



- Medical education initiatives - rural educator peer review, community student mentoring program – renewed focus on supporting rural educators and rural students
- Working with MD1 students (based in Melbourne) prior to them coming to the Rural Clinical School in their first clinical year
- Proposal to have end-to-end MD Rural in Shepparton and Northeast Victoria
- Minor adjustments in our Extended Rural Cohort program in line with student feedback – maintaining reputation of RCS among medical students





- Three successful IRTP-STP EOIs in late 2017
- Work on a regional PGY2/3 rotation in Northeast Victoria with three health services involved
- Work on regional education program to support junior doctors
- Educational supervisor training at our main health services with online modules to follow up
- Increased mentoring programs for junior doctors
- Successful stakeholder event in February 2018 with health services, juniors doctors, M2M, MCCC, students
- Website up and running

University of Wollongong

SUCSESSES

- ✓ Meeting our high targets for rural recruitment and rural training
- ✓ Medical education in longitudinal rural primary care settings
- ✓ Building research interest and capacity in rural primary and secondary care settings
- ✓ Indigenous student recruitment
- ✓ Indigenous student completion

CHALLENGES

- x Meeting our high targets for rural recruitment and rural training
- x Medical education in longitudinal rural primary care settings
- x Building research interest and capacity in rural primary and secondary care settings
- x Indigenous student recruitment



North Coast RTH – Clarence Valley

The focus of the Clarence Valley RTH is initially on the Rural Generalist Program.

Successes:

- Hosted information sessions for local GPs and hospital clinicians as well as for medical students (WSU, UOW, USYD and UNSW) and JMOs to outline RG pathway
- Hub extremely well supported by local GP community and additional accredited registrar posts being approved through GP Synergy, as well as additional places for UOW medical students
- ACRRM provided provisional accreditation for AST posts in paediatrics and emergency medicine
- Negotiations underway with Network 6 to engage the Clarence Valley as an offsite rural rotation for PGY1 and PGY2 JMOs commencing January 2019
- The Hub now fully established with all staffing positions filled
- Governance: local Operations Committee formed and 2 meetings held (one attended by HETI), first Partnership Committee meeting with Lismore Hub held
- Involved in the development of an LHD-wide medical workforce planning process
- Membership of GP Synergy North Coast Advisory Committee
- CVRTH compiling an application for an STP position in Medical Administration in collaboration with UNSW Mid North Coast RTH

Challenges

- Time constraints for submission of accreditation paperwork to external stakeholders
- Marketing and promotion to broader audience for recruitment to AST posts
- Development of an LHD Workforce plan to inform training requirements

North Coast RTH - Lismore

- Medical Director role has been filled
- Manager and Medical Education Support Officer positions recruitment in progress, anticipating starting soon
- Physical location and setup currently being sorted – should be in place soon
- Not looking at expanding into any new specialties per se – focus is on following specialty training positions already in place
- Anaesthetics IRTP – approved and will be recruited to for 2019 start
- Surgical IRTP – 1 position in progress hopefully for 2019 start
- Physician IRTP – aiming for additional accreditation which will enable a rurally-based training position in conjunction with a metro network partner
- Working towards accreditation of additional RG training positions as a feeder to rural GP proceduralist roles for 2019

Hub Update – FRAME April 2018

Building New Training Capacity

- Implementing 4 successful IRTP-STP posts: ACEM, RACMA, CICM, RACP (Palliative Medicine)
- Supporting accreditation of training environments under threat (Physician & Anaesthetics)
- Promoting new STP opportunities for areas of workforce need

Integrating Existing Training Pathways

- Mapping current training opportunities/pathways across all disciplines and sites in Tasmania to support needs assessment and career advice
- Identifying options to address components of these pathways that are missing or difficult to access in Tasmania
- Providing postgraduate training grants to provide access to training opportunities not available locally

Expanding Clinical Supervision

- Delivering a tailored training program to meet the expressed needs of Supervisors and Directors of Training
- Establishing a peer network for Supervisors of Training across disciplines
- Delivering a series of interactive teaching and supervision workshops for interns, RMOs and Registrars

Providing Mentoring & Support

- Developing package for the welcome, orientation and induction of new Registrars (in collaboration with THS)
- Providing training, mentoring, advice, resources and support to Registrars on an as needs basis
- Developing a pilot mentoring, training and support program for RMOs
- Supporting RJDTIF intern rotations to five rural general practices (including mentoring and orientation resources)

Project Management

- Recruitment & establishment complete. Website under development. Evaluation (Intern terms, training experiences, RMO program, national)

FRAME April 2018

**University of Sydney
School of Rural Health**

Presented by Linda Cutler



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SYDNEY



Rural Clinical School – Dubbo and Orange

Challenges

- Restructure of 6 faculties into one Faculty of Medicine and Health by April 2018
- Reporting on RHMT with large program and many stakeholders

Achievements

- Steady increase in rural origin enrolments.
 - In 2017 ~ 34% of CSPs
 - In 2018 > 35% of CSPs
- Introduction of two year placements (small number)

Western NSW Regional Training Hub (Dubbo/Orange)

Update

- IRTP positions
- rural generalist activities
- medical student engagement and plans
- consultation with stakeholders
- finalisation of Hub staff and activities

Far West Regional Training Hub (Broken Hill)

- LHD Medical Workforce Strategy – 10 Key Priorities
- Rural Pipeline - barriers and enablers
- Stakeholder symposium – solutions focused
- Education and Training experience – notching it up
- Rural Generalism – what, where, how, engagement
- Marketing - important

UNIVERSITY OF NOTRE DAME AUSTRALIA SCHOOL OF MEDICINE RURAL CLINICAL SCHOOL



Rural Training

- Rural Clinical School - Ballarat, Lithgow, Wagga Wagga
- Rural Health Stream of MD - 24 students Years 2, 3 & 4

Student selection & rural student recruitment

- Targets for rural origin student enrolment achieved 2017
- Three Rivers Collaboration UDRH
- ROUNDS – student club

Rural Research

- FRAME graduate outcomes survey paper
- Research now includes evaluation of rural models of health service delivery

Aboriginal and Torres Strait Islander Health

- One of ten themes for research/project work for MD
- Alternative pathways for A&TSI students

