

Appendices

Appendix A - Recruitment, Retention, and Training Stocktake

Programmes and Initiatives Available Locally

Type	Organisation	Name	Description
Scholarships/ Rural Health	Waikato Primary Health	Rural Health Scholarships	The scholarships, up to the value of \$10,000 each, are aimed at supporting the recruitment and retention of primary health care professionals for rural Waikato communities. In return, students agree to work in their health discipline in the broader Waikato region (Coromandel in the north to Taumarunui in the south), for an agreed minimum period. Target areas change annually (2007 - Oral Health /Dental Therapy, Midwifery, Nursing and Medicine).
Scholarships/ Rural Health	New Zealand Institute of Rural Health	Waikato Postgraduate Health Scholarships 2008	Eligibility - Rural Waikato based workers (practice managers, nurses, doctors, allied health professionals) and practitioner spouses. Applicants must be New Zealand citizens or permanent residents. Aim - to increase the number of rural health workers who undertake professional development activities. Amount - up to \$5,000 to assist with expenses of training and development.
Scholarships/ Rural Health	New Zealand Institute of Rural Health / Waikato DHB	Rural Waikato Undergraduate Health Scholarships 2009	Eligibility – Students from rural Waikato who are currently enrolled full time in an accredited undergraduate health science course. Applicants must be New Zealand

Type	Organisation	Name	Description
			citizens or permanent residents. Aim – to increase the number of rural health workers who undertake professional development activities. Amount – up to \$10,000, to support study fees, accommodation, travel and living expenses.
School Liaison / Rural Health	New Zealand Institute of Rural Health	School Career Services (Waikato DHB)	Liaison and information regarding health education opportunities to schools, students and communities through career open days, school visits, relationship brokerage between interested students and schoolteachers and career advisors and health professionals and health educators. To liaise with local health providers and tertiary education providers. Held a Waikato Weekend, where Medical, Pharmacy and Nursing students from Grassroots student club at Auckland university visited the Waikato Clinical School and Te Kuiti hospital.
School Career Expos / Health	Waikato DHB Te Kuiti Hospital /NZIRH	Health Careers Open Day	Provide North King Country high school students with information regarding the different health careers and related educational opportunities
School Career Expos / Generic	Maniapoto Māori Trust Board	Maniapoto Career Expo	Provide school students in the Maniapoto rohe with information regarding career and educational opportunities
School Career Expos / Generic	Otorohanga District Council	Annual Otorohanga Career Expo	Provide school students from the North King Country schools with information regarding career and educational opportunities
Introduction Medical Training	Waikato DHB Clinical School/NZIRH	Waikato DHB high school visit	Prospective medical students (20 year 12/13 rural school students) visited the Clinical School at the Waikato Hospital (May 2008). 6 from NKC have attended

Type	Organisation	Name	Description
Taster Courses / Generic	Tertiary Education Commission (schools and employers)	Gateway – Te Kuiti High School, Otorohanga College, Piopio College,	National school-run work experience programme for year 11 to 13 students. One day a week in an industry work placement. Workplace learning is usually assessed against NQF unit standards or achievement standards, which usually occurs in the workplace.
Youth Training / Generic	Ngati Maniapoto Marae Pact Trust Inc	New Start Te Kuiti	Provides a National Certificate in Employment Skills and skills and knowledge to support the needs of motherhood and medium employment goals. For 18+ unemployed 6+ months, mums who have had their educational opportunities interrupted during pregnancy and while raising their child.
Youth Training / Generic	Ngati Maniapoto Marae Pact Trust Inc	New Horizons Te Kuiti	Student designs own training package to suit needs and can gain credits toward the NC in Employment Skills. Workplace learning and field trips are included. For < 18 years (no/low qualifications); 18+ (school leavers in last 6 months with low qualifications).
Youth Training / Generic	Maniapoto Training Agency	New Horizons	Student designs own training package to suit needs and can gain credits toward the NC in Employment Skills. Workplace learning and field trips are included. For school leavers <18
Youth Training / Generic	Maniapoto Training Agency	National Certificate in Employment Skills -- Level 1	Personal and technical skills that are important in the workplace including literacy, oracy and numeracy. For school leavers <18
Youth Training / Generic	Maniapoto Training Agency	Workplace Training -- up to level 4	On the job experience and basic skills programme individually designed to fit chosen career options. For school leavers <18

