

Included in this issue:

- peer-reviewed articles of interest
- links to reports and opinion pieces
- events and updates

Articles of interest

The Whole-of-Person Retention Improvement Framework: A Guide for Addressing Health Workforce Challenges in the Rural Context

Seeking to identify the full range of life factors which impact on turnover intention, this study focused primarily on the nursing and allied health workforce environments within rural and regional Australia.

Utilising a wide range of evidence-based research, the Whole of Person Retention Improvement Framework (WoP RIF) has been developed to help services better manage retention within their workforces. The WoP RIF proposes that an employee's decision to remain within a rural or regional environment is influenced by factors across three domains – Workplace/Organisational; Role/Career; and Community/Place.

[Find out more](#)

Planning the Future Oral Health Workforce: A Rapid Review of Supply, Demand and Need Models, Data Sources and Skill Mix Consideration

This review sought to examine oral health workforce planning models on supply, demand and needs, mainly in respect to their data sources, modelling technique and use of skill mix. Strengths and weaknesses in the examined workforce models were identified and insights provided on how oral health workforce planning can evolve in the future to meet changing needs and improving health outcomes and system performance.

[Find out more](#)

Analysis of the demographics and characteristics of the Australian pharmacist workforce 2013–2018: decreasing supply points to the need for a workforce strategy

This study was conducted in the context of the Australian healthcare system with an objective of determining current demographic details and recent trends of the pharmacy workforce, and assess the impact of changes in student numbers and migration policy.

An increase in women within the industry and a trend towards hospital practice was found. The results also found that pharmacists between the ages of 20 and 34 were reporting a decrease in intention to remain within the industry.

[Find out more](#)

Beyond Parity in Aboriginal and Torres Strait Island Health Workforce Planning: Achieving Equity through Needs-Based and Strengths-Based Approaches.

This Australian National University report was commissioned by the National Health Leadership Forum to investigate approaches to workforce planning based on the healthcare needs of Aboriginal and Torres Strait Islander people.

Recommended focus items for stakeholders include: utilising needs-based approaches to health workforce planning; addressing low retention rates through reforms to foster culturally safe workplaces; greater focus on future data and research requirements; expansion of the Aboriginal and Torres Strait Islander health workforce; and working in collaboration with Aboriginal and Torres Strait Islander health peak organisations.

[Find out more](#)

Factors associated with medical students' interest in remote and very remote practice in Australia: A national study

This study analysed the future career intentions of 3328 medical students who were at the point of finishing one year of clinical training in a rural or remote location in Australia. Results indicated that while 54% expressed an intention to work in regional Australia, only 7% of participants reported future career intentions within a remote or very remote area.

Factors identified as positively impacting future remote and very remote career intentions include rural background; prior generalist intentions; rural practice self-efficacy and the overall influence of the Rural Clinical School placement.

[Find out more](#)

Health workforce recruitment and retention for COVID-19 emergency management – based on information as of 31 December 2020

A rapid policy brief published by the World Health Organization collected information from Europe, Canada and Africa on workforce retention and recruitment strategies during the COVID-19 response in 2020. Systematic evidence was provided through research and the Health System Response Monitor (HSRM), established by the WHO Regional Office for Europe.

The evidence suggested that HSRM proved to be a useful and efficient tool, the enactment of emergency legislation adopted in Europe and Canada has provided added flexibility, and additional financial reward and health and well-being support during the COVID-19 pandemic is important to workforce retention rates.

[Find out more](#)

Events

Palliative Care Nurses Australia Conference

02 May 2021

Melbourne

[Find out more](#)

Closing the Gap on Indigenous Health Conference

25-26 May 2021

Cairns

[Find out more](#)

14th National Allied Health Conference

9-12 August 2021

Perth

[Find out more](#)

Food for thought

Paid on Par with cleaners: the broader issue affecting the quality of aged care

<https://theconversation.com/paid-on-par-with-cleaners-the-broader-issue-affecting-the-quality-of-aged-care-155753>

A plan for 'Care, Dignity and Respect' for older Australia

<http://www.anmf.org.au/news/entry/a-plan-for-care-dignity-and-respect-for-older-australians>

Track doctors or continue to get workforce planning wrong.

<https://insightplus.mja.com.au/2021/7/track-doctors-or-continue-to-get-workforce-planning-wrong/>

More graduates ensure a strong public health workforce

<https://www.uwa.edu.au/news/article/2021/february/more-graduates-ensure-a-strong-public-health-workforce>

New public health workers are waiting in the wings, but will they have jobs to go to?

<https://www.croakey.org/new-public-health-workers-are-waiting-in-the-wings-but-will-they-have-jobs-to-go-to/>

Podcast builds up rural health one story at a time

<https://www.ruralhealth.org.au/news/podcast-builds-rural-health-one-story-time>

The Health Wrap: vaccination rollout, COVID and the brain, loneliness, health literacy, Indigenous workforce, 20-21 Budget, and more

<https://www.croakey.org/the-health-wrap-vaccination-rollout-covid-and-the-brain-loneliness-health-literacy-indigenous-workforce-20-21-budget-and-more/>

Contact

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