Regional leadership in recruitment & retention

- Riverina Rural Training Hub



Lithgow



Wagga Wagga



Ballarat



RIVERINA RURAL TRAINING HUB

RURAL STUDY RURAL TRAINING RURAL CAREER



Collaborating

- Regional Collaborative Forum
- Murrumbidgee MTH UNSW
- Joint Workshops with LHD, RDN
- Partners Uni of Wollongong, HETI

Communicating

- Webpage Twitter Facebook Newsletters
Conferences

Creating Capacity

- Rural Training & workforce needs analysis
- IRTP Successes
- Rural generalist pathway and local need
- Working with local specialists to “ruralise”
training models

Career Coaching

- Careers Workshops
- Mentoring medical students & junior doctors
- Presentations to trainees
- One on one pathway brokering



**UN Commission on Status of Rural Women:
Riverina Rural Training Hub Presence**

FRAME meeting April 2018

Adelaide Rural Clinical School

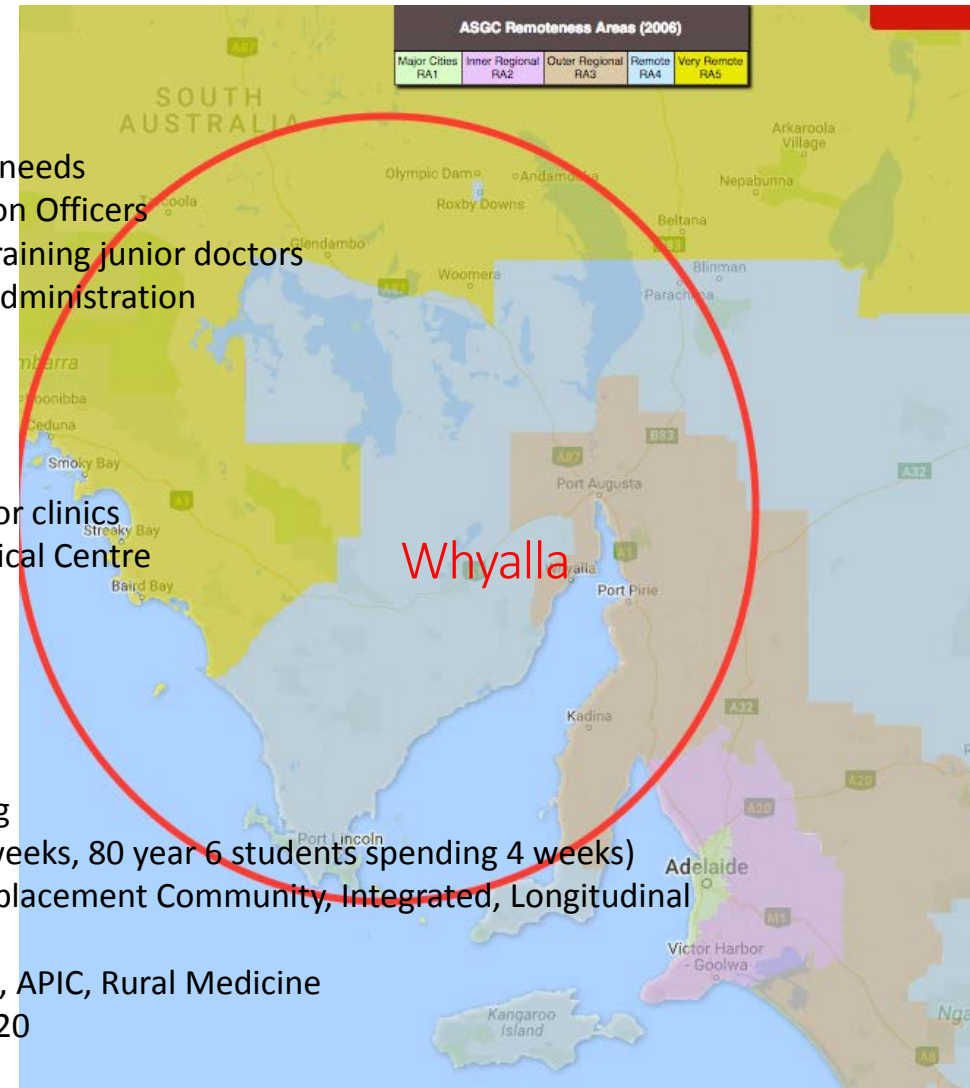
Dr Lawrie McArthur

Northern Gulf Eyre Regional Training Hub

- Community Survey – rural health/medical training needs
- New Director of Clinical Training / Medical Education Officers
- Whyalla Hospital – new medical education unit – training junior doctors
- Post graduate training 2018 – psychiatry, medical administration
- CME training - collaborations
- INTERNS
 - 5 new rural intern training 2019
 - Whyalla hospital – Med & Surg/Ortho
 - GP emergency – Bunyarra and Investigator clinics
 - Primary Care Paediatrics – Old Base medical Centre

Adelaide Rural Clinical school

- 100% of MBBS students have Rural Training
(45 year 4 students spending 9 weeks, 80 year 6 students spending 4 weeks)
- **44 year 5 (28%)** MBBS undertaking 1 year placement Community, Integrated, Longitudinal Clerkship
- Five Rural courses – HRH, Paeds, Geriatrics, APIC, Rural Medicine
- Guiding new integrated MD program in 2020