Type	Organisation	Name	Description
Training Opportunities Programmes (TOPs) / Generic	Maniapoto Training Agency	Workplace Training -- up to level 4	On the job experience and basic skills programme individually designed to fit chosen career options. For unemployed 18+
Tertiary Education / Generic	WINTEC	mobile@wintec	16 seater computer classroom travels through the greater Waikato offering programmes to the community. Stops in Otorohanga and Kawhia.
Tertiary Education / Generic	WINTEC	wireless@wintec	A small trailer unit with eight laptops and a satellite dish, which offers short courses at community venues, farms and corporate establishments throughout the Waikato.
Tertiary Education / Health	WINTEC Te Kuiti	Certificate in Health Studies L4	One-year certificate, full or part time. Must have NCEA L1 12 credits or equivalent. Graduate are eligible to enter into further study in the areas of health care.
Tertiary Education / Health	WINTEC Te Kuiti	Medical Terminology	Understanding of medical terminology. For existing workforce and prospective students.
Tertiary Education / Generic	WINTEC Te Kuiti	Apprenticeship Coordinator	Apprenticeship support of all industry trades. Roaming assessor/ trainer/ coordinator. Programme development. Supporting apprentices in the work place and at evening classes - funded by Local Businesses (\$250 per apprentice per year), Ministry of Social Development, Mayor's Task Force and Otorohanga District Development Board.
Tertiary Education / Generic	WINTEC Te Kuiti	In Class Tuition – Te Kuiti Campus	Variety of L2, L3, L4 diplomas and certificates including foundation studies, ACE funded short courses, Online L2 and L3 certificates.
Tertiary Education / Generic	WINTEC Te Kuiti	In Class Tuition - Otorohanga Trade Training Centre	Variety of L2, 3 certificates including First Aid - workplace certificates NZQA
High School courses / Generic	The Correspondence School		Distance education national provider for early childhood, primary and secondary

Type	Organisation	Name	Description
			schools (available at the Otorohanga College through STAR funding)
Tertiary Education / Generic	Te Wananga O Aotearoa	Maniapoto Campus	Foundations studies and a range of courses, L1 – L4
Variety / Generic	Otorohanga Trade Training Centre	Adult & Community Education (ACE)	New Zealand Qualifications Authority. Industry and Trade Qualifications. Wintec Qualifications. Apprenticeship Support Programme.
School Funding / Generic		Secondary Tertiary Alignment Resource (STAR)	Provides all state secondary schools with additional funding to access courses that provide greater opportunities for students. The objective is to enable schools to better meet the needs of students by personalising learning pathways and facilitating a smooth transition to the workplace or further study.

On-line resources

Type	Name	Website	Description
Career Planning	Choices – Where it's at	http://sites.hostnz.com/choices_quiz/index.php	Helps students to start thinking about future career possibilities. Includes links to other sites with details on further education, types of education, and career planning.
Career Planning	Edcentre Te Tomokanga – Tertiary Learners	http://www.edcentre.govt.nz/education/sector.portal?nfpb=tortlets/header/navHomeFromHeader	Information and advice about careers for students. Links to information about jobs, planning a career, career opportunities, and pathways.
Career Planning	In-transit	http://www.intransit.govt.nz/	Provides help, advice, and services designed to assist young people get into jobs, study, and training when they leave school. For career and job seekers, school leavers, skill seekers, study seekers.
Career Planning	Urge – Whakamanawa	www.whakamanawa.co.nz	A website for young people. Covers a

