



**FRAME**

FEDERATION OF RURAL AUSTRALIAN MEDICAL EDUCATORS

**9.30-11.30am**  
**RTH Meeting**

**WELCOME**  
Prof. David Atkinson

# RTH Presentations

# AUSTRALIAN NATIONAL UNIVERSITY

## Go Rural

### Creating Opportunities

- More productivity
- Workforce Planning Tool

### Student Engagement

- Career Planning for final year students and JMOs
- Provide latest information/opportunities
- JMOs follow-up

### 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

- Final year students career planning program (2020 result)

Successful career planning sessions conducted in April and May

Both Rural and non-rural stream students - all have gained their first preference

Numbers of non-rural stream students applying for rural intern positions is increasing

- Communication strategy

Year 1	Introduction - resources/tools
Year 2	Session provided in Rural immersion Week
Year 3	Opportunities ahead session
Year 4	Career Planning
JMOs	Keep in touch with resources/opportunities
Stakeholders	Collaboration on events/sponsorship/support

- Collaboration with other Rural Training Hubs

Resources

Training program

Supporting opportunities

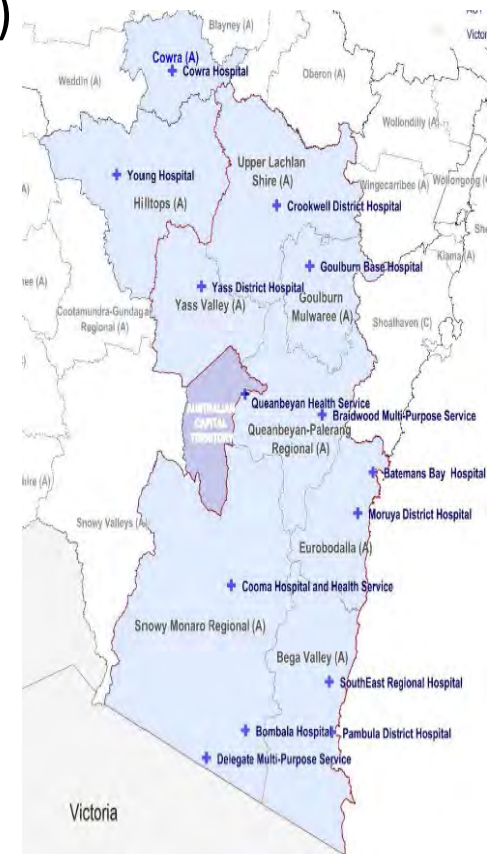
- Aspex project

Developing an understanding of the existing policy setting for medical workforce in SE NSW

Identify current medical workforce and prevocational/vocational trainee

Provide critical contextual and qualitative information for future medical workforce needs

Developing the workforce tool



# DEAKIN UNIVERSITY

# Western Victoria Regional Training Hub Highlights



## Achievements

- Victorian Rural Generalist Program
- Physician Training Program
- Preferential Rural Entry Pathways
- Decentralise teaching and delivery



# Western Victoria Regional Training Hub Highlights



## Professional Development

- Professional development opportunities delivered to local junior and senior health professionals
- Feedback and engagement has been very positive
- Positive impact on clinical supervisor network across the broader region

## Collaboration

- SRTHA members are finalising the development of the ***regionalmedicaltraining*** website, a simple, yet comprehensive information source
- Established Dr JuMP Mentoring Program by Victorian stakeholders. Includes RTHs, RTOs and peak workforce bodies. Allows efficient use of resources, reduced duplication and mentors, burn out

## Creative Delivery

- Online social events
- Coordination of networked events held at each healthcare service
- Creation of recordings for distribution to regionally-dispersed sites
- Utilisation of students as ambassadors
- Engagement with local community members

# FLINDERS UNIVERSITY

Limestone Coast

# Flinders University Rural Health SA Limestone Coast RTH

FRAME Presentation September 2020  
COVID-19 Challenges and Innovations





# COVID Challenges, Flinders University SA Regional Training Hub

- Rapid transition to online clinical education
- Reduced networking opportunities
- Careers counselling and mentorship
- Border community with Victoria = reduced access to visiting specialists





