

Building a sustainable rural medical workforce

Providing more viable solutions for rural training

Dr Ayman Shenouda
RACGP
National Rural Faculty

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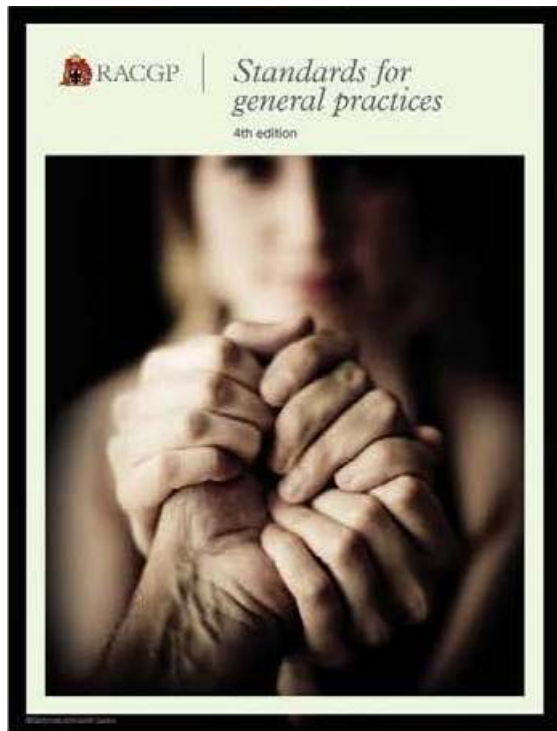
RACGP

The Royal Australian College of General Practitioners

Healthy Profession.
Healthy Australia.



The Royal Australian College of General Practitioners



National Rural Faculty



- The NRF is the largest representative body for rural GPs in Australia
- 11,200 members spanning across regional, rural, remote and very remote areas

OUR VISION

Equitable access to high quality primary care for rural and remote communities



National Rural Faculty



Our goals:

- Ensure a sustainable, well-supported GP workforce to address the needs of rural and remote communities
- Develop and support strategies leading to more equitable health outcomes for rural
- Build capacity of the health system to respond to current and emerging pressures

We work to:

- Support and advocate for GPs working in rural and remote Australia
- Provide, and ensure access to, training and education opportunities



Addressing workforce maldistribution

Central to addressing rural disadvantage is ensuring everyone has equitable access to essential healthcare.

**Reform ASGC-RA
system**

**Evaluate and invest
in recruitment &
retention incentives**

Training reform

- Emphasis on the core general practice skills
- Ensure more primary care experience across training
- Balance training opportunity against patient and community need
- Provide flexibility and choice
- Support lifelong learning

‘New approaches to integrated rural training for medical practitioners’

- RACGP NRF led-project
- Provide a solid policy for Government going forward.
- 2400 rural members participated
- Targeted survey of 1722 rural members

Training reform

A more targeted approach to meet both retention and recruitment aims:

- Provides a **more viable training model** - lifting the key barriers on both learner and teacher
- **Nurtures rural intention**
- Provides **flexibility and choice** at all career and learning stages
- Links training opportunity to **patient and community need**
- Supports acquisition and maintenance of full range of **advanced skills** (procedural and non-procedural)

Training reform

Removing barriers to promote integration through supportive structures that ...

Learner:

- Provide rural exposure opportunities;
- Allow for required connectedness;
- Nurture rural intention;
- Maintain link to community;
- Lift uncertainty + administrative burden.

Practising Rural GP:

- Provide training opportunity;
- Upskilling options to meet community need;
- Factor in the need to retain practice viability.

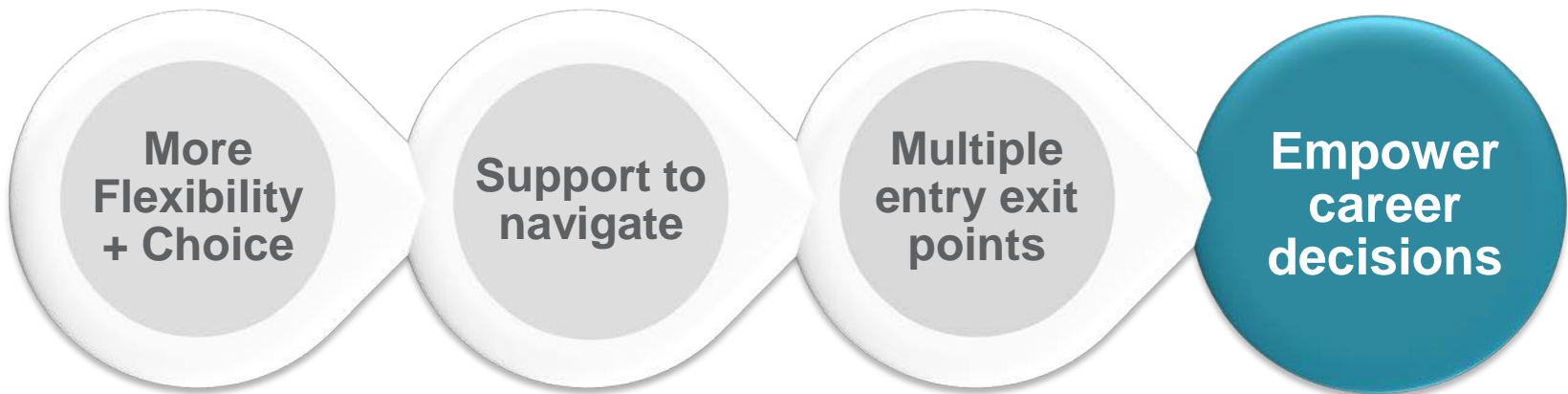
Teacher/supervisor:

