Gold Coast Primary Health Network

Workforce Planning and Prioritisation (WPP) Program Overview of Prioritisation and Recommendation Approach- Report 3

Introduction

- WPP is a Commonwealth Government project.
- GCPHN is part of the Qld consortia.

- GCPHN have undertaken the local research and analysis and we are asking you to comment on the analysis.

- If you have completed the survey for Report 2, you do not have to complete it for report 3 if you don't want to.
- If I have already consulted you – please do not complete again.

Scope of the WPP

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- **Provide analysis on current and future GP workforce needs- inform the distribution targets to be met by the GP colleges.**

- **Provide advice and analysis on the training capacity - assist the GP colleges to match registrars to suitable training placements and inform training capacity building activities**

- **Document training pathways- assist GP colleges to support registrars with suitable training options***

- Training allocation and placement decisions (RACGP and ACRRM are the decision makers)

- Delivering the AGPT program i.e. managing the training placements

- Direct engagement with registrars including their career planning/specific training needs or interests and pastoral care needs

- Accrediting practices or supervisors (RACGP and ACRRM responsibility)

Out of scope issues

- Financial
- Workforce – not within this project scope
- Payroll Tax
- Strengthening Medicare reforms
- Increase in patient numbers and complexity
  - Many practices want a Registrar but cannot get one- want to be informed why they were unsuccessful in their application
  - Want a clearer application/ feedback system for AGPT accreditation

- Consultation with practices has identified the above and GCPHN is aware
- Focus is your feedback on process taken to date on the WPP Project

End 2025
TP report 2 submission

Jun 2025
WN + TC report 4 submission

End 2024
TP report 1 submission

Jun 24
WN + TC report 3 submission

Now
WN+TC report 3 consultation

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WN= Workforce Needs
TCR= Training Capacity Report
TP= Training Pathways

Queensland Data Framework

- **Workforce Needs**
  - Community Profile
  - Health Service Access
    - Patient Need
    - Service types
    - Clinical Hubs
    - Workforce

- **Training Capacity**
  - Registrar Characteristics
  - Practice and Supervision Characteristics

+ Override: to account for local context, not captured through the quantitative assessment method

Training Capacity Assessment

Component	Underlying Element
Accreditation	Are practices or facilities in the GP Catchment accredited to deliver AGPT Training under ACCRM and/or RACGP?
Supervisors	If the practice is accredited as above, one of the criteria is available supervision.

Status	Definition
Registrar Ready	Demonstrated all necessary requirements and met all criteria to post registrar at location
Emerging	Only met some criteria and requires further support to ensure safe and positive experience for registrar
No Capability	Does not have the capacity and not met any criteria to train registrar

Three stages of prioritisation methodology

1. Measure current/future Workforce Need
2. Measure current/future Training Capacity
3. Priority Groupings which inform Recommendations
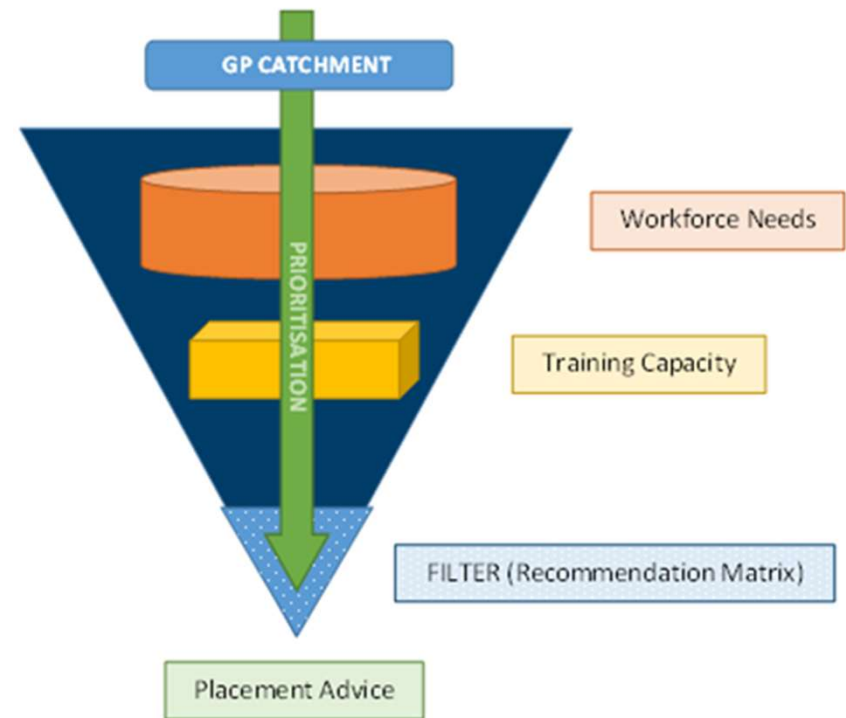
On your marks, get set….