FRAME THE AUSTRALIAN NATIONAL UNIVERSITY ACTON, CANBERRA

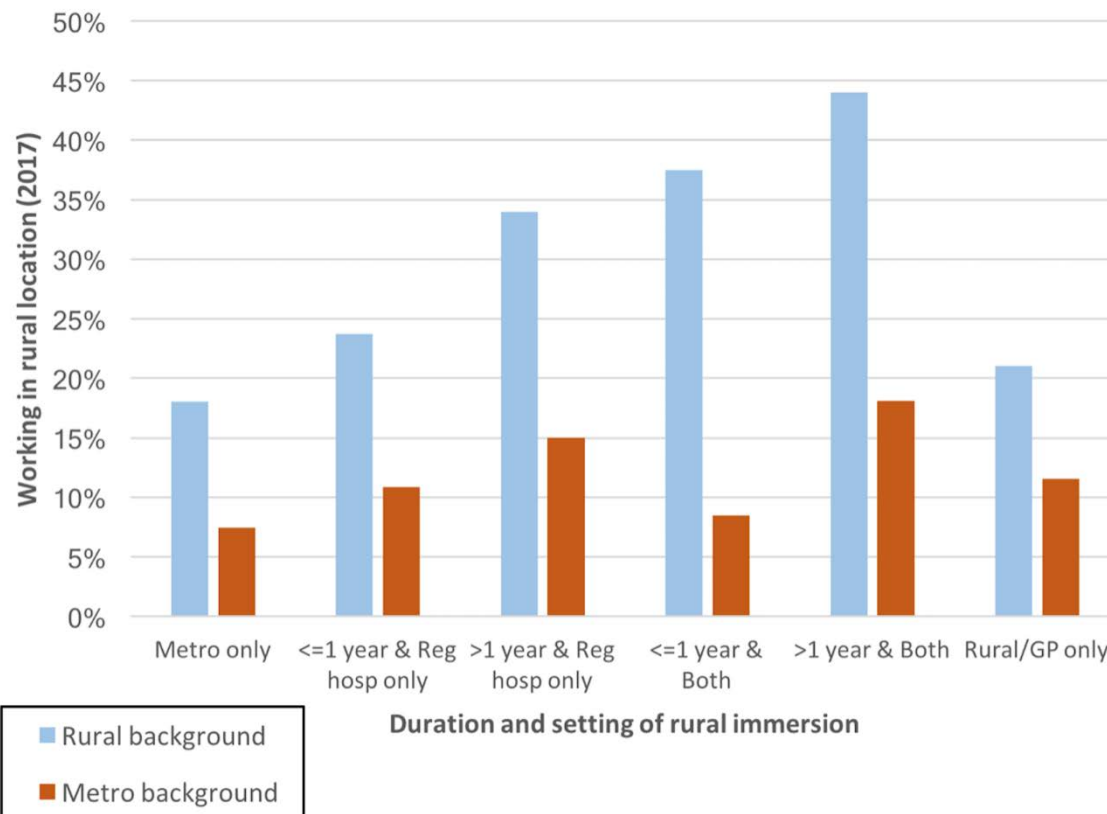
APRIL 9-11TH 2018



MONASH RURAL HEALTH - RURAL CLINICAL SCHOOLS

Successes

- New teaching and research site at Warragul.
- Rural Nursing and Allied Health – joint academic appointments.
- Oversubscribed for Rural Clinical School from Monash Medicine
- High Rural Retention rates Belinda O'Sullivan et al Med Education 2018



MONASH RURAL HEALTH - REGIONAL TRAINING HUBS

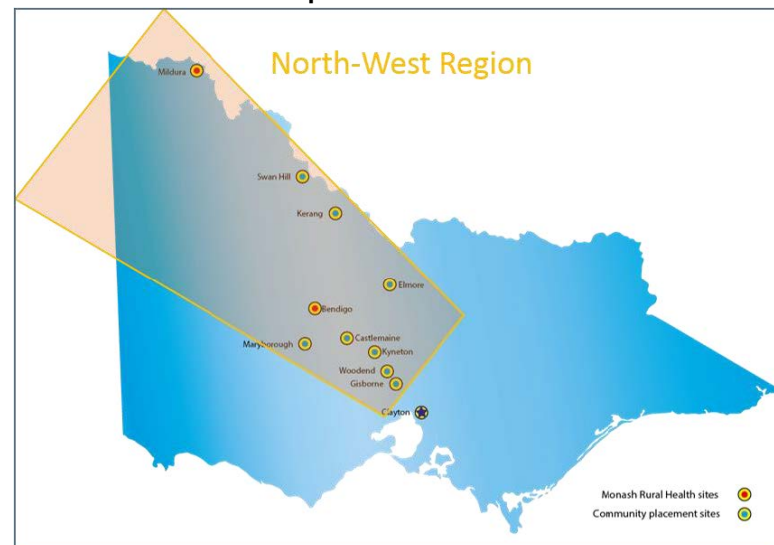
Gippsland Hub

- Director, Deputy Director and Administrator appointed.
- Directors are exploring synergistic relationships including Gippsland PHN and EVGPT.
- Liaison with Specialist colleges.
- One IRTP for paediatric post at Latrobe Regional Hospital.
- Clinical champions are being recruited.



North West Hub

- Director appointed. Administrators position advertised.
- Engagement of consultant to undertake a regional scoping project of the capacity and capability of post graduate training in the region.
- IRTP funding for Psychiatry post at Mildura and O&G post at Bendigo Health.
- Working with MCCC to develop pathways and increased options PGY2&3.



RCS

- Continued high student interest, positive feedback and academic results
- Successful succession planning in rural nodes
- Challenges – senior staff movement

SENSW Training Hub

- Staff – Manager, Project Coordinator (positioned rurally) , Workforce development (positioned in SNSWLHD), Research Assistant, DPET support (SERH)
- Wide representative steering committee
- Close working with LHDs in RCS catchment, ACT Health, GP Synergy and HETI
- Engagement with all state and territory rural Internship units

SENSW Training Hub - Activities

- Activity work plan around pipeline development in SE NSW
- Student and junior doctor career planning
- IRTP/STP applications
- GO Rural Campaign – Facebook, Wattle, Website, Expos
- Supervisor support - clinical supervision training program
- Workforce planning –SNSWLHD Junior Doctor Workforce Strategy
- Workforce- need analysis and research

GO RURAL

Country doctors: the pulse of rural Australia



Making the pipeline rural



Supporting you at each step

[www.facebook.com/
ANUMSRCSHUB](https://www.facebook.com/ANUMSRCSHUB)