- Build partnerships to harness teaching capacity;
- Multidisciplinary hubs;
- Lift administrative burden + red tape.

Nurturing rural intention

Recruitment Focus:

More seamless transition from undergraduate training to rural practice ...



Supporting the existing workforce

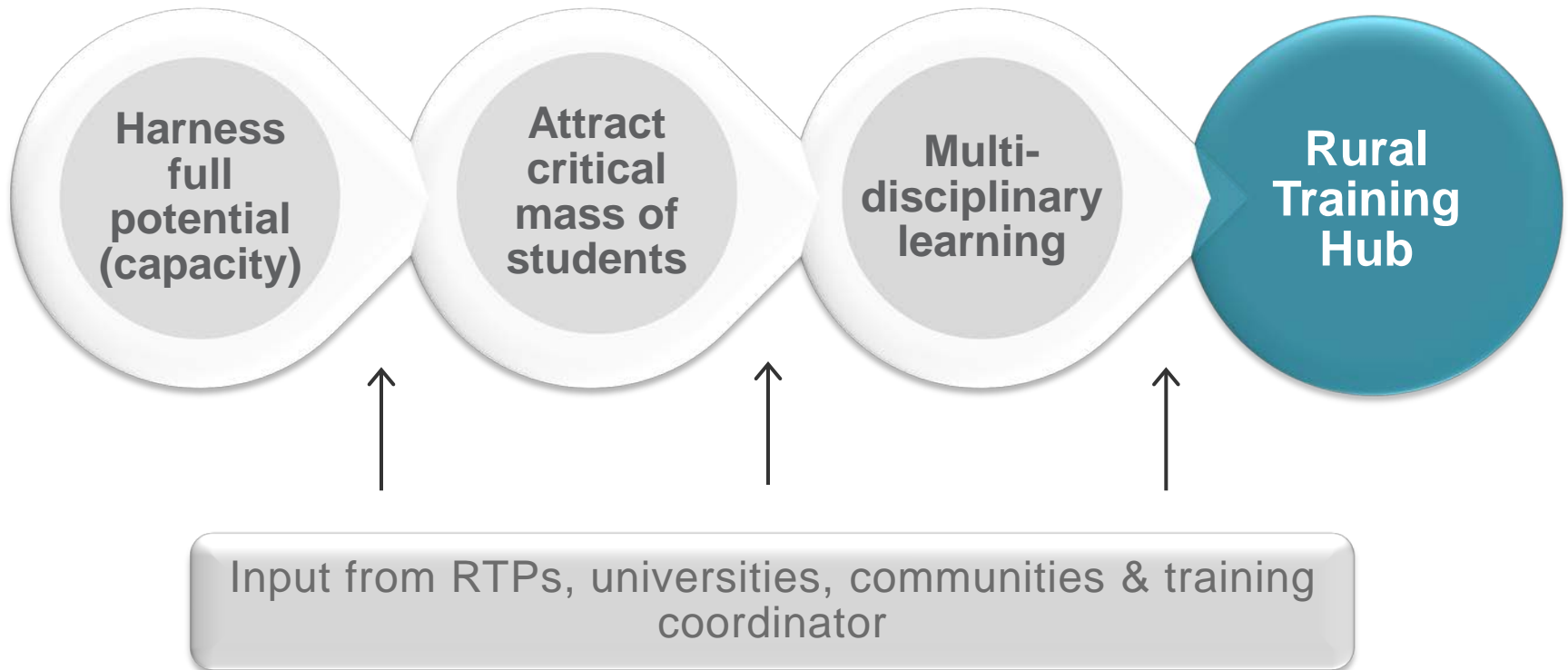
Retention Focus:

Skill acquisition pathway for practising GPs...



Facilitating rural training

There is a need for much larger-scale and more targeted investments...



Where to next?

We need to prioritise rural through reforms that :

- Allow for more **flexibility and choice** with supports to **nurture rural intention**;
- Provide investment to allow **training integration** to occur;
- Can harness local training effort providing the structure to build **leadership and capacity**;
- Enable **tailored training** relevant to community setting.
- Ensure incentives and programs are **accurately targeting** communities most in need

Questions?

Dr Ayman Shenouda
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ashenouda@glenrockgp.com.au



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