Type	Name	Website	Description
			range of issues including careers, employment, CVs, finding a job, further education, youth development, and an online directory of help services.
Career Planning & Transition	Careers and Transition Education Association (Aotearoa)	http://www.cate.co.nz/index.html	A resource network for careers and transition educators for the dissemination and exchange of ideas, courses, programmes, and information. A vehicle for discussion with government departments and other bodies associated with school to work transition.
Career Planning & Transition	Transition – Journeys into Work and Lifelong Learning	http://www.tki.org.nz/r/specialed/transition/index_e.php	Support and advice for families, educators, employers, and service providers involved in guiding young people with special and diverse needs through their particular transition process. Information on financial support, stories, events, resources, contacts, and links to support service sites.
Career Publication	Taiohi	http://www.taiohi.co.nz/	This website supports the Taiohi quarterly rangatahi magazine, the CD-ROM, and the Study Guide. Taiohi is part of the Whakaaro Mātauranga – Think Learning project aimed at raising expectations of Māori achievement amongst Māori, the community, and education providers. Includes career information, and profiles of people working in a range of occupations.
Career Publication	Tearaway.co.nz	http://www.tearaway.co.nz/	Website of Tearaway Magazine: The Voice of New Zealand Youth. Wide range of information and topics - entertainment, sports, worldwide news, careers, arts, 'tech stuff', people, ideas, 'body stuff' and research.
Career Publication	workINSIGHT	http://www.dol.govt.nz/publications/general/workinsight/index.asp	Department of Labour publication for people who advise students, workers, and jobseekers about their study and career

Type	Name	Website	Description
			options and for anyone wanting to keep up-to-date with the latest job market news, research and trends.
Career Services	Techlink: Involve – Evolve – People in Technology	http://www.techlink.org.nz/people-in-technology/index.htm	Technology career profiles providing students with an insight into the range of career paths to which technology education can lead, and the skills required in each featured career.
Career Services	Career Services	http://www.careers.govt.nz/	Information on career services, advice, jobs, industries, work trends, courses, training, online tools, publications, and products. Enquiries can be made regarding details on occupations, job descriptions, course information, training options and labour market.
Career Services	The Learning Shop	http://www.thelearningshop.co.nz/	Information, advice and support on education and training opportunities. Part of the Tertiary Education Strategy. Links to Gateway and Youth Transition Services.
Career Services	Work and Income	http://www.workandincome.govt.nz/	Information about the support and services available from Work and Income, Ministry of Social Development. Information on how to get a job, careers advice, financial assistance, information for employers, and links to related sites.
Career Services	WorkSite	http://www.worksite.govt.nz/	Combines the resources of a number of government agencies to help people make decisions about work. Information about education and training, career advice and guidance, finding work, finding employees, and establishing and operating a business.
Supporting Parents	Team-Up - Careers	http://www.teamup.co.nz/secondary/about/careers/default.htm	Information for parents to help guide their teens in the transition from school to further education or employment. Information about tertiary study, careers, getting a job, and what employers look for.

Type	Name	Website	Description
Tertiary Education Service	New Zealand's Tertiary Education Portal	http://www.ted.govt.nz/ted/ted.portal?_nfpb=true&pageLabel=omeFromHeader	Combines the resources of a number of government and non-government agencies and organisations to provide both learners/students and Tertiary Education Organisation staff with access to comprehensive information and services relevant to tertiary education in New Zealand. The student area provides links to information about careers including advice, guidance, employment, and on the job training.
Tertiary Education Service	Tertiary Education Commission	http://www.tec.govt.nz/templates/standard.aspx?id=481	Information on funding, education and training, career advice, and links to user groups and resources.
Workplace Learning and Training	Modern Apprenticeships	http://www.modern-apprenticeships.govt.nz/en/	Information on the Modern Apprenticeships programme for young people wanting to earn while they learn and employers wanting to employ a young apprentice.
Workplace Learning and Training	Skill New Zealand	http://www.skillnz.org.nz/	Information about workplace learning options, what the benefits are, and how to get involved. It includes programmes such as Gateway, resources, and publications related to training and employment.
Scholarships information	New Zealand Institute of Rural Health	www.nzirh.org.nz	Scholarships for Rural Waikato students
Career Services	Competenz, NZ Engineering Food & Manufacturing Industry Training Organisation	www.tools4work.co.nz/home/home_default.aspx	Advice, jobs, education on apprenticeship & trades options
Workforce Support	New Zealand Rural General Practice Network	www.rgpn.org.nz	Support rural general workers - National
Tertiary Education Service	IPENZ, Institution of Professional Engineers New Zealand (IPENZ)	www.futureintech.org.nz	Gateway to careers in technology, engineering & science

