



Healthcare professional development and training

An innovative and skilled health workforce delivers accessible, quality healthcare.

Queensland Health

Your global healthcare partner



**Queensland
Government**
Australia

Healthcare professional development and training

Queensland offers world-class education and training that meets the growing demand in healthcare, aged care and community care.

Queensland Healthcare Professional Development Consortium

Led by Queensland Health, the Queensland Healthcare Professional Development Consortium was established in late 2018 to provide bespoke professional development education and training for China and other international healthcare workforces.

The Consortium of Queensland's leading education institutions and Queensland Health's Hospital and Health Services (HHSs) design, develop and deliver comprehensive professional healthcare education and training. The education providers draw on their knowledge, skills and expertise in health education and training. The HHSs bring their expertise in specialist training and integrated healthcare delivery. Collectively, this is a unique strength to demonstrate how quality research-informed education and training can help healthcare professionals develop their knowledge and skills.

Consortium members include the Health Innovation, Investment and Research Office, Metro South HHS, West Moreton HHS, and Gold Coast HHS of Queensland Health, Bond University, Griffith University, James Cook University, Queensland University of Technology, TAFE Queensland, The University of Queensland, University of the Sunshine Coast and University of Southern Queensland.



Healthcare workforce training

Queensland offers a range of healthcare workforce training options from vocational training courses to bachelor's degrees and postgraduate courses.

Qualification	Doctor of Medicine/ Bachelor of Medicine and Bachelor of Surgery (4-6 years)	Bachelor of nursing and/or midwifery (3-4 years)	Bachelor's degrees in allied health (4 years)	Bachelor's degrees in medical laboratory science (4 years)	Vocational education and training including aged care (up to 3 years)
Training institution					
Australian Catholic University		✓	✓	✓	
Bolton Clarke					✓
Bond University	✓		✓	✓	
CQUniversity		✓	✓	✓	
Charlton Brown					✓
Griffith University	✓	✓	✓	✓	
James Cook University	✓	✓	✓	✓	
Queensland University of Technology		✓	✓	✓	
Southern Cross University		✓	✓	✓	
TAFE Queensland					✓
University of Southern Queensland		✓	✓	✓	
University of the Sunshine Coast		✓	✓	✓	
The University of Queensland	✓	✓	✓	✓	

Medical training

Queensland offers medical degree courses at Bond University, Griffith University, James Cook University and The University of Queensland and students have access to world-class public teaching hospitals operated by Queensland Health.

After completing medical school, graduates progress through an internship and residency before enrolling in a speciality program and commencing work as a

registrar. Doctors choose a speciality and follow the training pathway dictated by each specialist college. Specialty training and completion time vary depending on the requirements of the different colleges.

As medical training varies worldwide, Queensland Health can work with you to deliver a tailored leadership and/or professional development program to address niche demands for better healthcare.

General practitioner training

The Medical Board of Australia recognises general practice as a medical specialty. The Australian Medical Council has accredited the Australian College of Rural and Remote Medicine (ACRRM) and the Royal Australian College of General Practitioners (RACGP) to train general practitioners (GPs).

Queensland is home to two of Australia's nine general practice Regional Training Organisations (RTOs):

General Practice Training Queensland

www.gptq.qld.edu.au

General Practice Training Queensland (GPTQ), servicing South East Queensland, is a leading vocational education and training provider for doctors training to become vocationally recognised GPs. GPTQ delivers a national coordinated program under contract with the Australian Government Department of Health.

GPTQ has expertise in the Australian health system and can advise on how to develop training hubs for decentralised training of doctors over vast regional areas.