Workforce Needs Assessment Outcome Score

	Proportion of age groups (0-14 and 65+ years)	Proportion of Aboriginal and Torres Strait Islander population	Proportion of population poorly proficient in English	Proportion of population in lowest SEIFA quintiles (Q1&2)	Projected population growth	Remoteness Area	Rate of Chronic Disease MP Services Delivered	GP FTE per 100,000 population	GP FTE workforce 65+ years	How many criteria met?	Workforce Need Status	Override
Indicates higher workforce need (relative to QLD)	↑ 35.6%	↑ 5.13%	↑ 1.8	↑ 44.69	↑ 1.8%		↑ 61.35	↓ 116.3	↑ 0.13	Out of possible 12		
Gold Coast – North	■		■	■			■			4	Medium	(OVERRIDE) High
Ormeau – Oxenford					■		■		■	3	Medium	(OVERRIDE) High
Mudgeeraba – Tallebudgera	■						■	■		3	Medium	
Surfers Paradise			■		■		■			3	Medium	
Nerang	■							■		2	Low	(OVERRIDE) Medium
Robina			■				■			2	Low	(OVERRIDE) Medium
Southport			■	■						2	Low	(OVERRIDE) Medium
Coolangatta	■						■			2	Low	
Broadbeach – Burleigh										1	Very Low	(OVERRIDE) Low
Guanaba – Springbrook										1	Very Low	
Tamborine – Canungra	■									1	Very Low	

Training Capacity*

GP Catchment	AGPT Accreditation	Practice/Facility Capability	Supervisor Capacity	Total Score
Gold Coast – North	1	1	1	3
Ormeau – Oxenford	1	1	1	3
Mudgeeraba – Tallebudgera	1	1	1	3
Tamborine – Canungra	1	1	1	3
Nerang	1	1	1	3
Robina	1	1	1	3
Southport	1	1	1	3
Coolangatta	1	1	0	2
Surfers Paradise	1	1	1	3
Broadbeach – Burleigh	1	1	1	3
Guanaba – Springbrook	0	0	0	0

Training Capacity
3 points= High
2 points= Mod
1 point = Low

*Data from 22/23

Prioritisation recommendations table

		Training Capacity			
		High TC	Moderate TC	**Low TC**	**No Capacity**
Workforce Need	**Very High to High**	Group 1	Group 2		Group 4
	Medium	Group 2			
	Very Low to Low	Group 3			

Recommendations

Grouping	Recommendation	Criteria
Group 1	Ready for placement	Catchment has High to Very High Workforce Need and has High Training Capacity (accredited Facilities, supervisor capacity and Practice/Facility capability met) to support a Registrar being placed.
Group 2	Ready for placement (after Group 1)	Catchment has Medium Workforce Need and has High Training Capacity (accredited Facilities, supervisor capacity and Practice/Facility capability met) to support a Registrar being placed.
Group 2	Focus on supervision	Catchment has Medium to Very High Workforce Need but does not have sufficient Training Capacity (did not meet the supervisor capacity component) to support a Registrar being placed.
Group 2	Individual support	Catchment has Medium to Very High Workforce Need but does not have sufficient Training Capacity (did not meet the Practice/Facility capability component) to support a Registrar being placed.
Group 2	Accreditation support	Catchment has Medium to Very High Workforce Need but does not have sufficient Training Capacity (did not meet the Accreditation component) to support a Registrar being placed.
Group 3	Maintain current training levels	Catchment has Very Low to Low Workforce Need and Low to High Training Capacity. Current primary care workforce meets the needs of the community.
Group 4	Broader workforce strategies required	Catchment has Very Low to Very High Workforce Need but these GP Catchments are likely to be experiencing broader issues that prevent a sustainable GP workforce (having no General Practices in the GP Catchment or no accredited Facilities, no supervisor capacity and no Practice/Facility capability) to support a Registrar being placed.

Do you support the prioritisation recommendations?

		Training Capacity			
		High TC	Moderate TC	Low TC	**No Capacity**
Workforce Need	**Very High to High**	• **Ormeau-Oxenford** • **Gold Coast - North**			• **Guanaba - Springbrook**
	Medium	• **Mudgeeraba – Tallebudgera** • **Southport** • **Nerang** • **Robina** • **Surfers Paradise**			
	Very Low to Low	• **Broadbeach – Burleigh** • **Tamborine - Canungra** • **Coolangatta**			

Thank you