Type	Name	Website	Description
Tertiary Education Service	Faculty of Medical and Health Sciences, University of Auckland School of Medicine.	www.health.auckland.ac.nz	Information for prospective students - National
Tertiary Education Service	Division of Health Sciences, University of Otago	www.otago.ac.nz/departments/health_sciences/index.html	Information for prospective students - National
Tertiary Education Service	School of Health, Waikato Institute of Technology	www.wintec.ac.nz/index.asp?pageID=2145821811	Information for prospective students - National
Career Services	Private education	www.getset.ac.nz www.qualmaster.org www.qjumpers.co.nz	Online course helping in preparation for careers and education, self-assessment of skills and abilities - National
Training Organisation / Electricity Industry	Electricity Supply Industry Training Organisation (ESITO)	www.esito.org.nz	Taster courses, pre-employment scholarships, apprenticeships, pre-employment courses - National
Training Organisation / Agriculture	Taratahi Agricultural Training Centre	www.taratahi-ag.ac.nz	Certificates L2 and L4, taster courses, Practical skills courses, scholarships - National

Trial/ Taster Programmes Offered by Tertiary Institutions Nationally

Organisation	Name	Description
Unitec	www.unitec.ac.nz/?7F047F8B-6E4E-40F4-8DB3-7F4583B526D5	Be A Student for a Day Prospective students spend a day at the tertiary institution to get a feel of the programme, along side full time students.
Waikato University Law School	www.waikato.ac.nz/law/info/lfsad.shtml	
North Tec	www.northland.ac.nz/about_us.asp?pageid=272	
Nelson Marlborough Institute of Technology	www.nmit.ac.nz/portal/tabID__4069/DesktopDefault.aspx	
Faculty of Arts University of Auckland	www.arts.auckland.ac.nz/sites/index.cfm?P=11724	
Waiariki Institute of Technology	www.waiariki.ac.nz/stu_supportservices.asp	

New Zealand Health Career Promotion Initiatives

Rangatahi Mentoring Programme

Joint initiative between ADHB and the Rangatahi Māori Mentorship Trust.

Programme was piloted in September 2006 with six Māori students from Nga Puna o Waiorea Rumaki Reo (Western Springs College) participated in weeklong workforce experience at the DHB. The Programme was co-coordinated by a Māori nurse educator and involved an orientation day at Auckland City Hospital, a three-day mentored experience with health professionals, and attendance at workshops and forum with health professional guest speakers.

All six of the students to participate in the pilot project have gone on to enroll in tertiary health field programmes.

Whakapiki Ake Project

A partnership programme between The University of Auckland's Faculty of Medical and Health Sciences and 31 secondary schools helping Year 13 Māori students gain access to the Certificate in Health Sciences (Te Hikitia o Te Oranga o te Iwi). The programme can cover the cost of application and tuition fees, access to textbooks, tutorials and course counseling. Students who are not attending one of the participating schools can apply through the Sister/Host School Initiative. Students in the Certificate in Health Sciences programme can participate in the Summer Exposure Programme where they are placed at The Liggins Institute for health research, the University of Auckland's Physiology Department or the School of Pharmacy.

www.maorihealthcareers.auckland.ac.nz/

Inzone Careers Unit Road Show

A Careers Expo, in the form of a specially designed bus that will visit 200 schools and be seen by over 40,000 students during 2007-2008. Inside the Inzone bus are 22 'Pods' hosting 32" LCD audio / visual screens, which contain information covering a range of different careers and industries. Students can register their details on the pods indicating the particular career path they are interested in receiving more information. On the outside of the bus are 10 42" Plasma screens running educational videos.

In the new session commencing 13 October 2008, 3 pods will be allocated to health (1 - Public Health; 2 - DHBs/ACC). Each pod will show a short video. Students will be directed to a nominated website(s) for further information on health careers. It is expected that the bus will arrive in the Waikato area by April 2009 but the schedule is not yet available.

Health Career Brand

DHBs developed the new Health Careers brand to assist in building strong health sector recognition, to promote a sustainable workforce in an increasingly competitive labour market, and to reinforce a public image that builds health as an exciting, stimulating and valued workplace. The key audiences for the brand are new entrants into the health workforce (e.g. school students), health workers who have previously exited the workforce, national recruitment activity and international recruitment.

The Inzone bus is the vehicle to progress the brand launch (commencing October 13 2008). The nationally branded health careers information and

the health careers website are currently being developed and will be launched on 13 Oct.

