

RTH Modifications or Innovations Due to COVID

Order	University	Presenter
1	Border (Albury-Wodonga) – UNSW	Phillip Steele
2	North West Tasmania –University of Tasmania	Sarah Jordan
3	Western Victoria – Deakin University	Brendan Condon
4	Goulburn Valley – University of Melbourne	Keryn Bolte
5	Gippsland- Monash	Michael Nowotry
6	North West Victoria -Monash	Janelle Brennan
7	Limestone Coast – Flinders	Vanessa Ryan
8	Southern, Wide Bay & Central - University of Queensland	Tom Doolan
9	Western NSW – University of Sydney	Linda Cutler
10	Far West NSW -University of Sydney	TBA
11	Northern NSW – University of Sydney	Rebekah Carter
12	Regional Training Hub Network WA : UofWA, Curtin University, UofND	Caroline Cutting & June Foulds
13	Northern Territory – Flinders University	TBA
14	Riverina– University of Notre Dame	Fran Trench
15	Clarence Valley/Nowra - University of Wollongong	TBA
16	Eyre Peninsula and Spencer Gulf – University of Adelaide	Dee Risley
17	North West NSW – University of Newcastle	Susan Paul
18	Mid North Coast – UNSW	TBA
19	Murrumbidgee– UNSW	John Currie
20	North, Western & Far North Queensland – James Cook University	Andrea Muller
21	South East NSW – Australian National University	Jennie Gordon

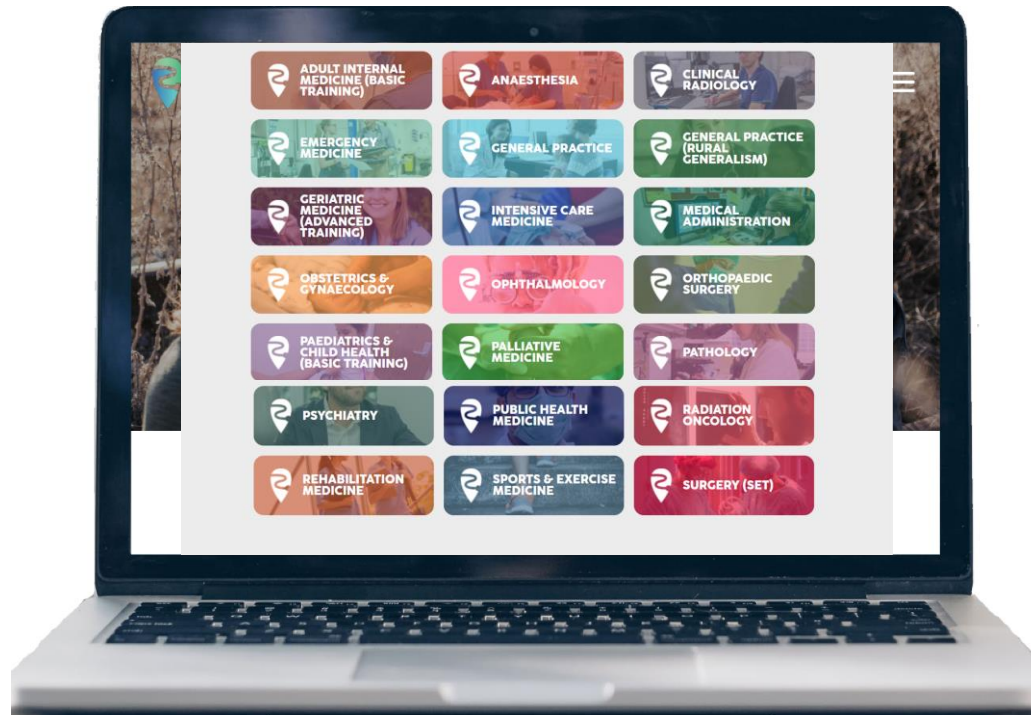
Border Regional Training Hub

The use of technology and online platforms has provided greater reach to our desired audiences

- Blended face-to-face and online events provide the local focus whilst enabling a greater audience to attend.
- Enhanced communication and networking provides opportunities for achieving significant outcomes.
 - The Southern Regional Training Hub Alliance
 - Combined PMCV, Specialist Colleges and SRTHA rural and regional training opportunities event
 - Collaboration and sharing of resources and education events with the local health service-linking in training expertise from local regional training provider, MCCC GP training
 - Potential expansion of SRTHA website to include NSW Hubs

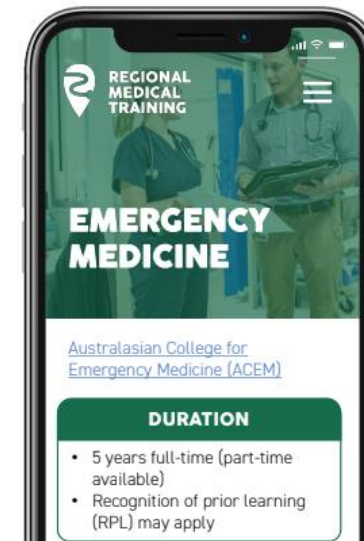


REGIONAL MEDICAL TRAINING



Southern Regional Training Hub Alliance

- Deakin University's **Western Victoria** Regional Training Hub
- Monash University's **North West Victorian** Regional Training Hub & **Gippsland** Regional Training Hub
- The University of Melbourne's **Goulburn Valley** Regional Training Hub
- University of NSW's **Border** Regional Training Hub
- University of Tasmania's **Tasmanian** Rural and Regional Training Hub
- Flinders University's **Limestone Coast** Regional Training Hub



TASMANIAN REGIONAL TRAINING HUB

Looking ahead - What “during COVID” innovations will persist?

