

Personal & professional support for retention

WHO Sept 2010

Professional associations & agencies to support rural & remote health workers

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Professional associations: personal & professional support

Agenda:

- Personal and historical perspective
- Scope for Professional associations/agencies
- Examples from Australia

Professional associations: personal & professional support

“ the rural decline has been going on for
hundreds of years..... it won't just go
away.....it has to be managed”

Rural Stocktake on GP training
RACGP Training Program 1997

Professional associations: personal & professional support

“The experience for men and women is
different....[glass ceiling/sticky floor]....
what we learn from women will improve the
situation for everyone”

K. Ellersley, WWAMI

Professional associations: personal & professional support

Australia rural medicine:

1978

RACGP Country towns, country doctors

1985

RDAA & RACGP

& specialty Colleges

Professional associations: personal & professional support

Reasons to join:

- No one there like me
- Provide new learning opportunities
- Meaningful task – advocacy and change for the better: strengthen rural training & benefits for rural members.

Professional associations: personal & professional support

Late 1990s:

| | | | | |
|-------|-------|-------|-----------|-----------|
| RDAA | RACGP | ACRRM | RWFAs | AHREHN |
| NRHA | RHSET | FRAME | NRHN | ARRHI |
| RCSs | UDRHs | CRANA | NRHU | SARRAH |
| SBOs | RTPs | FRAME | RUSC | FRAME |
| RHEF | RMFN | RHSET | RRAMA | ARIA |
| RDRN | IMGs | OTDs | JCC | AMWAC |
| GPTas | GetGP | NTGPE | Divisions | RVTS..... |

Professional associations: personal & professional support

Address issues for:

- Individual and collective....EMST; politics
- Inter & intra- professional...RVTS

How:

- Direct & indirect (Local EMST courses; politicians)
- Levels of focus
 - LocalDivisions
 - Regional.....RCS, UDRH
 - State/provincial.....RWFAs, RMFN
 - National.....Professional Colleges
 - International.....Wonca Working Party Rural Practice
- Real time (rapid), asynchronous and ongoing
= extension of pipeline (continuity, life cycle & future)

Personal & professional support multi-pronged approach:

- 1. Why go in the first place = identity**
 - a. Recognition & acknowledgement
 - > Voice at the table (rural lens/reality check)
 - b. 2 way communication
 - c. Standards
 - d. Inform city colleagues what rural HW do
 - e. Forum for community of practice & networks
 - f. Role models, mentors & heroes

Personal & professional support multi-pronged approach:

How the Health System responds:

Education – Remote Vocational TS
RACGP and ACRRM

Solo doctors in rural/remote towns

Distributed medical education

Supervision at a distance

Enhanced training (aligned to needs)



Figure 2. RVTs registrar location during training

Where
are they
now?

Career
pathways
of RVTs
registrars

81% still in
rural and
remote
Australia

Personal & professional support multi-pronged approach:

Why go in the first place = identity

How the Health System responds:

Education - RVTS

Regulations - **IMGs**

Financial – **differential rural rebate**

Personal & professional support:

**Management- get urban to rural/remote
- recruit & return**

Managing people remotely



Professional & personal support

- Better living conditions
- Safe and supportive working environment
- Outreach support
- Career development programs
- Professional networks
 - Social networks
- Public recognition measures
 - Special appeals





Northern Territory

Not Today

Not Tomorrow

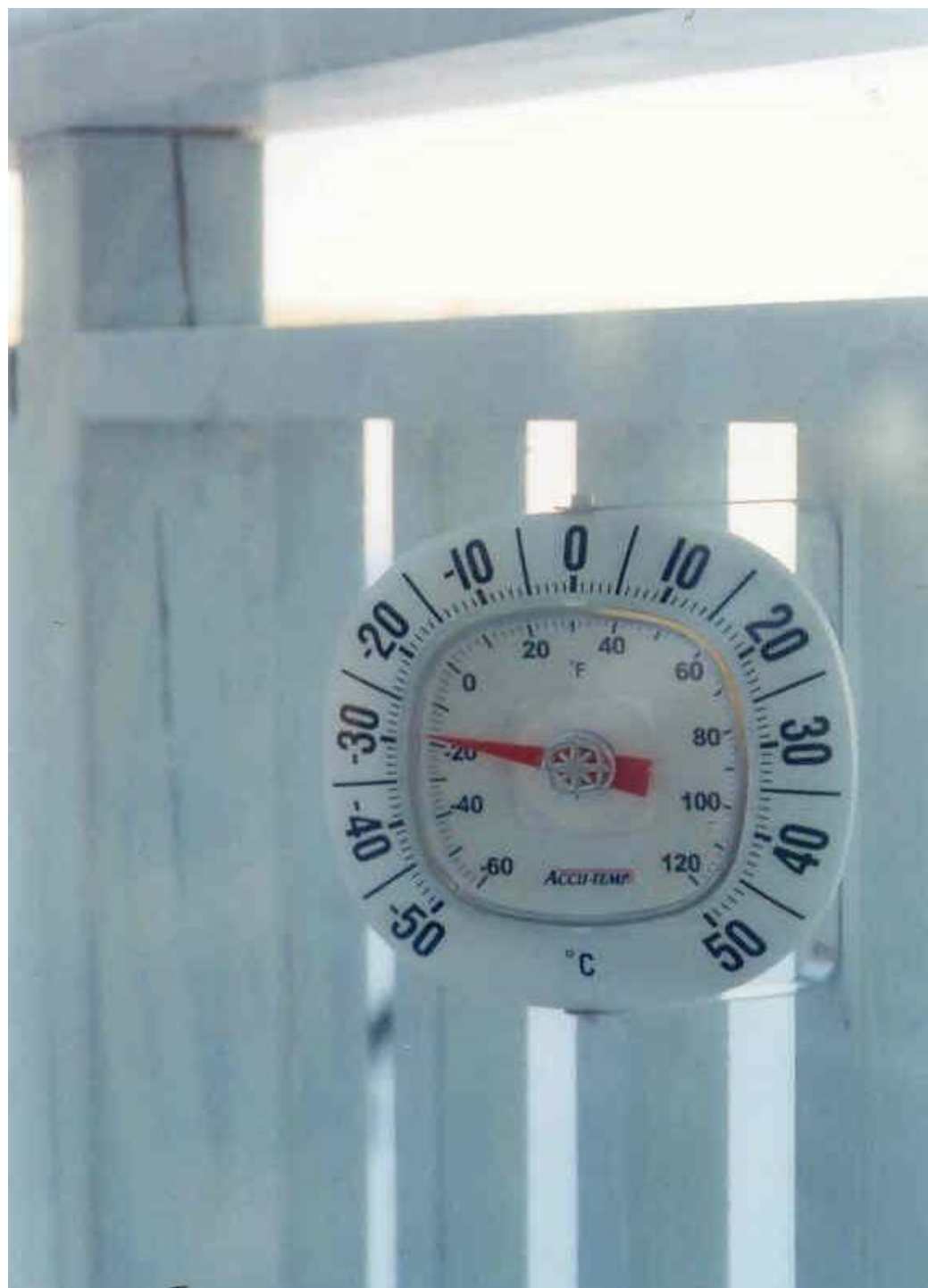
Not Tuesday

Not Thursday



Timing is Everything

The Price of Liberty
is Eternal Vigilance







Thank you