Rural Medical Immersion Programme (University of Otago)

Rural medical immersion programme for six fifth year medical students at the University of Otago Medical School. The students studied for one academic year at two rural teaching centres at Greymouth and Queenstown returning to their home medical schools at Dunedin and Christchurch for short periods.

From 2008 the programme would become faculty wide with twelve students selected and from 2009 onwards twenty students selected each year. 2008 will see the establishment of two new teaching centers at Balclutha and Dannevirke.

It has been shown that when students who are selected for medical training come from a rural background and spend a high proportion of their training time in a rural environment they are more likely to choose rural medicine as a career.

ZEST4LIFE

Midland DHBs international recruitment brand, including joint website and promotional material, attendance in the Opportunities NZ Expos in London and Manchester (2005 and 2006).

www.zest4life.co.nz

Incubator Project

Hawke' Bay DHB project aims to assist in earlier career identification and secondary school recruitment (years 12 and 13). It includes coaching and mentoring a health career framework to students, work experience for those in year 13, supporting movement into tertiary educational opportunities, and mentoring and supporting students through tertiary education and into employment.

www.incubator.net.nz

Initiatives to Support University Students

Grassroots Club

Based at the University of Auckland, Faculty of Health and Medical Sciences, this club supports tertiary health students from rural areas, provides advice on careers in rural health, runs related teaching and skills workshops, and holds legendary social events! Interdisciplinary interaction between students is encouraged on rural health matters, plus there is a network with other rural health clubs.

Matagouri Club

Based at Otago University. A group of students of the health science disciplines (Physiotherapy, Pharmacy, Dentistry, Medicine, and Nursing) that aims to increase interest and raise awareness of rural health, ultimately to encourage students to work in rural areas. The club holds many events including pub quizzes, High School Visits, visits to A&P shows and a rural health week full of activities in September. <http://matagouri.otago.ac.nz/>

Initiatives to Support Local Providers

Northern King Country GP Spouses Group

Orientation Pack for New Rural Workers and Their Families in New Zealand. Linda Brown Heather Maw Martin London. Centre for Rural Health. 2001

International Initiatives

Queensland Government, Office of Rural Health

A unit that provides a source of expertise concerning health workforce issues in rural communities, including management of scholarships and promotion of statewide strategic workforce planning and policy development activities across the health workforce, in relation to endorsed health priority areas, population groups and reform agendas, and liaises with Health Service Districts, Queensland Health Area Health Services and Government agencies on rural health issues and supports the Minister for Health's Rural Health Advisory Council and Subcommittees, in relation to rural workforce issues.

Scholarships include:

Queensland Health Rural Scholarship Scheme (QHRSS) available for students seeking a career in rural and remote Queensland in Medicine, Nursing, Dentistry, Oral Health, Podiatry, Occupational Therapy, Pharmacy, Radiography, Physiotherapy, Speech Pathology and Social Work.

Queensland Health Allied Health Scholarship Schemes (QHAHSS) including Scheme; Post; Scheme; and Pharmacy Assistants Scholarship Scheme

Queensland Health Bonded Medical Scholarship Scheme (QHBMS) aiming to train 235 additional doctors to work in Queensland Areas of Priority Service for 6 years following their graduation from the Griffith University Graduate Medical Course.

Queensland Health Population Health Scholarship Programme (QHPHSP) which is available to students undertaking undergraduate (excluding first year) and post-graduate population health degrees. This scholarship will provide financial assistance for a period of up to two years. Scholarship recipients will be guaranteed employment with Queensland Health and will be bonded for a period of one year.

The unit is also responsible for the Queensland Country Relieving Doctors (QCRD) Program, which has been in operation for at least 35 years. The program provides relief for annual, conference or study leave to rural medical staff, to the following types of positions - Medical Superintendent; Senior Medical Officer; Medical Superintendent with Right of Private Practice; and Medical Officer with Right of Private Practice.

www.health.qld.gov.au/orh/default.asp

Health Careers in the Bush (HCB)

The HCB program provides the knowledge, encouragement and support to rural and remote, Indigenous and non-Indigenous students with an interest in pursuing a career in the health industry. The ultimate outcome of the program is to increase the number of health professionals choosing to work in rural and remote Queensland.

