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*This is a 'keeping connected' initiative of 'Advancing health service delivery through workforce': A strategy for Queensland 2017-2026*

Included in this issue:

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

## Articles of interest

### Transitioning from university to postgraduate medical training. A narrative review of work readiness of medical graduates

Despite work readiness being considered a key graduate outcome it has remained poorly defined. Drawing on over two decades of research this paper provided a narrative review to give an insight into what constitutes work readiness of medical graduates. Results identified the six themes of Confidence; Reflexivity; Capability; Responsibility; Context and Resilience as key contributors to the work readiness of medical graduates.

Results indicated that new interns were generally well prepared to handle simple rather than complex clinical situations. Teaching and learning approaches were reported to positively influence work readiness with opportunities for informal learning and reflexivity associated with improved preparedness. Interestingly, self-confidence peaked at the start of the intern year and then declined over the first year of practice.

This paper provided a comprehensive analysis of the work readiness literature with key themes related to the individual as well as the workplace environment. Workplaces should aim to create authentic learning opportunities for students to take on gradual clinical responsibilities.

[Find out more](#)

### Interventions for health workforce retention in rural and remote areas a systematic review

This review sought to examine the quantifiable association between interventions to retain health workers in rural and remote areas of high-income countries and workforce retention. Interventions examined included Educational Interventions; Regulatory Interventions; Financial Incentives and Personal and Professional Support.

Strong evidence is provided in this study to show a correlation between educational interventions, specifically educational

pathway factors and retention of the workforce in rural and remote areas. Results can also provide confidence to policy makers that selecting students from a rural background with the specific intention of preparing them for rural practice, contributes to future retention of the rural workforce.

A limitation to this study is that it focuses heavily on interventions for retaining medical professionals and further research is needed on the retention of nurses, allied health and other health professionals in rural areas.

[Find out more](#)

### Cultural respect in midwifery service provision for Aboriginal women: longitudinal follow-up reveals the enduring legacy of targeted program initiatives

This follow up study sought to examine the impact of an Indigenous Health and Culture university subject combined with a rural practical placement in Ngaanyatjarra Lands, WA . The study included a group of midwifery students who originally participated in the same study between 2012 and 2014.

The introduction of this compulsory unit has resulted in study participants having increased knowledge, positive attitude and improved critical thinking. It provided valuable insights around the impact of isolation on health service delivery to Aboriginal women, the strength of cultural pregnancy and birthing traditions and the importance of sensitive communication. The three themes of empathy and relationship building; apprehension and anxieties and organizational initiatives and constraints emerged from this follow up study.

This study provides encouraging evidence that gains derived from well designed and delivered Aboriginal and Torres Strait Islander content in midwifery programs can have a lasting and positive impact on maternity services provided to Aboriginal women.

[Find out more](#)



## The changing demographic of orthotist/prosthetist workforce in Australia 2007, 2012 and 2019.

Like many of the smaller Allied Health professions in Australia, Orthotist/Prosthetist workforce data is not readily available. Through the utilization of data from the Australian Orthotist Prosthetist Association the aim of this study was to update the workforce demographic data for the profession through the comparison of demographic data from 2007, 2012 and 2019.

Results indicated the orthotist/prosthetist workforce increased by 90% per 100 000 population between 2007 and 2019 with overall prevalence at 1.62 practitioners per 100 000 population. Although the increase in practitioners is positive the geographic spread has not improved with nearly half of the workforce still located in Victoria. Between 2007 and 2019 the overall age of practitioners decreased with the attrition of mid-career practitioners deemed the main contributing factor. Gender demographics are consistent with other Allied Health professions where a strong female representation exists.

[Find out more](#)

## A Realist Evaluation of Theory about Triggers for Doctors Choosing a General or Specialist Medical Career.

Many countries including Australia are training more doctors than ever before, and with an expected shortage of generalists into the future there is a lack of theory about what drives choice to be a generalist or specialist doctor. University of Queensland researchers conducted a realist evaluation to develop a theory regarding the process of choosing a general or specialist medical career.

Career choice drivers were identified and broken down into eight decision making mechanisms which were categorized as being environmental: professional or non-professional in nature. To attract more medical practitioners towards a generalist career, factors such as connecting to a community and role models would need recurrent funding to help override the stimuli which can lead to specialist career choices.

The findings from this study will provide an avenue for tailoring medical education and post graduate work programs, as well as selecting and mentoring students and junior doctors with interests and attributes.

[Find out more](#)

## Events

### 2022 Frontline Mental Health Conference

14 – 15 March 2022

Gold Coast

[Find out more](#)

### International Conference on Digital Health and Wellness

24 – 25 February 2022

Sydney

[Find out more](#)

### Australian College of Perioperative Nurses Conference 2022.

19 – 21 May 2022

Gold Coast

[Find out more](#)

## Food for thought

**Incredibly stressed: how the pandemic is affecting the health workforce and service delivery.**

<https://www.croakey.org/incredibly-stressed-how-the-pandemic-is-affecting-the-health-workforce-and-service-delivery/>

**National Nursing and Midwifery Digital Health Capability Framework**

[https://www.digitalhealth.gov.au/sites/default/files/2020-11/National\\_Nursing\\_and\\_Midwifery\\_Digital\\_Health\\_Capability\\_Framework\\_publication.pdf](https://www.digitalhealth.gov.au/sites/default/files/2020-11/National_Nursing_and_Midwifery_Digital_Health_Capability_Framework_publication.pdf)

**Evolving Australia's Medical Workforce**

<https://bluenotes.anz.com/posts/2021/06/anz-melbourne-institute-healthcare-gps-medical>

**PODCAST: Maldistribution of Australia's rural medical workforce, with Prof Jennifer May and Prof Anthony Scott.**

<https://www.mja.com.au/podcast/215/1/mja-podcasts-2021-episode-26-maldistribution-australias-rural-medical-workforce-prof>

**World first study reveals nurses, allied health workers more likely to take rural jobs if they study there.**

<https://www.monash.edu/medicine/news/latest/2021-articles/world-first-study-reveals-nurses-allied-health-workers-more-likely-to-take-rural-jobs-if-they-study-there>

## Contact

We welcome your comments and contributions.

Please contact us at

[healthworkforce@health.qld.gov.au](mailto:healthworkforce@health.qld.gov.au)