## COVID Innovations, Flinders University SA Regional Training Hub

- Virtual Clinical Training Support program for clinical supervisors
- Virtual 'Rural Day' for MD 1 Flinders University students, a RTH recruitment activity
- Regular virtual health and wellbeing support for Junior Drs
- Clinical exposure to future workforce skills in Pandemic Management



# FLINDERS UNIVERSITY

Northern Territory



Flinders  
UNIVERSITY





# Flinders NT Regional Training Hub

## *Career Expo transforms to Career Pathway Webinar Series*

- Facilitating webinars with all Specialist Colleges & RG Coordination Unit
  - Presenters- College representatives, along with trainees and Fellows from the NT
  - Experts in Zoom Webinars- resources developed
  - Requests to design teaching and learning resources
- 10 webinars recorded 4 to go!**

"We very much enjoyed being involved in the webinar and look forward to future collaborations".

Jess Ledwidge RACGP Rural

"Last night's Webinar was truly wonderful – thank you all so much; such extraordinary knowledge and experience shared with tremendous positivity and engagement"

Mary Kyriakides RANZCP



**228** views  
of the webinar  
recordings



# Flinders NT Regional Training Hub

## *Remote and Rural Junior Doctor Training Forum*

- Forum in Alice Springs postponed to 2021
- National Steering Committee- Junior Doctors, RTH's, Specialists interested in advancing rural training
- Continued momentum with bi-monthly meetings

### MEETINGS

- 2 Junior doctor forums face to face

### ONLINE

- 1 with RTHs
- 5 Steering Committee

## *2020 Projects*

- Advanced Training in Remote Indigenous Health- Evaluation of pilot and advertising for trainees to undertake additional AST for a FACRRM or ARST for the FARGP in 2021
- Clinical Supervisor Training Online- leadership and mentorship workshops
- Clinical Supervisor Support Pilot
- NT Medical Program Graduate Tracking Research Project
- Cross Cultural Communication Skills- NT Governance Committee established, workshop 24/09/20
- NT Training and Workforce Collaboration
- Student to Internship Transition Workshop

PROGRESS  
CONTINUES  
DESPITE  
COVID-19

# JAMES COOK UNIVERSITY

# North Queensland Regional Training Hubs

*An education and career with*  
**Adventure, Skills and Impact**



# Supporting our Health Services for Staffing into the Future

## RMO Campaign

- 6 Webinar series in collaboration with HHS
- Focussed on disciplines with forecast shortfalls
- 508 attended, videos viewed over 700 times

## Intern campaign

- Partnered with HHS to deliver intern info session
- Expanded to a national focus
- 160 attended, video viewed over 200 times



## Position Status Report

[My Applications](#) [Login](#) [Help](#)

Facility Name	Total Intern Positions	Total Group A Interns Applied	Bonded Medical Scholarships Applied	Group B - Group D Interns Applied
Bundaberg Hospital	5	1	0	9
Caboolture Hospital	15	3	0	22
Caïms Hospital	46	26	0	46
Gold Coast Hospital	89	103	0	61
Hervey Bay Hospital	8	3	0	9
Ipswich Hospital	31	31	0	11
Logan Hospital	37	39	0	8
Mackay Base Hospital	26	0	0	49
Mater Health Services	16	20	0	24
Mt Isa Hospital	0	0	0	2
Princess Alexandra Hospital	87	104	0	42
Queen Elizabeth II Jubilee Hospital	9	11	0	7
Redcliffe Hospital	29	27	0	14
Redland Hospital	0	1	0	0
Rockhampton Base Hospital	27	4	0	35
Royal Brisbane and Women's Hospital	94	125	0	78
Sunshine Coast University Hospital	40	59	0	53
The Prince Charles Hospital	25	27	0	10
Toowoomba Hospital	35	35	0	25
Townsville Hospital	64	28	0	53

