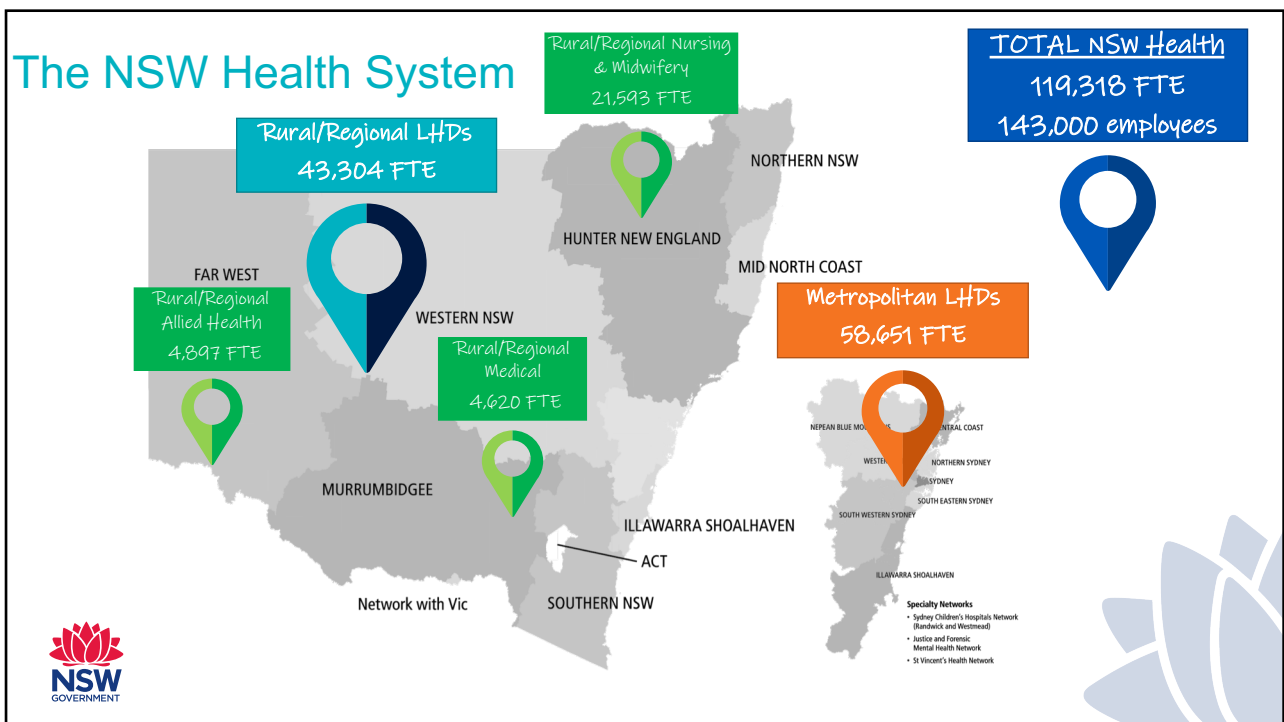


Rural Health and Research Congress
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Finding and keeping rural and regional talent

Questions?
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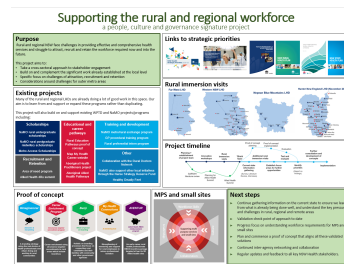
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2

Strategic context

The **Workforce Planning and Talent Development branch** collaborate, develop and lead strategies to improve the workforce and patient experience in NSW Health.



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3

Project aims

A project that seeks to understand specific workforce challenges in rural and regional contexts. Investigating opportunities to support **attraction**, **recruitment** and **retention** for workforce categories in demand in regional, rural and remote NSW.

- Build on and complement significant work already established at the local level
- Engage with multi-agency stakeholders
- Promote collaboration over competition.

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Methodology

Principles

- *Cross-sector engagement*
- *Continuous information gathering*
- *Testing and trialing solutions*
- *Extensive consultation*
- *Building on and supporting existing work.*



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Innovation workshops

- *Cross-agency stakeholders*
 - *Education, Justice, Police, Industry, DPC, local councils and many r.*
- *Disruptive by design process*
 - *Ethnographic information gathering*
 - *Prototyping*
 - *Feedback and ideation*
 - *Design of four potential solutions to pilot*
 - *Pitch to a 'Shark Tank.'*

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Rural Immersion visits

- To gather more contemporary information about the diverse health services in NSW, and in particular understand the unique characteristics of the smaller rural sites
- On these visits we have valued the opportunity to meet with staff at all levels and gain insight into their experiences and perspectives of working rurally.