Pre-COVID

- 15 Hub events were planned and scheduled
- Many resources had been developed
- Regular interaction was occurring with clinicians, health services and other stakeholders
- Relationships were consolidating and collaborative initiatives were taking shape (e.g. BPT Network, RJDTIF, TRGP, joint workforce planning with DOH)
- Reliable information about local accredited training rotations was being gathered

2019

During COVID

- Team WFH – 3 x part-time administrative/project officers and 1 x part-time Medical Educator
- F2F events cancelled, some via Zoom
- Attention of clinicians, health services and other stakeholders fully directed to COVID-related challenges. **So we ...**
- Focussed on activities better suited to the environment - data collection, database development, web pages, videos, more resources ...
- Maintained a strong relationship with other Hubs (Southern RTH Alliance) and started the RMT website
- Provided some support for the local COVID response

2020

LOOKING AHEAD

- Continued use of Zoom and resultant \$ and time savings
- Continued relationship with Southern RTH Alliance and more joint initiatives
- Tas database will be further developed to monitor actual rural training pathways
- The currency of resources and site content created during COVID will be maintained
- Stakeholder relationships will be more focussed
- Staff are more adaptable to change and more mindful

2021→

Western Victoria Regional Training Hub

COVID 19 adjustments



Alliance meetings online

- No travel time
- Reduced cost
 - *Accommodation*
 - *Meeting space*
- Loss of F2F benefits
 - *Communication*
 - *Corridor meetings*
 - *Networking*

Education moved online

- Courses
 - *TOTR*
 - *Communication skills*
- Variable reception
- Variable facilitation skills
- Increased non-attendance

F2F education disrupted

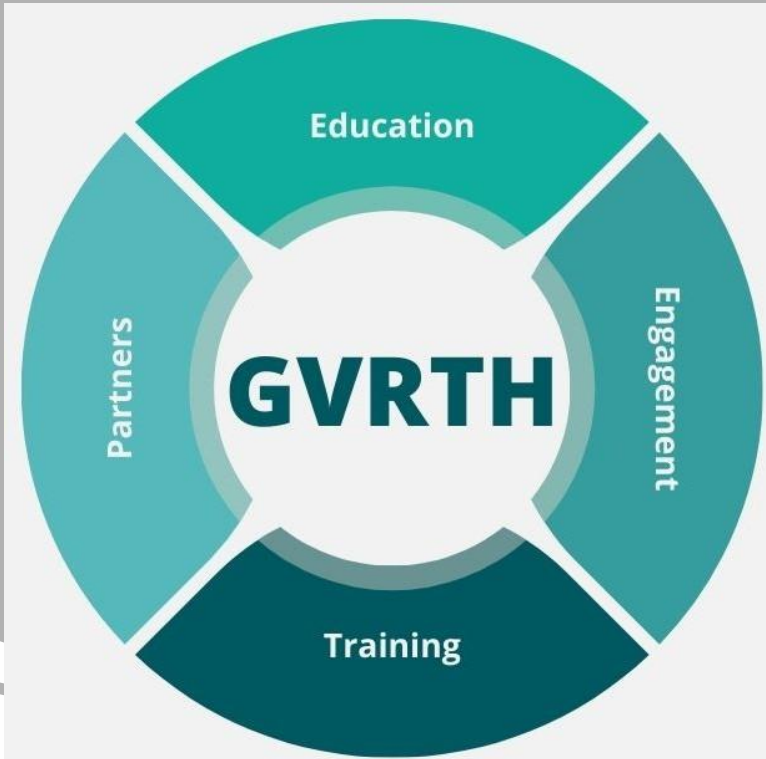
- Simulation training
- Continued planning
- Return to F2F small hospital training planned

DrJuMP

- Mentoring program

GOULBURN VALLEY REGIONAL TRAINING HUB – persisting through COVID

The GVRTH plays a key role in bringing together all the stakeholders involved in specialist training in our regional footprint. The GVRTH is enabling students, interns and trainees to easily access information about training in the region, working to increase the number of funded training positions in the region, building a mentoring program to support medical students, interns and junior doctors by linking them to social and professional support, and working with all health services in the region to improve access to teaching and learning environments.



GVRT Hub activity

We have been able to support Health Services with developing online education resources and promotional videos that highlight rural practitioner expertise as well as training available in our regions.

We have the ability to share education resources across other hubs which has meant an increase in educational offerings.

We have seen an increase in the use of technology which has meant staff and students have developed new skills.

There has been a higher engagement in face to face events as people are keen to start re-engaging with GVRTH and other partners

We have been able to generate even greater collaboration between health services due to the ease of using digital media and we have all got creative with how to connect in ways other than face to face.



Goulburn Valley
Regional Training Hub



GVRTH projects supporting junior doctors and supervisors



Meet, Mingle & Learn.

An event to engage medical professionals and students who are new to the region or considering a move to the region. By partnering with local community groups we are able to facilitate experienced based learning and networking.

Shepparton was the first event in this series, with further events planned for Wangaratta and Echuca.



Training and Development.

