

*Supporting regional training in the NT*

## 2015 Northern Territory Regional Training Network (NTRTN) Forum

### Overview

The NTRTN 2015 Forum was held on 13th November 2015 in Darwin. It was attended by stakeholders in both Darwin and Alice Springs, from education, training and workforce areas, across private, public and non-government sectors.

The Focus of the forum was education and training collaborations and workforce planning.

The Forum's program included:

- The aim of the NTRTN and its achievements to date. This included:
  - building partnerships across sectors and borders, looking collectively at clinical training activity within NT and Northern Australia;
  - supporting various innovations through the Local Innovations Fund that contributed to;
  - establishing the NTRTN Council that consists of members across a number of sectors that meets regularly;
  - identification of clinical training placements including the scoping of a Clinical Placement Management System and a 'best practice guide' in clinical training placement in the NT;
  - the establishment of the NTRTN Website;
  - workforce data gathering and analysis to inform workforce planning initiatives;
  - activities associated with the Clinical Supervision Support Program;
  - program management of the Simulated Learning Environment including growing state of the art equipment offered to all health training programs; and
  - achievements seen through collaborations with the Greater Northern Australia Regional Training Network (GNARTN).
- NT health workforce sustainability planning – why do we need to do it collectively. In 2016 develop a plan to address workforce planning and reduce any duplication across sectors.
- Updates from NT Service Providers such as:
  - Top End Health Service Nurse & Midwifery, Education and Research Centre
  - Allied Health Professional Workforce – Clinical Education and Training in NT
  - Medical Education and Training Centre
  - NT Primary Health Network
  - Palmerston Hospital Project update
- Updates from NT Education Providers such as Charles Darwin University (CDU), Flinders University and NT General Practice Education (NTGPE).

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- An informative presentation on NTGPE CommDoc program which is a language tool developed for GP Registrars and other health professional working in communities across the NT to culturally enhance interactions with Aboriginal patients. This included an opportunity for participants to have a 'hands on' try after the session with resources provided by NTGPE.

### Forum Highlights

Presentations highlighted the good work that is being undertaken across the NT and how all organisations are addressing health workforce planning initiatives and education and training to ensure that practitioners are suitable and qualified for the NT.

Common themes identified from the Forum included:

- Similar workforce and training challenges are being experienced across sectors;
- The importance of supporting health professionals in their roles including professional development opportunities and providing clear career pathways;
- Governance for clinical student placements, addressing demand and supply capacity issues including best practice across the NT – putting locals first;
- Clinical supervision - capacity and quality;
- The importance of leadership;
- Workforce supply and demand factors for all health professionals in the NT based on health issues and needs into the future (local, national and global impacts);
- Working towards inter-professional linkages and how this can be strengthened;
- Addressing fragmentation across sectors – there is a need to undertake a 'stock take' of what is available in the NT, by whom and how collaborations can occur to close any gaps;
- Acknowledging there are unique opportunities in the NT to be innovative and strengthen close collaborations and partnerships - this can be achieved in a small jurisdiction like the NT;
- The importance of reliable workforce data for workforce planning; and
- All sectors face funding restrictions and constraints – how can the NTRTN facilitate and support initiatives into the future.

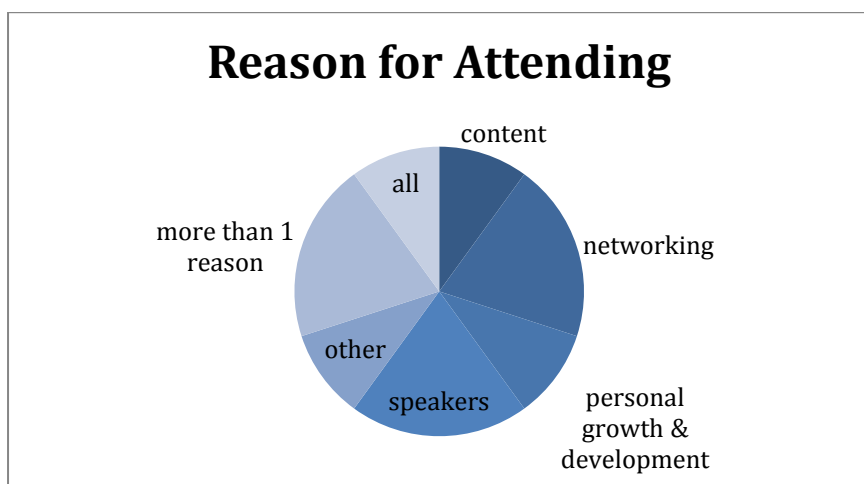
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## Evaluation Results