7<sup>th</sup> June 2019

[Position status reports from Qld Health Website](#)

## Position Status Report

[My Applications](#) [Login](#) [Help](#)

Facility Name	Total Intern Positions	Total Group A Interns Applied	Bonded Medical Scholarships Applied	Group B - Group D Interns Applied
Bundaberg Hospital	5	6	0	14
Caboolture Hospital	12	3	0	16
Caïms Hospital	46	29	0	73
Gold Coast Hospital	92	118	0	80
Hervey Bay Hospital	8	3	0	10
Ipswich Hospital	31	16	0	20
Logan Hospital	37	39	0	15
Mackay Base Hospital	26	3	0	50
Mater Health Services	16	17	0	8
Mt Isa Hospital	0	0	0	0
Princess Alexandra Hospital	87	101	0	45
Queen Elizabeth II Jubilee Hospital	13	2	0	17
Redcliffe Hospital	28	15	0	15
Redland Hospital		0	0	0
Rockhampton Base Hospital	31	2	0	59
Royal Brisbane and Women's Hospital	93	109	0	87
Sunshine Coast University Hospital	52	74	0	50
The Prince Charles Hospital	25	23	0	11
Toowoomba Hospital	35	35	0	15
Townsville University Hospital	66	43	0	80

5<sup>th</sup> June 2020

# MONASH UNIVERSITY



# MONASH REGIONAL TRAINING HUBS

GIPPSLAND  
VICTORIAN

A/P Michael Nowotny  
Larissa Attard

NORTH WEST

A/P Janelle Brennan  
Sophie Burke

## BUSINESS AS USUAL

- Rural Résumé Bursary Boost Program
- Mentoring Pilots
- PGY2 Education Framework
- Rural Talent Awards

- Working with Stakeholders: pathway development, funding applications, accreditation of posts
- eNews & Doctor What? Doctor Where? Podcast
- Southern Regional Training Hubs Alliance



# MONASH REGIONAL TRAINING HUBS

## COVID 19 IMPACTS & PIVOTS

- Focus on **wellness & wellbeing**: Staff, Students & Junior Doctors & Consultants
- **Online**: Sponsorship of & participation in **sector & student events**
  - Career pathway information, webinars, videos
  - Interview tips & CV preparation webinars
  - Supervisor Training & Cultural Awareness courses





# UNIVERSITY NOTRE DAME AUSTRALIA

## INNOVATIONS & CHALLENGES IN A COVID ENVIRONMENT

### TRAINEE & POTENTIAL TRAINEE SUPPORT

#### INNOVATIONS TO MEET COVID-19 RESTRICTIONS

- Virtual Careers Workshop with RDN & MLHD 2 May: 95 attendees from across Australia
- Virtual Rural Preferential Pathway Interview skills workshop with USYD RTH 20 June
- Virtual Psychiatry\* Interest Forum with RANZCP 2 August: 36 registered. Next event Nov  
\* **Area of workforce shortage esp. rural**
- AMSA virtual Rural Health Symposium 19-20 September: Presentation and virtual trade hall
- Increased small group & one on one support for applicants for scholarships, med school, RCS placements & rural career pathways using video conferencing etc
- Continuing collaboration with USYD RTHs for Destination Medicine<sup>®</sup> New series for high school students underway with developing national RTH focus



Psych Interest Forum  
Panel August 2020

### TRAINEE & POTENTIAL TRAINEE SUPPORT CHALLENGES

- Short-term rural placements in MLHD for interstate med students impacted. COVID risk assessment now part of placement process
- Destination Medicine® podcast series in collaboration with USYD with rural clinicians initially impacted. Catch-up underway as well as new series aimed at high school students
- Conferences support for rural med students & junior doctors - suspended for 2020

### TRAINER SUPPORT

- Face to face workshops reduced under COVID restrictions
- Train the trainer emphasis
  - *ALS2 workshop* included sign-off on the practical component for four new rural instructors
  - *Advanced Critical Airways Workshop* completed 29 June
  - *Core Emergency Medical Ultrasound* with MLHD 19-20 Sept - cross discipline