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RURAL CLINICAL SCHOOL

- Success
- Challenges



NORTH WEST REGIONAL TRAINING HUB

- Enhancing JMO opportunities

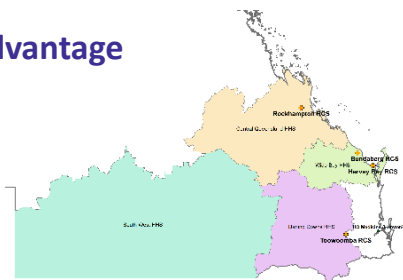
- Specialist training pathways



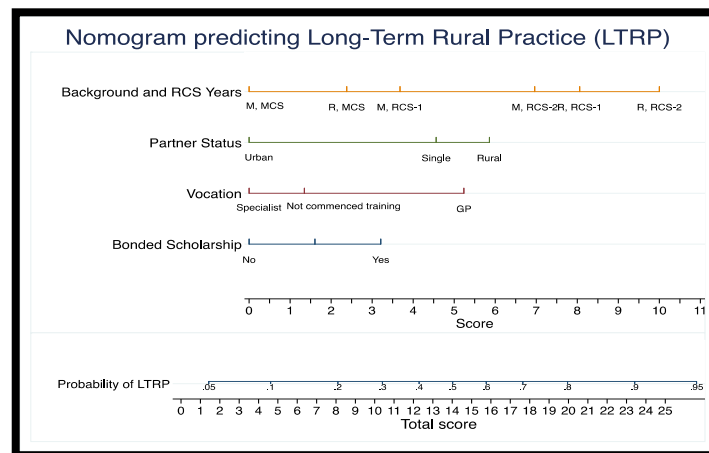
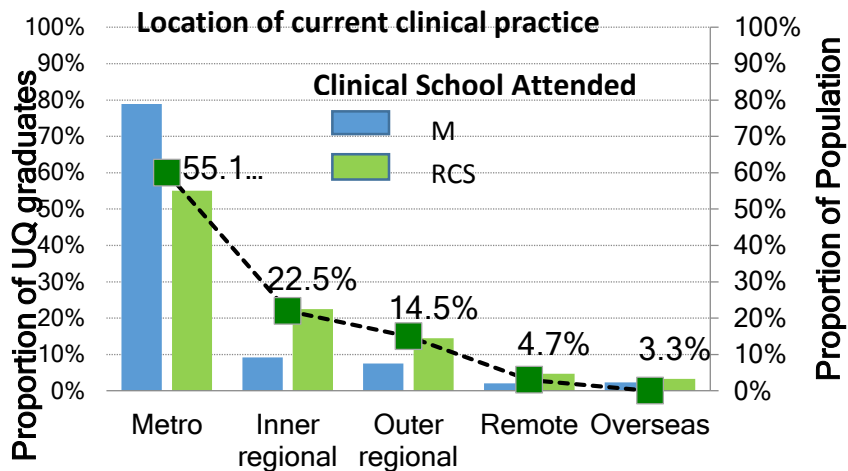
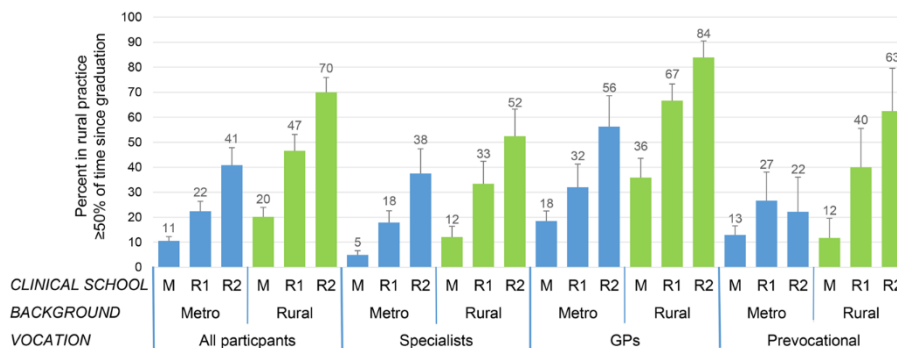
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AUSTRALIA

Rural Clinical School

UQRCS: The UQ Rural Advantage



Proportion of UQ graduates practicing in a rural area at least 50% of time since graduation.



Faculty of Medicine

Rural Clinical School

UQ Regional Training Hubs

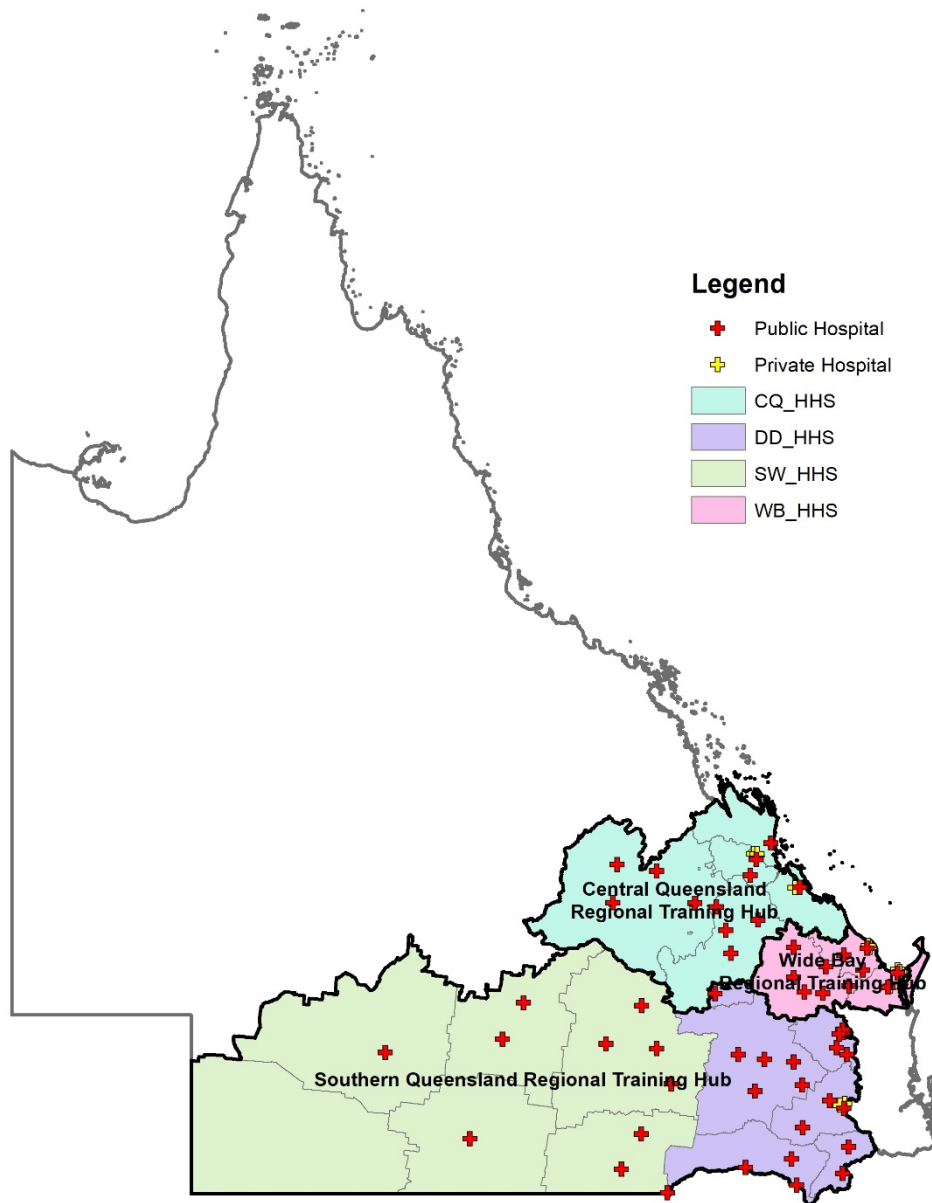
- Central Queensland
- Southern Queensland
- Wide Bay