Website - information for students, teachers and parents, including fact sheets on a variety of health careers, scholarship available, A university toolkit, and a specific section for indigenous students.

Workshops - weeklong Indigenous Health Careers Workshop (for years 8,9,10), Health Careers Workshop (years 9 & 10), and Health Careers Pathways Workshop for year 12 students. All programmes are fully funded by the government.

Rural School Visits - provide school students with the opportunity to meet with students who are currently undertaking a health course at university or TAFE. The team of visiting students provides an interactive information session tailored to meet the needs of the group, from late primary school students through to Year 12's. Students talk about their personal experiences including life in general at university / TAFE, details about the course they are studying and their future career plans. Time permitting, hands-on activities can also be arranged. The school group will be given the opportunity to ask questions and engage in group activities and one-on-one discussions with the visiting students. Resources and promotional materials are available during the visit for both students and teachers.

The programme produced a variety of resources that are available including CDs, videos and guides. www.healthcareersinthebush.com

National Rural Health Students Network (NRHSN)

NRHSN is a multidisciplinary Network representing over 6500 medical, nursing and allied health students nationally in 28 Rural Health Clubs (RHCs) located at universities in all States and Territories. NRHSN members share a common interest in rural and remote and Aboriginal and Torres Strait Islander health. The NRHSN exists to provide access to support, opportunities and information, promoting equality and future health careers. The NRHSN achieves its aims through locally based activities at rural health clubs (such as Rural High School Visits to promote health courses as a possible career option, speaker nights, workshops, scholarship nights and social events), as well as a national approach to issues such as Indigenous health and curricula. The NRHSN is funded by the Commonwealth Department of Health and Ageing (DoHA) and is auspiced by Rural Health Workforce Australia. www.nrhn.org

Some examples of RHC are:

TROHPIQ (Towards Rural and Outback Health Professionals in Queensland)

TROHPIQ is Southern Queensland's Rural Health Club for medical, allied health, nursing and dentistry students. Founded in 1994, TROHPIQ continues to promote rural clinical education, rural and remote practice and rural and indigenous health issue awareness, and provides numerous support services for students of all health disciplines throughout the state. www.trohpiq.org

CLUB RHINO (Rural Health in Northern Outback)

The student rural health club of the James Cook University in North Queensland. RHINO was founded in August 2000. RHINO aims to encourage and promote rural health issues and opportunities within the health disciplines of the university, like medicine and pharmacy. RHINO provides many rewarding activities for its members that are both fun and educational. www.clubrhino.org.au

The GAPP Program

The GAPP Buddy Program is an opportunity for health students to communicate & connect with health graduates and rural leaders across Australia. Its aim is to encourage communication and the sharing of insight between community leaders, health graduates & students; and enhance students interest in rural and remote health and their preparedness for professional life in rural Australia. GAPP has over 30 'buddies' available and keen to talk to about rural life. Their expertise is vast - ranging from new health professionals to those with years of experience in business management, industry, farming, volunteer community work and the health sector.

Rural Health Workforce Australia

Rural Health Workforce Australia's role is to work with the Rural Workforce Agencies (RWAs) to develop national solutions to improve the recruitment and retention of the health workforce throughout rural and remote Australia. RHWA and its member RWAs are funded by the Australian Government Department of Health and Ageing; RWAs are also funded by their respective State Governments for various programs, services and projects.

NSW Institute of Rural Clinical Services and Teaching

The aims of this "virtual institute" are to support rural clinicians across all stages of their careers and promote good practice in rural health service delivery especially through promoting excellence (identify and share good practice in rural health service delivery); networking (assist the development of networks between rural health staff and services within and between area health services); information (act as a source of information for rural and remote stakeholders on rural health workforce and service issues); fundholder/facilitator (use its funds to create incentives for organisations to respond to perceived gaps in rural health service delivery); and advocacy (provide a voice for rural health services and the rural health workforce, the issues they face and strategies to address those issues and facilitate dialogue between professional groups involved in rural health).