Delivering a mix of clinical training and refresher courses such as ALS2 and Ultrasound via health services.

Also delivering interpersonal, communication, supervision and personal development courses both face and face and virtually to develop well rounded doctors who thrive in their medical career.



Collaboration Facilitation.

Promoting the sharing of knowledge and resources between health services and general practitioners to promote best practice and regional opportunities. Working closely with the Southern Regional Training Hub Alliance to create joint projects that highlight the benefits of regional training and work. Partnering with regionally based medical professionals to improve communication and showcase regional expertise.

Contact us

GIPPSLAND REGIONAL TRAINING HUB

MONASH RURAL HEALTH

A/P Michael Nowotny & Dr Gary Campain

Kylie McGowan

BUSINESS AS USUAL

- Rural Résumé Bursary Boost Program
- PGY2 Education Framework
- Working with **Stakeholders**
- Doctor What? Doctor Where? Podcast
- Southern Regional Training Hubs Alliance

COVID 19 IMPACTS

Focus on wellness & wellbeing

- Online & Face to Face: Events
 - Career pathway info, webinars, videos, website
 - Interview tips & CV preparation webinars
 - Supervisor Training & Cultural Awareness courses



VICTORIAN REGIONAL PAEDIATRICS PATHWAY

- Recruiting in 2021
- Pilot program commencing 2022
- Trainees based in Eastern, Northern, Western Vic
- Leadership & governance structures in place
- Trainees selected on rural background & intent
- Will be able to spend half of BPT regionally
- Strongly supported by all stakeholders
- These are not secondment positions



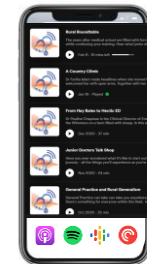
NORTH WEST VIC REGIONAL TRAINING HUB

MONASH RURAL HEALTH

A/P Janelle Brennan

Sophie Burke

- Emphasis on **promotional activity** (Podcasts, Social Videos, SRTHA Website)
- **Rebuilding networks** & support through face to face visits - overcoming isolation
- Mix of **events & training** - both online & face to face
 - **Supervisors Forums & Educational programs**
 - Workforce Ready Webinars
 - Local year level lunches, one-to-one feedback & CV reviews



DOCTOR WHAT?
DOCTOR WHERE?

Stories of Rural
Medicine in Victoria



NORTH WEST VIC REGIONAL TRAINING HUB

- Building local pathways (**Statewide regional ICU with CICM**, Anesthetics, Physicians, Peads)
 - Supporting health services to fulfil **accreditation** requirements (Anesthetics, Primary Care Rotations)
 - Importance of **trainees in regional** as opposed to secondment
 - Specialty specific dinners to leverage regional training outcomes
 - local **Loddon Mallee Victorian Rural Generalist Program** pathways & trainees
- **Resume boosting** activities & partnerships to **create leadership opportunities**
 - **SIPs showcase**
 - **Victorian Regional & Rural Research & Quality Symposium**



Boorong Nation child on the GrainCorp Silos at Sea Lake, Victoria, painted by Joel Fergie (the Zookeeper) & Travis Vinson (Drapl)



Flinders University Limestone Coast Regional Training Hub

What will persist going forward....

- Online option for education & training program
- Monthly wellbeing lunch 'check-ins'
- Preparedness for COVID19 outbreak incorporated into simulation workshops
- Continue to contribute to the Southern Regional Training Hub Alliance



The University of Queensland Regional Training Hubs

Central Queensland, Wide Bay and Southern Queensland

Modifications or innovations introduced due to COVID that continue

Associate Professor Tom Doolan

UQ Regional Training Hubs

Pathways to Rural Medical Careers

- Professional production of 19 specialty videos across the Central Queensland, Wide Bay and Southern Queensland footprint.
- Enhanced specialty videos and social media vignettes to support Specialty Reference Guide information.
- Providing practical information on medical training pathways within the UQ RTH geographic area to support career progression.
- Featuring 11 Registrars/Advanced Trainees and 22 Fellows/Senior Medical Officers.



UQ Regional Training Hubs

Faces of Regional Medicine Campaign

- Profiling regional doctors across 7 specialties (Rural Generalism, General Practice, Anaesthesia, Emergency Medicine, Psychiatry, Public Health and Obstetrics and Gynaecology)
- Informing Junior Doctors, Registrars and Advanced Trainees on career options in regional and rural locations.
- Supporting Hospital and Health Service partners in the attraction and retention of clinicians for competitive positions.



UQ Regional Training Hubs

Career Champion Program

- Increased career guidance and support services for medical students and junior doctors
 - Career Champion Program
 - Expanded Mentoring Program
 - In Wide Bay all interns in the region allocated to a mentor
 - accommodated requests from RMOs seeking Mentorship.