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OF QUEENSLAND
AUSTRALIA

Create change





Prof. Scott Kitchener, Clinical SubDean, Rural

- **Rural & Agricultural Health Seminar Series** – all MD students Yr 1,2&3
- **Rural Longlook Program** – in rural towns (ASGC-RA MMM 4&5)
 - **Comprehensive & Amalgamative LIC** – RG hospitals & GP, Yr 3 &/or Yr4.
- **Rural Shortlook Program**
 - Rural GP term, Rural Indigenous Health Selective/Elective.
- **International Program** (Yu Lukim Gud) – Western Province, PNG.
- **Rural Research** – all rural students supervised for rural research projects

- **Operational planning**

- Agreement with UQ to place in Griffith MMM4&5 sites
- Agreement to support JCU placements in summer downtime

- **Strategic planning**

- Expanding Longlook, Shortlook, rural research
- Pilot of community integrated longitudinal Yr3 clerkship
- Rural program out of Sunshine Coast cohort

Year	Graduates
2019	156
2020	184
2021	184
2022	200

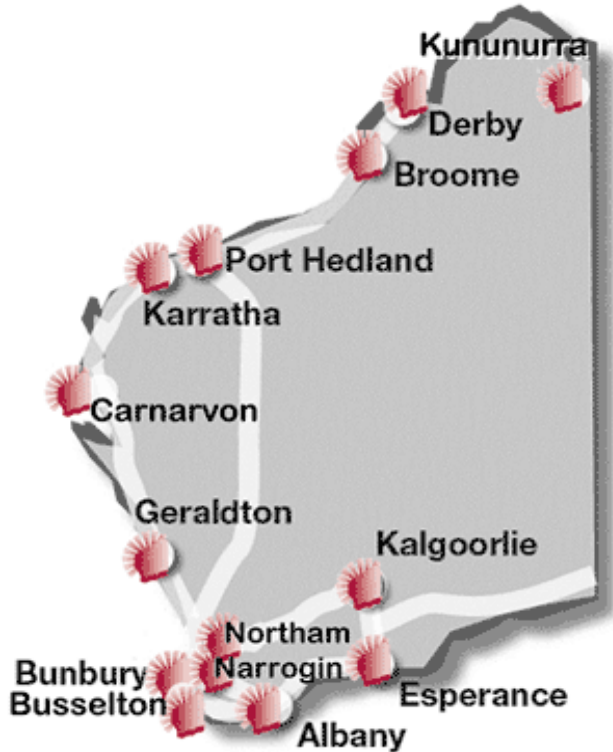
Rural Clinical School of Western Australia 2018

Successes:

- RCSWA graduates (and a few from RCSs elsewhere: Monash, Flinders, Adelaide) continue to make increasing contributions to workforce in rural and remote WA (eg Esperance, Katanning, Derby, Carnarvon)
- Developing new sites in Manjimup and Katanning where there are RCSWA grads & workforce shortages
- Over 50% of medical students in WA applied for 2019
- P/T RCSWA employment assisting with retaining rural medical staff and also recruiting new medical staff
- UWA has offered to invest in developing rural clinical academics working for WA Country Health Service

Challenge:

- planning for the probable inclusion of Curtin in the RCSWA



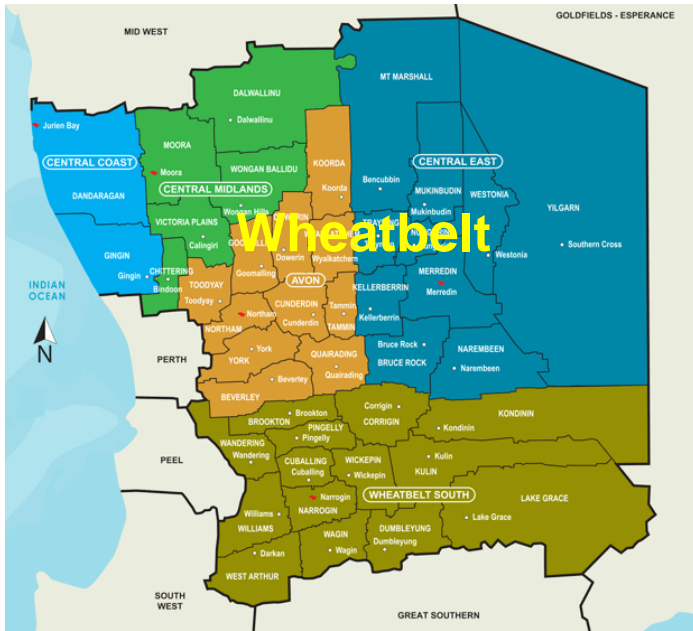
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NOTRE DAME
AUSTRALIA



Training Hubs RCSWA



Three Hubs covering whole of state

- Kimberley / Pilbara
- Midwest / Goldfields
- Great Southern / Wheatbelt / South West

‘Local’ Activities

Mapping deficiencies and opportunities – (largely complete); developing local support for increased training (generally enthusiastic); joining local networks; supporting individuals in training pathways (developing)

Activities in Perth / Challenges

- Workforce agency / PHN
- Employers – Health Dept & WACHS / WAGPET
- Colleges – ACRRM, RACGP other
- Students and graduates
- Successful submission for IRTP STP (6 v 1)
- Banging on doors does get results & Paul Worley visits helped stimulate activity

Remember Western Australia is:

- Very Large
- Highly Centralised
- Large number of small towns that can be difficult to service
- Small regional centres, mainly generalist with some generalist specialists