### TRAINING CAPACITY

- *Integrated Medical Workforce Planning & Training Placement Tool* data update being finalised. Challenges obtaining data due to COVID
- Collaboration with MLHD through HETU to meet regional capacity & training needs
- Working with RDN to build on existing collaboration and to explore new ways of partnering including in gathering and interpreting workforce data

# UNIVERSITY OF ADELAIDE

# Adelaide Rural Clinical School

## **RTH – COVID impact**

**Implement and maintain  
arrangements with relevant  
education professionals and  
health service stakeholders**

## Northern training network

Whyalla - 2 interns, 1 Psyc Reg Plus 6 month surg reg rotation

Pt Augusta - 1 paeds intern, 1 DRANZCOG Ad GP reg, Plus 10 week rotation for surgical intern

- Many formal events and meetings cancelled
- Focused primarily on maintenance of status quo

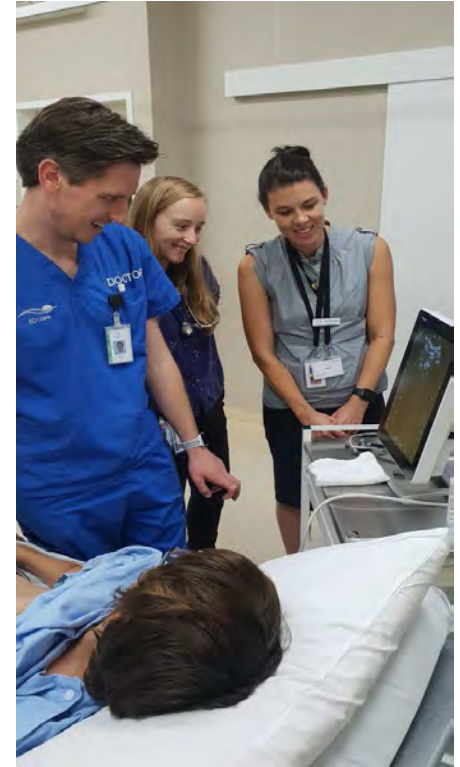


# Adelaide Rural Clinical School

## RTH Approaches

### Increase clinical training capacity

- Monthly Clinical Teaching Journal Clubs every second Tuesday in the month  
(Monthly Research Support Meetings every fourth Tuesday of the month)
- Lead international webinar Engaging LIC students in virtual care: COVID19 and Beyond <https://clicmeded.com/>
- Point of care Ultrasound training
- Still planning a Preceptor teach the teacher weekend in November (fingers crossed)



# UNIVERSITY OF MELBOURNE

- Recruitment of the hub team nearing completion – three former team members are now working for the Victorian Rural Generalist Training program.
- Successfully appointed embedded roles in our three major health service partners to work on specific hub initiatives – building education and supervisory capacity, identifying and mentoring students and junior doctors with rural career intent
- Ongoing provision of educational supervisor training for clinicians utilising the ‘training the trainers’ approach for local, regional delivery and facilitation.
- Working with Southern Regional Training Hubs Alliance on specific training proposals to meet local needs – e.g. Critical Care training.



# UNIVERSITY OF NEWCASTLE

# APPROACHES TO THE COVID TRAINING ENVIRONMENT



THE UNIVERSITY OF  
NEWCASTLE  
AUSTRALIA

**Dr Lisa Dark**

**NORTH WEST NSW RTH  
TAMWORTH • ARMIDALE • TAREE**

# COVID AND THE TRAINING ENVIRONMENT

- Embedded Senior Medical Student (ESMS) & Assistant in Medicine (AIM) roles
- Heightened focus on JMO and Student Wellbeing
- Move to online exams for rural trainees
- Retention/hold on JMO terms & vocational training positions
- Education & technology refurbishment of the JMO space at Manning
- Electronic resources across LHD network