Initiatives Modified due to COVID-19	Impact of COVID-19 and outcomes	Future plans
Scholarships	Revised guidelines	Will retain subject to review
Medical Career Workshops	Move from F2F to virtual	Will retain a mix of modalities
Rural Preferential Site Showcase and Intern information sessions	Enabled a state-wide approach for NSW	Most likely retain with some local F2F
Rural Health Career Symposium-joint rural health club approach	minor– held F2F week prior to shutdown in 2020 and week after changes 2021	Possible mix of F2F and virtual platform
Graduate Cert. in Clinical Teacher Training	Move to online modules for all of course	Will continue
Individual career planning sessions	Move to zoom	Will offer a mix in future
Rural Generalist Workshop	Move to zoom	Will retain ? A mix of modalities
Accreditation of Advanced Training Posts	Postponed due to COVID-19	

Western NSW Regional Training Hub

University of Sydney, Rural Clinical School Dubbo/Orange



FAR WEST NSW

University of NSW



Silver Linings: Embracing Unexpected Change

Northern NSW
Regional Training Hub

Presented by
Rebekah Carter



THE UNIVERSITY OF
SYDNEY



University Centre for
RURAL HEALTH
education • research • workforce



Modifications or innovations introduced due to COVID that Hubs will persist with in 2021 and beyond – NNSW Regional Training Hub

Our Hub is instrumental in the day-to-day delivery of all College (Vocational) and Prevocational Pathway education and training.

COVID forced massive and unexpected change over a space of mere weeks.

Before

- Face to Face Engagement
- Physical attendance
- Sign on sheets
- Daily and weekly check-ins with our doctors in training
- Constant physical presence
- Always “right there” for our doctors in training, this was one of our strengths

During

- Everything stopped!
- Then we realised it couldn't just stop forever
- Massive transformation
- No ideas were off limits
- We pivoted real change within 2 weeks
- Our doctors in training were instrumental in us achieving this

After

- There's a real place for face-to-face
- There's a real place for virtual
- There's a real *benefit* in having a clever, proactive team that can blend both and hold that space well for our doctors in training
- Still “right there” for our doctors in training, still a strength



Hospital-Based Medical Education Registrars

What's in it for RTHs?

- FACEM Trainee
- GP Registrar
- Peer mentoring
- Inter-professional education

HEALTH PROFESSIONALS NETWORK

Bringing The Regional WA Workforce Together

- Maldistribution of health professionals
- Jointly funded
- Upskilling, networking and collaboration

7

HPN

5 networks launched.
The Kimberley and Great
Southern networks delayed
due to COVID-19



Collaborations



Specialist Networks



Doctors In Training



Student Engagement

Flinders NT Regional Training Hub

Innovations Continuing into the Future



Webinar Series- 2021
focus on NT training and
workforce opportunities



NT Medical Career Expo-
20 May 2021



Doctors for the NT



Remote and Rural Junior
Doctor Specialist Training
Forum- 18 May 2021





INNOVATIONS & MODIFICATIONS 2020	2021 AND ONWARDS
VIRTUAL RURAL CAREERS WORKSHOP WITH RDN HETI & USYD RTH	EXPANDED TO ALL NSW RTHS IN 2021
ON-LINE LOCAL INTEREST GROUP EVENTS	HYBRID OF VIRTUAL & FACE TO FACE FOR FUTURE
VIRTUAL CUSTOMISED CAREER YARNS & GUIDANCE	EXPANDING - HIGH & PRE-MED & MEDICAL STUDENTS & JMOS
SPECIALIST COLLEGE, RTO & LHD WORKING GROUPS	CLOSER INVOLVEMENT WITH MLHD GRIFFITH FACE TO FACE SUPPORT
ZOOM MEETINGS, WORKSHOPS	ZOOM MEETINGS, WORKSHOPS
STUDENT SERIES DESTINATION MEDICINE[©]	EXPANDING. THEMATIC ANALYSIS & PUBLICATION OF RESULTS
REVIEW OF RRTTH FUNCTIONS	REDUCED FULL-TIME EO SUPPORT PLANNED INC TO MO SUPPORT



2021 AND ONWARDS

**COLLABORATION WITH KEY STAKEHOLDERS TO BUILD INTEGRATED
CULTURAL FLUENCY IN REGION**

DEVELOPING DIGITAL HEALTH & TEACHING SKILLS FOR SUPERVISORS

**ADDITIONAL CLINICAL LEADERSHIP RESOURCES FOR RRTH PLANNED
DURING 2021**

**FUNDING & APPOINTMENT
RURAL GEN SURG NEW FELLOW
GRIFFITH**

*Digital event for local Psych
Interest Group*



U

O

W

Clarence Valley and Shoalhaven



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AUSTRALIA

Clarence Valley

- Increase in vocational accredited training capacity from 4 in 2017 to 18 in 2021 (14 filled)
- Highest intake of speciality, RG and GP registrars to the region with 10 new registrars in 2021
- Recruited the first GP proceduralist to the GBH emergency department in 2021
- Uniquely positioned with MM3, MM4, MM5 zones and AMS presence in the footprint that enabled the establishment of a 3 year Rural Generalist pathway
- Successfully recruited an orthopaedic registrar, retained 3 of the 2020 ACRRM registrars and supported a 2020 locum to transition to ACEM basic trainee position
- 2022 will see an ACRRM PRRT registrar position at Maclean District Hospital.
- Maclean District Hospital will also see targeted recruitment to increase training opportunities for rural generalist trainees

We are recruiting, training and retaining for our region.



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OF WOLLONGONG
AUSTRALIA

Shoalhaven

- The Shoalhaven Region has seen the highest intake of specialty, rural generalist and SRMO trainees to the region with 6 (5 ED / 1 Palliative Care) new registrars commencing in Feb 2021
- The region has also retained a rural generalist who is continuing their training in anaesthetics
- Presentations, individual pathway mapping and mentoring is provided to students by the SRTTH during their undergraduate training outlining the opportunities in the region
- Establishment of ACRRM emergency medicine VMO position at Shoalhaven Hospital to assist with training, mentorship, supervision and expansion of RG training program for the region



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OF WOLLONGONG
AUSTRALIA

Adelaide Rural Clinical School

COVID changes which are keepers



Our second cohort of five interns in the Northern and Eyre Training Network included two ARCS alumni returning to the region.