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NOTRE DAME
AUSTRALIA



FRAME APRIL 2018



Flinders Rural Health
South Australia

Flinders University Rural Health SA 2018

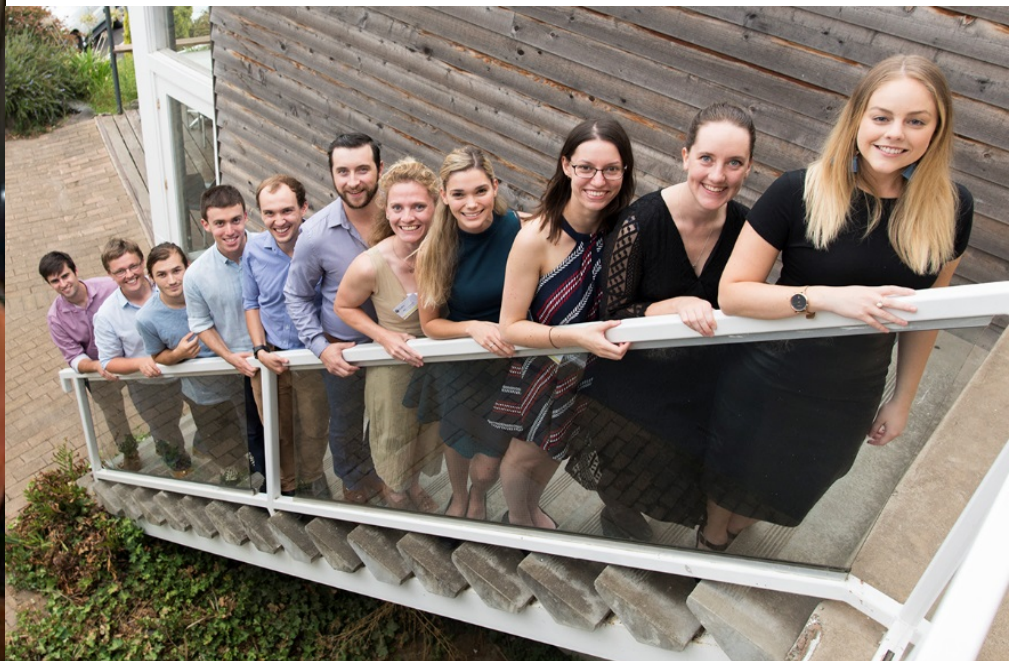
Achievements

- 2017 outcomes achieved
- Research growth
- New operational structure
- Extended goal setting

Challenges / Opportunities

- University restructure
- Growth
- New Vice President & Exec Dean





Flinders University Rural Health SA Hub 2018

- Limestone Regional Hub/Rural Postgrad Med Ed Team
Lucie Walters, Julianne Fox, Sarah Boyd, Katrina Couchman, David Rosenthal, Rajan Thiagarajan
- 2 Launches and Workshop
- Rural SA TMO Unit
- AMC accredited Work-Based Assessment program
- Rural intern pathway
- Innovative Junior Doc Proposal = 7? TBA
- After hours tutorials well attended by postgrad docs across the State
- Ongoing Collaboration with University of Adelaide



Flinders NT

April 2018



Flinders
UNIVERSITY

inspiring achievement

Flinders NT

1. University structural changes
2. Major curriculum change – TBL, PAL
3. Increased allied health & nursing placements 2017
4. Development of nursing & allied health pathways
5. NT remote generalist pathway scoping document
6. Regional training hub establishment
7. NTMP graduate outcomes
8. Central Australian Academic Health Science Centre
MRFF funding success

- MD Preparation
- Introduction of a primary care component
- AMC accreditation
- Assessment Review
- Site Equity
- Development of Indigenous health placements

PATHWAY PROGRESS:

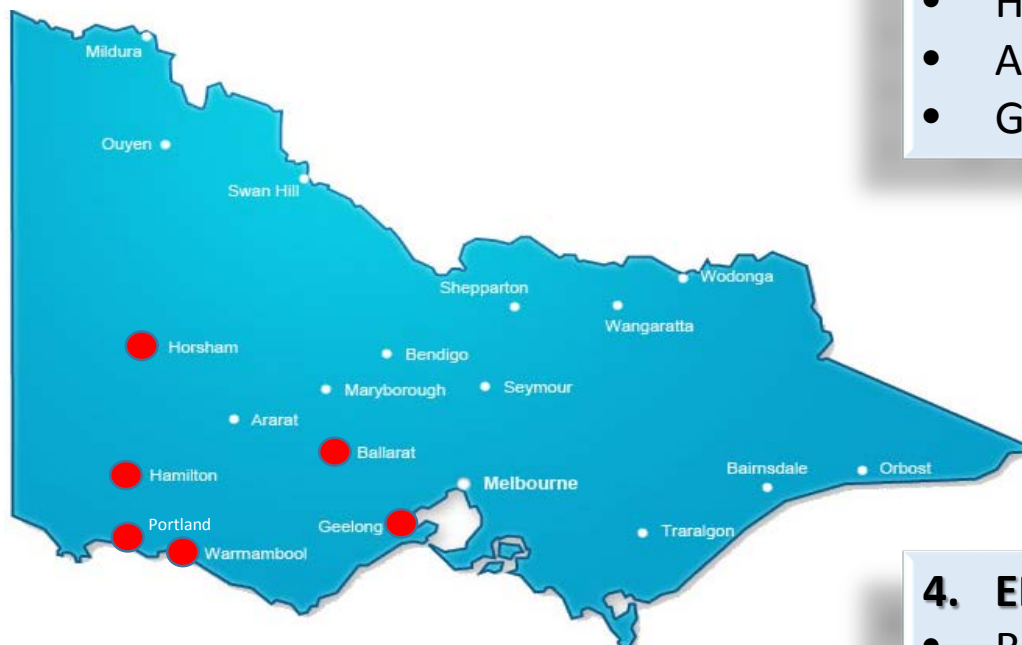
1. MEDICINE

- 2018 2 Trainees
- 2019 2 + 4 Trainees

2. SURGERY

- Established
- Glenn Guest

Western Victoria Regional Training Hub



3. GP

- Medical Students
- Hospital
- Advanced Skills
- GP Registrars

4. EMERGENCY

- Rural Based
- Rotations

IDENTIFY:
Regional Needs

Western Victoria Regional Training Hub

COLLABORATION:

- Hospitals
- Other Medical Agencies

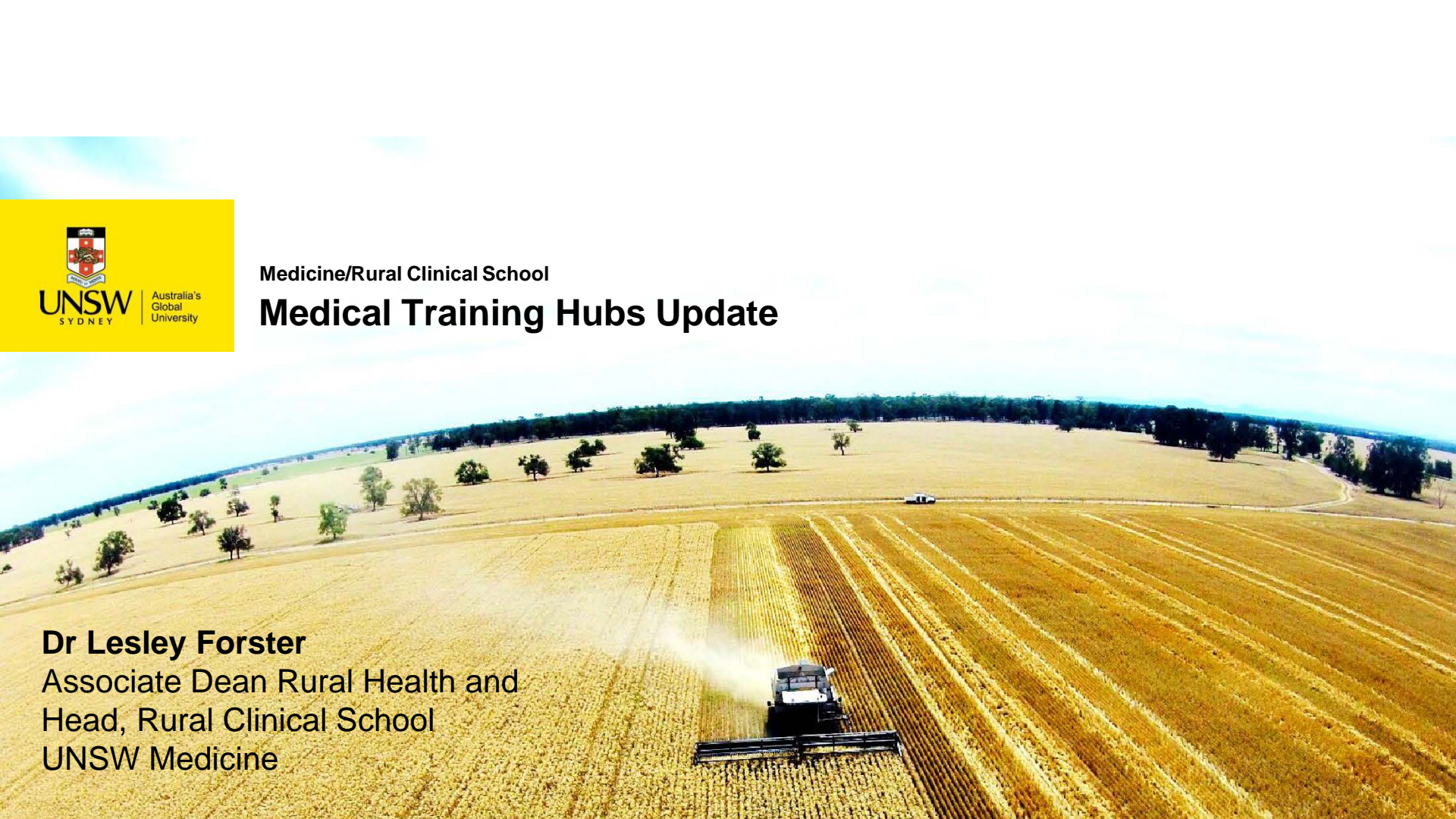


CONSULTED:

- Statewide
- Regional
- Local

**ESTABLISHING
PATHWAYS**

Medical Training Hubs Update



Dr Lesley Forster
Associate Dean Rural Health and
Head, Rural Clinical School
UNSW Medicine

World Class Medical Education for Rural Australia

Medical Training Hubs

Border
Medical Training Hub

Mid North Coast
Medical Training Hub

Murrumbidgee
Medical Training Hub

HUB CLINICAL DIRECTOR

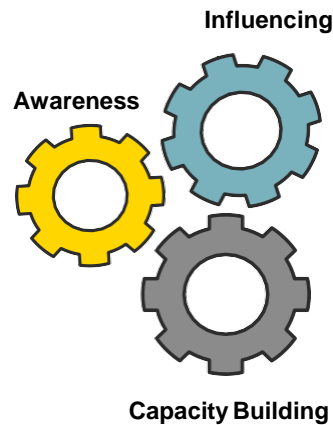
Professional

Academic

Clinical Leads

Research
Officer

- Identify Training Gaps
- Opportunities and Pathways
- Develop Training Programs



