

## Articles of interest

### WHO: Health workforce and labour market dynamics in OECD high-income countries.

#### A synthesis of recent analyses and simulations of future supply and requirements

The purpose of this study was to conduct a comprehensive review of available data regarding planning for human resources for health (HRH) for high income OECD countries, and to help develop a global HRH strategy.

Research included over 200 peer-reviewed literature articles and searches of key HRH websites from target countries over the last ten years.

A methodology to estimate future HRH requirements for these countries was able to be developed, based on a number of key themes and trends along with any identified gaps.

[Link to report](#)

### Australian Health Review: It's more than money. Policy options to secure a medical specialist workforce for regional centres

While a significant number of Australians live in regional centres, there has been limited research about workforce supply issues and long-term service requirements.

Sixty-two resident specialists over four regional centres were interviewed to ascertain what key factors were important to them when deciding on their location of practice. A number of those factors, some of which are modifiable, can be targeted through various recruitment initiatives.

Policy makers need to work in collaboration with regional communities and specialist colleges to ensure the long-term viability of both the regional centre and surrounding catchment areas.

[Link to report](#)

### Literature review: Why do we continue to lose our nurses?

The World Health Organisation predicts there will be a shortage of 9 million nurses worldwide by 2030. In Australia, the shortfall is estimated to be 109,000 by 2025.

Shortages in the nursing profession have been widely documented and this has been an ongoing global issue for the last ten years.

The purpose of this report was to identify the factors that contribute to nurses leaving the profession.

The report looks at organisation and individual factors that influence those leaving the profession, and provide recommendations in order for organisations to retain their nurses.

[Link to report](#)

### IJIC: Developing a competent workforce for integrated health and social care. What does it take?

The International Journal of Integrated Care (IJIC) is an online, open-access, peer-reviewed scientific journal that publishes original articles in the field of integrated care.

This IJIC report looks at what workforce competencies, both technical and behavioural, are needed to deliver integrated health care services and whether current education and training practices are adequate to develop those competencies.

This report suggests that integrated care is more likely to succeed if students are taught the necessary skills, knowledge and attitudes early in their professional education and continue to build on them throughout their professional development.

[Link to report](#)

## Contact

We welcome your comments and contributions. Please contact us at [healthworkforce@health.qld.gov.au](mailto:healthworkforce@health.qld.gov.au)

## Flexible, capable, adaptable: A dynamic allied health workforce

In response to increasing requests for flexible work arrangements, an Australian metropolitan health service developed two separate evidence based frameworks to assess and implement flexible work requests. The first decision making framework provides an equitable and transparent methodology to assess the feasibility of the request, and the second framework was designed to guide managers on how to support staff to ensure successful implementation of the request.

Research included a literature review and environmental scan, a root cause analysis and staff surveys. The report also includes a number of opportunities and benefits for flexible work arrangements.

[Link to report](#)

## From the archives

### CEDA: Australia's future workforce? June 2015

CEDA (the Committee for Economic Development of Australia) reviewed contributions from over 25 leading researchers, thinkers and practitioners to identify what factors will have the most influence on Australia's future workforce. With the rapid change in technology over the last 20 years likely to continue, a significant number of current jobs will no longer exist in 20 years' time.

Modelling used in this report suggests that almost five million Australian jobs – around 40% of the workforce – are likely to be replaced by computers within the next 10-15 years. An additional 18.4% of the workforce has a medium probability of having their roles eliminated. Jobs most likely to be replaced by automation include those that involve low levels of social interaction, low levels of creativity, or low levels of mobility and dexterity.

[Link to full report](#)

## Case study

### What does it cost to provide equity of access to high quality, comprehensive primary health care in rural Australia? A pilot study

The aim of this study was to analyse the cost of delivering high quality, primary health care services per capita and per consultation costs across different geographical locations.

A data collection tool was developed and piloted across seven primary health care practices. The results showed a wide variation in costs and there were several issues that need to be addressed in order to effectively benchmark primary health care services.

[Link to article](#)

## Events

### 2018 Australian Healthcare Week

Be part of Australia's largest healthcare event.

21-23 March 2018

International Convention Centre, Darling Harbour, Sydney

[Find out more](#)

### 6th Rural and Remote Health Scientific Symposium

Outback Infront: 20 years of rural and remote health research

11-12 April 2018

Hyatt Hotel, Canberra

[Find out more](#)

### 15th WONCA World Rural Health Conference

26-29 April 2018

India Habitat Centre, New Delhi, India

[Find out more](#)

## Food for thought

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

### Infections, complications and safety breaches: why patients need better data on how hospitals compare

<https://theconversation.com/infections-complications-and-safety-breaches-why-patients-need-better-data-on-how-hospitals-compare-86748>

### 3 lessons from the most inspiring leader I've worked with

<http://www.revelian.com/blog/3-lessons-inspiring-leader-ive-worked/>

### Closing the Gap: Queensland's positive Indigenous health model eyed for national rollout

<http://www.abc.net.au/news/2017-07-02/closing-the-gap-seq-approach-touted-for-national-rollout/8668734?pfmredir=sm>

### Redesigning work: 4 simple ways to minimise employee stress

<http://www.revelian.com/blog/4-simple-ways-minimise-employee-stress/>

### 7 tips to keep your energy levels high at work

<https://www.intheblack.com/articles/2017/09/01/7-work-energy-tips>