James Cook University General Practice Training

www.jcugp.edu.au

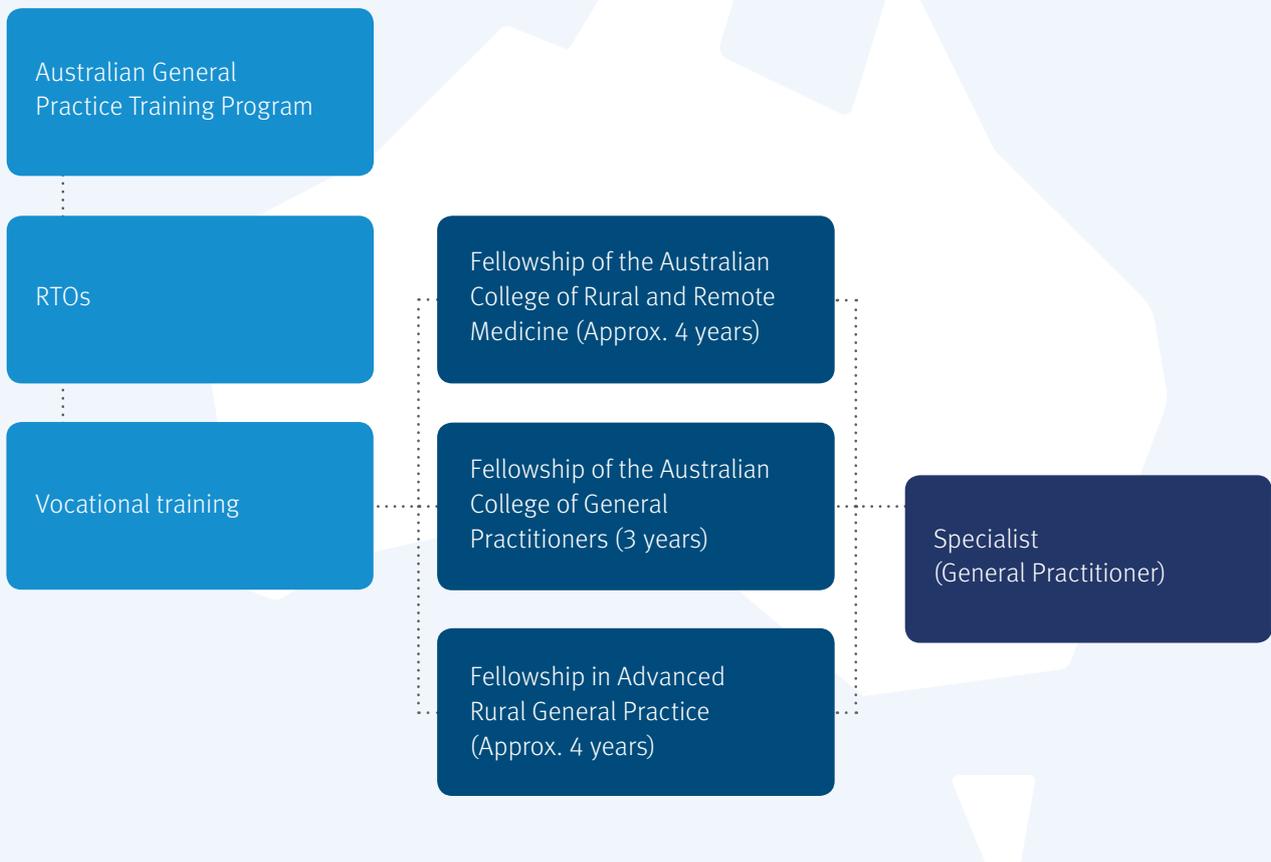
James Cook University General Practice Training (JCUGPT), servicing north, west, central and south west Queensland, trains registrars in the medical specialty of general practice. The GP training program is delivered through the College of Medicine and Dentistry under contract to the Australian Government and is part of the Australian General Practice Training Program.

JCU aims to meet the needs of the diverse communities in northern Queensland, with a focus on rural, remote and underserved communities, and the health of Aboriginal and Torres Strait Islander people.





Australian General Practice Training Program



GP professional development

Queensland Health, universities, colleges and other training providers offer a range of specialised GP masterclasses and training programs to provide professional development opportunities to Queensland GPs. Doctors can choose to attend a session in an area of interest or in an area where they want to refresh or enhance their skills. Training is available in a large range of areas including paediatrics, Aboriginal and Torres Strait Islander health, mental health, reproductive health and dermatology.

Advanced General Practice Training—Paediatrics

www.childrens.health.qld.gov.au/chq/health-professionals/conferences-training/

Children’s Health Queensland conducts a paediatric masterclass for GPs at the Queensland Children’s Hospital in Brisbane. The masterclass consists of interactive lecture-style presentations and practical skills workshops. Topics include the management of paediatric conditions commonly seen in general practice such as food allergies, childhood cough, obesity, urinary tract infections, ear, nose and throat disorders and child protection issues. The masterclass is a registered education activity with both the Australian colleges – RACGP and ACRRM.