COVID changes which are keepers

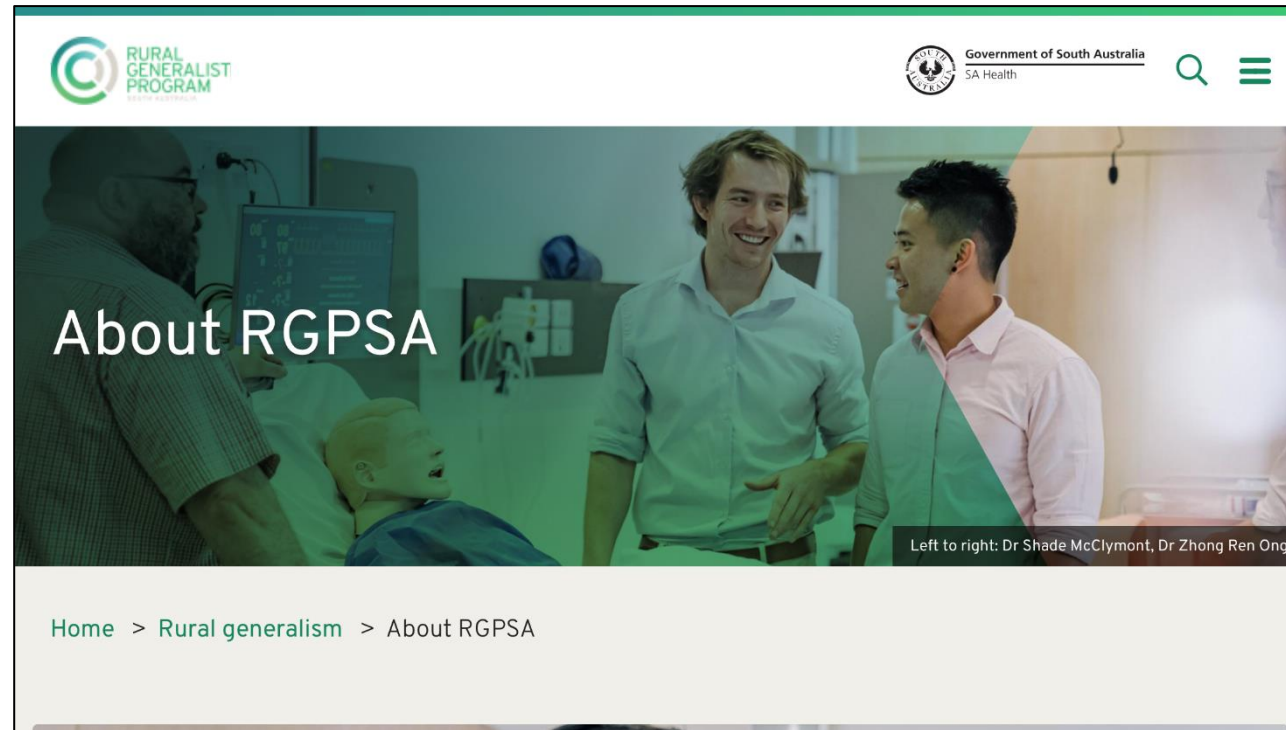
New Director of Clinical
Training for Northern
and Eyre Training
Network

brings ARCS, the
hospital and RFDS
together



Dr Amanda Bethell with medical student Donna

COVID changes which are keepers



South Australia launched its own rural generalist pathway

RTH - NORTH WEST NSW

**Tamworth Armidale
Taree**



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

**DEPARTMENT OF
RURAL HEALTH**

Change & Beyond

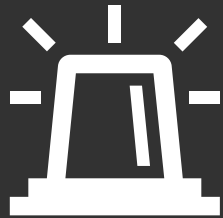
RTH COVID RESPONSE



Mixed delivery modes of
CPD, Information &
Education



Increased PG Mentoring



Rapid response to training
needs/upskilling



Support of AIM & ESMS

MID NORTH COAST

University of NSW



FRAME : MURRUMBIDGEE RTH

NO COVID SPECIFIC ACTIVITY

RG SINGLE EMPLOYER MODEL NOW ACTIVE

5 TRAINEES EMBEDDED IN 2021

STILL FINE TUNING SOME ASPECTS

GOOD SUPPORT FROM WIDE RANGE OF STAKEHOLDERS

ENGAGEMENT OF TRAINEES HAS BEEN INTERESTING

CHALLENGES

- **ATTITUDES**
- **EXPECTATIONS**
- **STRONG TRAINEE BIAS TO DELAYING EXPOSURE TO PRIMARY CARE AND SMALLER HOSPITAL SETTINGS**
- **BETTER INTEGRATION OF HEALTHCARE AN ESSENTIAL PRIORITY FOR MAINTAINING SERVICE DELIVERY**
- **ENGAGEMENT AND COMMITMENT OF AGENCIES SHOULD NOT BE A CHALLENGE**