## Challenges

- Lower levels of clinical exposure for majority of trainees
- Border closures and loss of locum support
- Burnout of clinicians teaching/research/service roles



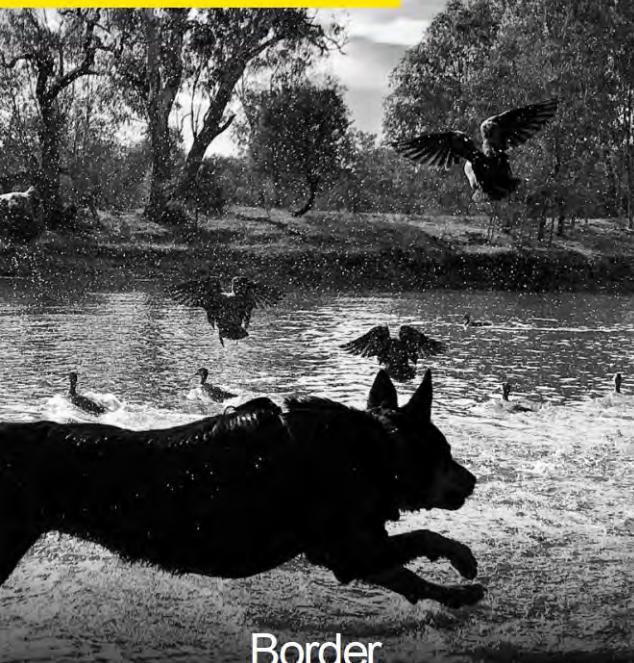
# UNIVERSITY OF NEW SOUTH WALES





Australia's  
Global  
University

## Medicine / Rural Clinical School Regional Training Hubs



**Border**  
Regional Training Hub



**Mid North Coast**  
Regional Training Hub



**Murrumbidgee**  
Regional Training Hub

# UNSW Regional Training Hubs

## Border

### Regional Training Hub

- Regional Anaesthetic training pathway
- Health Service accreditation support for Basic and Advanced Physician training.
- Southern Alliance engagement with Victorian and Tasmania Hubs
- Victorian Paediatric Basic Training network – quarantining places for regional training.
- Postgraduate Medical Council of Victoria engagement - local UNSW students into intern positions at Albury-Wodonga Health, and progressing graduate retention.
- Promotion of regional training through a range of support activities.

## Mid North Coast

### Regional Training Hub

- Support and progress accreditation for new AST/ARST positions including Palliative Care and Internal Medicine.
- Valuable collaboration and input into MNCLHD Workforce Planning report.
- Educational Wellbeing workshops with specific focus on rural medical students and JMO's.
- Supporting staff specialists in Physicians CHHC and Advanced Position Training rotations with Royal North Shore Hospital.
- Progressing collaborative initiative enabling RCS medical students attendance at GP Registrar workshops.
- State-wide planning toward collaborative promoting all NSW RPR hospitals, their regions and RTH's.
- Increased regional research opportunities that link LHD's and RCS

## Murrumbidgee

### Regional Training Hub

- Extensive work and collaboration with MLHD and others to develop a Single Employer Model for RG training.
- Focus on developing pathways of UG to PG to 'real' jobs in real locations with emphasis on local need.
- LHD leadership looking to better integrate all healthcare in Murrumbidgee and Hub dovetails with that.
- Bigger picture of R&R access for medical specialist training remains a challenge – NMWS strategy should make impact.

# UNIVERSITY OF SYDNEY



# Pandemic Impacts and Opportunities

University of Sydney  
Western NSW  
Northern NSW  
Far West NSW

**Presented by**

Linda Cutler

Director Western NSW Regional Training Hub





## Impacts:

- face to face activities

## Opportunities:

- virtual platform increased reach and diversity of attendance
- adaptation of Dip. of Clinical Teacher Training to online platform  
(100 registrations across 4 sites)
- value add of Hubs increased over time