Specific projects of the institute include:

- NSW Rural Allied Health Conferences in December 2003 and October 2005
- Health Student Placement Program in Murwillumbah
- Chair in Rural Pharmacy at Charles Sturt University, Wagga Wagga
- NSW Rural Obstetric Training Network
- Report on Rural Based Stroke Units
- Dental New Graduate Incentive Program
- NSW Rural Allied Health Conference held in Dubbo from 18th to 19th October 2007
- Rural Stroke Project
- Rural Allied Health Project
- Rural Research Capacity Building Programme
- Sponsorship to the 2006 and 2007 Baxter NSW Health Awards - 40 rural health workers from a range of disciplines and backgrounds were sponsored each year to attend the two day Baxter Expo in Sydney in October 2006 and 2007.
- Clinician Support Network Project - Rehabilitation

- Rural Health Information Project - Rural Bio-statistician Trainee and Clustering Project
- A Co Convener of the 2nd Rural Health Research Colloquium held in Tamworth on 15-17 May 2007.

www.ircst.health.nsw.gov.au/home

University of Southern Queensland, Centre for Rural and Remote Area Health

The mission of the centre is to conduct and facilitate health-related research and training in rural and remote communities for the benefit of the community and the health workforce in the areas of Indigenous health; Mental health; Skin cancer; Health workforce; Health and wellbeing; and Sports psychology.

It partners with the Toowoomba Health Service to form the *Australian Centre for Rural and Remote Evidence Based Practice* which is a collaborating centre of The Joanna Briggs Institute and is a partner in the Centre for Rural and Remote Mental Health Queensland, addressing the challenges of those living in rural and areas in accessing mental health support and care.

The centre conducts interactive research workshops, aiming to provide an opportunity to identify and prioritise the research needs in the area; identify potential partners for grant applications; and enable CRRAH members to establish networks with key stakeholders. From this process 43 key research needs were identified and organised into 12 major themes: Health professional development and support; Mechanisms for identifying regional/local needs; Mental health; Health and interaction with the environment; Management of common conditions of which little is known; Post acute/aged care; Evidence-based practice; Health workforce including volunteers; Indigenous health; Access to health service delivery; Economic impact of new programs; and Outcomes impact of research partnerships.

www.usq.edu.au/crrah/default.htm <http://www.crrmhq.com.au/home.htm>

Ontario (Canada) Underserviced Area Program (UAP)

The program, administered by the Primary Health Care Team, aims to enhance access to health care services in designated rural and remote areas of the province, which have difficulty attracting and retaining health care professionals. It offers a variety of components aimed at attracting and retaining health care providers to underserviced areas in Ontario. In order to access the UAP's recruitment and retention benefits, a community must be designated as underserviced.

Incentive Grant Programs available to health care professionals relocating to designated underserviced communities (up to \$40,000, paid over four years, to GP/FPs and psychiatrists who relocate to designated northern communities; up to \$15,000, paid over four years, to GP/FPs who relocate to eligible designated southern communities; of up to \$20,000, paid over four years, to specialists who relocate to designated northern communities; \$20,000, paid over four years, under the Northern Medical Specialist Incentive Program, to northern specialists who provide a minimum of 12 days of outreach services per year; up to \$15,000, paid over three years, to audiologists, chiropractors, occupational therapists, physiotherapists and speech-language pathologists who relocate to fill positions in full-time MOHLTC-funded vacancies in Northern Ontario).

Free Tuition Program

The Free Tuition Program offers physician up to \$40,000 (or \$10,000 per year) in exchange for a three or four year return-of-service commitment. The program has two components: the reimbursement of medical undergraduate tuition fees and a location incentive fund. The Free Tuition Program will compensate medical students and postgraduate trainees for actual medical tuition payments (to a maximum of \$10,000 annually), in exchange for a return-of-service commitment in a community designated as underserviced or an undersupplied specialty. The location incentive

fund may provide tuition grant candidates with additional financial incentives to locate to approved communities if tuition is less than \$10,000 per year.

The Tuition Support Program for Nurses (TSPN) offers tuition reimbursement to recent nursing graduates from rural and remote communities. Applicants must be new College of Nurses of Ontario (CNO) registrants who choose to do a return-of-service (ROS) in an eligible underserved community. The program is open to nurse practitioner, registered nurse and registered practical nurse graduates who have recently graduated as of April 1, 2006, from a Canadian University or Tenens Programs

The Locum Program assists specific designated underserved communities in Ontario with temporary medical services to replace physicians on holidays, education leave, etc. The GP/FP program is administered (and available to identified communities across the province), by the Ontario Medical Association (OMA) locum program and the Specialist Urgent Locum Program and the Specialist Respite Locum Program are administered directly by UAP and is available to designated communities in Northern Ontario.

