



Recalibrating Health Workforce Education: using technology

Professor Sabina Knight
Mount Isa Centre for Rural and
Remote Health

James Cook University





Its rodeo time in north west Queensland

- Season change
- Sea Change
 - Celebration of a way of life, culture & equine sport
 - Busy time for health services
 - Great time for student placements





Small dispersed population

- Cover an area 2/3 of NSW vast distances
- Torrid climate extremes
- Small dispersed populations High risk & seasonal industries – Mining, Pastoral, Fishing, Tourism & Services
- Health workforce maldistribution
 - Nurses the most reasonably distributed.
 - High health need
 - Staff turnover
 - Competing with high paid mining jobs





Extreme sports

Rodeo

Campdrafting

Motor cross

Bush marathons – dirt & dust

Border ride - bike race

Extensive travel for football or
athletics



Work and Play high tolerance for risk & injury



Start young





Fit for purpose nursing workforce

- Context of practice
- Burden of disease
- Cultural context
- Health services
- Population & industry characteristics

- 1 southern FTE is not = to 1 effective FTE



JCU Nursing

- Enhanced curriculum - overt focus on Rural, Remote, Indigenous and Tropical Health
- Local recruits
- Networked Campuses & remote study centre
 - Cairns, Townsville, Mackay, Thursday Island, Mount Isa and Cloncurry
 - Close relationship between tutors, nurse leaders & students



University Department of Rural Health

- Partnership with health services
- Regional clinical placements
- Preceptor & mentor development & support – grad cert & CPD
- Student accommodation
- Academic & library support
- Regional pipeline into a grad program
- Research training & support
- High visibility of nurse specialities





North West HHS 2017 First Year Practice Registered Nurses and Midwives Program (FYP)





First Year Practice Registered Nurses and Midwives

- Initially 20 First Year Practice (FYP) RNs and 3 (FYP RMs) recruited to program
- Additional (5) FYP RN for rotation to Primary Health Clinics and Nurse Led Clinics with OCNMO funding)





Key strategies

- Allied Health Service leaning
- Partnership
- Excellent facilities
- Technology to reduce isolation
- Short term agility & opportunism
- Develop the grads professional networks
- Interprof learning



Sustainability – persistence, nurture curiosity, keep fresh