Nursing and midwifery

Nurses and midwives are a vital part of any healthcare system, from emergency patient triage to surgical nursing and bedside patient and family care across the lifespan. Our nurses and midwives are highly qualified to care for patients across all areas of the hospital and in the community.

Queensland has over 84,600 nurses and midwives working across the public and private sector.

Queensland offers educational pathways for diploma, undergraduate and postgraduate degree level courses (including PhD) in nursing and/or midwifery. Additionally, in Queensland The Framework for Lifelong Learning for Nurses and Midwives provides the qualified nurse/midwife with a developmental pathway along the continuum of lifelong learning. This enables the Queensland Health nursing and midwifery workforce to be adaptable and respond to the changing demands of delivering high quality healthcare, supporting better health for all Queenslanders.

In 2019, Queensland's Griffith University School of Nursing and Midwifery was ranked 1st in Australia and 4th in the world on the Shanghai Global Rankings of Academic Subjects.

Magnet Program—excellence in nursing

<https://metrosouth.health.qld.gov.au/princess-alexandra-hospital/about-us/magnet-hospital-recognition>

The Princess Alexandra Hospital (PAH) is the first hospital in the Southern Hemisphere to receive the prestigious Magnet designation for excellence in nursing care, an international accreditation by the American Nurses Credentialing Centre. The Magnet Program, awards accreditation based on quality of patient care and providing a supportive environment for staff. The PAH piloted the scheme for Queensland Health and now offers strategic support for other hospitals to integrate the program.

Allied health

Queensland Health employs over 9,000 allied health professionals and technical staff who work alongside doctors and nurses to provide a broad range of diagnostic, technical, therapeutic and direct health services to improve the health and wellbeing of the consumers they support.

Allied health professionals are a distinct group of health professionals who apply their expertise to diagnose, treat and rehabilitate people. Together with a range of technical and support staff they deliver direct patient care, rehabilitation treatment, and diagnostic and health improvement interventions to restore and maintain optimal physical, sensory, psychological, cognitive and social functions.

These health professionals play a vital role in the delivery of services and in assisting HHSs to meet key performance indicators such as shorter wait times for specialist outpatient clinics and reducing the length of emergency department stays.

Queensland offers diploma, undergraduate and postgraduate degree level courses in allied health as well as professional development training for already qualified allied health professionals and technical staff.

Allied Health Rural Generalist Training

www.jcu.edu.au/division-of-tropical-health-and-medicine/research/rural-generalist-program-rgp

James Cook University (JCU) is a leader in the development of rural generalist healthcare services training and has expanded its focus to the development of rural generalist allied health training. The rural generalist medical training equips generalist medical practitioners with an expanded scope of practice to meet the demands of rural and remote service. In partnership with the Queensland University of Technology and Queensland Health, JCU is delivering a professional development program for early career allied health professionals, designed to meet the needs of rural and remote health services.

There is scope to develop rural generalist training programs to be delivered in the Asia Pacific region, where national shortages of qualified health workers are placing increased demand on the health workforce.



The allied health professions include:

audiologists
breast imaging radiographers
clinical measurement scientists and technicians
dietitians/nutritionists
exercise physiologists
leisure therapists
music therapists
neurophysiologists
nuclear medicine technologists
occupational therapists
orthoptists
orthotists, prosthetists and technicians
pharmacists and technicians
physicists (such as radiation oncology medical physicists, nuclear medical physicists, radiology medical physicists and health physicists)
physiotherapists
podiatrists
psychologists (including clinical and neuro-psychologists)
radiation therapists
radiographers/medical imaging technologists
rehabilitation engineers and technicians
social workers
sonographers
speech pathologists

Medical laboratory science

Queensland offers a range of medical laboratory and biomedical science training courses, from certificate through to diploma, associate degree, bachelor's degree, masters and PhD level. Medical laboratory science students go on to work as biochemists, cytologists, hospital scientists, microbiologists, molecular diagnostics, pathology scientists and research scientists.



Queensland Health professional development services

While the majority of Queensland's professional development training is provided by universities and in public hospital and health services, Queensland Health can provide direct training via the Centre for Leadership Excellence and the Clinical Skills Development Service.

Centre for Leadership Excellence

<https://clinicalexcellence.qld.gov.au/about-us/what-we-do/centre-leadership-excellence>

The Centre for Leadership Excellence builds leadership capability in executives and supervisors to support organisational change. The centre is a national leader in health industry leadership development. It focuses on clinicians who impact organisational culture and provides transformational programs targeted at clinical groups including medical, nursing, midwifery and allied health staff. Over five years, the initiative has taught approximately 19,000 Queensland Health staff including 500 executives.