Support Programs

Additional practice supports exist for northern health care professionals. The Northerneastern Ontario Health Professional Development Program (NOHP-Dev) provides support to health care professionals in Northeastern Ontario by providing health care professionals with quality, accessible educational opportunities. NOHP-Dev hopes to decrease professional isolation and therefore promote quality, accessible health care in northern communities by assisting in the retention of health care professionals. The Psychiatric Outreach Program provides support for psychiatrists.

The Northern Ontario Virtual Library provides northern health care professionals with 24/7 virtual access to a selected suite of Ovid biomedical databases, full text journals and textbooks and to MD Consult. Northern Ontario health professionals who do not have access to health information services locally should contact NOVL for traditional library services, including document delivery, mediated literature searching, current awareness, reference and consultation.

The Professional Association of Internees and Residents of Ontario's (PAIRO) Resident Placement Program (PRPP) is a unique initiative that provides residents with individual career selection assistance and communities with needed physician resources. The program offers an opportunity for residents to better understand the available career opportunities in the province and to select those that best meet their professional and personal needs. In turn, this also serves the communities in which they work by supplying appropriately matched physicians to them.

HFOJobs (formerly the PAIRO Registry). In 2006 the Ministry of Health and Long-Term Care launched an ambitious health human resources strategy – HealthForceOntario. HFOJobs, an expansion of the PAIRO Registry, is a key tool in the HealthForceOntario strategy designed to ensure that Ontario has the right mix and supply of appropriately educated health care professionals today, and in the future. HFOJobs is a comprehensive job website designed to connect physicians-in-training, established physicians and International Medical Graduates with Ontario's underserved, rural and urban communities for recruitment and retention purposes. Users can search for locum and permanent practice opportunities, and obtain information on compensation, health resources and general information about a community.

Visiting Specialists Clinic Program - approved northern communities who are not able to support full-time resident specialist services may access these services through outreach clinics.

Recruitment Initiatives include:

The Tuition Support Program for Nurses (TSPN) offers tuition reimbursement to recent nursing graduates from rural and remote communities. Applicants must be new College of Nurses of Ontario (CNO) registrants who choose to do a return-of-service (ROS) in an eligible underserved

community. The program is open to nurse practitioner, registered nurse and registered practical nurse graduates who have recently graduated from a Canadian University or College.

Rural and Northern Physician Group Agreement (RNPGA) and Community Sponsored Contract (CSC) provide a global payment to a group of physicians and ensures patients will receive a wide range of comprehensive primary care services in several northern communities. The RNPGA provides several benefits for physicians including guaranteed remuneration; overhead funding; specialized service incentives, including obstetrics, plus billings for evenings/weekends for these services; remoteness incentives; funding for 24 hour on-call or emergency department coverage; access to locums for up to 37 days leave per year; and maternity benefits for up to 17 weeks at 50% of salary.

Community Visit Program - Health care professionals and their spouses may be reimbursed for travel and accommodation expenses within Ontario to visit a designated underserved community to assess practice opportunities.

Health Professionals Recruitment Tour is an annual recruitment activity that provides communities across the province with an opportunity to market themselves to established health care professionals and those in training. The tour, held in the fall of each year, visits all five of the provinces Academic Health Science Centres.

www.health.gov.on.ca/english/providers/program/uap/uap_mn.html www.HealthForceOntario.ca

Rural Health Online - On the Path to Healthy Communities

Web site that provide the tools for rural communities to implement the Rural Health Strategy (a multilevel, integrated approach for the development and implementation of strategies that will help to address some of the health needs of rural communities. It addresses both rural community health issues and develop a rural health lens to inform health policies in Ontario.

The programme offers Community Assessment Tools, resources for schools and information on available training. www.torc.on.ca and www.ruralhealth.ca

Close Up: Heartland doctor (5:58) (28-08-2008) Video Clip interview with Jega and Sanjeevan Pasupati