**Investing in
YOU for the
long term.**

Medical Training Hubs

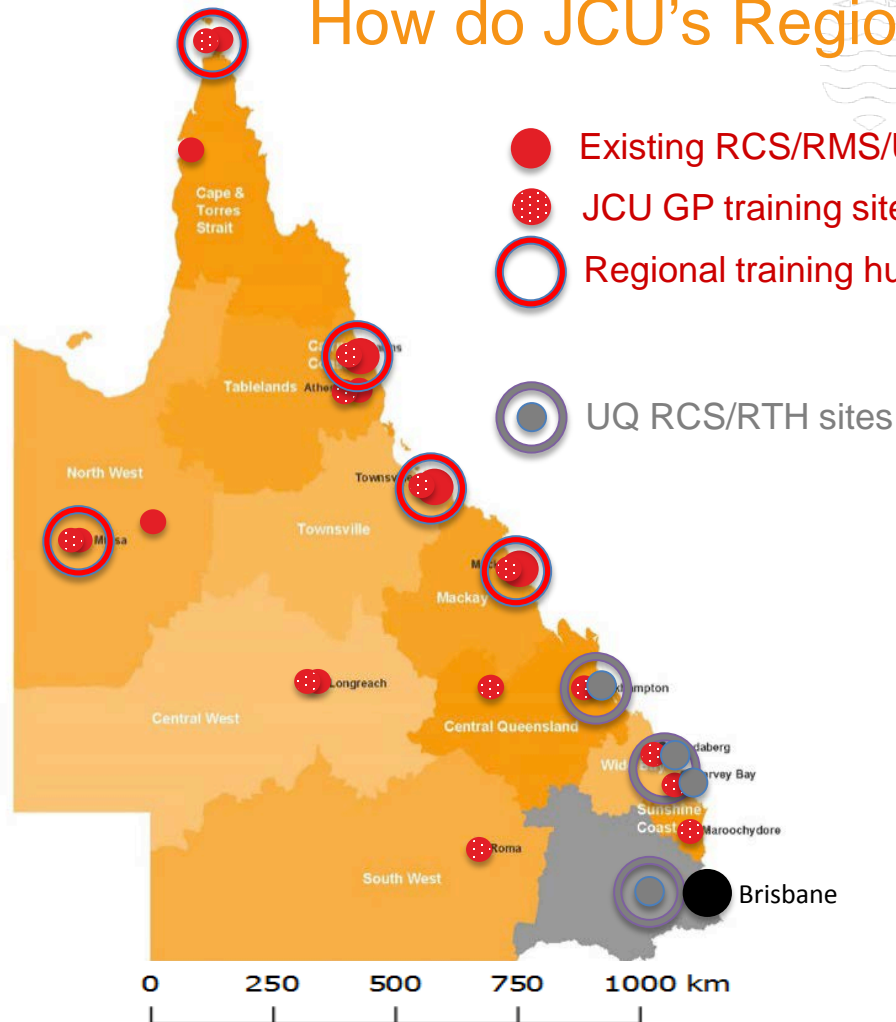


"The HUB is fantastic in so many ways and is pulling so many people together. It is the best thing that's happened to Albury-Wodonga in health for years".

northern Queensland Regional Training Hubs Network

Cairns
Singapore
Townsville

How do JCU's Regional Training Hubs fit in?



- Huge area (> 2 x NSW)
- Large regional population (1.8m)
- 16 State Hospital and Health Services (aka districts)
- Imperative of a coordinated, state-wide approach

→ State-wide **Regional and Rural Medical Training Forum** (plus **regional groups** for each university and **local-level partnerships**)

Understanding what training opportunities currently exist in northern Queensland

What the data has told us?

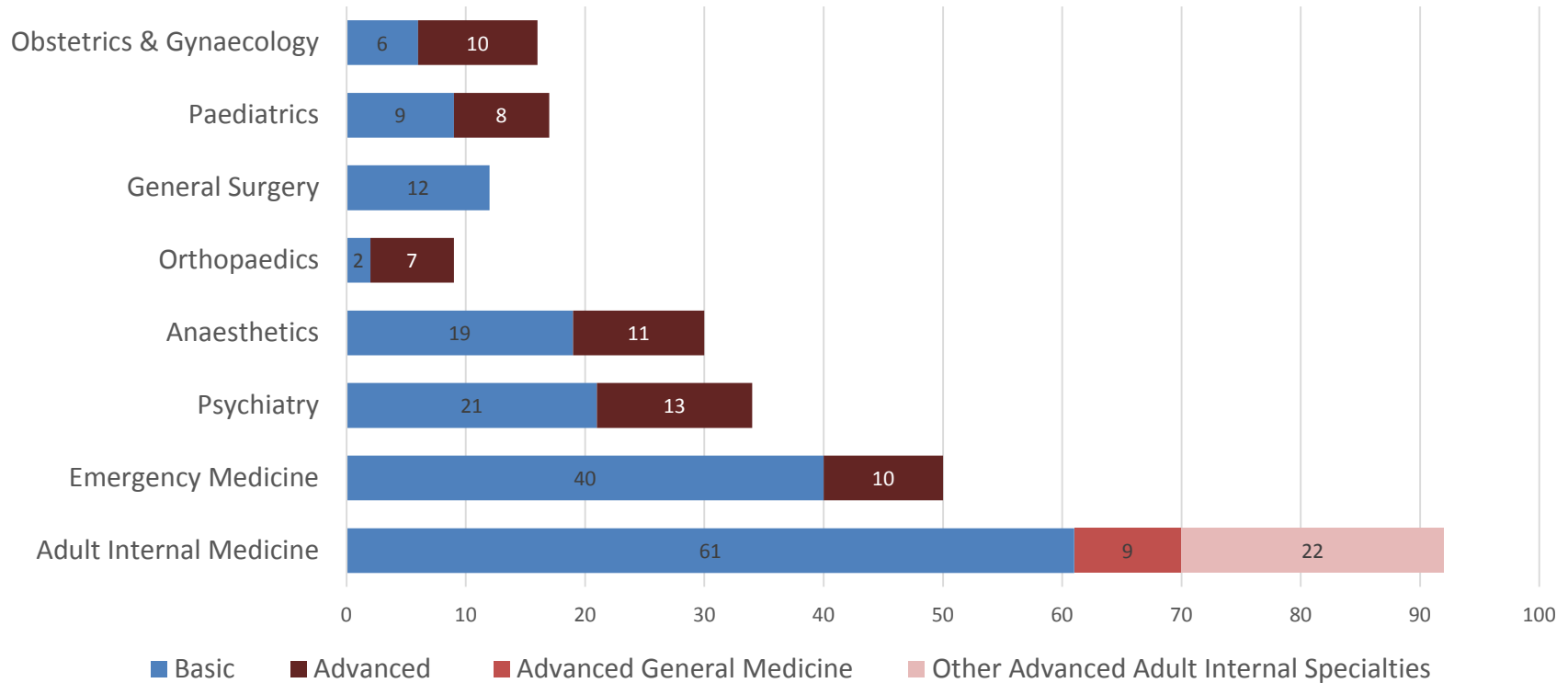
Intern
positions
170

JHO / SHO
positions
232

PHO positions
209

Registrar
positions
(basic &
advanced)
639

Top Specialties (excluding General Practice): Registrar positions in northern Queensland



Psychiatry Training Positions: Cairns



Cairns Hospital					
	Intern	JHO SHO	PHO	Basic	Advanced
Position Numbers	2	6	5	6	9

Where to next?



Western Sydney

Rural

From Challenge to Success

- Rural identity
- Rural Health Union Western Sydney
- Aboriginal and Torres Strait Islander students
- Rural origin recruitment
- Rural stream and rural intentions