NEXT STEPS

- **SMALL PICTURE: LOCALITY, LOCALITY, LOCALITY**
- **BIG PICTURE: HEALTH PLANNING AND ADMINISTRATION**
- **EMBEDDED SNAKES OR LADDERS IN ASSEMBLY LINE OF RHMT**
- **PERSONAL RESPONSIBILITY**
- **REAL JOBS IN REAL PLACES FOR RHM TRAINEES**
GOING FORWARD MAKES POST VOCATIONAL SUPPORT THE NEXT BIG THING



NORTHERN QUEENSLAND REGIONAL TRAINING HUBS

**NQRTH – 2021 the year
of growth**

A network of opportunities

nqrth.edu.au

Opportunities for Innovation



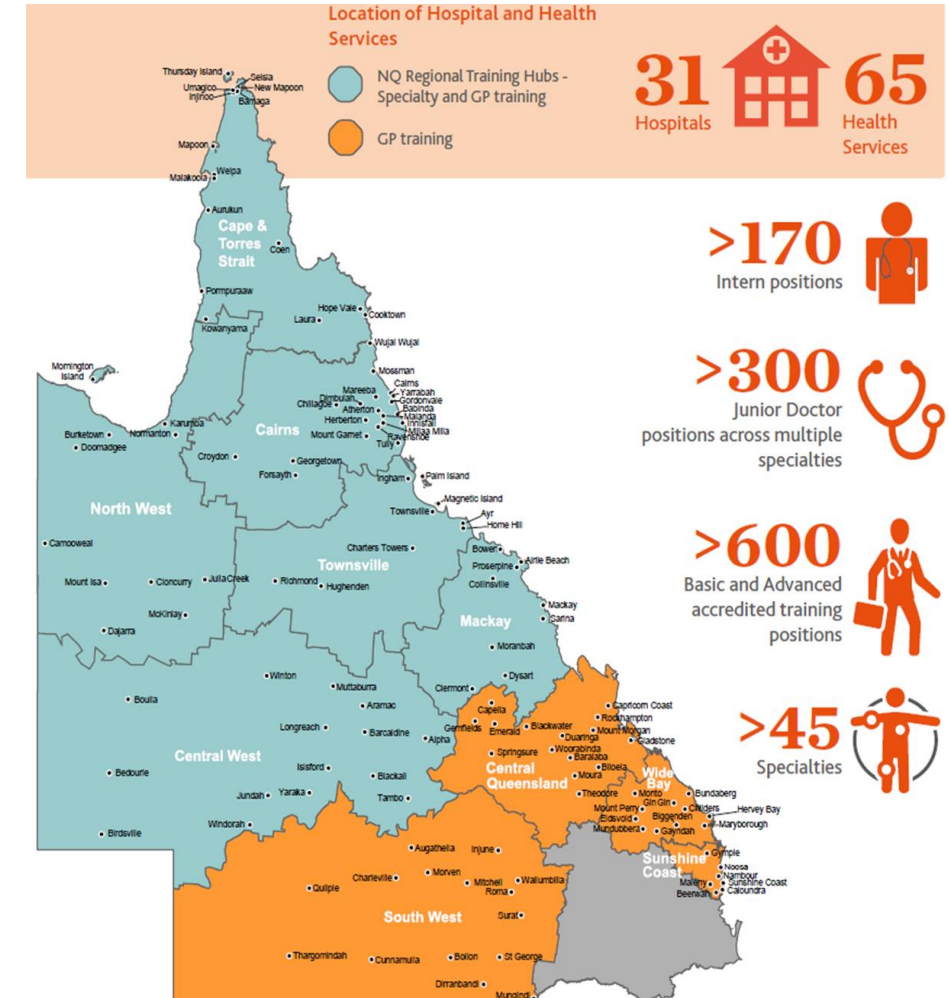
JCU manages 3 Regional Training Hubs located across 5 sites spanning Central, North West and North Queensland. Cross-site collaboration increased exponentially.



Crisis has accelerated use of digital engagement; enhancing our reach with graduating medical students, junior doctors and registrars – engaging locally and across whole of Australia.



Continue with current projects: joint collaboration with UQ advocating for change with Specialist Colleges in terms of Selection into entry and accreditation barriers incorporating models used to manage COVID. Success stories starting to emerge!



Key Activities

GP Community of Practice

Linking GPs with Specialists: previously held locally, now zoomed across the region

RTH Evaluation Project:

Surveys and individual interviews gathering feedback about:

- Training experiences: identify gaps, strengths, what attracts trainees to the region; support through COVID/difficult times
- Intern Preferencing

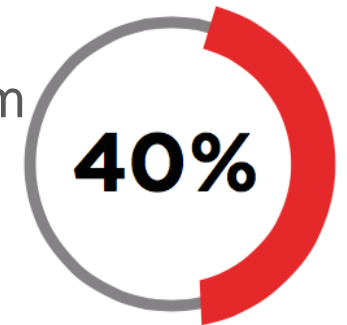
Social Media Campaign

Incorporating videos and stories about individual training journeys in the NQ region; promoting the Intern and RMO Campaigns

Student Interest Groups

Moved to online interactive zoom meetings and webinars:

- JCU Surgical Society
- MINT
- InPsych



40% Increase in participation after moving to zoom and cross-site attendance

Queensland Intern and RMO Campaigns Webinar Series Facilitated by NQRTH

**NORTHERN QUEENSLAND
REGIONAL TRAINING
HUBS**



One down, five to go!



