

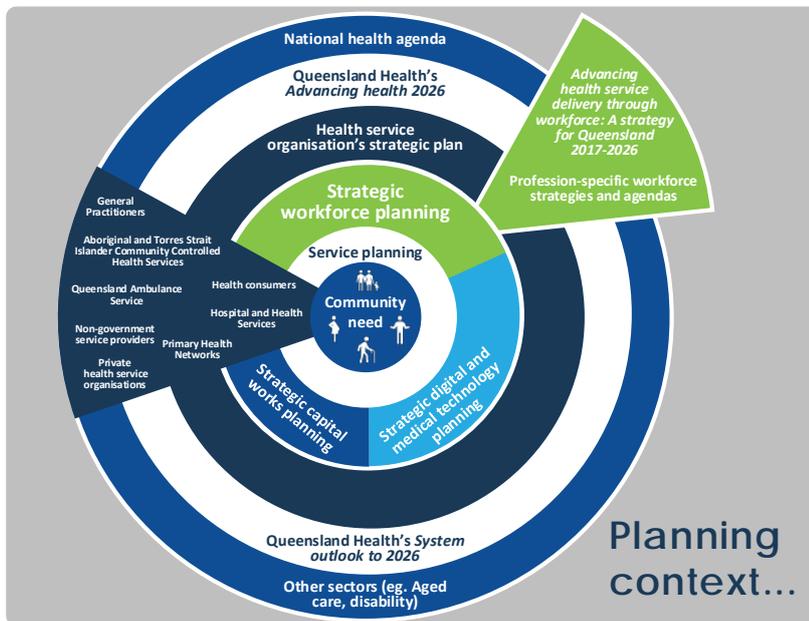
# Factsheet: Planning context

## Strategic health workforce planning framework

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Strategic workforce planning occurs alongside other organisational planning activities, and in the context of the broader health system. This system incorporates a complex network of influences, agendas and stakeholders.

The strategic health workforce planning framework was developed for the health service delivery context in Queensland and the diagram below provides some insights into the many impacts and considerations for strategic workforce planning undertaken in health service organisations in Queensland.



enablers of the achievement of the organisation's strategic and service objectives. The *System Outlook to 2026* identifies clear opportunities in each of these areas to *transform, optimise* and *grow* to deliver better, more efficient and importantly, *sustainable*, services.

At the sector level, the Queensland health system is impacted by the national health agenda pursued through the Council of Australian Governments, as well as the health priorities established by the Queensland government as reflected in *Advancing health 2026*. These priorities guide the delivery of health services in Queensland, and the workforce required to deliver them.

Health service organisation workforce strategies are developed to align with the broader priorities set by the system-level ten-year workforce strategy, *Advancing health service delivery through workforce: A strategy for Queensland 2017-2026*. Profession-specific and functional plans such as the *Medical Practitioner Workforce Plan for Queensland*, the *Rural and Remote Workforce Strategy 2017-2020* and the *Aboriginal and Torres Strait Islander Workforce Strategic Framework 2016-2026* also serve to articulate workforce system strategic priorities.

The evolving service needs of health consumers and communities are at the centre of health service delivery, and health service organisations respond to these through evidence-based service plans. Drawing on partnerships and relationships with health sector stakeholders such as Primary Health Networks, General Practitioners and the Queensland Ambulance Service, these organisations are positioned to develop a strategic plan that can deliver the required health services in the manner envisaged by the business.

In turn, strategic planning for workforce, capital works, and digital and medical technology are critical

Health service organisation workforce strategies should be translated into shorter-term action plans that inform operational workforce plans, and human resource plans and programs. For example, a strategic workforce priority to support the growth of telehealth services may translate into action plans for role or team redesign and capability building, human resource initiatives around attraction, and operational plans to recruit staff. In this way, a well-aligned, high-quality workforce strategy becomes a strong platform for tactical and operational workforce initiatives.

**FACT SHEET:** Refer to the *Strategic Health Workforce Planning Framework Guide* for more information.