

QH Workforce Strategy 2032: Stakeholder Feedback Summary

The Queensland Health Workforce Strategy 2032 has three key focus areas. Targeted strategies and actions are being developed under these focus areas based on your input. Information has been collated from the Workforce Summit, surveys, and through other stakeholder engagements. *We thank you for your valued comment and input.*

The most common themes from recent stakeholder surveys:



Top 3 responses

Improving culture and staff wellbeing

Enabling work to top of scope

Partnering to develop contemporary, flexible, integrated workforce models



Support and retain current workforce

- Strengthen workforce health and wellbeing initiatives and enhanced workforce flexibility
- Increase opportunity for mobility of workforce between regions and to rural and remote areas
- Maximise the capacity to work to top of scope and redistribute routine tasks to emerging models
- Enhance education and leadership opportunities for all workforces in all locations
- Articulate career options and progression pathways, including for Aboriginal and Torres Strait Islander workforces
- Increase equity of access to professional development across all locations, and strengthen graduate mentoring and succession planning
- Strengthen incentives for attraction and retention of regional, rural and remote workforce, including accommodation options
- Increase ICT capacity for rural and remote health and strengthen workforce planning capability
- Streamlined recruitment, credentialing, and onboarding processes



Build new pipelines of talent

- Partner early with education providers and local communities to develop pipelines of grow your own workforces and health career options for students
- Increase the number of incentivised school based traineeships, health scholarships, cadetships and the number of funded training positions
- Assistance to fill vacancies in rural and remote
- Partner to improve student and workforce accommodation for regional, rural and remote
- Co-designed and culturally aligned training and availability of funding for education and employment for Aboriginal and Torres Strait Islanders
- Explore ways to streamline and accelerate through education pipelines
- Continue to implement strategies to improve workplace culture and wellbeing
- Track education enrolments, education to employment and retention, to exit
- Establish new supporting roles and reflect community diversity



Adapt and innovate new ways to deliver

- Develop emerging and new workforce models to reflect contemporary health care delivery
- Enable work to top of scope and redistribute tasks to other cost-effective workforce models
- Reduce red tape and administrative and reporting burden for clinicians
- Develop workforce models to include advancing technologies and improve infrastructure and access
- Reduce the barriers to workforce mobility and flexibility and equity
- Improve the opportunities and support to develop advanced skills in rural and remote locations
- Explore innovative models and incentives for rural and remote workforce and hard-to-fill positions
- Standardise ICT platforms, including access to iEMR, and improve access to data
- Target students early for careers in health care and offer paid employment to final year students
- Reduce siloed models, and explore FIFO, rotation, hybrid, outreach, and other integrated workforce model options with local and system-wide focus