500+...

300+...

Ongoing

QLD Health on board



1000+

500+

Ongoing



6 webinars / 5 weeks

1600+

500+

1000+

Where we started



225

160

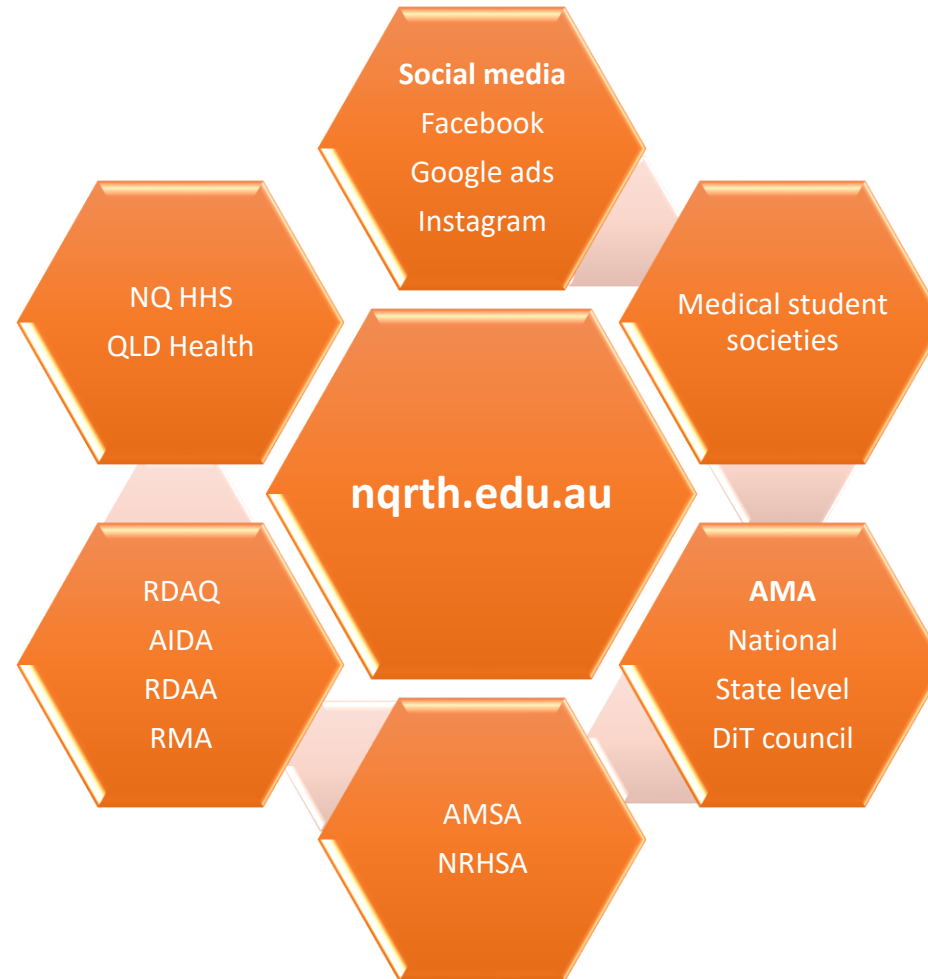
270



A network of opportunities

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National Promotion of Webinar Campaigns



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2020 Events – Sponsorship and Participation