THE UNIVERSITY OF  
SYDNEY

## Other Comments, suggestions etc.



# UNIVERSITY OF QUEENSLAND

# The University of Queensland Regional Training Hubs

Central Queensland, Wide Bay, Southern Queensland

Project Manager, Debbie Croyden

# Approaches used to continue RTH work during COVID

Early assessment Activity Work Plan and undertook business continuity planning

## **Adjustments to business as usual and additional business undertaken:**

- Intern Campaign in Qld altered – RTH offered 4<sup>th</sup> year students virtual sessions with individual HHS + promoted Intern Campaign Pack.
- Staying abreast of State level communications e.g. MAPAU Updates, Specialist Colleges to monitor impact pipeline.
- New initiatives in response to COVID
  - Development of profile of local support services for junior doctors in Central Queensland.
  - Production PPE videos.
- Governance changes:
  - State-wide meeting – adjusted focus.
  - Board meeting – planning for life after COVID.
  - Local governance meetings – placed ‘on hold’ period of time or converted to zoom meetings.
- Commenced work to enhance our existing program offerings to medical students and junior doctors e.g. Rural Context Training, Medical Educators Course.
- Medical Education and Training Opportunities:
  - Increased number of planned educational meetings offered via zoom educational series “COVID” topic – generated great interest with medical students, junior doctors.
  - Offered webinars e.g. Rural Ready Series to medical students.

# Extent our work was impacted

- Inability to deliver face-to-face programs e.g. Mentoring Network events, regional high-school programs.
- Timelines: Some usual business moved to Q3/4 to reduce impost on our Hospital and Health Services e.g. annual collection position data across training continuum.
- Marketing Campaigns – extra communications clearances with our local hospitals and specific departments in a COVID environment.
- Travel bans: Reduced opportunity for face-to-face stakeholder engagement across our footprint.
- Operational impact - staff losses during COVID resulting in less internal capacity.
- COVID also presents **opportunity** to market how our regional and rural academics are managing this impact at the community level.



# UNIVERSITY OF TASMANIA

# Working through COVID-19

## What changed?

- The attention of local clinicians and health services was diverted to COVID-19 response making engagement with them more difficult than usual
- Supervision training, career planning workshops, mentoring sessions and stakeholder meetings were changed to virtual
- The Hub workplan was re-focussed on tasks better suited to staff working from home

## What's new?

- A series of information sheets to assist medical students and junior doctors in career planning
- A short summary of IMG pathways to medical registration in Australia
- Three short (10 minute) clinical supervision training videos scripted and recorded by the Hub's Medical Education Advisor to be made available on the Hub website
- A Statewide Rural Training Hub (StRuTH) database that, once completed, will allow longitudinal tracking of individual training pathways and outcomes
- Collaboration with the Tasmania Health Service medical recruitment units to try to introduce length of training contracts and mechanisms for the transfer of entitlements between regions



# UNIVERSITY OF WESTERN AUSTRALIA

*Verbal Update*

# UNIVERSITY OF WOLLONGONG

# CLARENCE VALLEY REGIONAL TRAINING HUB



## ACHIEVEMENTS

ACRRM accredited Primary Rural & Remote Training – 24 months  
RACGP accredited extended skills emergency medicine  
ACEM accredited Basic & Advanced Trainee posts commencing 2021  
Supporting GP clinics to obtain dual accreditation ACRRM/RACGP  
ACRRM accredited paediatrics & emergency AST  
Establishing UOW final year student program Grafton  
Support for: UOW RCS/long-stay medical program and John Flynn Placement Program  
Partnered with USYD Lismore RTH to complete NSW Medical Workforce Plan

## CONTINUE TO MEET OBJECTIVES

Ongoing - HETI accreditation of PGY2 placements Grafton/Maclean  
Continue to work with UOW student bodies and RTH's to promote virtual learning & funding opportunities  
Continue to promote Rural Generalist vocational pathway through sponsorship & attendance at rural focused conferences  
Increase training opportunities across the whole medical education continuum  
Work with ACEM EMET hub to continue onsite education with a multidisciplinary team focus  
Med student rural scholarship program to encourage placements in our region.