Western NSW LHD



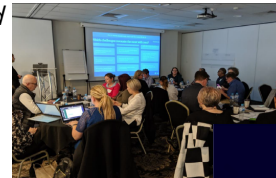
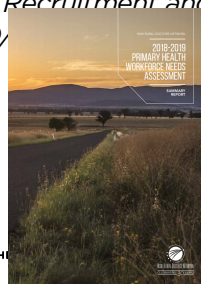
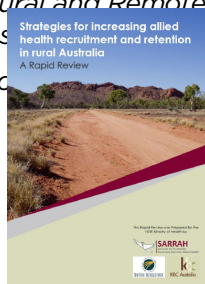
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Allied Health

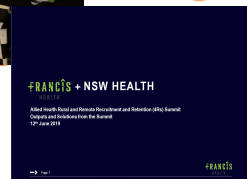
- Emerging issues for allied health horizon scanning and scenario generation reports
- NSW Health Allied Health survey >400 rural allied health professionals regarding attraction recruitment and retention facilitators – majority indicating financial incentives
- SARRAH report – Rapid literature review with opportunities for innovation informed by Rural Doctors Network needs assessment
- Allied Health 4Rs Rural and Remote Recruitment and Retention Facilitators 2019 with national, state and local stakeholders



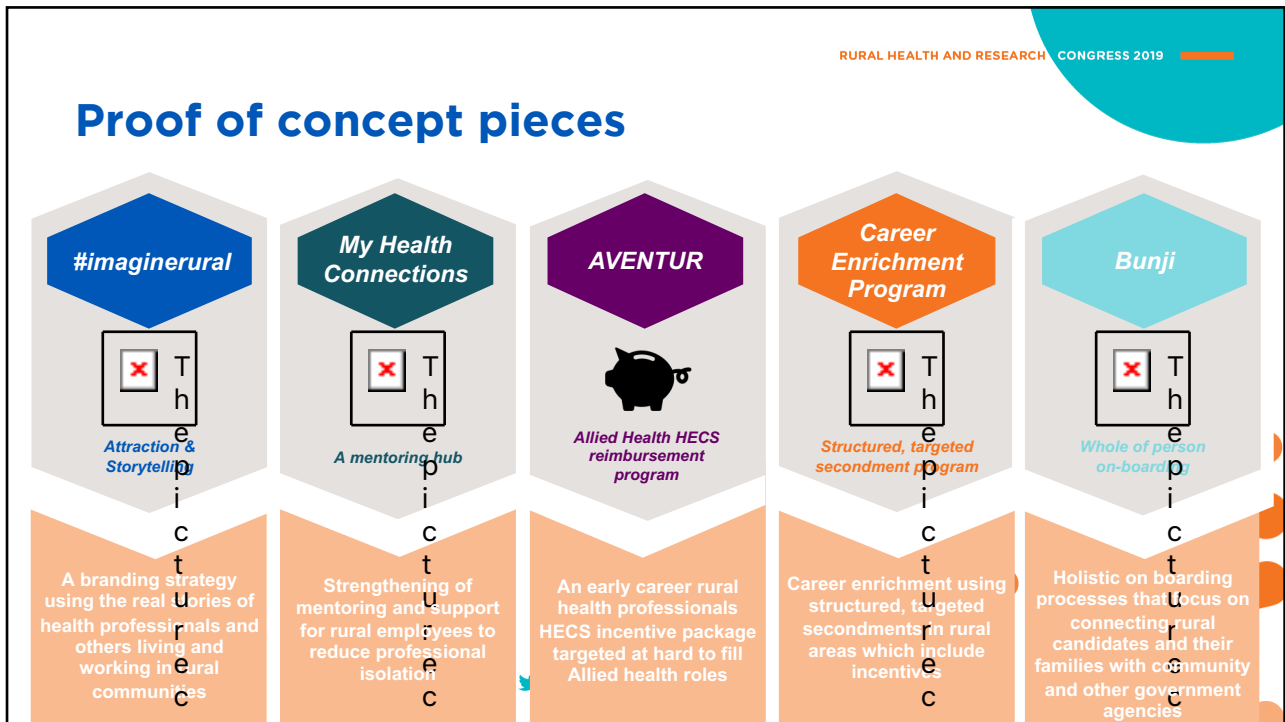
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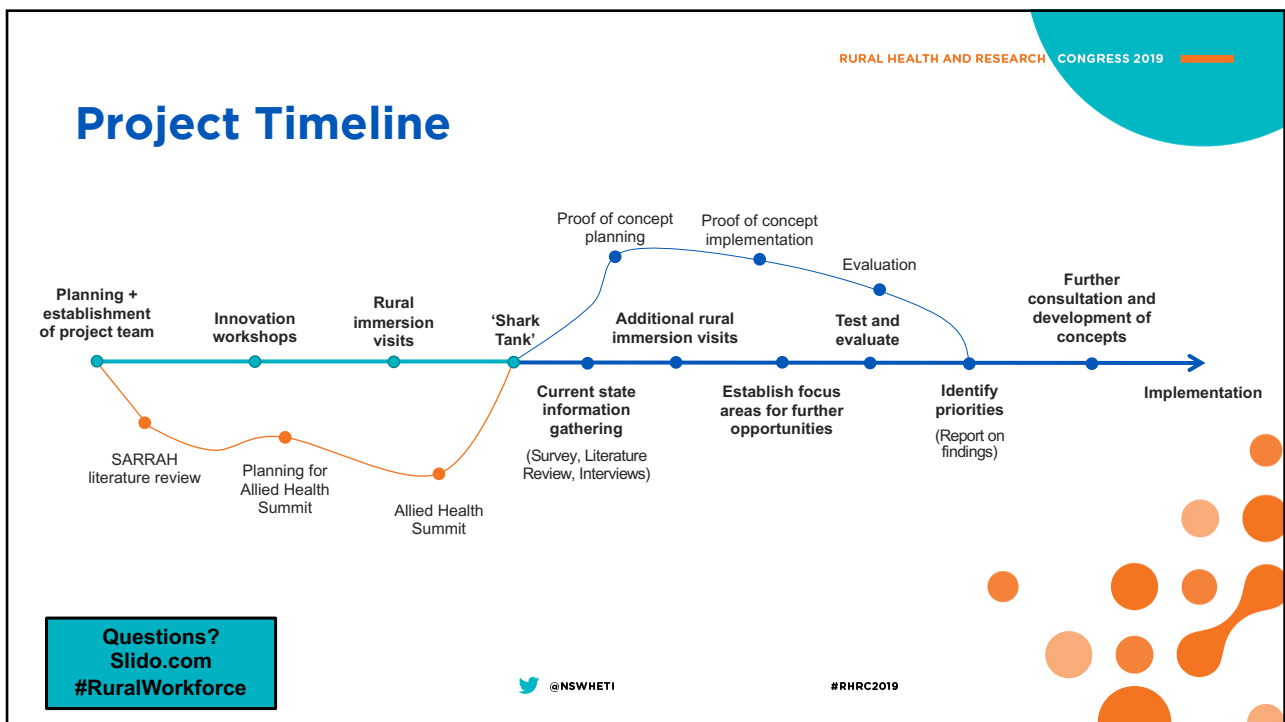
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8



9



10

Continued information gathering

- *Analysis of current state*
 - *Survey*
 - *Literature review*
 - *Stakeholder interviews*
- *The purpose of this is to:*
 - *Identify gaps*
 - *Test and validate current information*
 - *Identify strategies that are working well (to possibly showcase and/or support).*

Key questions

1. What is the Ministry of Health already doing to support the rural and regional workforce?
2. What are the rural and regional LHDs doing to attract, recruit and retain their workforce?
3. Are there any strategies the rural and regional LHDs would like to implement but can't due to limited resources etc.?
4. What are other pillars/agencies doing to support the rural and regional workforce?
5. What are rural and regional health organisations in other jurisdictions doing to address these challenges (interstate and internationally)?
6. What are other organisations (government or non-government) doing to address these challenges for their workforce?

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Next steps



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Group discussion

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- From your perspective what are the **top three workforce challenges** for rural and regional NSW?
- What programs or initiatives have you seen **work well**?
- What would you like to see **done differently**?

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