2021 ... so far



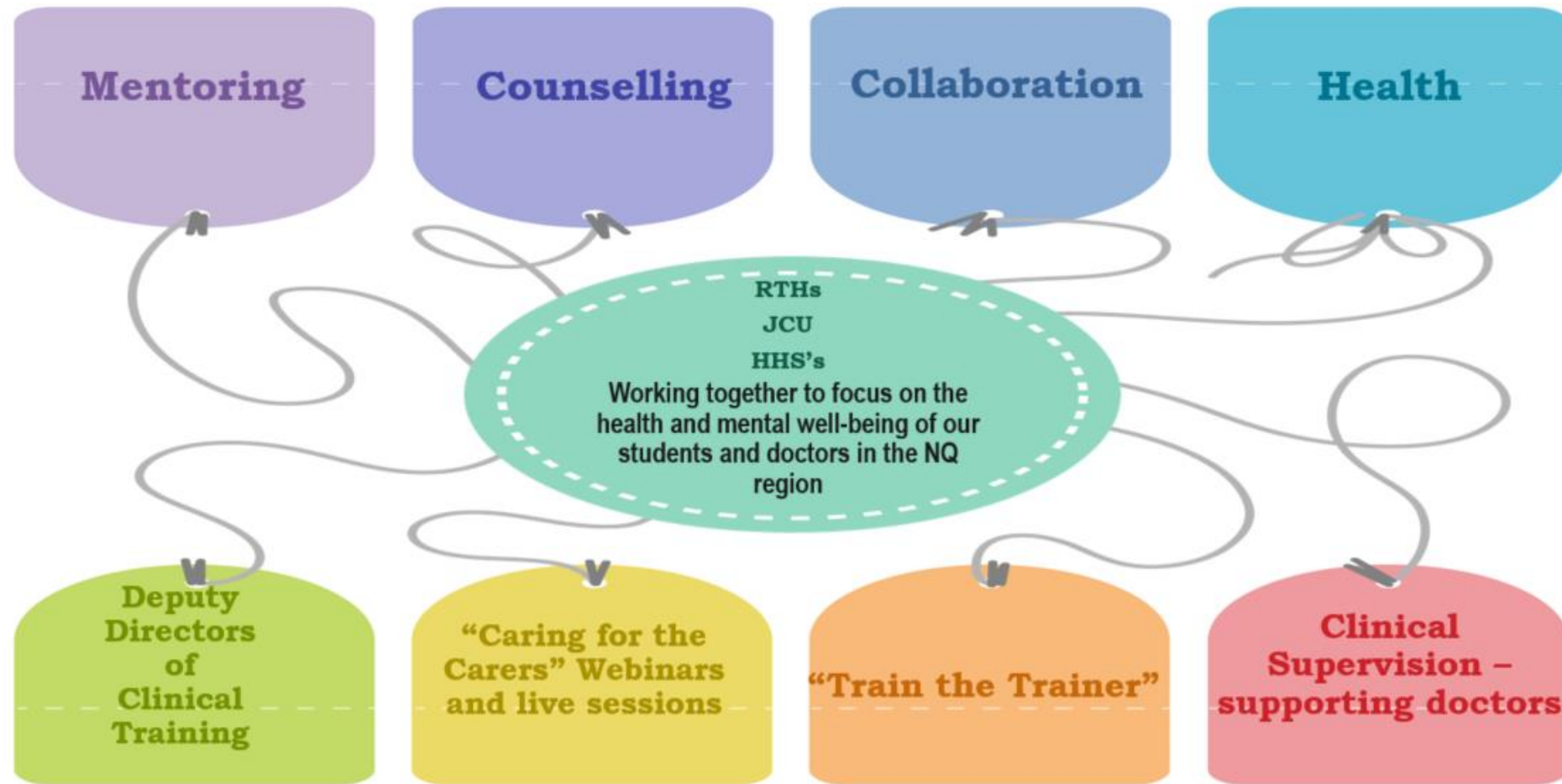
A network of opportunities

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2021 Events - What's Coming



Mental Well-being & Resilience



A network of opportunities

Go Rural

Creating Opportunities

- Workforce Planning Tool
- ALS training – Goulburn/ Bega
- JMO room – Goulburn/ JMO follow-ups

Student Engagement

- Career Planning for final year students and JMOs
- ANU Medical School Graduate Workforce Project

Collaborations

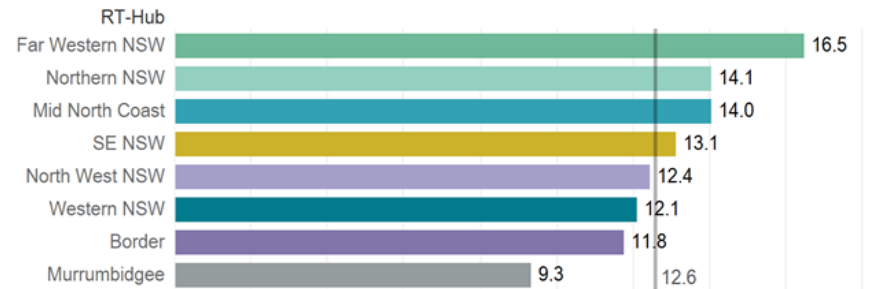
- Building close relationship with all stakeholders
- Regular communication with other RTHs
- Ongoing liaison SNSW LHD - ^ registrar No's &RG's



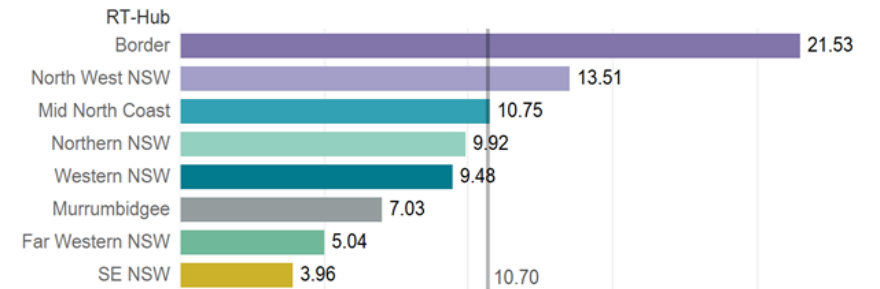
South East NSW Regional Training Hub

Medical workforce supply, 2019

GPs per 10,000 population



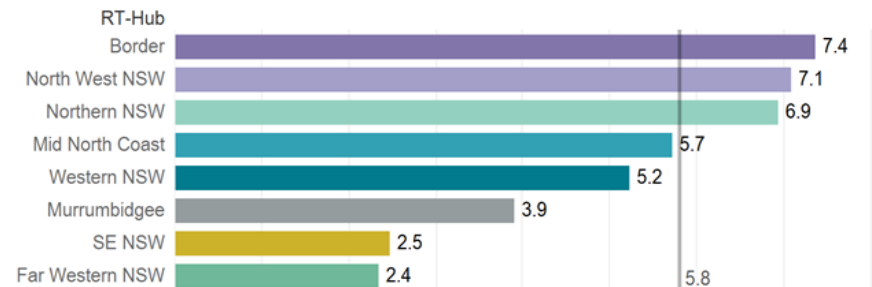
Specialists per 10,000 population



SENSW RTH Medical Workforce Planning Project

5 May 2021

Trainee specialists per 10,000 population



Total medical practitioners per 10,000 population