## COMMUNITY ENGAGEMENT

Current UOW medical students attend local high school to discuss their journey into medicine and broader support for high school career expos in the region  
Work with local high school to develop Aboriginal Students Health Careers Pathways program through Grafton Base Hospital  
Continue to host information and networking activities for JMO's, medical and allied health students to promote the training hub  
Work with local organisations such as Rotary and local Council to support community events and future planning of health based initiatives

## COLLABORATIONS

University Centre for Rural Health (UCRH) Lismore - collaborate with Aboriginal Academic Lead to develop an Indigenous high school students Health Careers Pathways Program  
UOW Rural Health Club to promote rural education and vocational pathways to students studying health  
Continue to work collaboratively with other RTHs to promote rural training  
Continue partnership with Lismore RTH under the broader Northern NSW Regional Training Hub to increase Rural Generalist & JMO training opportunities on the NSW north coast.  
Work together with key stakeholders GP Synergy, NCPHN, RDN, NNSWLHD to increase training capacity through a training hub operations group

U

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FRAME  
Rural and Primary Health Education

# Selected Presentations

# **RTH progress in different stages of training**

Fran Trench/Linda Cutler



# REGIONAL TRAINING HUBS

An Australian Government Initiative



# **REGIONAL TRAINING HUBS RURAL PATHWAY SUPPORT FOR MEDICAL STUDENTS**

**Rural medical school placement experiences**

**Career planning and mentoring**

**Facilitating rural placements**

# **MEDICAL STUDENT STAGE OF TRAINING SUCCESSES & ROAD BLOCKS**

## **DISCUSSION**



# Rural Prevocational (PGY1-3) Pathways

Rebekah Carter

# Prevocational Doctors PGY1-3

Northern NSW

Regional Training Hub

Presented by

Rebekah Carter



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SYDNEY



University Centre for  
**RURAL HEALTH**  
education • research • workforce



## Prevocational Doctors – PGY1-3

- RTHs can identify early which students have potential for Rural internship
- RTHs can assist with career mapping pathways
- “Where to from here?” at this stage of rural training (PGY1-3) our prevocational doctors need to have options
  - rural pathways to apply for, so they don't disappear to the city to train*
- The Commonwealth could assist by having a clearer understanding of key transition points and the nexus between service provision and the foundational requirements for vocational training pathways and College entry
- Understanding in order to link together *all* the stages of IRTPs is key here

# **Rural Specialist Pathways - Paediatrics**

Michael Nowotny



**MONASH**  
University

MONASH  
RURAL  
HEALTH

# DEVELOPING A RURAL PAEDIATRIC BASIC TRAINING PATHWAY FOR VICTORIA

ENCOURAGING DOCTORS TO *LIVE, TRAIN AND WORK* LOCALLY

MICHAEL NOWOTNY  
DIRECTOR GIPPSLAND RTH









**CHANGE IS DIFFICULT**



## THE OPPORTUNITY

- Maldistribution → 90 % of Victorian Paediatricians work in metro Melb
- Successful development of rural secondment rotations in 2012
- Support of regional sites and Southern Hubs Alliance
- Commonwealth support through hub funding allowed time and resources to develop a strategy
- Engagement and strong support of Victorian Department of Health & Human Services (DHHS)
- Engagement of RACP (new networked training model)
- Trainee interest high and quality training on offer

