

Aim

To

- improve patient care by recruiting permanent doctors to all vacant positions
- create and fill new positions wherever needed.
- provide additional and safer services.
- continue to significantly. reduce medical labour costs



Griffith Base Hospital services 55,000 people in and around Griffith.

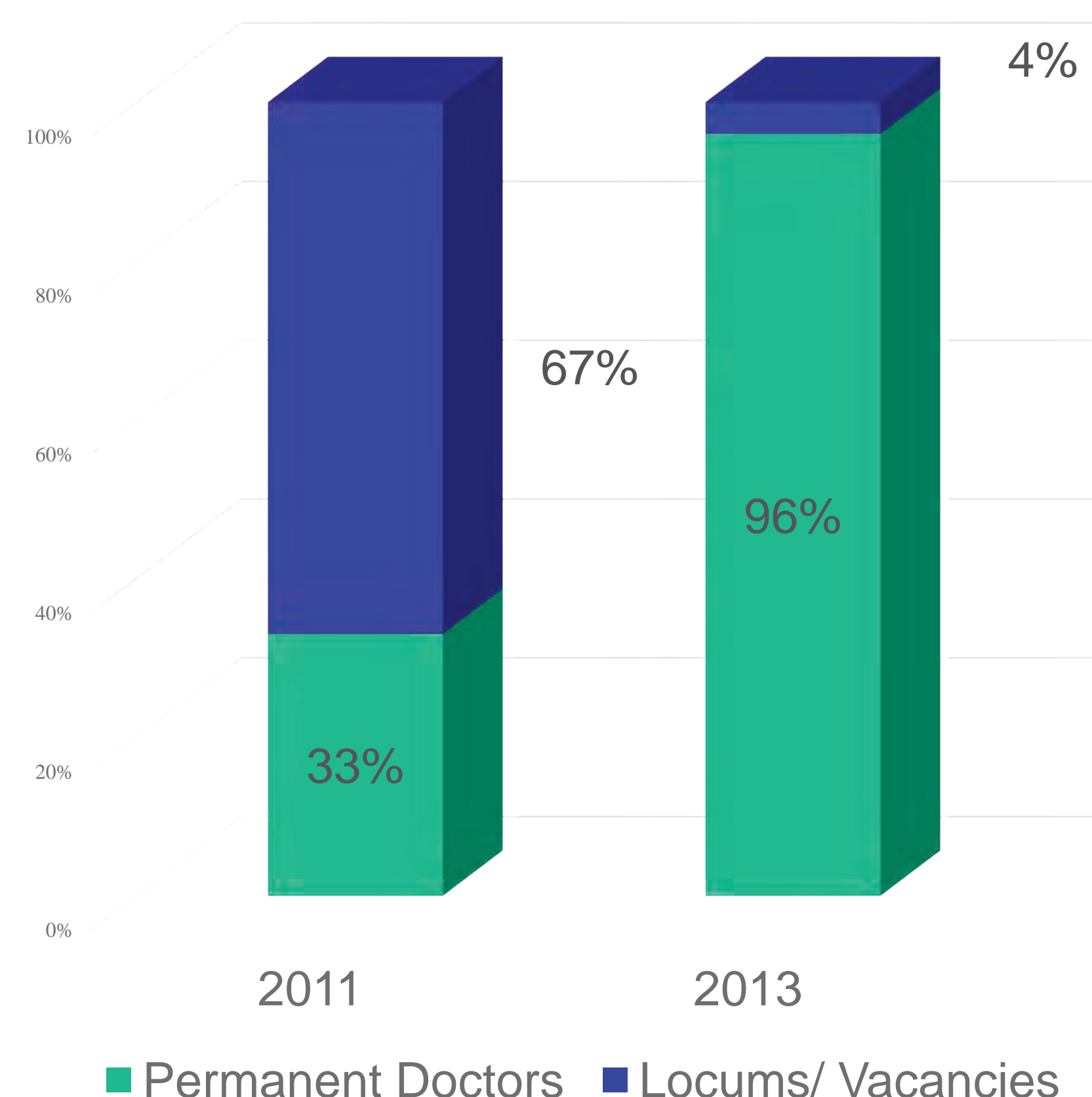
Method

- define medical establishment and create new positions wherever needed
- innovative advertisement of vacancies on specialist college websites and newsletters, social media, word of mouth, conferences, overseas
- proactively assess if interested candidates are suitable, provide information, interview, assist with paperwork.
- invite to visit Griffith with families and proudly show what town can offer

Results

- Griffith Base Hospital Basic Specialities

Department	Permanent Doctors in 2011 (FTE) Specialists Others	Permanent Doctors in 2013 (FTE) Specialists Others
Emergency Department	6	1 + 11
Medicine	0.75 + 2	1.75 + 3
Surgery	2 + 1	3.25 + 2
O & G	1	2 + 2
Paediatrics	1	2
Anaesthesia	0.5	1 + 0.5
Director Medical Services	0	1



- four new specialist positions created and filled
- \$ 1.5 million savings per annum in medical labour costs
- Griffith Base Hospital among the top in Clinical and Financial KPIs in NSW

Conclusion

- permanent doctors have tripled in number and cover all basic specialities
- many new clinics and services commenced.
- visiting specialist services further strengthened.
- from a *Fly in, Fly out* rural hospital Griffith Base Hospital has emerged as a Regional Medical Hub proudly serving the local community and surrounds

Acknowledgements

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A few of the new doctors at Griffith Base Hospital



Health
Murrumbidgee
Local Health District