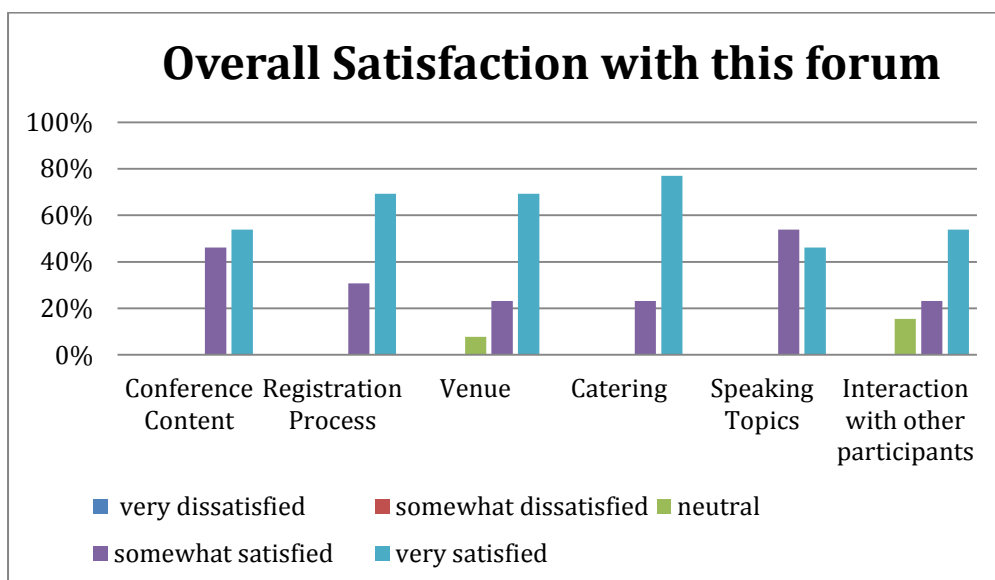
### Forum participation

The Forum was attended by 33 Stakeholders from education, training and workforce areas, across private, public and non-government sectors.

Of the 33 who attended, 13 completed an evaluation survey at the end. Percentage response: 39.4%.



53% of those who gave feedback said that the opportunity to network was the most beneficial aspect of the conference. This raises the question as to whether there should be monthly mini seminars, or networking lunches.



A very high satisfaction with all aspects of this forum was accompanied by requests for regular forums and an opportunity for participants to introduce themselves at the beginning which would allow them to network better. There was also a request for a focus on Aboriginal training and inter professional development to be included in future training network initiatives.



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## Future of NTRTN

It was agreed that the NTRTN is a valuable tool and is a key feeder group into workforce planning initiatives, education and training.

There was strong commitment by Stakeholders to continue the NTRTN as the intention of the NTRTN has worked in the NT.

Actions identified as a result of discussions – future role of NTRTN:

- Identify duplication occurring across the NT through the NTRTN and how stakeholders can collaborate;
- Identify approaches to support local education and training opportunities;
- Stakeholders to work together to close the gap in the 'preparatory and workforce pipeline' e.g. schools – universities – employment – sustainable workforce;
- Enhance inter-professional education and learning opportunities;
- Investigate best practice guides for on-boarding of graduates – continuation of student placements;
- Workforce data gathering and analysis to inform workforce planning initiatives;
- Workforce planning 'planning' session for Stakeholders;
- Investigate career pathway for Clinical Educators;
- Resource sharing particularly around training – use NTRTN website to market training; and
- Funding for NTRTN to continue – confirm ongoing funding support from the Australian Government Department of Health or seek from NT Department of Health.

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PHOTO COLLAGE



Pauline Mattschoss - Top End Health Service Nurse & Midwifery, Education and Research Centre



An inspiring 'Welcome to Country' given by Richard Fejo



Prof Dinesh Arya delivering Workforce Sustainability Planning



Trish Slocum Allied Health Professional Workforce



Emma Host - NT Primary Health Network



Dr Brett Dale - NTGPE

Valuable group discussions occurred throughout the day regarding program initiatives



Shirley Bergin delivering presentation on Medical Education and Training Centre



Prof Robyn Aitken, Ms Lisa Carusi and Dr Sharon Sykes on Palmerston Hospital project



Participants with CommDoc



Prof John Wakerman - Flinders NT



Dr Brett Dale facilitating discussions on future of NTRTN and stakeholder collaborations



Prof Rose McEldowney - CDU