## SOME CHALLENGES

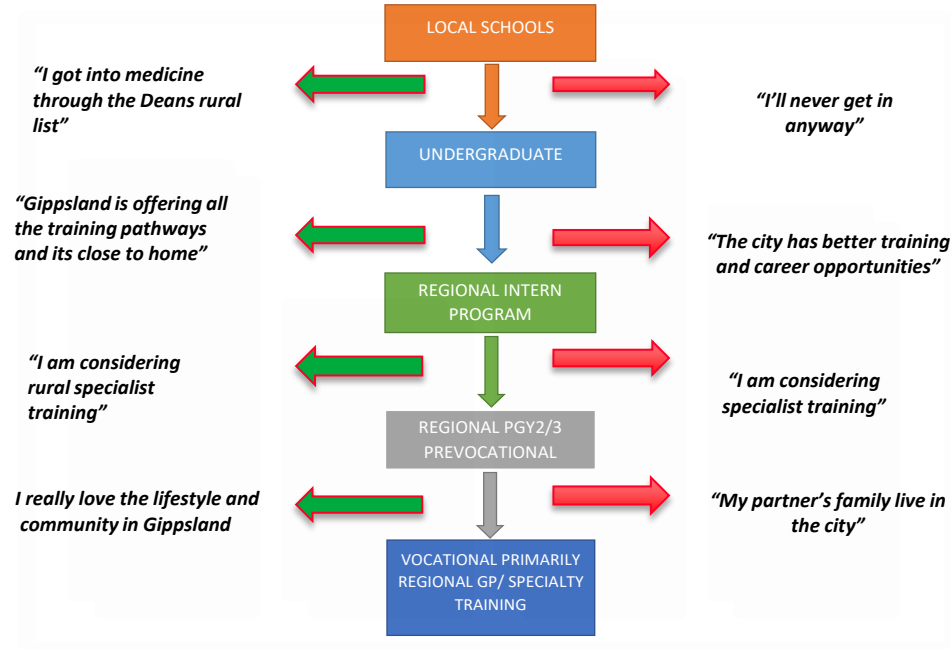
- Lack of formalised existing training network
- Training heavily urban based
- Tertiary controlled training
- Victorian individual health service structure
- Funding of new positions
- “Selling” the benefits
- COVID hasn’t helped



## ENCOURAGING PROGRESS

- DHHS and RACP supported a Basic Training review committee for Victoria
- Key stakeholders involved: tertiary, outer metro, regional health services, neonatal network, DHHS health workforce, RACP and trainees
- Governance structure almost finalized
- Consortium management will have equal input from tertiary, metro and rural
- Rural sites will have a greater input in selection of the rural BT cohort
- First rural based BT recruits will hopefully start in 2022
- Other specialties now interested in the process

# THE FUTURE?



## HOW HAS THE HUB PROGRAM HELPED? (MESSAGES FOR THE DOH)

- IRTP has been successful in Victoria but needs clarity of ongoing funding to allow maintenance of training pathway development
- Southern Hubs Alliance(Victorian, Tasmanian, NSW Border hubs and now Southeast SA)has been a really exciting collaboration with lots of positive outcomes
- In Victoria there has been better collaboration between regional health services facilitated by the hub
- Across Australia there has been great collaboration and resource sharing due to the hub program
- Many previously siloed and disparate rural workforce advocacy groups are now working much more closely together
- Enhanced trainee awareness of rural training and work opportunities due to hub promotional activities
- Successful mentoring programs have been developed



# Rural Generalist Pathways

Robyn Dupuis



# Northern Queensland Regional Training Hubs

## Rural Generalism in Northern Queensland

# Experiences with RG

- QRGP vs AGPT RG
  - Educating junior doctors on differences and how to opt-in
- Training videos
  - Partnership with RTO, create videos to highlight national RG





# What has worked well

- Early buy in during med school
- Junior doctor rotations including primary care
  - PGPPP/RJDTIF
- Close relationships with the university, RTO and RTH



An aerial photograph of a coastal town in northern Queensland, Australia, during a vibrant sunset. The sun is low on the horizon, casting a warm orange and yellow glow across the sky and the water. The town is nestled on a peninsula, with a winding road visible on the left. The surrounding landscape is lush and green, with hills and valleys. The water is calm, reflecting the colors of the sky. In the background, there are more islands and hills, creating a scenic view of the coastline.

Explore your medical career in  
northern Queensland  
visit: [nqrth.edu.au](http://nqrth.edu.au)



# FRAME

FEDERATION OF RURAL AUSTRALIAN MEDICAL EDUCATORS