Queensland Health

vibe.

Edition 21

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

Building capacity in those who deliver palliative care services to Aboriginal and Torres Strait Islander peoples

Palliative and end-of-life care requires an integrated approach to the provision of treatment and care based on individual cultural needs and preferences. Aboriginal and Torres Strait Islander peoples face many challenges in accessing palliative care and are under-represented in specialist palliative care settings.

The Gwandalan National Palliative Care Project (NPCP) uses co-creation and user-centered design principles to provide capacity-building education and training to those who provide palliative care services to Aboriginal and Torres Strait Islander peoples in a range of settings.

A suite of resources has been developed, including train the trainer workshops and a set of interactive microlearning modules available in English and traditional language to strengthen relationships and deliver culturally responsive care to patients, families, and their communities.

Website: gwandalanpalliativecare.com.au

Find out more

Regionalisation and general practitioner and nurse workforce development in regional northern Australia: Insights from 30 years of census migration data

Health workforce policy since the 1980s has increasingly focused on regions growing their own pools of health professionals. This research uses 30 years of Census migration data to model changing patterns of migration in northern Australia.

The paper hypothesises that the effectiveness of regionalisation should be reflective in an increased net flow of GPs and nurses from the northern cities to the regions.

While population in the regional north decreased over the time period by 6%, the GPs and nurses increased substantially (86% and 51%). Both the northern cities and regions had a decrease of Australian-trained workforces and an increase of workforce from outside of Australia. International migration has been the primary driver of growth with some evidence of success in increasing 'home grown' nursing and GP workforces. However, home-grown workforce is insufficient to meet the demand in the regional north.

Find out more

Allied health assistants' perspectives of their role in healthcare settings: A qualitative study

While the health assistant workforce is growing, it is not being utilised to its full potential in many health care and social settings due in part to inconsistent delegation and limited opportunities to practice to full scope.

This study was conducted in Victoria with 13 hours of data collected through interviews over a period of six months in 2021. It explores the contextual factors that shape AHA roles in healthcare from the allied health assistant perspective.

Insights may inform initiatives to better support the role, including ulitisation, working to full-scope, education pathways for advanced skills, and career opportunities.

Find out more

A narrative review of factors influencing peer support role implementation in mental health systems: Implications for research, policy and practice

The peer support worker plays an important role in the mental health system but there is evidence it is being underutilised in Australia and other similar health systems internationally.

This paper provides a synthesis of literature on factors that influence the peer support worker role in mental health systems.

The findings of the study are presented in three levels of analysis showing the multilevel factors that influence the implementation of the role into the mental health system. Influencing factors at the macro level include socio-cultural, regulatory, economic; at the meso level include organisational culture, leadership, change management and HR policy; and at the micro level include team relationships, and wellbeing.

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With the increasing need for mental health workforce roles, this study provides a basis for discussion which may influence future policy and practice approaches.

Find out more

Nursing in a different world: Remote area nursing as a specialist-generalist practice area

The number of health practitioners per 100,000 of population decreases with remoteness. However, the FTE of nurses is higher per population than in metropolitan areas, primarily due to population dispersion. Nurses working in rural and remote areas often have broader scopes of practice due to the lack of other health practitioners such as GPs, paramedics, and allied health professionals.

This study focuses on one key finding of a broader study of primary health care nursing practice in remote settings. In this paper, remote area nursing is explored and argued that it is different from other nursing roles, with specialist skill sets, with support for the classification of remote area nursing as a specialty practice area.

Nurses working in remote areas often feel they are unprepared educationally and clinically for remote environments and need support and time to grow and adapt. The study recommends further research to articulate the contemporary scope of practice of remote area nurses to differentiate their role from that of nurse practitioners.

Find out more

Leave events among Aboriginal and Torres Strait Islander people: a systematic review

Aboriginal and Torres Strait Islander peoples have disproportionately higher levels of discharge against medical advice (DAMA) than other Australians and this is a public health concern. In 2015-2017, 19,900 DAMA for Aboriginal and Torres Strait Islanders were reported in Australia.

A systematic review was conducted to explore the causes of leave events and strategies to reduce them. 10 studies and reports were used in this study with data from several Australian states and territories.

The review focused on patient characteristics and found that DAMA occurs more often among young male Aboriginal and Torres Strait Islanders living in low socioeconomic areas.

The review identified gaps within the Australian health care delivery associated with DAMA. An increase of Aboriginal and Torres Strait Islander people within the health workforce would reduce these events, and better decision-making partnerships with Aboriginal and Torres Strait Islander peoples are required to meet the cultural and health needs of local communities.

Find out more

Events

iDEA 2022 conference
2 – 4 September 2022
Melbourne
Find out more

Indigenous Wellbeing Conference
24 - 25 September 2022
Adelaide
Find out more

Nextcare Health Conference
8 - 9 November 2022
Brisbane
Find out more

SARRAH Conference
15 – 16 November 2022
Online
Find out more

Food for thought

Planning for the healthcare workforce of the future

https://www.pwc.com.au/health/health-matters/workforce-healthcare.html

Ripple effects: integrating international medical graduates from refugee backgrounds into the health system in Australia

https://gh.bmj.com/content/7/4/e007911

Our Future World – Global megatrends impacting the way we live over coming decades

https://www.csiro.au/en/research/technology-space/data/Our-Future-World

2021 AMA Specialist Trainee Experience Health Check

https://www.ama.com.au/articles/2021-ama-sthc-report

ABS: Census Community Profiles (Tool) 2021

https://www.abs.gov.au/census/find-census-data/search-by-area

ABS: Maternity models of care in Australia (2022)

https://www.aihw.gov.au/reports/mothers-babies/maternity-models-of-care/contents/about

Contact

We welcome your comments and contributions. Please contact us at healthworkforce@health.qld.gov.au