

vibe – /vɪb/ *noun*: the mood or character of a place or situation; *slang*: a flavour

Welcome to vibe! Keeping you up to date with the latest developments on health workforce matters. Vibe offers you a 'flavour' of topical health workforce information, events, insights, and trends in workforce planning.

Included in this issue:

- peer-reviewed articles of interest
- workforce planning-related events
- a case study on rural and remote workforce planning in Far North Queensland
- links to opinion pieces

Articles of interest

Deloitte: 2016 Global health care sector outlook

Battling costs while improving care

Across the globe, governments, health care providers, insurers, and consumers are engaged in a persistent tug-of-war between competing priorities: meeting the increasing demand for health care services and reducing the rising cost of those services.

Global expenditure on health care continues to rise, with projections of an average 4.3 percent growth in spending during the period 2015-2109. The amount spent on health care, as a percentage of global GDP, is expected to be 10.1% by 2019. There is mounting pressure to reduce costs, while improving value and efficiency.

This report examines five leading factors which will influence health care costs: demographics, finance, operational, innovation and regulatory compliance

Read the full report by Deloitte to learn about the trends impacting the global health care sector in 2016 and some suggested considerations for stakeholders.

[Link to article](#)

CSIRO Publishing: Australian Health Review

Organisational benefits of a strong research culture in a health service: a systematic review

This study looked at whether there is an association between having a strong research culture in a health service and better organisational performance.

A review was undertaken of studies conducted to see if research activities distract from clinical care, reduce efficiency and productivity or whether a strong research culture leads to a more stimulating workplace that better retains staff, improves patient flow and clinical outcomes and enhances service delivery.

Results indicate that a stronger research culture appears to benefit patients, staff and the organisation as a whole.

[Link to article](#)

Deloitte: Rewriting the rules for the digital age

2017 Deloitte Global Human Capital Trends

Organisations face a radically shifting context for the workforce, the workplace, and the world of work. A Deloitte survey of more than 10,000 business and HR leaders from 140 countries reveals ten areas for businesses to focus on to better organise, manage, develop, and align people at work.

While individuals are quick to adapt to rapid advances in technology, organisations move at a much slower rate. Many still retain industrial age structure and practices that have long been outdated. Governments move at an even slower rate, therefore public policy issues such as inequality, unemployment, immigration and trade are not keeping pace and often only change after years of public debate.

It is suggested that these gaps are creating opportunities for organisations and individuals to adapt to technology, new models of work and encourage positive change in society, regulation and public policy.

[Link to full report](#)

Oxford Economics: When the walls come down

How smart companies are rewriting the rules of the open workplace

While open-plan offices aim to encourage collaboration and a collegial workplace culture, a recent study shows these could be killing productivity. Oxford Economics surveyed more than 1,200 executives and employees from a range of industries around the world, including Australia, about what works for employees – and what doesn't – in open-plan layouts.

Results show that noise and distraction, technology integration, and after-hours work are bigger issues for employees than most executives realise and can have a detrimental impact on productivity and employee satisfaction.

[Download the report](#)

Nuffield trust: Shifting the balance of care

Nuffield Trust is an independent health charity that aims to improve the quality of health care in the United Kingdom by providing evidence-based research. Extensive literature reviews, randomised controlled trials and other systematic reviews were analysed to assess whether moving care out of hospitals would save money, whilst improving population health and the quality of patient care. Results support that while out-of-hospital care may be better for patients, it is unlikely to be cheaper in the short to medium term.

[Link to full report](#)

Events

2017 BiG Network Conference - Re-Imagining Public Work

The future of leadership, innovation and pride in the Queensland public sector.

31 October – 1 November 2017

Brisbane Convention and Exhibition Centre

[Find out more](#)

11th Annual workforce planning for healthcare summit 2017 – Sydney

28-29 November 2017

Novotel Sydney Central, Sydney

[Find out more](#)

Case study

Australian Journal of Primary Health, 2016: Regional health workforce planning through action research: lessons for commissioning health services from a case study in far north Queensland

Building a skilled and sustainable health workforce in rural and remote areas is a significant challenge for health service providers. Traditional health workforce planning is often reactive and assumes that current patterns of health care use will continue. This case study from far north Queensland is a good example of how collaborative workforce planning processes can accurately model current and projected local workforce requirements.

[Link to full report](#)

Food for thought

This section offers recent opinion pieces, providing food for thought on current workforce issues.

The value of a university degree

<http://www.abc.net.au/news/2017-04-18/why-top-companies-are-ditching-degree-requirements-for-some-jobs/8449236>

How Aboriginal midwives are making a difference in our health services

<http://www.smh.com.au/national/health/terrified-they-will-take-their-babies-aboriginal-midwives-break-cycle-of-distrust-in-health-services-20170422-gvq75x.html>

The neurochemistry of positive conversations

<https://hbr.org/2014/06/the-neurochemistry-of-positive-conversations>

Why happy employees are 12% more productive

<https://www.fastcompany.com/3048751/happy-employees-are-12-more-productive-at-work>

How to avoid losing in the competitive 'future of work'

<https://readwrite.com/2017/07/31/how-avoid-losing-competitive-future-work-il4/>

Contact

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