Clinical Skills Development Service (CSDS)

<https://csds.qld.edu.au/>

CSDS is Australia's largest provider and network of healthcare simulation and offers a range of contemporary and immersive learning experiences for every clinician's need. Located at the Royal Brisbane and Women's Hospital, the facility delivers services across Queensland to enhance clinical skills with 27 session rooms, laboratories, an operating theatre, hospital ward and an innovation hub.

Digital hospitals

A digital hospital is highly connected, with interactive digital information systems which support precise, informed treatment of individual patients/clients while enabling optimally efficient use of infrastructure.

Queensland's digital hospitals are providing highly connected and interactive models of care that support personalised, precise and well-informed treatment of patients across care settings and teams. This means improved safety, quality of care and faster treatment for patients.



As of October 2019, Queensland Health has 14 fully operational digital hospitals and is on track to deliver digital hospital capability to 27 sites by June 2021.

Digital hospital case studies:

Princess Alexandra Hospital

The Princess Alexandra Hospital (PAH) is a large tertiary healthcare centre in Brisbane, with over 100,000 patient admissions and 60,000 emergency department patients annually. The hospital is one of Australia's leading research health centres and provides acute medical, surgical, mental health, cancer, rehabilitation and allied health services.

The first in Australia, the PAH is a fully digital hospital using the Queensland-wide Integrated Electronic Medical Record (ieMR), including electronic medications management and functionalities for anaesthetics and clinical research. All aspects of delivering clinical care at the PAH are electronic.

Gold Coast University Hospital's Management Information System (MIS)

A Gold Coast University Hospital project team developed, tested and successfully implemented the Management Information System (MIS), a technology system which is helping to reduce elective surgery waiting times across the state.

The system allows clinicians and administrators to view detailed information about patients on their waiting lists through the MIS Elective Surgery Waiting List and Elective Surgery Risks and Projections applications.

Clinicians can easily see which patients need to be seen as a priority and service directors have a clear set of data with which they can discuss waiting times, helping to improve clinical engagement.

The system is updated daily and provides doctor-level trend analysis, future risk and project analysis and the automatic identification and display of cohorts of patients who need to be treated to meet clinically recommended times.



Queensland's pre-hospital health services

Retrieval Services Queensland

Retrieval Services Queensland (RSQ) delivers all statewide retrieval services and coordinates Queensland Health's aeromedical responses to multi-casualty incidents and disasters in conjunction with other Government agencies.

RSQ works with the Queensland Ambulance Service, other retrieval service operators including the Royal Flying Doctor Service, LifeFlight and NeoResq – a dedicated service to transport premature and critically ill babies to life-saving treatment.

RSQ is responsible for the coordination and clinical governance of over 20,000 referrals for advice and patient transport every year, across multiple aviation platforms and road ambulance.

Queensland's aeromedical system model is regarded as a best practice model, with strong interest from other Australian jurisdictions and internationally.

The Royal Flying Doctor Service

The Royal Flying Doctor Service (RFDS) is one of the largest and most comprehensive aeromedical organisations in the world, providing extensive primary health care and 24-hour emergency service to people over an area of 7.69 million square kilometres.

Delivered by a dedicated team of professionals, using the latest in aviation, medical and communications technology, and supported by a vast number of volunteers and supporters, the RFDS is vital for those that live, work and travel in rural and remote Australia.

LifeFlight

LifeFlight, a fully integrated aeromedical service provider, is a world leader in aeromedical care and Australia's most diversified service with both a fixed and rotary wing fleet. LifeFlight provide emergency, lifesaving medical treatment to seriously ill and injured patients around Australia and the world. Queensland's rural and remote communities rely on its helicopters to bring the hospital to them.

LifeFlight is a Registered Training Organisation and can provide training specially tailored to an organisations needs, either on or off campus.



Partner with us

Queensland Health, through the Health Innovation, Investment and Research Office, is looking for opportunities to collaborate with government agencies, industry, education and research institutions to expand our vibrant health sector to improve the wellbeing and healthcare of Queenslanders.

Our tailored leadership and/or professional development training programs consist of lectures, site visits, workshops and networking events. Come to Queensland for your health workforce education and you will get firsthand experience of our world-class healthcare system.

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